

Why should talented workers choose your position over another? When you're recruiting candidates, you have to ask yourself this question and figure out how you can attract top talent to your job openings. However, it's difficult to focus on attracting and retaining employees when you're also trying to handle the subsidiary setup process, give out benefits, and choose a payroll option.

Globalization Partners knows the challenges of expanding globally, and we can help through our suite of expansion services. You can encourage applicants and keep them happy at your company with Kosovo compensation and benefits outsourcing. Using our Kosovo PEO, you can add your employees to our payroll and benefits plan. Doing so will allow you to focus your time on growing your company.

Kosovo Compensation Laws

Kosovo's compensation laws include a minimum wage that changes based on an employee's age. Workers between 35 and 65 should make at least 170 EUR a month, and those under 35 should make at least 130 EUR a month. Your employees should not work more than 40 hours a week. If they do, you need to provide overtime compensation as included in an employment contract.

Guaranteed Benefits for All Employees

All employees need to receive certain benefits, such as paid time off, time off for holidays, maternity leave, and more. We recommend starting your Kosovo benefits management plan with paid time off for Kosovo's 10 public holidays. Employees are entitled to at least four weeks of paid annual leave during the calendar year whether they work full-time or part-time. You should also give employees up to seven days of paid time off each year that they can use for a leave of absence.

Maternity leave is another guaranteed benefit for all female employees. They're entitled to six continuous months of maternity leave. Other situations warranting paid time off of work

include:

- Five days in the case of marriage
- Five days in the case of the death of a close family member
- Three days for the birth of a child
- One day for voluntary blood donation

How to Disperse Your Benefits

Most employers choose to disperse statutory as well as supplemental benefits. Add supplemental benefits to your Kosovo benefits management project to help show employees you value their work and want them to succeed. Anything from performance-based bonuses to a private health care plan can encourage employees to stay with your company. If you're not sure what to provide, try polling employees to see what benefits would mean the most.

Benefits and Compensation Restrictions

Companies can run into complications when they try to provide compensation and benefits before registering their entity in the country. Kosovo benefits and compensation outsourcing with Globalization Partners eliminates that restriction. You won't have to wait to set up a subsidiary because you can use our existing, compliant Kosovo subsidiary. With us on your team as the Employer of Record, you'll have time to devote to making money, gaining customers, and forming business relationships.

Trust Globalization Partners

Globalization Partners wants to see a world where companies like yours can expand without boundaries. Take the first step with us today by contacting us for more information about Kosovo compensation and benefits outsourcing.