

Hiring employees in Chad can either help or hurt your new business location. Finding the right employees will help grow your company and make it successful, while hiring the wrong Chad employees or being found non-compliant can set you back and even lead to fines.

Globalization Partners understands how important hiring is to your subsidiary, which is why we offer Chad hiring outsourcing. When we act as the Employer of Record, we can hire employees under our subsidiary who work for you. We'll either recruit the right candidates or onboard your preferred candidates to give all your new employees a great hiring process and help them become productive from day one.

Recruiting in Chad

Understanding the logistics of staffing and recruiting in Chad is just as important as learning about the culture. If you don't know the best recruitment channels, you might spend more time and money sourcing talent than you planned to — and if you're unfamiliar with the country's hiring laws, you could face fines and operational delays for noncompliance.

When you're sourcing talent in Chad, you have a few different options to choose from:

1. You can advertise your company's available positions yourself. Local newspapers are probably your best channel. If you choose to handle recruiting in-house, be prepared for the process to take a while.
2. You can hire a local recruiting agency. Be sure to choose one that's qualified to deliver the results you want. You should also look out for unexpected costs, such as additional pay for the agency built into your employee's salary.
3. You can partner with a global PEO that offers recruitment as part of their Employer of Record solution. This avenue can be an excellent option if you're concerned about compliance, as the risk will be on their shoulders instead of yours.

Legal Requirements for Staffing in Chad

According to Chad's constitution, all citizens have the right to work. Chad has legislation in place to prevent employers from discriminating against workers and potential hires based on

the following characteristics:

- Origin
- Beliefs
- Marital status
- Sex
- Opinions

It's crucial to make sure your company complies with these regulations throughout the recruitment process. You should avoid asking any direct questions about these traits during meetings, interviews, and even casual conversations with prospective employees.

How to Hire Employees in Chad

The best way to hire employees in Chad is by using a strong employment contract that's either fixed or indefinite. Fixed-term contracts can't go past 24 months, and you can renew them only once. All contracts should be in the employee's local language and include compensation, benefits, termination and entitlement terms, and more. Make sure all compensation, bonuses, and salary amounts are in CFA francs instead of another currency.

Chad Employment Compliance Laws

Chad's employment compliance laws are included in the labor code that governs the entire territory. The labor code includes all employment relationships in Chad regardless of where the relationship ends, the employee's residence, and the nationality of either party. One of the important regulations involves working hours. Employees of any sex or age working in a non-agricultural public or private setting can't work more than 39 hours a week.

The Best Ways to Onboard Employees

The way you onboard employees will ultimately be left up to your company. Once you hire employees in Chad, it's a good idea to review the employment contract you agree on during the person's first day. You can also use this time to go over your company's code of conduct,

regulations, and more.

Although it can be time-consuming, setting up a training program for new hires will ensure that they're comfortable with both your company and their position. Try to tailor each program to the employee's specific position so that they can excel at their new job. If you have the time to travel to Chad, you should set up a meeting with several new hires at one time during their first week to personally welcome them to your company and give them time to meet one another.

The Benefit of Chad Hiring Outsourcing Services

Utilizing Chad hiring outsourcing through Globalization Partners will help you start working quickly. Instead of waiting months to set up your own subsidiary, you can start normal operations in a matter of a day or two. Plus, our team will shoulder all Chad employment compliance regulations so that you never have to worry about delays or fines.

Contact Globalization Partners for More Information

Globalization Partners is the team you need on your side for your global expansion to Chad. [Contact us today](#) for more information about Chad hiring outsourcing and our entire suite of global expansion services.