

Botswana is one of the least densely populated countries in the world. With fewer employee options, you need to ensure your jobs stand above the rest with the right compensation and benefits. Globalization Partners can help you source the best benefits and compensation for your employees. Our experts truly understand Botswana's compensation laws, and we'll take on all matters of compliance, so your only focus can be growing your company.

## **Botswana Compensation Laws**

Botswana's minimum wage varies based on the industry and type of work you're involved in. For example, quarrying industry employees make at least 5.79 pula an hour, while individuals in the agriculture, forestry, and fishing industries earn at least 1,000 pula an hour. These rates are subject to change, so you should research any changes before drafting an employment contract.

Employees can work only 14 hours of overtime each week at one and a half times their normal hourly rate. If they work on a public holiday or other rest day, Botswana compensation laws stipulate that they should get twice their normal wage rate.

## **What Benefits Are Guaranteed in Botswana?**

All employees are entitled to certain guaranteed benefits, such as paid time off for holidays and vacation. The country celebrates eight national holidays where employees get the day off, and they're also entitled to 15 days of paid leave per year. Eight days of leave need to get taken within six months, and the remaining days have to get used within three years of employment.

Female employees are generally entitled to 12 weeks of maternity leave and can take six weeks before the birth and six after. You'll need a doctor's certificate to take this leave, and employees should get at least 50% of their basic pay while on maternity leave.

## **How Do You Disperse Your Botswana Benefit Management Plan?**

Once you decide on a Botswana benefit management plan, you should include supplemental benefits that are not required by Botswana compensation laws but are expected by employees. For example, Botswana has a universal healthcare system where private health insurance is available but not widely used. You can either provide private healthcare to all employees or give them a stipend for them to source their own plan.

If you're not sure what kind of additional benefits would make sense for your employees, you should look at what benefits other companies in your industry are offering. You can also interview employees to figure out what kinds of benefits would round out your Botswana benefit management plan and be most attractive to employees.

### **Restrictions for Benefits and Compensation in Botswana**

The biggest restriction for benefits and compensation comes with the incorporation process. You must [set up a subsidiary](#) in the country before you can hire employees, pay them, and give out benefits. However, Globalization Partners changes the process with our Botswana compensation and benefit outsourcing services. We're a [global PEO](#) that will work hard to make your expansion easier. When you work with us, we'll source the best benefits, ensure you meet all of Botswana's compensation laws, and keep you compliant.

### **Globalization Partners Can Help Your Expansion**

If your company is looking to open offices in Botswana, we can help. Contact us today to learn more about our Botswana benefit and compensation outsourcing services.