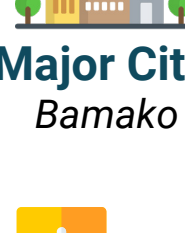
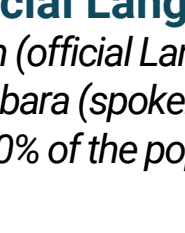


Currency
West African CFA franc (XOF)



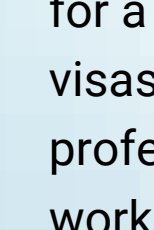
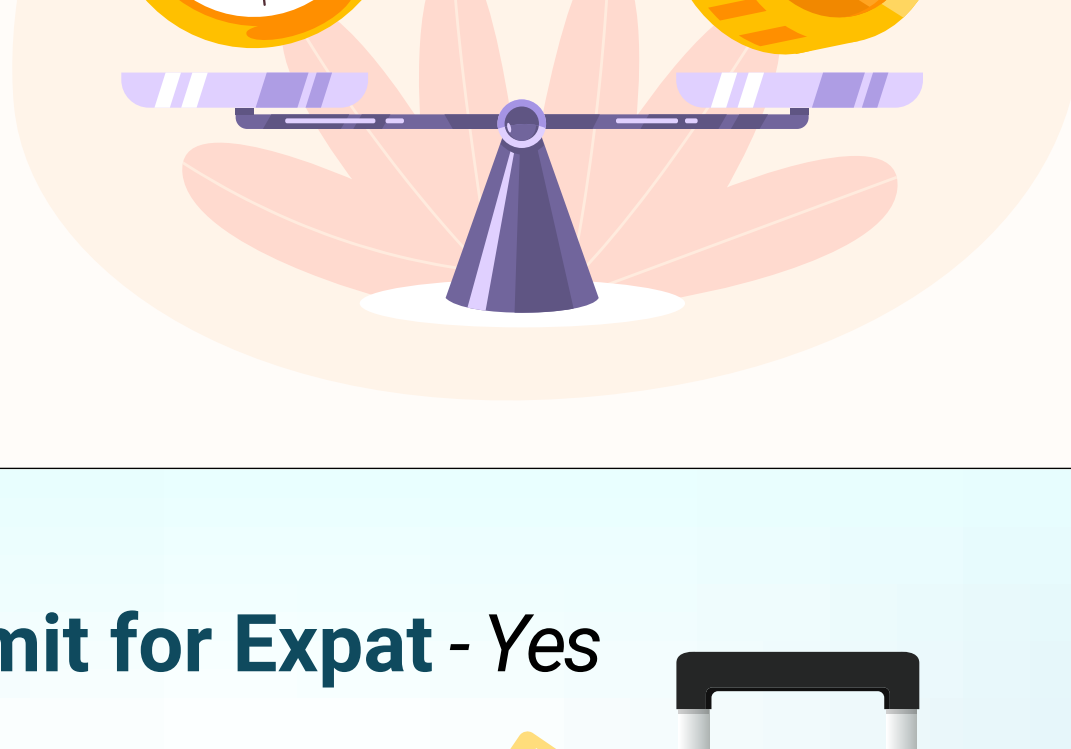
Major City
Bamako



Official Language
French (official Language),
Bambara (spoken by at least 80% of the population)

MINIMUM WAGE

The government sets the minimum wage in Mali and ensures that no worker can be paid less than this mandatory rate. As of **May 2024**, the minimum wage in Mali is **28,465 CFA francs per month**.



Visa/ Work Permit for Expat - Yes

Work visas enable individuals to remain for a maximum of 12 months. These visas are solely valid for the professional activities specified in the work contract, with variations based on the outlined activity.



WORKING HOURS

48 hours per week. Mali's standard workweek is 40 hours, except for managerial and medical roles.



COMPENSATION AND BENEFITS

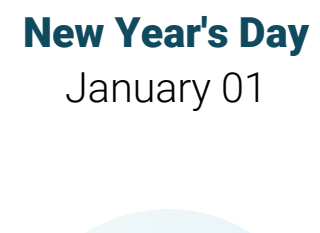


Overtime pay is applicable for employees working beyond 40 hours, with a premium of 10% for work from the 41st to 48th hour, 25% for work beyond 48 hours, and 50% for night work.

