

Introducing a competitive compensation and benefits plan is one of the best ways to support your global expansion. You can ensure that you meet Namibia's compensation laws and statutory benefits requirements, and you'll attract higher-caliber employees. If you're worried about retention rates, remember that providing more than the minimum will help you show employees you care about their health and happiness.

Despite the importance of compensation and benefits, many companies don't have the time to source benefits and compensate employees. That's where Globalization Partners can help. We offer Namibia compensation and benefits outsourcing services to customers who use our Namibia infrastructure. Our team will help you work faster without worrying about the hassles of compliance.

Namibia Compensation Laws

Namibia's compensation laws include a fixed minimum wage for domestic workers at N \$9.03 an hour. Although guaranteed and performance-based bonuses are common in Namibia, they are not required. You are, however, required to compensate employees for any overtime according to their employment contract.

Guaranteed Benefits in Namibia

Your Namibia benefits management plan must include time off according to the country's labor laws. Employees should get time off for Namibia's 12 public holidays as well as 24 consecutive days of paid annual leave. They're also entitled to one day of sick leave for every five weeks of work with your company. After their first year, employees should get 30 days of sick leave or 36 if they work six-day weeks. They need to submit a medical certificate whenever they take the leave.

Namibia also has a statutory maternity leave policy. All female employees should get four weeks of maternity leave before the birth and another eight weeks after. The country does not have any legal paternity leave policy.

How Should You Disperse Benefits?

It's common to want to disperse a Namibia benefits management plan as soon as all the legal requirements are taken care of. However, it can help to also give out supplemental benefits that employees may expect. For example, many supplemental employee benefits include:

- Medical aid
- Subsidized housing
- Meal and car allowance
- Entertainment and phone allowance
- TV allowance
- Fitness allowance
- Sabbatical
- Additional maternity leave

Restrictions for Compensation and Benefits

Do you need to start working in Namibia right away? Restrictions to compensation and benefits may make that difficult, as you need to establish a subsidiary before you can pay employees or give them benefits. The incorporation process can take weeks, months, or even a year, which will set back your entire timetable for operating.

On the other hand, Globalization Partners can help you start working fast through Namibia compensation and benefits outsourcing. You can use our subsidiary instead of setting up your own, and we'll act as the Employer of Record. When you trust our team, you can run your company without worrying about Namibia compensation laws.

Trust Our Team to Help Yours

Globalization Partners wants to see you enjoy a fast and easy expansion. [Contact us today](#) to learn more about Namibia benefits and compensation outsourcing as well as our Global Expansion solution.