

HR OUTSOURCING SOLUTIONS IN BOTSWANA

Botswana is one of the largest producers of diamonds in the world and considered as being part of the world's fastest growing economies. Besides diamonds, good governance and resilient economic management have contributed to making it an upper-middle economy. Together with the help of the private sector to boost several sectors and investment, Botswana has established transformational reforms with a view to becoming a high-income country by 2036.

Most international businesses expanding into foreign regions engage experienced local partners for assistance with business process outsourcing, including employment outsourcing solutions where staff need to be employed in-country and paid accordingly.

While your organisation expands to Botswana, you may encounter a variety of legal, cultural, and employment complexities, which represent significant time and effort to address correctly. At Africa HR Solutions, our in-country experts are well placed to assist you with all the necessary procedures and Botswana HR outsourcing support that you may need to realise your international business goals by allowing you to dedicate more time to your growth and operations strategy.

Our team offers bespoke HR outsourcing solutions including services such as Professional Employer Organisation (PEO), Employer of Record, payroll as well as other ancillary support services to help you expand your business, even if your company does not have a subsidiary in Botswana.

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BOTSWANA – COUNTRY PROFILE

Population: 2.3 million

Gross Domestic Product (GDP): \$18.34 bn

GDP Growth: 4.5 %

Inflation: 3.2 %

Foreign Direct Investment (% of GDP): 2.0 %

Unemployment Rate: 17.9 %

Capital: Gaborone

Currency: Botswana Pula

Languages: English, Tswana

BOTSWANA'S ECONOMY

For the past 53 years, Botswana's socio-economic performance has enabled it to be classified as a middle-income country by the World Bank. The government has implemented policies that allow the private sector to play a fundamental role in boosting the economy, encourage free trade and attract foreign direct investment, which has in turn significantly helped in developing the mining sector – a major source of revenue for Botswana. Other sectors such as tourism, retail, and emerging manufacturing have also performed well, with a contribution of the private sector and FDI. The banking sphere and capital markets are relatively stable and effective, with defined rules and procedures that govern the sector.

INTERESTING FACTS ABOUT BOTSWANA

- Botswana is the world's biggest diamond-producing country (based on value) and the 2nd biggest country when it comes to production.
- Botswana is famous for its safari destinations, wildlife, luxury lodges, and amazing experiences.
- Botswana is believed to have the biggest number of elephants in Africa.
- National parks, concessions, and wildlife management reserves occupy around 38% of Botswana's land.
- The border between Botswana and Zambia is the shortest in the world.
- Botswana has one of the world's largest salt pans – the Makgadikgadi Pan.
- The national dish of Botswana is 'seswaa', a meat dish cooked from beef, goat, lamb, or chicken and boiled with onion and pepper until soft and tender.

PUBLIC HOLIDAYS IN BOTSWANA

- New Year's Day
- Good Friday
- Easter Monday
- Labour Day
- President's Day
- Day Following President's Day
- Botswana Day
- Christmas Day

EMPLOYMENT IN BOTSWANA

Having maintained reasonably high economic growth rates since 1966, Botswana is considered as one of the world's largest producer of diamonds. With a politically stable environment, Botswana is ranked 87th out of 190 countries in the World's Bank Ease of Doing Business report. With established reforms and policies, Botswana has maintained a relatively steady and effective market structure that enables competition, while the private sector continues to play a fundamental role in the economy.

Employees are permitted sick, vacation and parental leave. With regards to termination, both the employee and employer can end an employment agreement, whereby a minimum notice, equal to the period for which salaries are paid, must be offered or payment shall be made in lieu of such notice. However, if the employee was involved in any major misconduct, no notice is required. With regards to taxation, there are no social security contributions in the country.

When recruiting locals or hiring expats in Botswana, devising an appropriate employee benefit system can be expensive and complex due to prevailing legislation, robust employee protections and market norms. By partnering with Africa HR Solutions, our in-country experts will provide you all the attention and support you need to procure competitive employee benefits in accordance with all applicable legal requirements and customary practices, so you can focus on growing your organisation.

