

The Gambia, also known as Gambia, is a small African country bounded by Senegal. The country has a small population and a small Atlantic coastline. Known for its abundant wildlife, The Gambia also has access to many beaches.

If your company currently does business in Africa or wants to break into certain industries, The Gambia can be a great place for you to incorporate. Many companies start their expansion by deciding on the best way to run payroll. However, learning new tax regulations, labor laws, and how to set up a payroll in The Gambia can be difficult when you're also focused on running two companies. Globalization Partners provides The Gambia payroll outsourcing to save you time and help you avoid hassle.

## **Payroll Taxation Rules in The Gambia**

When you set up payroll in The Gambia, you have to focus on deducting the right amount of personal income tax. The country uses a Pay As You Earn (PAYE) system, so you need to deduct taxes on your employees' gross employment income. The Gambia has a progressive tax system that goes up to 25% depending on the employee's income level. As an employer, you also have to pay a corporate income tax of 27% on all taxable profits.

## **The Gambia's Payroll Options**

You can set up payroll in The Gambia with one of the four options below:

- **Internal:** An internal payroll will help your company pay all employees under one roof. With this setup, you'll need a bigger staff and an expert who will help you stay compliant.
- **Remote:** Another option is adding your employees in The Gambia to your parent company's payroll in another country. If you choose this option, you'll have to make sure employees get the right amount of pay and follow the correct tax laws based on their country of employment.
- **Outsourcing locally:** Choosing a payroll processing company in The Gambia will allow you to outsource payroll tasks. Your company will still need to worry about compliance, however, since a local company cannot act as the Employer of Record.

- Outsourcing with a global PEO: A global PEO such as Globalization Partners can serve as the Employer of Record. We offer The Gambia payroll outsourcing through our subsidiary to make your expansion easier and fully compliant.

## **What Do You Need to Set up The Gambia Payroll?**

Companies looking to run payroll in The Gambia cannot do so without a subsidiary. An established entity in The Gambia will give you the freedom and flexibility to work in the country and is a prerequisite to setting up your payroll, hiring employees, and more. However, it will take your company months or longer to establish a subsidiary in a foreign country.

Why should you work with Globalization Partners? We have subsidiaries around the world, and we offer The Gambia payroll outsourcing through our Global Expansion solution. Because we already have an established entity, you can start working in The Gambia in a day or two, and you won't be responsible for compliance.

## **Important Termination and Entitlement Terms**

Discussing and including entitlement and termination terms in an employment contract before you set up payroll in The Gambia can help you and your employees stay on the same page. An employer can only dismiss an employee on certain grounds, including serious misconduct, habitual or substantial neglect of duties, lack of skill, misrepresentation, and similar issues.

## **Start Your Expansion With Globalization Partners**

Globalization Partners wants to help you start your expansion today. Contact us for information about The Gambia payroll outsourcing.