

When your company expands to other countries, compensation laws may change the most basic elements of your operations. Outsourcing these responsibilities can alleviate some of the administrative burdens your team feels during growth.

As an Employer of Record, Globalization Partners can help you manage compensation and benefits for a global workforce.

### **Dominica's Compensation Laws**

Minimum wages depend on industry and occupation. There are a few circumstances in which someone can receive lower compensation, but those grounds are only valid on a case-by-case basis.

You must not pay women less than men if the difference in their compensation stems from their gender. If you want to regain compliance, you must raise the affected women's wages — lowering men's wages to establish pay quality is illegal.

Inspectors may arrive at any time, and you must have the proper documentation of various operations, including a record of how you compensate and administer any relevant benefits to your employees.

### **Guaranteed Benefits**

Duly insured employees can receive short- and long-term benefits through social security. The benefits available for your employees include:

- Sickness and employment injury benefits.
- Reimbursements for medical expenses.
- Maternity benefits and grants.
- Disability.
- Age pensions.
- Death benefits and funeral grants.

## **Dominica Benefits Management**

You are responsible for ensuring every employee is duly registered for short- and long-term social security.

Payments to the social security office are due on the 14th of each month. If the 14th is a nonworking day, your contributions are due on the day you return to work. If you fail to meet these deadlines, you must pay a 10 percent late fee.

Each time you make a contribution, you must include a completed Contribution Remittance Form for each worker.

## **Restrictions on Benefits and Compensation**

In this country, labor laws create a minimum standard for fair employment practices. This means Dominica's laws do not outline any caps or maximums for benefits and compensation. However, if you're hiring in-country, you must consider certain mandates, including:

- Overtime. Overtime compensation must equal at least 150 percent of the employee's standard wages. If performing work on holidays, they should receive twice their daily wages.
- Severance. You must pay severance in many termination circumstances. Often, these payments include the salary an employee would have earned during a notice period or leftover vacation leave.
- Maternity leave. Pay during maternity leave cannot be less than 60 percent of the worker's standard wages.

If you want to supplement the social security office's benefits, you may do so. Offering attractive benefits is one of the best ways to secure top talent.

## **Globalization Partners Handles Compliant Compensation and Benefits**

At Globalization Partners, our global PEO services include providing compliant compensation

and generating competitive benefits packages. We have a world-class team of legal representatives and in-country experts who make it possible for us to offer these services.

Compensating your employees on a consistent schedule and ensuring their paychecks accurately reflect their working hours are important. Several factors can complicate compensating your global workforce. Oversight, late payments, and other common gaps in compliance often lead to fines and other consequences.

When you work with a global PEO — also known as an Employer of Record — such as Globalization Partners for Dominica compensation outsourcing, we accept full liability for maintaining compliant operations.

At Globalization Partners, our services include hiring your employees as our own, putting them on our payroll, and using our expertise to offer high-caliber benefits packages to your favorite candidates.

### **Learn More About Globalization Partners**

Are you looking to expand your company abroad? Take the first step with Dominica benefits outsourcing services from Globalization Partners. [Contact us today](#) for more information.