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MAURITIUS HR OUTSOURCING

Strategically located at the crossroads of Africa and Asia, Mauritius is a peaceful country that forms part of the Indian Ocean islands that thrives on tourism, sugar, and a robust financial sector. With a skilled and bilingual workforce, the country is ranked 1st in Africa in the Ease of Doing Business Report by the World Bank.

With the rapid transformation of the country, many organisations continue to choose Mauritius to invest and relocate and expand their businesses. Africa HR Solutions can assist with all your employment outsourcing processes and ensure that you are fully compliant to the country's legislation. Our Mauritius HR outsourcing services range from Professional Employer Organisation (PEO), Employer of Record, payroll outsourcing, and various ancillary solutions to help you establish and run your business with peace of mind.

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COUNTRY PROFILE

Population: 1.3 mn

Gross Domestic Product (GDP): \$10.91 bn

GDP Growth: 3.8%

Inflation: 3.2%

Foreign Direct Investment (% of GDP): 2.6%

Unemployment Rate: 6.9 %

Capital: Port Louis

Currency: Mauritian Rupee

Language: Mauritian Creole, English, French



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ECONOMY

Considered as a peaceful, economy in the Indian Ocean, Mauritius has a talented and bilingual workforce, including legal, finance, accounting, investment and real estate professionals among others. Mauritius is a member of African Growth Opportunity Act (AGO), Common Market for Eastern and Southern Africa (COMESA), Southern African Development Community (SADC). The country has a robust banking system, a fiscal regime with corporate taxes of 15%, a vast network of Double Taxation Avoidance Agreements (DTAAs) & Investment Promotion and Protection Agreements (IPPA) that makes it an investment springboard to Africa. The country has a highly sought-after lifestyle, high-end infrastructure, and a thriving tourism industry that makes it a real estate hotspot.

PUBLIC HOLIDAYS

- New Year's Day
- Abolition of Slavery
- Chinese Spring Festival
- Maha Shivaratree
- National Day
- Ougadi
- Labour Day
- Eid-UI-Fitr
- Assumption of the Blessed Mary
- Ganesh Chaturthi
- Diwali
- Arrival of Indentured Laborers
- Christmas

INTERESTING FACTS IN MAURITIUS

- English and French are widely spoken
- Sega is the native music and dance style
- Visitors can visit the dormant volcano 'Trou Aux Cerf', go on hiking surrounded by waterfalls and rivers, as well as experience wildlife through Casela Nature Park
- The island is surrounded by the world's third-largest network of coral reefs, heaven for scuba divers
- Mauritius is well known for its beautiful, sandy beaches, authentic food and hospitality
- The island has a highly sought-after lifestyle and has various leisure and shopping activities

EMPLOYMENT IN MAURITIUS

It is legally required to have an employment contract in Mauritius, outlining all information related to the job, wage, position, and termination details. Many employers offer additional benefits, including health insurance, company car among others. Employees are required to pay tax under the "Pay As You Earn" framework as well as the Contribution Sociale Généralisée (CSG). A notice period is applicable for employees who want to leave the position.

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HR OUTSOURCING SOLUTIONS IN CAPE VERDE

Considered as one of the best-ranked countries in sub-Saharan Africa according to governance indicators, Cape Verde has a stable political system and continues to invest in several industries to boost its economy in various sectors following the impact of the COVID-19 pandemic. Investments are expected to be focused on sectors such as tourism, infrastructure, supporting local businesses, and stimulating inclusive growth.

As many organisations expand their international reach, they look for ways to minimise the hassle of understanding and managing complex local matters relating to legal requirements, cultural norms and labour policies. A popular solution is to engage the services of reliable local partners who specialise in business process outsourcing, including employment outsourcing solutions where resources need to be employed in-country and paid accordingly.

