

Do you remember the first employee you hired to work for your company? If so, you may also remember the time and effort it took to find a team of talented employees who were dedicated to your business. You have to apply that same effort to recruit and hire talented Maldives employees who will grow your company.

Instead of worrying about recruiting the right candidates on top of your other expansion tasks, trust that Globalization Partners will take the stress of recruiting and hiring off your plate. We have a Maldives PEO you can use to work in the Maldives without your own subsidiary. Since we act as the Employer of Record, we'll hire employees and onboard them using our existing infrastructure but assign them to work for your company.

## **Recruiting in the Maldives**

Your recruiting efforts will be faster and more productive if you know the right places to look for top talent. Some of the most well-known job sites include Job Maldives, Learn4Good, and Glassdoor. If you would rather receive applications tailored to your industry, try searching for job sites that appeal to specific industries. LinkedIn and Facebook may also provide opportunities to network with candidates, both local and abroad.

If you're in the tourism industry, you may want to tailor your job posting to reflect the languages you want applicants to speak. Many employers in the tourism sector prefer candidates who can speak two or three different languages. Contacts and references are also helpful for staffing your company, so you can always set up a referral program once you start to hire a few people.

## **Follow the Right Recruiting Laws When Staffing in the Maldives**

The Employment Act of 2008 provides the legal framework for the fundamentals of employment, including:

- Recruiting
- Hiring

- Drafting an employment agreement
- Training
- Wages
- Minimum leave entitlements
- Promotions
- Dismissals
- Safety at work

Some of the most important laws prohibit forced labor and discrimination, promote equal treatment, and provide equal protection for the employment of minors. A minor is defined as anyone under 18, however children under the age of 16 cannot be employed unless for education or training purposes. A minor cannot work in any industry that is detrimental to their health, education, safety, or conduct.

As an employer, you must provide and maintain a safe place to work at no cost to the employee. The right to strike is a constitutional right. However, no employees can strike, demonstrate, or assemble in tourist resorts.

## **How to Hire Employees in the Maldives**

Hiring in any country almost always involves an employment contract. Learning how to hire employees in the Maldives also means learning how to create a strong employment contract. The country requires employment agreements to be in writing and include specific details such as start date, compensation, and termination requirements. A copy of the contract must be given to the employee. We recommend all contracts are written in the local language, Dhivehi, and include additional terms related to benefits, working hours, and all similar factors. Offer letters and contracts should also include compensation in Maldivian rufiyaa. Failure to conclude a written employment agreement or provide your employee with a copy is punishable by fines up to 20,000 rufiyaa.

## **Maldives Employment Compliance Laws**

Maldives' employment compliance laws can vary based on your industry. There's a huge market for expats, and you may need to hire some expat employees in addition to residents.

However, you should make sure to hire some residents. For example, if you're entering the resort industry, the law requires 50% of your staff to be Maldivian.

The country also has a robust non-discrimination policy. You cannot choose an employee, figure out compensation, increase compensation, or provide training for equal work based on someone's gender, age, race, color, religion, political beliefs, social standing, political affiliation, marital status, or disability. Keep in mind that the minimum age of employment is 16. Minors under 16 cannot be employed unless there's a connection with training associated with their education.

### **Best Practices for Onboarding Employees**

Once you hire employees according to the Maldives' employment compliance laws, you need to onboard them. Every employee learns differently, but you can take a few steps to onboard all new employees. Start by reviewing the employment contract and having the employee sign it to make sure you agree to the same terms. Then, provide job training for your new hires related to their positions that will also help them learn about your company.

### **Benefit of Maldives Hiring Outsourcing for Your Company**

Maldives hiring outsourcing with Globalization Partners will allow you to work in the Maldives in a day or two. When you work with us, we'll outsource the entire expansion process using our Maldives PEO. We'll recruit all the best candidates to work for your company or onboard people you've already decided to hire. We guarantee your employees will have a great hiring experience and can be productive right away.

### **Why Work With a Global PEO?**

Globalization Partners is a global PEO with a history of helping companies like yours expand. Contact us today to learn more about Maldives hiring outsourcing and our comprehensive solution.