

Keeping up with employment compliance laws for your parent company is difficult enough. During an expansion, you also have to learn how to hire Macedonian employees and figure out which local labor laws you must comply with. This work is all in addition to running your company at home and abroad.

Globalization Partners is a global PEO that understands both the benefits and the challenges of an expansion. We'll work with you from day one to hire talented employees on your behalf, and our team of experts understands Macedonia's employment compliance laws from front to back. We're the team you can trust for a quick and easy expansion that takes the stress off your plate.

## How to Hire Macedonian Employees

All Macedonian employees must have a written employment contract in place in the local language. As an employer, you should make sure your employment contract includes benefits, compensation, termination terms, entitlements, and more. We also recommend adding salary and compensation amounts in Macedonian denar.

If you hire employees under a fixed-term contract, keep in mind that it can only go up to five years. You also have to keep a copy of the contract at the premises at all times. While trade unions and collective bargaining agreements (CBAs) are not very common in Macedonia, you should still check to see if one applies to your industry, as you'll need to include those terms in an employment contract.

## Macedonia Employment Compliance Laws

Generally, employees work 40 hours a week — five eight-hour days. You should approve any overtime hours ahead of time and outline how much you'll pay for overtime in your employment contract. Employers also need to take the following steps to meet Macedonia's employment compliance laws:

- Publish your job vacancies through daily newspapers, national employment agency publications, or private human resource-specialized agencies
- Select the best candidate for your open job within a maximum of 15 days from the expiration of the public notice
- Register all employees for social insurance and the health fund
- Give employees copies of all registration documents

## How Should You Onboard Employees?

Macedonia will let you onboard employees using a process that works best for you. You should try to make employees more comfortable by providing job training during the onboarding process. It can also make a great first impression to travel to Macedonia for your employee's first day or week. If you're short on time, onboarding multiple employees at one time can help you stay productive and encourage team bonding.

## Benefits of Macedonia Hiring Outsourcing Services

Globalization Partners offers Macedonia hiring outsourcing services for employers looking for an easier way to hire talented candidates. We'll act as the Employer of Record and hire employees that work for your company. Your employees will have a positive hiring experience, and they can start working for you in a few days instead of a few months after you incorporate.

## Work With Globalization Partners

Working with Globalization Partners will ensure that you meet Macedonia's employment compliance laws without worrying about the hiring process. Contact us today to get started.