Africa HR Solutions' Cape Verde HR outsourcing services can be used to add value you to your international growth plans. As a specialist HR service provider, we help manage elements relating to taxation, social security, compensation schemes, together with end-to-end immigration requirements for expatriates deployed to Cape Verde, whether you have a subsidiary in the country or not. Our employment outsourcing solutions are legally compliant and include services such as Professional Employer Organisation (PEO), Employer of Record, payroll processing, as well as a range of ancillary support services.

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CAPE VERDE – COUNTRY PROFILE

Population: 0.5 million

Gross Domestic Product (GDP): \$1.98 bn

GDP Growth: -14.6 %

Inflation: 1.3 %

Foreign Direct Investment (% of GDP): 1.8 %

Unemployment Rate: 12.3 %

Capital: Praia

Currency: Cape Verdean escudo

Languages: Portuguese



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CAPE VERDE'S ECONOMY

According to the World Bank, Cape Verde is one of the best-ranked countries in Sub-Saharan Africa in terms of governance protocols and efforts to fight corruption. It has one of the best business climates in the region but still suffers from a lack of infrastructure and the absence of regulations governing insolvency. The country usually attracts foreign direct investment from European countries such as Portugal, Italy, Spain and the United Kingdom, however, the COVID-19 pandemic constricted investment-related projects. Going forward, Cape Verde is focusing on increasing investment in several sectors including tourism, technology, energy, infrastructure, and transport.

INTERESTING FACTS ABOUT CAPE VERDE

- The archipelago consists of 10 islands and 5 islets.
- Cape Verde is ranked as the third biggest nesting site worldwide for loggerhead turtles.
- The islands of Cape Verde are Santiago, Santo Antão, Boa Vista, Fogo, São Nicolau, Maio, São Vicente, Sal, Brava and Santa Luiza.
- The highest volcano site in Cape Verde is Pico do Fogo.
- The country is considered to be very safe, hospitable and has the highest standard of living in Western Africa.
- It an attractive and popular tourist spot for water sports such as kitesurfing, scuba diving and sailing.

PUBLIC HOLIDAYS IN CAPE VERDE

- New Year's Day
- Heroes' Day
- Carnival
- Ash Wednesday
- Labour Day
- Municipal Day
- Independence Day
- Assumption
- National Day
- All Saint's Day
- Christmas Day

EMPLOYMENT IN CAPE VERDE

Cape Verde is considered a developing country, although its recent focus on enhancing its tourism industry and providing a better quality of life is leading to growth transformation and more attractive job opportunities. Employees are entitled to maternity, sick and vacation leave. Cape Verde offers a minimum wage and bonuses are not compulsory, although they are common. As far as termination of employees is concerned, employers are required to provide 15 days' notice for every year of service, or the relevant amount as payment in lieu of notice. Where employers wish to terminate employees due to misconduct, a 40 day warning is required including the reasoning, whereafter the employee has 5 days to formally respond. Healthcare services are funded via the country's social security system.

Engaging the services of Africa HR Solutions will allow you to focus on growing and streamlining your business in Cape Verde, whilst we deliver all relevant employment outsourcing and payroll procedures in accordance with the applicable legal requirements and customary practices, including devising an attractive employee benefit scheme for your local national and/or expatriate resources.

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HR OUTSOURCING SOLUTIONS IN CAMEROON

Considered a lower middle-income country, Cameroon is bordered by the Central African Republic, Chad, Equatorial Guinea, Gabon, and Nigeria. It is rich in natural resources such as oil, gas and mineral ores, produces high-quality timber and its agricultural outputs include coffee, cotton, cocoa, maize and cassava. Digitalisation in Cameroon's economy is boosting several sectors and leading to tremendous investment opportunities.

Organisations entering new emerging markets need to address complex legal, cultural and labour-related matters and are increasingly contracting with reputable partners for the purposes of outsourcing local business processes, including employment outsourcing solutions where there is a requirement to employ and payroll staff in-country, Collaborating with a specialist for the delivery of the HR outsourcing solutions required provides ultimate peace of mind.

