

Madagascar

Fixed Term Contracts

Fixed-term contracts are permitted in Madagascar. The duration cannot exceed two years. The contract becomes permanent if it exceeds 2 years. The fixed-term employment contract may only be terminated before the term by the will of one of the parties, in the cases provided for in the contract and cases of gross negligence. The party who takes the initiative to terminate the employment contract must notify the other party of its written decision with an indication of the reasons.

Holidays

Workers recognize between 10 and 15 public holidays per year. Workers must be allowed a day of rest in recognition of the holiday, but payment is not required.

Vacation

Workers accrue annual leave at 2.5 calendar days per month. Accrued but unused; leave may be carried over up to 3 years. Any remaining accrued but unused annual leave must be paid out at the end of the employment contract.

Sick Leave

Workers are entitled to sick leave for up to 5 days which during which time the employer must issue pay. If certified by a qualified doctor, workers are entitled to up to 6-months of unpaid sick leave.

Working Hours

A regular workweek is eight hours per day and 40 hours per week. Workers are entitled to a rest period of at least 24 consecutive hours in every 7 days.

Overtime

Overtime is considered any hours worked beyond the scheduled working hours. Overtime is paid at 130% of a Worker's regular wage for the first eight overtime hours and at 150% beyond the eighth hour. Night work is paid at the rate of 130% of the normal wage paid for the same work during the day. Overtime is paid at 150% for hours worked at night. Night work is work performed between 10 p.m. and 5 a.m. Overtime is paid at 150% for hours worked on a public holiday, and 140% for hours worked on weekly rest days. Workers are entitled to a rest period of at least 24 consecutive hours in every 7 days.

Termination

Workers may be terminated by the will of one of the parties. This termination is subject to notice given by the party initiating the termination. Notice may not need to be given in the event of gross negligence. The party who takes the initiative to terminate the employment contract must notify the other party of its written decision with an indication of the reason, personal or economic