

Employer of Record Country Support

Through Compunnel employment solution, your team is employed by our local legal entities in over 130 countries. We handle the entire local employment process, taking care of all the compliance, payroll and HR admin, while the employee works for your business just like the rest of your team.



Country	Estimated Employer cost	Onboarding lead time
Albania	16.7%	5 days
Argentina	28%	6 days
Armenia	0%	3 days*
Australia	16.4 - 18.5%	2 days
Austria	29.94%	3 days*
Azerbaijan	18.9%	6 days*
Bahrain	4-16%	15-20 days
Bangladesh	8.33%	5 days
Belarus	35%	5 days
Belgium	27.78%	2 days
Bolivia	16.7%	5 days
Bosnia and Herzegovina	15%	3 days
Brazil	36.8%	3 days
Bulgaria	19%	5 days
Cambodia	5.40%	4 days
Cameroon	15.45%	3 days
Canada	8.23 - 14.63%	1 day
Chile	4.9%	3 days*
China	36%	7 days
Colombia	31 - 51%	5 days
Costa Rica	27%	3 days
Côte-d'Ivoire	21%	3 days
Croatia	7.3%	3 days
Cyprus	15.4%	3 days
Czech Republic	34%	3 days
Denmark	1%	2 days
Dominican Republic	16.3%	3 days
Ecuador	21%	4 days
Egypt	19.7%	10 days
El Salvador	16 - 17%	5 days
Estonia	33.8%	3 days
Ethiopia	11%	4 days
Finland	21%	3 days
France	+50%	2 days
Georgia	2%	3 days
Germany	22.6%	4 days
Ghana	9.1%	3 days
Greece	22.29%	2 days*
Guatemala	29.3%	10 days
Honduras	9.87%	3 days
Hong Kong	5 - 7%	2 days
Hungary	13%	3 days
Iceland	22%	2 days
India	5%	3 days
Indonesia	4.2%	3 days
Ireland	11%	1 day
Israel	18 - 22%	2 day
Italy	38%	3 days
Jamaica	12.5%	5 days
Japan	16.6%	3 days
Jordan	14.2%	7 days
Kazakhstan	18%	7 days
Kenya	6.9%	1 day
Kosovo	5%	2 days
Latvia	24%	3 days*
Lithuania	1.7%	2 days
Luxembourg	12%	14 days
Madagascar	19%	3 days
Malaysia	13 - 14%	5 days
Malta	10.30%	5 days
Mauritius	14.5%	3 days
Mexico	20.3%	2 days
Moldova	24%	2 days
Mongolia	12.5%	5 days
Montenegro	8.5%	7 days
Morocco	21.9%	3 days
Mozambique	5%	7 days
Namibia	2.9%	2 days
Nepal	12%	5 days
Netherlands	20%	2 days
New Zealand	3.2%	2 days
Nicaragua	24.5%	5 days
Nigeria	13.9%	2 days
North Macedonia	0%	7 days
Norway	18%	2 days
Oman	--	5 days
Pakistan	17 - 23%	1 day
Panama	38%	3 days
Paraguay	16.5%	3 days
Peru	13%	3 days
Philippines	11.07%	2 days
Poland	19.4%	5 days
Portugal	26.9%	3 days*
Puerto Rico	13.7%	2 days
Qatar	14 - 18%	15 days
Romania	2 - 25%	5 days
Rwanda	5.3%	2 days
Saudi Arabia	1.8%	20 days
Senegal	24-28%	5 days
Serbia	17%	5 days
Singapore	17.25%	2 days
Slovakia	32.5%	5 days
Slovenia	15.4%	3 days*
South Africa	2.2%	2 days
South Korea	11%	2 days
Spain	31.9%	3 days
Sri Lanka	15%	3 days
Sweden	31.4%	2 days
Switzerland	10 - 20%	3 days
Taiwan	21.6%	5 days
Thailand	5%	3 days
Tunisia	17%	3 days
Turkey	17.5%	3 days
Uganda	11.5%	2 days
Ukraine	22%	5 days
UAE	0.06%	20 days
United Kingdom	17.3%	1 day
United States	9 - 12%	1 day
Uruguay	15.8%	3 days
Uzbekistan	12.57%	7 days
Vietnam	23.5%	3 days
Zambia	29.3%	2 days

*In these countries, employees can only be onboarded between the 1st-15th of the month. This is due to local regulations that require employees to be paid in the same month that they performed work in.

Additional notes

Estimated employer cost is the % of the employee's salary you can expect to pay in employer taxes. These taxes cover the provision of mandatory benefits in that country. Please note these are estimates and may vary slightly at the point of quoting.

Onboarding lead time is the minimum number of business days required to onboard an employee in that country, these are there to ensure there is enough time to complete any enrollments required by local labor laws.

Offload the cost and hassle of managing employees hired through your entities with Compunnel Global Payroll you can run payroll for employees hired through your own entities.

[Get in touch now](#) to request a demo.