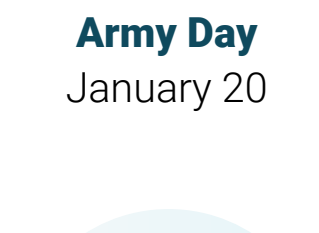
Employers cover certain employee expenses, like mobile phone costs



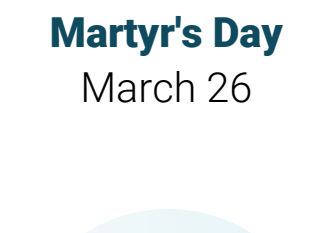
OBSERVED HOLIDAYS



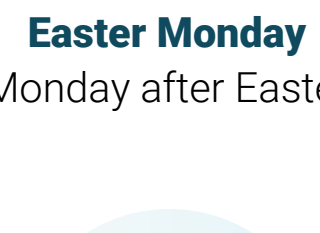
New Year's Day
January 01



Army Day
January 20



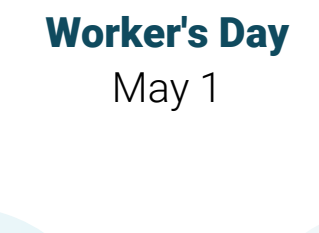
Martyr's Day
March 26



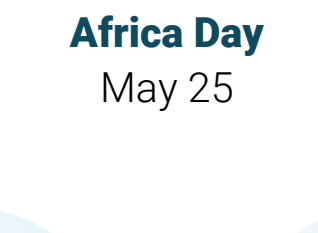
Easter Monday
Monday after Easter



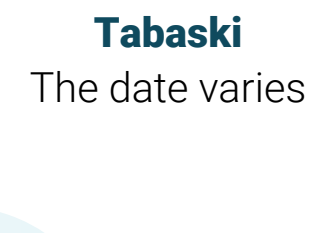
Korité
The date varies



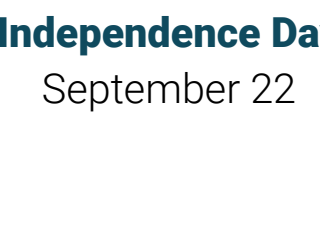
Worker's Day
May 1



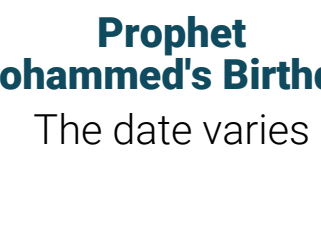
Africa Day
May 25



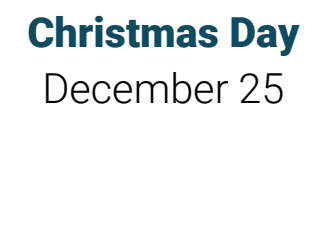
Tabaski
The date varies



Independence Day
September 22



Prophet Mohammed's Birthday
The date varies



Christmas Day
December 25

PAID LEAVE



Annual Leave:

Employees receive 24 days of annual leave.

Sick Leave:

Employees must complete the first month of continuous service to be entitled to sick pay, paid in full for the first month of sickness or injury. The employer may terminate the employee's contract if the employee remains absent due to illness for a period exceeding a specific timeframe, typically within the second month of sickness.

Maternal Leave:

Mali mandates a minimum of 14 weeks of maternity leave, including prenatal and postnatal time off, with 100% paid benefits equivalent to the mother's salary.

Nursing mothers are granted one-hour breaks per day for 15 months, supporting breastfeeding and maternal health.

Paternal Leave:

Fathers are also entitled to birth leave in Mali. They can take 100% of their daily earnings for any three days within the first 15 days after childbirth.

Parental Leave:

Following the conclusion of maternity leave, the employer may offer a female employee an extra four weeks of unpaid leave for childcare.

Other Leave:

Family Support Leave:

Employees have the right to 8 days of paid family leave annually, subject to prior approval from the employer.

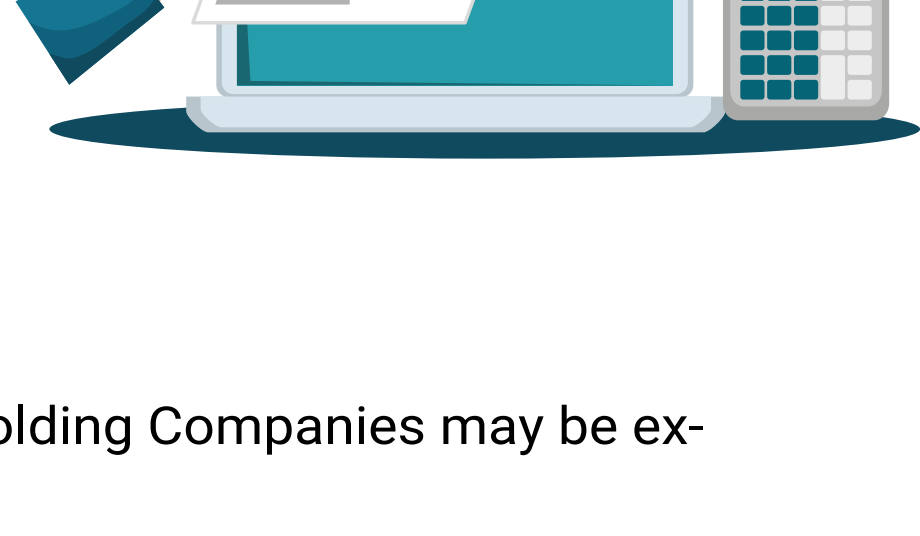
Military Service Leave:

Employees can take paid leave for military duties for two days per month, with a maximum of 15 days per year.

