

Côte d'Ivoire — also known as the Ivory Coast — has a large population, making it a good place to expand to if you're searching for a large employee pool. However, you still have to learn how to hire Côte d'Ivoire employees and find the right candidates who are committed to helping grow your new location. This job is on top of figuring out your [payroll](#), giving out compensation and benefits, and running your company.

Globalization Partners makes it easier to hire talented employees through Côte d'Ivoire hiring outsourcing. We can recruit and hire employees on your behalf or onboard your preferred candidates as the Employer of Record. Your employees will have a positive hiring experience as a result, and they can start being productive from the beginning — all without you worrying about compliance.

Recruiting in Côte d'Ivoire

In addition to studying up on the Ivory Coast's business etiquette, you should spend some time learning about the practical aspects of the country's recruitment process. Knowing the best recruitment channels and understanding the country's laws will go a long way toward the recruitment process progressing smoothly for your company.

When it comes to sourcing talent in the Ivory Coast, you have a few different options. You can advertise open positions online or in local newspapers. Since French is the most common language in Côte d'Ivoire, it's a good idea to post listings in French.

Côte d'Ivoire's business culture is very dependent on interpersonal relationships and favors, so many companies choose to recruit through personal recommendations and word of mouth. If your business doesn't have an established presence in the Ivorian market, you might benefit from partnering with a [global PEO](#) that already has an in-country subsidiary.

Laws Against Discrimination in Côte d'Ivoire

Like most other countries, the Ivory Coast has a set of laws in place to prevent discrimination. As the employer, it's your responsibility to comply with these laws throughout the process of

staffing and recruiting. Ivoirians are protected from discrimination on the basis of the following characteristics:

- Race
- Sex
- Ethnicity
- Opinions
- Religion
- Social status

You can take a few steps during the recruitment process to ensure that your company is complying with these laws. Avoid mentioning any specific traits in job advertisements unless they are true requirements for the position. You should also be mindful of the questions you ask during interviews and meetings with potential hires, taking care to avoid direct inquiries about the protected characteristics outlined above.

How to Hire Employees in Côte d'Ivoire

Côte d'Ivoire legally requires employers to use an employment contract to hire employees, whether it's fixed or indefinite. Fixed-term contracts must be in writing and can get renewed without any limit for up to two years. Indefinite-term contracts also must be written in the local language and include everything from [statutory benefits](#) to termination requirements. Any contract or offer letter should also include compensation amounts in West African CFA francs.

Côte d'Ivoire Employment Laws

Once you hire Côte d'Ivoire employees, you need to ensure that all employees either meet or exceed the country's employment compliance laws. Employees generally work 40 hours over a five-day week for eight-hour days. However, some industries could have separate working hours that you need to follow.

The Ivory Coast has ratified all core ILO Labor Conventions as of 2003, giving employees the right to organize, collectively bargain, and strike. Although they could face restrictions and

penalties, you should check to see if your industry has a collective bargaining agreement (CBA). CBAs or trade unions could change the Côte d'Ivoire employment compliance laws you have to follow.

Onboarding in Côte d'Ivoire

Companies should onboard employees using a process that best fits their culture and goals. Since Côte d'Ivoire has strict laws related to probation periods, termination, and entitlements, we recommend reviewing these parts of an employment contract while onboarding employees. You should also make sure you provide job training that will make employees more comfortable in their new positions.

Benefits of Hiring Outsourcing in Côte d'Ivoire

Having a local presence in Côte d'Ivoire is an important part of hiring employees and working in the country. Establishing a subsidiary is not only legally required as part of Côte d'Ivoire employment compliance laws, but it can speed up the process by giving you direct interaction with government agencies.

However, establishing a subsidiary takes time and can delay your work by up to a few months. Globalization Partners uses Côte d'Ivoire hiring outsourcing to handle all compliance related to employment, and we can help you start working in a few days. We'll hire employees who work for you without you having to establish a subsidiary.

Work With Globalization Partners To Expand Globally

If you're ready to expand to the Ivory Coast, we can help. [Contact Globalization Partners to learn more](#) about Côte d'Ivoire hiring outsourcing.