

Your employees are an integral part of your company. They help you secure new clients, offer different products, and build your company. It's important to learn how to hire Madagascar employees and stay compliant while finding top talent that will give you a competitive edge. However, you have to worry about meeting Madagascar's employment compliance laws while building a new company location and running your parent company.

Globalization Partners is a global PEO that will help you expand without the hassle of compliance. We'll act as the Employer of Record to handle employment compliance on your behalf and hire employees who work for you. When you choose us, you'll only have to focus on running your company — not worrying about the risk.

How to Hire Employees in Madagascar

You must hire all Madagascar employees using a written employment contract in the local language. The contract should include compensation, benefits, termination requirements, working hours, and similar factors. If your offer letter or employment contract includes salary or compensation amounts, they should be in Malagasy ariary instead of another currency. After your employee signs the contract, you need to give them a copy, then keep another for your records.

Madagascar allows fixed-term contracts of a minimum duration of six months, but no more than two years. These contracts do not enter the normal activities of the establishment and should relate to specific work that will get done by the end of the contract. If you renew the contract twice, it will transfer automatically to an open-ended employment contract.

Madagascar's Employment Compliance Laws

Learning how to hire Madagascar employees isn't the end of your compliance obligations. You have to ensure employees are meeting the terms of their employment contract, including working hours. The workweek in Madagascar is typically 40 hours, with five eight-hour days. If your employees work eight hours of overtime, they should get 30% their normal rate. Any additional overtime should get paid at 50% an employee's normal rate.

Best Ways to Onboard Employees

You're free to onboard employees using a process that works best for your business. If you're not sure where to start, we recommend reviewing the Madagascar employment compliance laws outlined in an employment contract during your new hire's first day. You should also provide job training and opportunities to build a positive team atmosphere among all new employees.

Benefits of Madagascar Hiring Outsourcing

Companies cannot hire employees in Madagascar until they incorporate in the country. However, it can take a few months to set up a subsidiary, leading the employees you want to hire to look for new positions. Globalization Partners can help you get the employees you need through Madagascar hiring outsourcing. We can onboard your preferred candidates using our existing subsidiary and even source new talent for you using our recruitment services. You won't have to incorporate, and you'll have peace of mind knowing that Globalization Partners is building a team you can trust.

Contact Globalization Partners to Learn More

If you're ready to expand to Madagascar, we can help. Contact us today to learn more about Madagascar hiring outsourcing.