INSURANCE

In Mali, employee health benefits encompass a state-funded universal healthcare system. However, employers leverage private medical insurance for more quality healthcare provisions

STATUTORY DEDUCTIONS



Social Security Contribution:

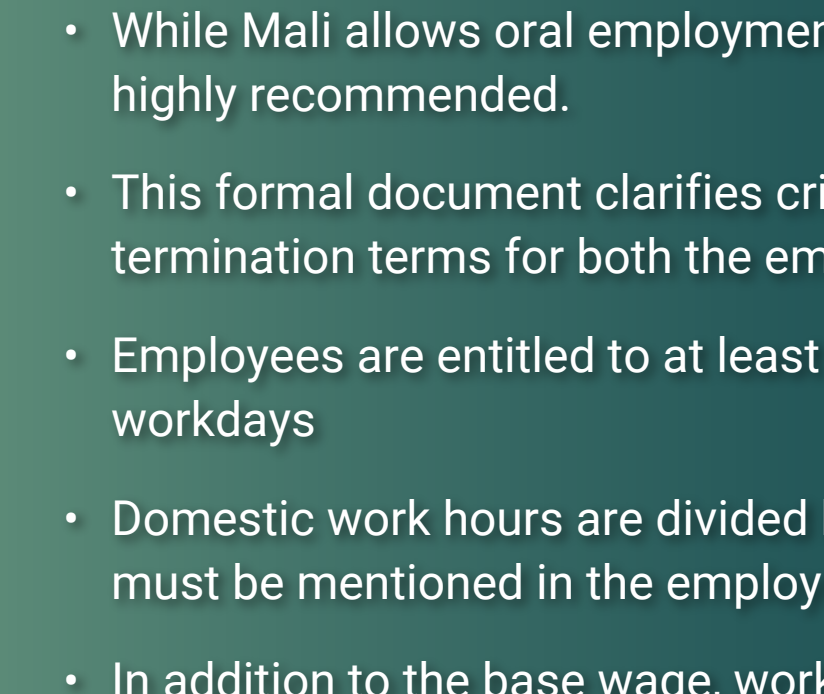
- For Employers => 35%
- For employees => 19.9%

Tax:

- Corporate Tax Rates: 35% in general (Holding Companies may be exempted from Corporate Tax in Mali).
- VAT / Sales Tax Rates: 18% on most goods and service.

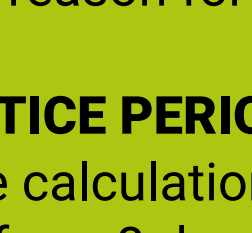
Personal Income tax:

Tax Range	Tax Percentage
Income up to 300,000 CFA francs	Exempt from tax
Income from 300,001 to 900,000 CFA francs	Taxed at 5%
Income from 900,001 to 1,900,000 CFA francs	Taxed at 10%
Income from 1,900,001 to 3,900,000 CFA francs	Taxed at 20%
Income from 3,900,001 to 6,900,000 CFA francs	Taxed at 30%
Income above 6,900,000 CFA francs	Taxed at 35%



Terms of EMPLOYMENT

- While Mali allows oral employment contracts, a written agreement in French is highly recommended.
- This formal document clarifies critical aspects like salary, benefits, and termination terms for both the employer and the employee.
- Employees are entitled to at least 12 hours of rest between consecutive workdays
- Domestic work hours are divided between 7 AM and 9 PM, and these details must be mentioned in the employment contract.
- In addition to the base wage, workers receive a mandatory benefits package, including social security and health care.
- Probationary period is 6 months [maximum]
- There is no statutory law for 13th-month pay.



Termination / Severance

TERMINATION PROCESS:

The employer must clearly state the reason for termination in a written notice. Employees have the right to challenge the decision before the Labour Tribunal, suspending the employer's decision pending the tribunal's ruling.

For dismissals after three months of service, the employer must inform the Labour Inspector in writing, providing details about the employee, employer, and the reason for dismissal. The inspector must respond within 15 days.

NOTICE PERIOD:

The calculation is based on the length of service and employment type. It can be from 8 days to 3 months and requires written notice before it can be applied.

SEVERANCE PAY:

Employees are entitled to a yearly bonus of 20% for the first five years, 25% for the 6th to 10th years, and 30% beyond the 10th year.