

Niger is a landlocked country in Western Africa, and it's the largest country in Africa in terms of land area. While expanding your company to Niger should be exciting for everyone involved, you also have to consider all the challenges you could run into, such as choosing a Niger payroll option and setting up your payroll.

Globalization Partners understands and mitigates these issues through Niger payroll outsourcing. We picture a world where businesses can expand without barriers, which is why we work hard to make it easier to work in places such as Niger. You can use our existing Niger subsidiary to stay compliant and save time. If you do, you'll only have to worry about running your company.

Niger Taxation Rules

Both employers and employees have to worry about Niger's taxation rules. Employers contribute to family allowances, workers pensions, and work injury at 8.4%, 5.25%, and 1.75% of salaries respectively. Employees have to pay 5.25% of their salaries to pensions. It's important to note that Niger adopted a Pay As You Earn (PAYE) system for personal income taxes. Employers are responsible for deducting monthly taxes from an employee's salary and sending the funds to the right employees to stay compliant.

Niger Payroll Options

You have four different Niger payroll options to choose from based on your company's size and goals, including:

- **Internal:** Big subsidiaries planning to work in Niger long-term can choose to set up their own internal payroll for all employees. Make sure you have the budget to hire a large HR staff and a compliance expert if you opt for an internal payroll.
- **Remote:** On the other hand, you can use your parent company's payroll and pay your Niger employees remotely if you operate a small subsidiary. Remember that every employee from a different company will have separate regulations.
- **Niger payroll processing company:** Contracting with a Niger payroll processing company will help you outsource your payroll, but if you choose this option, you'll still have to

worry about compliance. Your company will be held responsible for all the decisions the payroll processing company makes.

- Niger payroll outsourcing: You'll enjoy an outsourced payroll along with less worry when you choose Niger payroll outsourcing with Globalization Partners. We'll handle your payroll through our Niger PEO, and we'll take on compliance as the Employer of Record.

Requirements for Establishing Your Niger Payroll

Unfortunately, you cannot set up your Niger payroll until you establish a subsidiary in the country. It can take anywhere from a couple of weeks to a couple of months to establish your entity, preventing you from setting up your Niger payroll, hiring employees, and more. Globalization Partners doesn't have the same requirement because you can use our existing subsidiary in Niger to run your company, helping you start work faster.

Necessary Entitlement and Termination Terms

Adding entitlement and termination terms to all employment contracts before setting up your Niger payroll can protect your company from any employment issues. Niger does allow probationary periods for up to six months, so you can see if an employee is a good fit during that time.

Globalization Partners Will Help Your Expansion Succeed

Globalization Partners will be here for you during your expansion. Contact us today to learn more about Niger payroll outsourcing.