

Globalization Partners provides employer of record services for customers that want to hire employees and run payroll without first establishing a branch office or subsidiary in Niger. Your candidate is hired via Globalization Partners' Niger PEO in accordance with local labor laws and can be onboarded in days instead of the months it typically takes. The individual is assigned to work on your team, working on your company's behalf exactly as if he or she were your employee to fulfill your in-country requirements.

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Our solution enables customers to run payroll in Niger while HR services, tax, and compliance management matters are lifted from their shoulders onto ours. As a Global PEO expert, we manage employment contract best practices, statutory and market norm benefits, and employee expenses, as well as severance and termination if required. We also keep you apprised of changes to local employment laws in Niger.

Your new employee is productive sooner, has a better hiring experience and is 100% dedicated to your team. You'll have peace of mind knowing you have a team of dedicated employment experts assisting with every hire. Globalization Partners allows you to harness the talent of the brightest people in more than 185 countries around the world, quickly and painlessly.

Niger is a landlocked country in Western Africa and is the largest West African country by land area. 80% of it is covered by the Sahara Desert, and what is not covered by desert is

subject to frequent drought and is in danger of becoming a desert.

When negotiating terms of an employment contract and offer letter with an employee in Niger, it may be useful to keep the following in mind:

## **Niger Holidays**

Niger celebrates 12 national holidays:

- New Year's Day
- Easter Monday
- Concord Day
- Labor Day
- Lailat al-Qadr
- Eid al-Fitr
- Nigerien Independence Day
- Eid al-Adha
- Muharram
- The Prophet's Birthday
- Nigerien Republic Day
- Christmas Day

## **Working Hours in Niger**

The work week in Niger is 40 hours.

## **Vacation in Niger**

Employees are generally entitled to 22 days of paid annual leave.

## **Sick Leave in Niger**

In general, employees are entitled to at least five paid sick days per year.

### **Maternity/Paternity Leave in Niger**

Female employees are generally entitled to 14 weeks of paid maternity leave, of which six are compulsory and eight can be taken after the birth. The employer pays 50%, if the employee has been employed for at least two years, and social security pays 50%.

Fathers are entitled to one day of paid paternity leave.

### **Termination/Severance in Niger**

Probationary periods of up to six months are permitted.

### **Taxes in Niger**

Employers pay the following taxes:

- Family allowances: 8.4% of salaries
- Workers pensions: 5.25%
- Work injury: 1.75%

Employees contribute 5.25% of their salaries to pensions.

### **Health Insurance in Niger**

Niger has a large number of community-based mutual health insurance organizations.

### **Employment Contracts in Niger**

Fixed term contracts of up to two years are permitted and may be renewed once.

It is legally required to put a written employment contract in place in Niger, in the local language, which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment contract in Niger should always state the salary and any compensation amounts in West African CFA francs rather than a foreign currency.

This information is provided as generally accepted information and is not intended as advisory services.

### **Why Globalization Partners**

Establishing a branch office or subsidiary in Niger to engage a small team is time-consuming, expensive and complex. Labor law in Niger has strong worker protections, requiring great attention to detail and an understanding of local best practices. Globalization Partners makes it painless and easy to expand into Niger. We can help you hire your candidate of choice, handle HR matters and payroll, and ensure that you're in compliance with local laws, without the burden of setting up a foreign branch office or subsidiary. Our Niger PEO and [Global Employer of Record](#) solution provides you peace of mind so that you can focus on running your company.

If you would like to discuss how Globalization Partners can provide a seamless employee leasing or PEO solution for hiring employees in Niger, please [contact us](#).