

GLOBAL HIRING GUIDE

Somalia





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01

BASIC COUNTRY FACTS

- **Full Name**
Federal Republic Of Somalia
- **Capital**
Mogadishu
- **Main Languages**
Somali
- **Population**
17.07 Million
- **Monetary Unit**
Somali Shilling
- **Internet Domain**
.so
- **International Dialing Code**
+252
- **Currency**
Somali shilling



02

STATUTORY LABOR REQUIREMENTS

Probation Period

- A probationary period shall not exceed 6 months but it may be extended for a further period of not more than 6 months with the agreement of the employee.

Annual Leave

- Workers are entitled to 21 days' leave with pay for every year of continuous service.

Public Holidays

1. New Year's Day
2. Labor Day
3. Eid al-Fitr
4. Independence Day
5. Independence Day
6. Eid al-Adha
7. Ashura
8. Prophet's Birthday

Maternity Leave

- A female employee is entitled to 3 months' maternity leave with full pay.
- A female employee is only entitled to maternity leave if she gives not less than seven days' notice, in writing, in advance or a shorter period as may be reasonable in the circumstances of her intention to proceed on maternity leave on a specific date and to return to work thereafter.

Paternity Leave

- A male employee is entitled to paternity leave of 2 weeks with full pay on proof of the wife's maternity status.

Sick Leave

- After 2 consecutive months of service with their employer, an employee is entitled to sick leave of not less than 7 days with full pay and thereafter to sick leave of 7 days with half pay, in each period of 12 consecutive months of service.

Work Hours

- The standard workweek is of 8 hours per day for 6 days a week.

Overtime

- Hours worked in excess of the normal hours of work:
 - must not exceed 12 hours a day and 12 hours a week, and
 - entitle an employee to a proportionate increase in remuneration, which must not be less than 50 per cent of the normal remuneration.

Notice Period

- Either of the contracting parties may terminate a contract of employment by giving written notice as under:
 - Not less than ten days in the case of manual workers;
 - Not less than 30 days in the case of non-manual workers.

Severance

- Severance pay is paid at the rate of not less than 15 days' pay for each completed year of service.

13th Month

- 13th month pay is not mandatory.



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INCOME TAX

- Income tax is due and payable on the taxable income of all citizens and foreign employees working in Somalia, at the rate or rates of tax fixed by the schedule below.
- The income tax is payable to the Federal Government of Somalia under authority of this Appropriation Law and Law No. 5, November 7, 1966.
- Income tax is payable by all employers, government and private, and including not-for-profit organizations operating in the Non-Government Sector (NGO's), based on the payments, of wages, salaries, allowances and commissions, made to their employees.
- The amount of personal income tax payable is based on the total of monetary payments made in the calendar month to individuals in the public sector and private employees by way of wage and salary compensation and allowances paid in relation to employment, assessed in accordance with the schedule in the table below:

MONTHLY INCOME BRACKET (IN US \$)	TAX RATE (%)	ASSESSMENT FORMULA
0-200	0	Exempt
201- 800	6	Income Above US \$ 200 And Up To \$800
801-1,500	12	Income Above US\$ 800 And Up To \$1,500
1,501-Over	18	Income Above US \$ 1,501

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SOCIAL SECURITY

- Social security contributions are not mandatory.



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IMMIGRATION

Immigration

- People intending to travel to Somalia may inquire with the Directorate of Immigration & Naturalization whether they need to obtain a visa prior to arrival.
- The processing time of Somali visas is can take several working days so be sure to file an application in good time.
- The type of visa that you require for entry into Somalia depends on several different factors such as your nationality, the purpose of your planned visit and duration.
- It is requirement travelers to have at least six months' validity remaining on their passports.
- Persons wishing to enter Somalia for a temporary visit, require entry Visa, for instance:
 - on business or to take part in a conference
 - to visit relatives and friends
 - as a tourist

TYPE OF VISA	DOCUMENTATION	VALIDITY	ELIGIBILITY
Tourist Visa	<ul style="list-style-type: none">• Completed Visa application Form• A passport that is valid within 6 months• Two (2) recent passport size photos• Copy of Flight Reservation• Non-Refundable Fee	90 days	Foreigners seeking to visit Somalia for tourism purposes must obtain a tourist visa
Business Visa	<ul style="list-style-type: none">• Completed Visa application Form• A passport that is valid within 6 months• Two (2) recent passport size photos• Copy of Flight Reservation• Non-Refundable Fee	90 days	Foreigners seeking to visit Somalia for business purposes such as meetings and conferences must obtain a Business Visa

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VALUE ADD TAX

Value Added Tax

- The standard rate of VAT is 5%.

VAT	
Standard Rate	5%

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WITHHOLDING TAX

Withholding Tax

- Dividends are subject to a withholding tax rate of 5%/15%/35%.
- Interest payment are subject to a withholding tax rate of 10%/35%.
- Royalties are subject to a withholding tax rate of 10%/35%.

WHT	
Dividends	5%/15%/35%
Interest	10%/35%
Royalties	10%/35%

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TERMINATION

- Either of the contracting parties may terminate a contract of employment by giving written notice as under:
 - Not less than ten days in the case of manual workers;
 - Not less than 30 days in the case of non-manual workers.
- Severance pay is paid at the rate of not less than fifteen days pay for each completed year of service.

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STATUTORY BENEFITS

- These are mandatory benefits as postulated by law.
- These include public holidays, annual leave, sick leave, maternity leave, overtime pay, severance pay.
- Statutory benefits also include social security benefits.

STATUTORY BENEFITS

- Public Holidays
- Annual Leave
- Maternity Leave
- Paternity Leave
- Sick Leave
- Overtime Pay
- Severance Pay
- Social Security Benefits



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