

Globalization Partners provides employer of record services for customers that want to hire employees and run payroll without first establishing a branch office or subsidiary in Ghana. Your candidate is hired via Globalization Partners' Ghana PEO in accordance with local labor laws and can be onboarded in days instead of the months it typically takes. The individual is assigned to work on your team, working on your company's behalf exactly as if he or she were your employee to fulfill your in-country requirements.

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Our solution enables customers to run payroll in Ghana while HR services, tax, and compliance management matters are lifted from their shoulders onto ours. As a Global PEO expert, we manage employment contract best practices, statutory and market norm benefits, and employee expenses, as well as severance and termination if required. We also keep you apprised of changes to local employment laws in Ghana.

Your new employee is productive sooner, has a better hiring experience and is 100% dedicated to your team. You'll have peace of mind knowing you have a team of dedicated employment experts assisting with every hire. Globalization Partners allows you to harness the talent of the brightest people in 170 countries around the world, quickly and painlessly.

Ghana is a country in West Africa that borders the Atlantic Ocean, the Gulf of Guinea, Ivory Coast, Togo, and Burkina Faso. While there are 11 state sponsored languages in Ghana, English is the language used in government. Ghana has a population of 26 million, 45% of

which is under the age of 25. The country's GDP is USD 48.14 and growing at a rate of 4.9% annually. The unemployment rate is 5.2% and the inflation rate grew from 17% to 19% from 2015 to 2016. Ghana's major exports are gold, cocoa beans, and timber.

Ghana Holidays

Ghana celebrates 12 national holidays:

- New Year's Day
- Independence Day
- Good Friday
- Easter Monday
- May Day (Workers' Day)
- African Union Day
- Republic Day
- Eid Ul-Fetr
- Founder's Day
- Eid Ul-Adha
- Farmer's Day
- Christmas Day

Working Hours in Ghana

In general, Ghanaians work an 8 hour day, 5 days per week.

Vacation in Ghana

Employees are generally entitled to at least 15 days of paid annual leave.

Sick Leave in Ghana

There is no specific time period for sick leave given in the labor code.

Maternity/Paternity Leave in Ghana

Female employees are generally entitled to 12 weeks of paid maternity leave.

Ghana is working on passing legislation to mandate 5 days of paternity leave.

Termination/Severance in Ghana

A employment contract may be terminated for just cause. Weekly workers are entitled to 7 days' notice; workers on a contract of less than 3 years are entitled to 2 weeks' notice. Workers with longer contracts are entitled to 1 month's notice.

If an employment contract includes an “at will” clause, then no notice need be given.

Termination notices should be in writing.

Ghana Tax

Employers contribute 13% of wages to social security. Employees contribute 5.5% of their wages.

Health Insurance in Ghana

Ghana has national health insurance which provides basic health services to all citizens.

Employment Contracts in Ghana

It is legally required to put a written employment contract in place in Ghana, in English, which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment contract in Ghana should always state the

salary and any compensation amounts in Ghanaian cedi rather than a foreign currency.

This information is provided as generally accepted information and is not intended as advisory services.

Why Globalization Partners

Establishing a branch office or subsidiary in Ghana to engage a small team is time-consuming, expensive and complex. Ghanaian labor law has strong worker protections, requiring great attention to detail and an understanding of local best practices. Globalization Partners makes it painless and easy to expand into Ghana. We can help you hire your candidate of choice, handle HR matters and payroll, and ensure that you're in compliance with local laws, without the burden of setting up a foreign branch office or subsidiary. Our Ghana PEO and [Global Employer of Record](#) solution provides you peace of mind so that you can focus on running your business.

If you would like to discuss how Globalization Partners can provide a seamless employee leasing or PEO solution for hiring employees in Ghana, please [contact us](#).