

Recruiting and hiring new employees who are talented and dedicated to your company's success is important for the health of your company. Once you decide to expand, you need to find the right candidates and also learn Honduras' employment compliance laws. Globalization Partners has extensive knowledge of how to hire Honduras employees, and we also take on all compliance as the Employer of Record, so you can focus on growing your company if you work with us.

## Recruiting in Honduras

Recruiting and staffing aren't as easy as connecting with prospective candidates. You must follow the country's recruiting and employment laws provided in the Labor Code. For example, the Code prohibits discrimination based on race, religion, politics, or economic status.

Unfortunately, gender discrimination still exists in this country. Many industries ask women to provide urine samples as a condition for employment to determine whether the candidate is pregnant. You should never use this practice or discriminate against a woman who is pregnant. If you hire a pregnant candidate, you cannot ask them to perform strenuous activities or work a night shift of more than five hours per Honduras' Labor Code.

If you want to hire expats, they must possess expertise that local candidates do not have. Currently, the law requires 90% of your staff to be Honduran. If you hire a worker who doesn't have the right to work in the country, you could face fines from the Ministry of Labor.

## Where to Advertise Your Open Positions

You have many options for advertising your jobs in Honduras. Common job boards include:

- CompuTrabajo
- Opcion Empleo
- Careerjet
- Learn4Good

If you plan to hire expats, you can post your positions on sites such as Overseas Jobs, Go Abroad, and LinkedIn.

## How to Hire Honduras Employees

While Honduras is an attractive location for an expansion thanks to its talented workforce, labor laws tend to favor employees over employers. Collective bargaining agreements (CBAs) and labor unions are strong in Honduras and can impact the working relationship between you and employee. Always take these factors into account before hiring an employee in Honduras and extending an offer letter.

Honduras requires all employers to draft a strong employment contract that includes information about compensation, benefits, termination, and more. You should also include all salary and other compensation amounts in Honduran lempira instead of another currency. Also, keep in mind that your written employment contract needs to line up with any CBA or labor union guidelines.

## Honduras Employment Compliance Laws

To stay within Honduras' employment compliance laws, you have to understand the aspects of an employment offer. Employees in Honduras must receive 13th- and 14th-month bonuses, which you should factor into your budget. Your offer letter should state whether the salary amount includes these bonuses or not.

Employers must pay employees every 15 days or monthly. You should work this schedule out individually with all your employees to see which option they prefer. Then, include the agreed-upon schedule in your written employment contract that the employee signs before their first day.

Honduras compliance law limits weekly work hours to 44 hours in a day shift and 36 hours in a night shift (any hours between 7 p.m. and 5 a.m.) worked over a six-day period. In emergencies and particular circumstances, overtime is permitted paid at a rate of 130%

standard pay for day hours and 170% for night hours.

## **How to Onboard Employees**

Your company does not need to onboard employees in one specific way. Honduras will allow you to hire employees and onboard them in the best way for your company. However, you can follow certain procedures that will make employees feel more comfortable and save you time.

We recommend reviewing employment contracts with employees on their first day since Honduras employment compliance laws are complicated. You should also take that time to outline company policies such as dress code, working hours, termination terms, and more. If you can travel to Honduras for an employee's first day or week, you should clear your schedule to be there, but you can also coordinate the schedule with another company executive.

## **Benefits of Honduras Hiring Outsourcing**

Instead of hiring employees yourself, you can opt for Honduras hiring outsourcing through a local company or a global PEO. A local Honduras hiring agency can help you find talented candidates, but they can't shoulder compliance for you. Globalization Partners can. As a global PEO, we'll hire employees on your behalf and act as the Employer of Record, so all compliance will fall to us instead of you.

## **Partner With Us Today**

Globalization Partners can help make your expansion easier and more productive through our Honduras hiring outsourcing services. Contact us today to learn more.