If you expanding into Cameroon and require assistance with a range of legally compliant employment outsourcing solutions such as Professional Employer Organisation (PEO), Employer of Record, payroll, together with a range of ancillary support services, Africa HR Solutions has the necessary experience and Cameroon HR outsourcing track record to facilitate your expansion plans.

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CAMEROON – COUNTRY PROFILE

Population: 25.2 million

Gross Domestic Product (GDP): \$3.01 bn

GDP Growth: 3.9 %

Inflation: 1.1 %

Foreign Direct Investment (% of GDP): 1.8 %

Unemployment Rate: 3.4 %

Capital: Yaoundé

Currency: Central African CFA franc

Languages: French, English



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CAMEROON'S ECONOMY

Cameroon's economy is largely dependent on exporting products such as oil, gas, timber, and agricultural commodities such as cocoa and coffee. Its largest trade partner is the European Union, followed by countries including China, Malaysia, the United States, Nigeria, and Chad. Some bilateral trade agreements have been signed and several Foreign Trade Zones (FTZs) are maintained. The country's membership in the Commonwealth and Franc Zone are aimed at facilitating trade. With the aim of improving the business environment, the World Bank continues to support Cameroon's development in several sectors such as energy, transport and telecommunications. Other initiatives to provide greater access to public services through infrastructure development are also being implemented to build a modern Cameroon.

INTERESTING FACTS ABOUT CAMEROON

- After the First World War, Cameroon was divided between Britain and France, then in 1961, the two colonies unified after gaining independence and became the United Republic of Cameroon.
- In 1984 the country's name was changed to the Republic of Cameroon.
- There are more than 1700 different linguistic groups in the country. And 230 other languages are spoken in the region apart from its official languages – French and English.
- Archaeological evidence suggests the African country of Cameroon has been inhabited by humans for at least 50,000 years.

PUBLIC HOLIDAYS IN CAMEROON

- New Year's Day
- Youth Day
- Good Friday
- Labour Day
- Ascension Day
- National Day
- Assumption of Mary
- Eid al-Adha
- Prophet's Birthday
- Christmas Day

EMPLOYMENT IN CAMEROON

All employees are permitted vacation, sick and parental leave. Indefinite-term contracts can be terminated at any time by an employer, with a notice period which requires approval by the Ministry of Labour. Any employee who has worked for a minimum of two years receives severance pay, which is also determined by the Ministry of Labour. As far as taxation is concerned, all employees have to pay income tax at rates ranging between 11% and 38.5%.

If your company is looking to attract and retain leading talent in Cameroon, whether local nationals or expats, Africa HR Solutions' legally compliant and cost-effective employment outsourcing and payroll services will enable you to fast-track your growth and market-entry strategy, whilst ensuring that employee benefit packages are competitive and in line with market expectations.

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EGYPT HR OUTSOURCING

Considered as the fastest growing economy in the Middle East and a resilient country in Africa, Egypt is working to develop major sectors of its economy, expand transportation, improve infrastructure, and rebalance its supply chain, as well as become a hub for business process outsourcing. Strategic plans in progress to boost economic growth pave the way for HR outsourcing opportunities for a more talented workforce.

While expanding to Egypt, your organisation will face various legal, cultural, and employment outsourcing challenges. This is where Africa HR Solutions can be the right partner to facilitate your Egypt HR outsourcing services. We provide Professional Employer Organisation (PEO), Employer of Record, payroll outsourcing, and ancillary support services, to help you grow your company in Egypt, even if you do not have a registered entity in the country.

