

Compensation and benefits management is a vital part of any company. This process needs to factor in local laws and employee concerns to function — and when you expand internationally, it can be challenging to handle it on your own.

When you expand with Globalization Partners, our compensation outsourcing in Monaco helps you pay your employees correctly and offer benefits they'll enjoy.

Monaco Compensation Laws

The national minimum wage is €10.15 in Monaco, though this number may vary according to the collective agreements in place. The standard workweek is 39 hours, and anything over this amount is considered overtime. Employees receive a 25% increase in pay for the first 8 hours of overtime and a 50% increase for any subsequent hours.

An employee should not work more than 10 hours a day and 47 hours a week unless they receive special clearance from the Labor Inspection. Employers must apply for these clearances before implementing extra overtime. These work hours are calculated across multiple positions, so an employee with more than one job should calculate their work hours collectively.

A collective agreement may make alterations and additions to these terms, including overtime rules and 13th-month bonuses.

Guaranteed Benefits in Monaco

As outlined in the country's labor laws, employees receive benefits like paid holidays, vacation leave and parental leave. Employees earn 12 paid public holidays every year and 2.5 vacation days for every month of work.

Parental leave has regulations for both mothers and fathers. For paternity leave, employees

receive their standard pay and earn:

- 12 consecutive days for one birth.
- 19 days for multiple births.
- 19 days if there are other children in the household.

Women receive 16 weeks of maternity leave for their first two births, eight weeks before and after delivery. They receive 26 weeks for their third birth and beyond. Other special circumstances include:

- Twins: Employees receive 34 weeks of leave, and they can choose to take 12 or 16 weeks before delivery.
- Multiple births: For anything more than twins, mothers receive 46 weeks — 24 weeks before the birth and 22 weeks after.

Employees also receive all benefits associated with their social security contributions, including healthcare, unemployment and retirement.

Monaco Benefits Management

As an employer, you'll always have to meet the required minimums for employee benefits, but you can provide more than the minimum. Offering additional perks can incentivize workers and make your company more appealing to candidates. Employees may enjoy benefits like:

- Annual bonuses
- Gym memberships
- Teleworking
- Living and commuting stipends

Since employees receive public assistance with social welfare, benefits should consider the expenses that residency doesn't cover.

When you work with Globalization Partners, we help you manage your benefits and compensation to ensure your employees receive the salary and additional support they need. We provide benefits packages that align with legal minimums, and they can scale with your

company.

You can choose a package based on what you can afford and add more benefits as your company grows. We can also offer recommendations based on the country. When your packages grow with you, you'll keep your employees satisfied, and you'll never offer more than you can manage.

Restrictions for Benefits and Compensation

While Monaco doesn't offer many national labor laws, collective agreements may state different terms. Look out for collective agreements within your industry and labor unions to find limitations on compensation and benefits.

Choose Globalization Partners Today

Globalization Partners handles compensation and benefits outsourcing in Monaco, so you can feel confident about your employee provisions. We'll keep your company compliant and your team happy. You also have peace of mind knowing all liability matters are on our shoulders instead of yours. [Talk to one of our representatives](#) today to learn more about how we can support your expansion.