

When you're ready to jump into working in Nigeria, one of the first challenges that may come to mind is hiring. Your company can be only as successful as the people behind the brand, so you need talented employees who will help you build a new location. However, learning how to recruit and hire Nigerian employees is often difficult when you have to comply with a whole new set of labor laws and continue to run your company. That's where Globalization Partners can help.

As a global PEO, we have a whole team of experts ready to help you find and hire the right Nigerian employees. We'll use our subsidiary in the country to hire employees who work for your company, and we meet all of Nigeria's employment compliance laws, so you won't have anything to worry about.

## **Recruiting in Nigeria**

Understanding these cultural nuances will help you navigate interviews and meetings with candidates, but you should also learn about the logistics of staffing. You'll want to make the most of the country's recruitment channels, and you'll need to make sure you're meeting all of the legal requirements to keep your company compliant from day one overseas.

When you're sourcing talent in Nigeria, you'll notice a few different options to choose from. You can handle recruitment in-house, posting your open positions on job boards and advertising in local newspapers. Another choice is to outsource the process by partnering with a traditional recruiting firm in-country. That said, you should know that both of these options can come with unexpected costs, and your company will ultimately be responsible for staying compliant.

If compliance is a concern for you, consider working with a global PEO that offers recruitment as part of their services.

## **Laws Against Discrimination in Nigeria**

Several laws exist in Nigeria to prevent discriminatory practices in the workplace and beyond.

The constitution prohibits discrimination on the following grounds:

- Religion
- Sex
- Origin
- Status
- Ethnic or linguistic association or ties

Further legislation prohibits discrimination based on HIV status and union membership. To stay compliant with Nigerian law, you should avoid asking direct questions about these characteristics when you're getting to know potential hires. While some of these traits may come up in conversation, make sure they don't factor into any staffing decisions.

## How to Hire Employees in Nigeria

You have to hire Nigerian employees using an employment contract in the employee's local language. Per law, the contract must include the place of work, duties, hours of work, and holidays. Employees must receive their contract within three months of their start date. We also recommend spelling out terms of compensation, benefits, termination, entitlements, and more. Any offer letters and employment contracts need to have salary and compensation amounts outlined in Nigerian naira instead of another currency. Keep in mind that both fixed-term and indefinite-term employment contracts are allowed by law, so you have multiple options for how to hire Nigerian employees.

## Nigeria Employment Laws

Nigeria's major sources of employment compliance laws include the Constitution of the Federal Republic of Nigeria 1999 and the Labor Act of the Laws of the Federation of Nigeria 2004. All federal laws enacted by the National Assembly and state laws enacted by the House of Assembly also govern employment relationships.

There are two broad categories of employees in Nigeria — those who perform manual or clerical work and those who do administrative, executive, technical, or professional work. The Labor Act applies only to the first group of employees who handle manual or clerical work.

Non-workers are typically governed by their employment contracts.

## **Onboarding in Nigeria**

You get to determine the best way to onboard your new employees. However, we recommend taking certain steps to make employees more comfortable and show them you care about what they can bring to your business. After you hire Nigerian employees, review their employment contract with them on their first day. You can also take the opportunity to give them copies of other important company documents. If you're not available to travel to Nigeria for the onboarding process, try finding another company executive who is free.

## **Benefits of Hiring Outsourcing in Nigeria**

Choosing Nigeria hiring outsourcing services with Globalization Partners will give you more time and confidence in your hiring process. We know how to hire Nigerian employees on your behalf, and we promise that your employees will experience a great hiring process that will allow them to be productive sooner. As the Employer of Record, we can shoulder all compliance matters so that you can run your company without added stress.

## **Work With Globalization Partners To Expand Globally**

Globalization Partners is ready to help with your expansion. [Contact us today](#) for more information about Nigeria hiring outsourcing.