

Your Zimbabwe subsidiary requires an entire team to run well. Hiring a talented team is the most important incorporation task you'll undertake, and it deserves much of your time and energy. Unfortunately, many companies don't have the time or experience to hire Zimbabwe employees while also creating a subsidiary, dealing with payroll, and building a benefits plan.

Globalization Partners makes it easier for companies to expand without having to learn how to hire Zimbabwe employees. Our team will recruit and hire talented employees for your team or onboard the candidates you've already selected. We'll make sure every employee has a positive hiring experience, and we'll ensure that you always meet Zimbabwe's employment compliance laws.

Recruiting in Zimbabwe

Zimbabwe staffing and recruiting processes rely on a sustainable means of finding talent while meeting legal requirements. If you're unsure how to find prospective employees in the area, you can:

- Employ a hiring agency in the country to handle talent scouting for you.
- Create a network yourself by working in-country and forming contacts.
- Partner with a global PEO, also known as an employer of record, and use top international resources to find recruits.

Each of these methods can lead to successful Zimbabwe staffing, but working with a global PEO such as Globalization Partners is the only way to take the burden of compliance off your shoulders.

When you start advertising your position, you'll want to ensure your job description includes legal concerns such as salary and benefits. The minimum wage requirements vary according to sector, and time off must include 90 sick days and paid leave equivalent to one-twelfth of their service.

Make sure you know the specifics of your position before the interviewing step. Prospective employers will ask questions about pay and benefits, and if your job has an appealing list of

pay and perks, you'll gain employees easier.

How to Hire Zimbabwe Employees

Employment contracts in Zimbabwe should be in writing and include particulars of the agreement such as place of work, term of contract, compensation, benefits, and working hours. The contract should be in English and when you list the salary and other monetary amounts, make sure you use Zimbabwean dollars instead of a foreign currency.

If you want to hire residents from other countries, they'll require work permits through the Department of Immigration. As an employer, you'll need to submit an application with various supporting documents to the Principal Directors well as pay a statutory fee of \$500 plus \$300 for each family dependent. Employees must provide a completed residence permit application form, employment offer letter, evidence of English qualifications, and other identification documents.

Zimbabwe Employment Compliance Laws

Zimbabwe's employment compliance laws include the Labour Act, Accident Prevention and Workers' Compensation Scheme Notice, the National Social Security Authority Act, and more. Every employee must receive satisfactory and equitable conditions of work. You're not allowed to force any employee to work in conditions less than those outlined in the law. Finally, you must give written instructions to employees that outline all safety measures.

Onboarding New Team Members

When you hire Zimbabwe employees, you need to onboard them to ensure total success with your company and their new job. Create a training program that helps employees get started and work productively. You should ensure that they understand all your company's regulations and their employment contract so that they can do their best work within the right confines. If you operate a small subsidiary where employees will work closely together, make sure they have time to meet each other.

Benefits of Zimbabwe Hiring Outsourcing

Zimbabwe hiring outsourcing with Globalization Partners takes the guesswork out of compliance. We'll use our Zimbabwe PEO to hire and onboard your employees, then assign them to work for you. You'll have more free time to focus on your company, and you won't need to stay up at night worrying about Zimbabwe employment compliance laws.

Learn More About Globalization Partners Today

You can count on Globalization Partners to help you find the right employees for your open positions so that you can focus on other parts of your company's success. Contact us today for more information about Zimbabwe hiring outsourcing and our Global Expansion solution.