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EGYPT – COUNTRY PROFILE

Population: 98.4 mn

Gross Domestic Product (GDP): \$303.2 bn

GDP Growth: 4.8%

Inflation: 0.1%

Foreign Direct Investment (% of GDP): 2.7%

Unemployment Rate: 11.4 %

Capital: Cairo

Currency: Egyptian Pound

Language: Modern Standard Arabic

ECONOMY

Considered as a middle lower-income country, Egypt is one of the few African countries that has remained strong and resilient since the economic reforms established a few years ago. The Covid-19 pandemic affected a few sectors including the tourism industry. Together with the World Bank, the Country Partnership Framework (CFP) aims at exploring challenges and finding solutions in three key areas such as improving governance, improving opportunities for private-sector job creation, and social inclusion. Natural gas, clothes, textiles, medical & petrochemical products, citrus fruits, rice, dried onion, cement, steel, as well as ceramics are among Egypt's primary exports.

INTERESTING FACTS ABOUT EGYPT

- The largest city in Africa and the Middle East is Cairo
- Egypt has 5 million Facebook users
- Aswan High is one of the world's largest dam
- Egypt has over 100 pyramids
- The country's national dish is Koshari, consisting of Egyptian Rice, Lentils, and Macaroni with Spicy Tomato Chile Sauce

PUBLIC HOLIDAYS IN EGYPT

- Coptic Christmas
- Revolution Day
- Public Holiday
- Coptic Easter Sunday
- Sham El Nessim
- Sinai Liberation Day
- Labour Day
- End of Ramadan
- Revolution Day
- Revolution Day
- Eid Al Adha
- El Hijra
- Armed Forces
- Al-Mouled Al-Nabawy

EMPLOYMENT IN EGYPT

Egypt's new business legislation and privatisation have enabled its economy to become a market-oriented one to attract FDI and create more employment opportunities. Employees have access to vacation, sick and parental leaves. All termination requests must be addressed to the Ministry of Manpower and Migration, which decides after 15 days. The length of service of the employee determines the notice prior to termination. Both employees and employers contribute to social security, and the amount depends on the monthly wage. For employers, the rate of contribution is 24% or 26% of salary, whereas, for employees, it is 11% or 14%. The income tax rates are between 0% and 25%, depending on the level of income. Corporate tax in Egypt is 22.5%.

Partnering with Africa HR Solutions enables you to accelerate your move to Egypt and to focus on your strategic business goals with peace of mind, while our in-country experts manage all your in-country establishment, payroll outsourcing, and benefits to attract bright talent.

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GHANA HR OUTSOURCING

Having abundant natural resources and exporting agricultural products, Ghana continues to show growth. Despite being faced with the Covid-19 pandemic, the Alleviation and Revitalisation of Enterprises Support (CARES) program has helped to boost business confidence and household revenue. The country's economic and agricultural transformation is paving the way for many developments, including HR outsourcing opportunities to attract the right talent to help develop Ghana.

At Africa HR Solutions, we have a team of specialists who are accessible to help any organisation looking for an employment outsourcing strategy when moving to Ghana. We are your Ghana HR outsourcing partner that manage all your HR scenarios, from Professional Employer Organisation (PEO), Employer of Record, payroll, and other ancillary services, even if you do not hold a legal entity in the country yet.

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GHANA – COUNTRY PROFILE

Population: 29.8 mn

Gross Domestic Product (GDP): \$72.35 bn

GDP Growth: 6.3%

Inflation: 9.8%

Foreign Direct Investment (% of GDP): 4.6%

Unemployment Rate: 6.7 %

Capital: Accra

Currency: Ghanaian cedi

Language: English

ECONOMY

Ghana experienced a recession for the first time in 38 years, faced with the spillover effects of the Covid-19 pandemic that affected the country's second and third quarters of 2020. After the ending of lockdown, the economy and business perspectives improved, whereby some sectors such as agriculture, manufacturing, and tradable services recorded strong recoveries. To minimise the impact of the pandemic on households and businesses, Ghana leveraged the Coronavirus Alleviation Plan (CAP) and the medium-term COVID-19 Alleviation and Revitalisation of Enterprises Support (CARES) program.

