

Out of all the tasks you need to complete as part of your expansion, hiring is one of the most important. Your new employees in Ghana will help you build a global company while taking some of the stress off your shoulders. However, you need to hire Ghana employees while handling everything from compensation to payroll and meeting Ghana's employment compliance laws.

Globalization Partners will give your company a jump start through Ghana hiring outsourcing. We'll use our PEO to hire employees who work for your business. As a result, you won't have to worry about recruiting, meeting the country's employment compliance laws, or spending time creating your own subsidiary.

Recruiting in Ghana

In addition to learning about Ghanaian culture and etiquette, your recruiting team should spend time considering the practical aspects of recruiting. Do you know where to look for talent in Ghana? If not, do you know what your options are when it comes to outsourcing recruitment services? How familiar are you with your legal obligations as an employer? You want to be able to answer all of these questions before you travel to begin the recruitment process.

Networking and connecting with highly qualified employees can be challenging in a country where you don't have any business connections. For this reason, some international companies choose to work with traditional recruiting firms. Another option is working with a local Employer of Record that will recruit and hire team members on your company's behalf. Keep in mind that a recruiting agency won't take on the risks and responsibilities of compliance for you, whereas an Employer of Record will.

Laws Against Discrimination in Ghana

The constitution and labor laws protect employees and candidates from discrimination. The laws specifically mention several protected characteristics, including:

- Ethnic origin
- Race
- Color
- Sex
- Religion
- Creed
- Social or economic status
- Political opinion

Persons with disabilities also have specific protections in the workplace. It's important to make sure your business complies with all of these legal requirements from day one of staffing. Failure to do so could result in operational delays and hefty fines for your company.

How to Hire Employees in Ghana

You must hire all Ghana employees working for a period of longer than six months using a written employment contract in English. Use the contract to spell out important employment terms, including compensation, benefits, termination requirements, working hours, and more. Keep in mind that all offer letters and contracts should include monetary amounts in Ghanaian cedi.

There are some trade unions within Ghana that you need to be aware of. If your industry or employees belong to a trade union, you have to follow the union's separate Ghana employment compliance laws.

Ghana Employment Laws

Ghana's Labor Act 651 of 2003 outlines all the country's employment compliance laws and labor issues. You can find all laws related to labor, employers, trade unions, and industrial relations within the act. It's important to note that you have to follow additional Ghana employment compliance laws if you want to hire an expatriate. That employee must get a work permit or immigrant quota that specifies the employee's job title and indicates that you're the employer.

Onboarding in Ghana

Your company can onboard its employees in the way you see fit. However, we do recommend taking certain steps to help your employees become comfortable with your company and their new jobs. Start an employee's first day by reviewing their employment contract and any other vital company documents. Then you can create a training program that prepares employees to stay successful in their jobs.

Depending on the size of your subsidiary, you can try to travel to Ghana to welcome new employees personally. If you're only onboarding a few employees, you can schedule a meeting to introduce them to your company and encourage all new employees to meet each other.

Benefits of Hiring Outsourcing in Ghana

Choosing Ghana hiring outsourcing with Globalization Partners will save you time and additional hassle. Instead of spending months or up to a year trying to establish your own subsidiary, you can use our existing Ghana PEO for your expansion. When you choose Ghana hiring outsourcing with us, your employees will have a great hiring experience and can start working immediately. As the Employer of Record, we'll handle all Ghana employment compliance laws as well.

Work With Globalization Partners To Expand Globally

If you're ready to expand to Ghana, our team can help. [Contact us today](#) to learn more about Ghana hiring outsourcing and our comprehensive solution.