

When you think about all the jobs you had before starting your company, what do you remember attracting you to those positions? Often the answer includes compensation and benefits. When your company's open positions in Mauritania offer robust compensation and benefits plans, you can attract a higher level of employees and retain them for longer.

Unfortunately, many companies don't know Mauritania's compensation laws or how to create a compliant Mauritania benefits management plan. That's why Globalization Partners offers Mauritania benefits and compensation outsourcing as part of our Global Expansion Platform™. When you work with our team, you can have peace of mind knowing that we'll handle benefits and compensation while you run your company.

Mauritania Compensation Laws

Mauritania's minimum wage is currently 30,000 Mauritanian ouguiya per month. However, the minimum wage last changed in 2011, so it could change again soon. Although employees can earn overtime by working beyond legal working hours during the day or night, on a weekly rest day, or on a holiday, the Minister of Labor or the collective agreement typically decides on the wage.

Benefits for All Employees

All Mauritania employees need to receive certain benefits required by law. It's best to add these elements to your Mauritania benefits management plan first so that you can stay compliant. One of the most common entitlements is annual leave. Every worker should get one and a half days of leave for every month they work, which can be taken after 12 months with the company. This leave increases as the worker increases in seniority.

Mauritania does not have any statutory sickness benefits, but the country does have a maternity leave policy. Women taking maternity leave should get 100% of their average daily earnings in the three months before they stop working for up to 14 weeks. The 14-week period includes eight weeks after they give birth.

How Should You Give out Benefits?

Once you put together your Mauritania benefits management plan, you should give out both statutory and market norm benefits. Although supplemental benefits aren't a requirement, they can improve employee satisfaction and make sure you get to keep talented employees on your payroll.

If you're not sure what benefits employees would like to see, try polling them to find out what

would be most appreciated. It could be performance-based bonuses, a longer maternity or paternity leave, or a stipend for housing.

Restrictions for Benefits and Compensation in Mauritania

The biggest restriction for benefits and compensation — as well as hiring, establishing payroll, and working in the country — is your subsidiary. Companies must incorporate in Mauritania before they can do any type of work in the country. However, the incorporation process typically takes weeks or months.

Globalization Partners provides Mauritania benefits and compensation outsourcing services to help companies avoid this lengthy requirement. We can use our Mauritania PEO for your expansion so that you don't need to establish your own subsidiary. Your company can use our benefits plan and add employees to our payroll for a smooth and fast transition.

Work With Globalization Partners

Globalization Partners wants to see a world where anyone can expand easily. [Contact us today](#) to learn more about Mauritania compensation and benefits outsourcing.