

HIRING IN HAITI WITHOUT THE ADMINISTRATIVE BURDEN

A practical guide for international organizations and businesses

Hiring the right person is only the beginning. Successfully employing people in Haiti requires reliable systems, local knowledge, and ongoing support throughout the employment lifecycle.

For organizations operating from abroad, these responsibilities require reliable systems, local knowledge, and timely support.

This guide explains what employing staff in Haiti involves, how an Employer of Record (EOR) works, and when it may be the right solution for your organization.

Employment Is an Ongoing Responsibility

Recruitment is only one step in employing someone.

Once an employee joins your organization, responsibilities continue throughout the entire employment relationship.

Before Hiring

- Define the role
- Prepare the employment agreement
- Establish compensation
- Collect employee documentation
- Confirm employment conditions

During Employment

- Process payroll
- Administer statutory obligations
- Manage leave and benefits
- Maintain employee records
- Provide HR support

When Employment Ends

- Final payments
- Separation documentation
- Offboarding
- Record retention
- Compliance requirements

What Organizations Often Underestimate

Most of the administrative work occurs after the employee starts.

Every employee creates recurring responsibilities that require accurate documentation, reliable processes, and ongoing local support.

Local Knowledge Makes the Difference

Throughout the employment lifecycle, organizations may need to interpret local employment practices, prepare documentation, respond to employee matters, support internal or donor reviews, or adapt staffing arrangements as projects evolve.

For organizations operating in Haiti, effective employment administration is not simply an HR function, it is an important part of operational readiness and successful project delivery.

For nearly 20 years, Papyrus has supported international organizations, donor-funded programmes, NGOs, foundations, and businesses operating in Haiti. That experience allows us to combine structured employment administration with practical local guidance that helps organizations establish teams quickly, manage employment responsibly, and keep operations moving with confidence.

Why Organizations Choose a Local Partner

Working with a locally established Employer of Record provides more than administrative support. It can help your organization:

- Hire quickly without establishing a local legal entity
- Access experienced local HR and payroll professionals
- Benefit from experience supporting international and donor-funded operations
- Maintain reliable employment records and documentation
- Receive practical guidance when employment questions arise
- Scale your workforce as projects and operational needs evolve

Ultimately, the value extends beyond administrative convenience to include the confidence of knowing your employment responsibilities are being managed locally while your team remains focused on delivering results.

You Manage the Work. Papyrus Manages the Employment.

An Employer of Record creates a clear division of responsibilities.

Your organization

Selects employees
Defines roles
Directs daily work
Manages performance
Makes operational decisions
Determines staffing needs

Papyrus

Employs staff through its Haitian entity
Prepares employment agreements
Processes payroll
Administers statutory obligations
Manages employee records and benefits
Provides HR guidance and manages offboarding

Your Team Remains in Control

You direct their work, manage performance, and define priorities.

Papyrus manages the employment administration that supports that relationship.

Is an Employer of Record Right for You?

An Employer of Record may be the right solution if your organization:

- ✓ Needs to hire quickly
- ✓ Does not have a legal entity in Haiti
- ✓ Is implementing a donor-funded programme
- ✓ Is building a project-based workforce
- ✓ Requires local HR and payroll expertise
- ✓ Wants to reduce administrative burden
- ✓ May establish a long-term presence later

When Establishing an Entity May Make More Sense

Creating your own legal entity may be appropriate if your organization expects to:

- Maintain a permanent long-term presence
- Employ a large workforce
- Hold local assets
- Sign contracts directly
- Build its own HR, finance, and administrative functions

Choosing between an EOR and a local entity depends on your operating model, workforce plans, and long-term objectives.

Ready to Build Your Team in Haiti?

Whether you're hiring your first employee or launching a new program, Papyrus helps organizations establish teams quickly through trusted local employment support.

With nearly 20 years of experience supporting international organizations, NGOs, donor-funded program, and businesses in Haiti, we help you move from recruitment to operations with confidence.

You focus on your people, your projects, and your mission.

We'll help you get your team in place - quickly, responsibly, and with confidence.

Talk to a Papyrus Employment Specialist

