

Reading Time: 4 minutes

Hiring is both exciting and challenging when your company is expanding. It can prove difficult to learn how to hire employees in Ecuador, but once you find the right ones, you can benefit from their work. However, do you have the time to recruit candidates while you're also establishing a subsidiary, deciding on a payroll option, and running your parent company?

That's where Globalization Partners steps in. We offer Ecuador hiring outsourcing services to save you time and help you avoid hassles. Your employees will have a great hiring experience, and they can start working for you immediately. Plus, we'll act as the Employer of Record, so we can manage the risk while you manage your company.

Recruiting in Ecuador

Recruiting can be a challenge, especially if you're not familiar with the culture as your prospective employees. If you want to make informed hiring decisions for your company, it's important to have an understanding of candidates' backgrounds, attitudes, and expectations. Learning about Ecuadorian culture and business etiquette can go a long way in helping you connect with candidates on a personal level.

Here are a few tips to consider when you're staffing and recruiting.

1. Learn Some Spanish

As the official language, Spanish is widely spoken throughout the country. If you're not fluent in Spanish, you may want to hire a translator for meetings and interviews. It's a good idea to learn at least a few words and phrases in Spanish. Making an effort to learn the language will show candidates that you're interested in understanding them and getting to know them. You may consider printing one side of your business card in Spanish as well.

2. Don't Stress Punctuality

People and relationships tend to have a higher value placed on them than time management. While it's always considered polite to be on time for a meeting or interview, sometimes other things come up and it's acceptable to be a bit behind schedule. Don't write off an otherwise qualified candidate for being a few minutes late to a meeting.

3. Consider Cultural Gender Roles

Women from other countries should not have trouble recruiting in Ecuador. However, there are a few considerations to keep in mind if you plan to share a meal with candidates or new

employees. Most men will object to women paying the check at a restaurant. If it's important for you to pay, it's a good idea to make arrangements ahead of time.

In addition, it's common for people to drink alcohol when they go out for a business lunch. Women typically drink wine, so men may find it unusual to see a woman drinking liquor.

The Recruitment Process in Ecuador

You have a few options when it comes to sourcing talent in Ecuador. Your company can handle the recruitment process in-house or hire outside assistance. Personal recommendations and word of mouth are popular recruitment channels in this country, so staffing may be a challenge if you don't have an established presence and contacts in-country. If this is the case for your company, you may consider working with a global PEO that offers recruitment services.

Important Laws to Follow When You're Staffing

If your company doesn't comply with all laws while you're staffing and recruiting, you could face fines and costly operational delays. During the recruitment process, the most important laws your team should remember are those in place to prevent discrimination. Ecuador's constitution states that all persons have the same opportunities and rights, including protection against discrimination based on the following characteristics:

- Place of birth
- Language
- Ethnic belonging
- Religion
- Sex
- Age
- Cultural identity
- Gender identity
- Migratory status
- Disability
- Civil status
- Political affiliation
- Ideology
- Legal record
- Health status
- Socioeconomic condition
- Sexual orientation

Because the law protects such a wide variety of characteristics, it's important to be mindful of the questions you ask during meetings and interviews as well as the language you use in job advertisements.

How to Hire Ecuadorian Employees

We recommend hiring employees in Ecuador using an employment contract. Although they can be oral or written, best practice is to use a strong, written contract in Spanish. You should include important employment terms, such as termination requirements, statutory benefits, compensation, and more. All compensation and salary amounts should be in U.S. dollars instead of another currency.

You can choose from several different types of employment contracts to hire Ecuador employees depending on the nature of their employment. The various choices include:

- Indefinite-term contract
- Eventual contract
- Occasional contract
- Seasonal contract
- Certain/specific work contract
- Task contract
- Contract by piece
- Work or service determined within the business line contract

Ecuador's Employment Compliance Laws

Ecuador has numerous employment compliance laws for both resident and non-resident employers. For example, all of your employees must be enrolled in social security within the first 15 days of the working relationship. You also need to register the employment contract with the Ministry of Labor using the Unified Worker System online. As an employer, you're required to keep written records of all signed contracts in your office so that the Ministry of Labor can review the information at any time.

How to Onboard Employees

Every company has different goals and ways of operating, and you need to onboard your employees using a process that fits your unique operation. That said, you should take some steps to make employees comfortable and show them they're valuable company players. Always review the employment contract with the employee during their first day or week to make sure everyone agrees with the terms. If the employee is stepping into a highly

technical position, you may want to provide some job-specific training to make sure they succeed.

Benefits of Ecuador Hiring Outsourcing

Choosing Ecuador hiring outsourcing with Globalization Partners means you can start working from day one. We hire employees who are ready to start being productive from the start. We'll onboard them to our Ecuador PEO but assign them to work for you. Since we'll act as the Employer of Record, we'll take on all Ecuador employment compliance, so you can put all your energy into running your company.

Contact Globalization Partners Today

Globalization Partners has helped many companies before you expand around the globe. Trust us and Ecuador hiring outsourcing to make your expansion easier. [Contact us today](#) to learn more.

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