PUBLIC HOLIDAYS

- New Year's Day
- Independence Day
- Good Friday
- Easter Monday
- May Day (Workers' Day)
- African Union Day
- Republic Day
- Eid Ul-Fitr
- Founder's Day
- Eid Ul-Adha
- Farmer's Day
- Christmas Day

INTERESTING FACTS ABOUT GHANA

- Ghana is located between Cote d'Ivoire and Togo and borders the Gulf of Guinea
- Ghana is rich in natural resources namely gold, timber, industrial diamonds, bauxite, manganese, fish, rubber, hydropower petroleum, silver, salt, and limestone
- Ghana is the largest producer of gold in Africa and the 8th largest producer of gold in the world
- The country's major agricultural products are cocoa, shea nuts, rice, coffee, cassava, peanuts, corn, timber, and bananas
- The 'Kente' cloth originates from Ghana
- Lake Volta found in Ghana is the largest reservoir in the world
- The national dish is 'Fufu' – a starchy side dish, accompanied by diverse stews and sauce-based recipes.

EMPLOYMENT IN GHANA

Employees are entitled to vacation, sick and parental leaves. A written employment agreement is compulsory in Ghana, which has to outline all fundamental details related to the recruit. As regards to taxation, employers pay 13% of salaries to social security whereas employees contribute 5.5%. Basic health services are offered to all employees. As far as termination is concerned, workers who are employed on a weekly basis have seven days' notice, those with an agreement of fewer than three years have two weeks' notice and those with long-term contracts are entitled to one month's notice. However, if an agreement has an "at-will" clause, then no notice is required.

Partnering with Africa HR Solutions will enable to focus more on your business strategy with peace of mind, while our in-country experts manage your employment outsourcing initiatives including devising a compensation package that attract the brightest talent.

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RWANDA HR OUTSOURCING

Rwanda is known to have geological potential in several resources – cassiterite, coltan, gold, and certain precious stones. The country is known to have significant tourism potential and a favourable business environment in Africa. Recently, there has been huge progress in governance practices as well as ensuring political stability.

The country is experiencing developments in the agriculture, mining, and infrastructure industry, creating more opportunities for employment outsourcing. Africa HR Solutions is the go-to partner for all your HR outsourcing plans. Our in-country experts listen to you and guide you with our range of bespoke Rwanda HR outsourcing services – Professional Employer Organisation (PEO), Employer of Record, payroll outsourcing, and other ancillary solutions – to make sure you expand your operations to Rwanda with peace of mind and in line with all the regulations, policies, laws and cultural norms.

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COUNTRY PROFILE

Population: 12.3 mn

Gross Domestic Product (GDP): \$432.30 bn

GDP Growth: 8.7%

Inflation: -0.3%

Foreign Direct Investment (% of GDP): 3.2%

Unemployment Rate: 1.0 %

Capital: Kigali

Currency: Rwandan franc

Language: Kinyarwanda, English, French

ECONOMY

Considered as a small and landlocked economy, Rwanda boasts one of the best business environments in Africa. The country has significant tourism potential and untapped geological resources such as gold, precious stones and coltan. Rwanda is relatively stable and has made huge progress in terms of governance. The economy is somehow quite dependent on commodity prices and foreign assistance. For the past 10 years, the IMF and the World Bank have carried out fundamental economic and structural reforms to boost the economy.

PUBLIC HOLIDAYS

- New Year's Day
- Day after New Year's Day
- National Heroes Day
- Good Friday
- Genocide against the Tutsi Memorial Day
- Labour Day
- Independence Day
- Liberation Day
- Umuganura Day
- Assumption Day
- Christmas Day
- Boxing Day
- Eid-ul-Fitr
- Eid-ul-Adha

INTERESTING FACTS IN RWANDA

- Rwanda is a country that has one of the best internet connections in Africa
- The capital city, Kigali, is considered one of the safest cities in Africa
- It is known to be the cleanest city in Africa
- The country empowers women leadership, whereby 67% of the seats in Rwandan Parliament are occupied by women
- The national dish of Rwanda is 'Brochettes'; it consists of meat or fish on a skewer

