

Hiring and recruiting in your country of origin can sometimes be difficult, but the tasks are even more challenging in a foreign country. Traditionally, you would need to establish a subsidiary, then hire employees in Seychelles and learn the country's employment compliance laws to stay compliant. Globalization Partners simplifies this process through Seychelles hiring outsourcing. We can use our Employer of Record solution to hire employees and assign them to work for you while handling compliance to give you peace of mind.

Recruiting in Seychelles

Your recruiting in Seychelles will start long before you hire candidates. Typically, an HR person will help with the beginning steps of the process, such as identifying vacancies and evaluating the need to fill them. Then, you'll develop a position and write an accurate description that can lead to an effective recruiting process. The right job description will help you craft interview questions, evaluate candidates, and know what to ask references.

Next, you'll develop a hiring plan. How do you want to screen resumes? How many interviews will you conduct? This process is essential to narrowing down your time frame and understanding how to assess candidates. Then, you can choose the first round of candidates, conduct interviews, and eventually offer the position to the best individual.

You'll want to refrain from any type of discrimination throughout the recruiting and hiring processes. For example, Seychelles law prevents gender-based discrimination. You should also take care not to select candidates because of their race, religion, political views, sex, or any other attribute that does not relate to the job.

Where to Find Candidates

The first step to staffing your Seychelles business is finding the right employees to hire. Some of the most common job boards include:

- Career Jet
- Glassdoor

- Caterer Global
- Hosco (for the hospitality industry)

You can also use overseas job portals if you're specifically looking to hire expats. Overseas Jobs, Go Abroad, and LinkedIn are all great options to find employees from around the world.

Seychelles has recently implemented new policies for recruiting and hiring foreign workers as demand has grown. These policies include requirements like hiring a human resources officer if your company has 25 or more employees, being registered in the Skills Development and My First Job programs, and ensuring that foreign workers do not change jobs unless they are human trafficking victims. Different industries will also have quota systems, which can change how many foreigners you're allowed to hire.

How to Hire Seychelles Employees

You must hire employees in Seychelles under an employment contract required by law. Seychelles allows both fixed-term and indefinite contracts, but you need to put a written employment contract in place. Contracts should be in the local language and include everything from compensation to statutory benefits and termination terms. All compensation and salary amounts should be in Seychellois rupees instead of another currency.

Seychelles Employment Compliance Laws

Even after you hire employees, you'll need to carefully follow Seychelles employment compliance laws. The standard workweek is no more than 60 hours or 12 hours a day. Employees must be granted 24 consecutive hours of rest in every seven-day period. Overtime is permitted up to 60 hours a month or 15 extra hours each week.

Although collective bargaining agreements (CBAs) and trade unions are not very common in Seychelles, we recommend checking to see if your employees are covered by one. These agreements often include different Seychelles employment compliance laws that may be more expansive than the statutory requirements.

The Best Way to Onboard Employees

Companies in Seychelles should onboard employees using a process that's best for their specific business and operations. We recommend onboarding multiple individuals at once to save time and help employees bond with one another. You should also provide job training during the employee's first day or week of work to make sure they're truly confident in their new position and ready to help your new branch succeed.

Once you hire employees in Seychelles, you'll need to clear your schedule to travel to the country for introductions and onboarding. If you're too busy to make the trip, try working with another company executive who can travel to Seychelles and help your employees see their value to the company.

Benefits of Seychelles Hiring Outsourcing

Companies expanding to Seychelles have to set up a subsidiary before they can start operations. That's why Globalization Partners offers Seychelles hiring outsourcing using our existing subsidiary. Instead of potentially waiting weeks or even months to start working, remember that we can help make your employees productive from day one. In addition to providing a great hiring experience, we'll also handle all matters of Seychelles employment compliance so that you can focus on successfully growing your company.

Let Globalization Partners Help With Your Expansion

Globalization Partners will strive to help make your expansion successful and as stress-free as possible. Reach out to us today if you're ready to learn more about Seychelles hiring outsourcing and get started with your quick, compliant expansion.