

When you first opened the doors to your parent company, it most likely took a lot of work to start running your company. You wouldn't have been able to do it without a smart, talented, and driven team. Your Lesotho employees will likewise help build your subsidiary, but you need to recruit, hire, and onboard the right team members first.

Globalization Partners helps companies make the most of the hiring process through Lesotho hiring outsourcing. We'll recruit top talent for you and make sure they can be productive from the beginning. By hiring them through our existing subsidiary, we'll handle all Lesotho employment compliance on your behalf. You'll only need to worry about running your company while we take care of the rest.

How to Hire Lesotho Employees

If you don't know where to start while learning how to hire Lesotho employees, remember that it's best to start with an employment contract. These contracts can be oral or written, but we recommend a written contract in English that spells out crucial terms. While you can include any key employment terms, we recommend outlining working hours, salary, benefits, and termination requirements. All compensation amounts should be in Lesotho Loti instead of another currency.

Lesotho has strict non-discrimination laws that will impact how you hire employees. You cannot exclude or make a preference for any employee based on race, color, sex, religion, political opinion, or a related characteristic. Sexual harassment is prohibited, and men and women must get equal pay for work of equal value.

Lesotho Employment Compliance Laws

The majority of Lesotho's employment compliance laws are included in the Labor Code Order of 1992 and subsequent amendments. The Labor Code regulates laws related to everything from worker health to safety and welfare. It also stipulates that employees must have freedom of association and the right to bargain collectively. Unfortunately, employers sometimes violate such rights.

Since collective bargaining is common in Lesotho, we recommend making sure you're following the right laws. Labor unions can have Lesotho employment compliance laws that differ from the statutory requirements, so you must follow the right laws.

Successfully Onboarding Employees

After you hire Lesotho employees, the next step is onboarding them. While this process may seem simple, it can determine your employees' success with your company. Make sure you both agree on employment contract terms, then give employees all the resources and training they need. If your company involves lots of collaboration among employees, try creating opportunities for employees to get to know one another.

Benefits of Lesotho Hiring Outsourcing

Choosing Lesotho hiring outsourcing with Globalization Partners will bring your company many benefits, the first being that you won't need to worry about learning how to hire Lesotho employees. We also handle all Lesotho employment compliance as the Employer of Record. Our team will ensure that your employees have a positive hiring experience and get to start working for you right away.

Trust the Global Compliance Experts

Globalization Partners provides Lesotho hiring outsourcing services to any company trying to expand to the country without their own subsidiary. [Contact us today](#) for more information.