EMPLOYMENT IN RWANDA

Employment agreements are made in either oral or written formats in Rwanda, though many employees prefer a written agreement that outlines all details about their salary, compensation, leaves, and termination information. Regarding termination, the notice period depends on the length of service. Several other benefits are car allowance, housing allowance, loans, and telephone allowance. Employers and employees contribute a certain amount of their wages to the National Pension Fund. All employees have access to vacation, parental and sick leaves. Africa HR Solutions is your partner to help you establish your presence in Rwanda and providing the support you need to devise a competitive benefits scheme and attract the best talent to your organisation.

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KENYA HR OUTSOURCING

Kenya is one of the most thriving countries in Africa, and on the path to transformation and diversification. Significant reforms and political stability have boosted growth in the country. As Kenya develops further, it continues to create employment outsourcing opportunities to attract talent to help to develop various sectors of the economy.

While organisations decide to move to other countries, they are faced with several scenarios related to the local, cultural, laws, and labour policies of the country. Africa HR Solutions is the partner who can develop an HR outsourcing plan to help you move to Kenya with peace of mind, even if your organisation does not hold a legal entity yet. Our experts set up a comprehensive Kenya HR outsourcing plan that includes Professional Employer Organisation (PEO), Employer of Record, payroll solutions as well as other ancillary support services, all tailored to your business objectives.

[Contact us »](#)

KENYA – COUNTRY PROFILE

Population: 51.4 mn

Gross Domestic Product (GDP): \$98.84 bn

GDP Growth: 6.3%

Inflation: 4.7%

Foreign Direct Investment (% of GDP): 1.8%

Unemployment Rate: 9.3 %

Capital: Nairobi

Currency: Kenyan shilling

Language: Swahili, English

ECONOMY

Kenya is known to be the most diversified economy and the largest country among the East African Community (EAC). The country is primarily driven by the private sector, and it is the second-highest-ranking economy in sub-Saharan Africa, just after Rwanda. Hit by the Covid-19 pandemic, there was strong growth in the agricultural sector but certain industries such as tourism and education were affected. With several measures in place, Kenya is committed to fiscal stability, finding the appropriate balance between the country's stability, and boosting growth. The country is known for an increasingly younger population, a dynamic private sector, talent, enhanced infrastructure and has thus the potential to be one of Africa's success stories.

PUBLIC HOLIDAYS

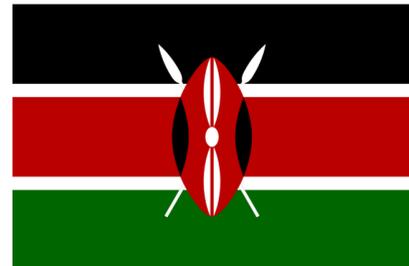
- New Year's Day
- Good Friday
- Easter Monday
- Labour Day
- Madaraka Day
- Mashujaa Day
- Jamhuri (Independence) Day
- Christmas Day
- Boxing Day
- Eid-ul-Fitr

INTERESTING FACTS IN KENYA

- Agriculture is a fundamental part of the country, employing a major workforce. Coffee is a major export product and is exported to a wide range of countries including the US.
- Kenya is one of the prosperous countries in Africa and is politically stable with a growing tourism sector
- The country is home to diverse wildlife, including a spectrum of mammals and bird species
- Kenyans speak over 60 languages
- People drive cars to the left in Kenya similarly to the United Kingdom
- Ugali is one of the staples of the local food, which is made from maize meal

EMPLOYMENT IN KENYA

The working schedule in Kenya is estimated at 45 hours. Employees are entitled to vacation, sick and parental leaves. For termination and/or severance, the notice period depends on whether the employee is paid on a monthly or longer basis. With regards to taxation, both employers and employees pay a fixed percentage of salaries to social security. Employees also have to contribute to National Hospital Insurance Fund, whereby the amount depends on the wage. For any employment opportunity, a written agreement is recommended.

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