

Globalization Partners provides employer of record services for customers that want to hire employees and run payroll without first [establishing a branch office or subsidiary](#) in Burkina Faso. Your candidate is hired via Globalization Partners' Burkina Faso PEO in accordance with local labor laws and can be onboarded in days instead of the months it typically takes. The individual is assigned to work on your team, working on your company's behalf exactly as if he or she were your employee to fulfill your in-country requirements.

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Our solution enables customers to run payroll in Burkina Faso while HR services, tax, and compliance management matters are lifted from their shoulders onto ours. As a Global PEO expert, we manage employment contract best practices, statutory and market norm benefits, and employee expenses, as well as severance and termination if required. We also keep you apprised of changes to local employment laws in Burkina Faso.

Your new employee is productive sooner, has a better hiring experience and is 100% dedicated to your team. You'll have peace of mind knowing you have a team of dedicated employment experts assisting with every hire. Globalization Partners allows you to harness the talent of the brightest people in more than 185 countries around the world, quickly and painlessly.

Burkina Faso, whose capital is Ouagadougou, is a small, landlocked country in West Africa. When negotiating terms of an employment contract and offer letter with an employee

in Burkina Faso, it may be useful to keep the following in mind:

Public Holidays in Burkina Faso

Burkina Faso celebrates 13 national holidays:

- New Year's Day
- International Women's Day
- Easter Monday
- International Labor Day
- Ascension Day
- Aid-Al Fitr
- Independence Day
- Assumption Day
- Aid-El Kebir
- Columbus Day
- Commemoration of Independence
- Mouloud
- Christmas Day

Working Hours in Burkina Faso

In general, the standard workweek is 40 hours.

Vacation in Burkina Faso

Employees are generally entitled to 22 days of paid annual leave.

Maternity/Paternity Leave in Burkina Faso

Female employees are generally entitled to 14 weeks of paid maternity leave. Both the employer and social security pay for the leave.

Male employees are generally entitled to 20 days of leave for events concerning their home life.

Termination/Severance in Burkina Faso

Probationary periods are based on the type of employee, but may not exceed three months.

Termination of employment must be made in writing and include the reason for termination. Notice of termination must be given: 8 days for hourly workers, one month for regular workers, three months for executives, supervisors, technicians, and similar staff. If the termination is for anything other than gross negligence, theft, or intentional damage to company property, a severance payment must be made.

Group dismissals require a 30-day notice period.

Taxes in Burkina Faso

Employees contribute 5.5% of their salary to social security; employers contribute 16%. Employers also pay a 3% payroll tax.

Health Insurance in Burkina Faso

In 2015, Burkina Faso implemented universal healthcare.

Employment Contracts in Burkina Faso

Fixed-term contracts must be in writing and may not exceed 3 years.

For permanent contracts, it is best practice to put a strong, written employment contract in place in Burkina Faso, in the local language, which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment

contract in Burkina Faso should always state the salary and any compensation amounts in West African CFA francs rather than a foreign currency.

This information is provided as generally accepted information and is not intended as advisory services.

Why Globalization Partners

[Establishing a branch office or subsidiary](#) in Burkina Faso to engage a small team is time-consuming, expensive and complex. Labor laws in Burkina Faso have strong worker protections, requiring great attention to detail and an understanding of local best practices. Globalization Partners makes it painless and easy to expand into Burkina Faso. We can help you [hire your candidate](#) of choice, [handle HR matters](#) and [payroll](#), and ensure that you're in compliance with local laws, without the burden of setting up a foreign branch office or subsidiary. Our Burkina Faso PEO and [Employer of Record](#) solution provides you peace of mind so that you can focus on running your company.

If you would like to discuss how Globalization Partners can provide a seamless employee leasing or PEO solution for hiring employees in Burkina Faso, please contact us.