

Rwanda's compensation and benefits laws are vital to both your company and your employees. Your employees expect to receive the right level of compensation and benefits, and you need to provide both to stay compliant. However, this process can turn into a challenge when you're also setting up your payroll, hiring employees, and running all your different company locations.

Working with Globalization Partners can help make a difference in your expansion process. We're a global PEO and can use our existing subsidiaries around the world to help you expand faster. We'll provide Rwanda compensation and benefit outsourcing services for all your employees and ensure you stay compliant so that you can run your company without the stress that comes with compliance.

Rwanda Compensation Laws

Rwanda's compensation laws include minimum wages that vary by industry. For example, individuals working in the tea industry make \$0.83 a day, while employees in the construction industry make anywhere from \$2.50 to \$8.30 a day. You should research the rate for your industry and check for any collective bargaining agreements (CBAs) before drafting an employment contract.

Guaranteed Benefits for All Rwandan Employees

Your Rwanda benefit management plan must provide statutory benefits required by law. For example, Rwanda has 14 national holidays for which employees get the day off, and they should also receive 18 days of paid annual leave. Your employees should get an additional day of vacation for every three years they work up to a maximum of 21 days.

Maternity leave is another important benefit for all female employees. The statutory minimum is 12 weeks of paid maternity leave, which employees can take up to two weeks before their due date. Fathers should also receive four consecutive days of paternity leave after the birth of a child.

How to Disperse Benefits in This Country

We recommend giving out supplemental benefits that are not required by law but may be expected by employees. For example, many employers choose to give performance-based bonuses even though Rwanda's compensation laws do not require them. Other common benefits include a phone allowance, a housing allowance, loans, a car allowance, and more. Adding these benefits to your Rwanda benefit management plan will help you attract high-level employees to your open positions and encourage longevity.

Restrictions for Benefits and Compensation

If you decide to expand on your own, you have to establish a subsidiary before you can work in Rwanda legally. Unfortunately, setting up this type of company can take a significant amount of time, and that's before you can hire employees and dole out compensation and benefits.

Globalization Partners can cut this time down to a few days. We'll use Rwanda compensation and benefits outsourcing to help source the best benefits for your employees and make sure they get paid the right amount at the right time. Our experts understand Rwanda's compensation laws, and we'll help you stay compliant.

Contact Globalization Partners for Help Today

You can trust the team at Globalization Partners to help make your expansion fast and easy. Contact us today to learn more about Rwanda benefit and compensation outsourcing.