

# GABON



## History:

Gabon's history is steeped in a rich tapestry of diverse ethnic groups, each with its unique traditions and cultures. The Fang people are the largest ethnic group, but the country also hosts Myene, Bapounou, Eshira, and Bandjabi populations. European exploration of the region began in the 15th century with the arrival of Portuguese traders, who named it "Gabão" due to the gabon (coat) shape of the Rio de Como estuary. The French established a protectorate in 1885, and Gabon became part of French Equatorial Africa. It gained independence on August 17, 1960, and has been a stable political entity in Central Africa, despite experiencing two coup attempts since independence.

## Geography:

Gabon is located on the west coast of Central Africa, bordered by Equatorial Guinea and Cameroon to the north, and the Republic of Congo to the east and south. It has a long Atlantic coastline, rich in mangroves and lagoons, to the west. The country's terrain is predominantly covered by thick rainforests, which host a diverse range of flora and fauna, including nearly 200 mammal and 600 bird species. The significant rivers, such as the Ogooué, provide vital transportation routes. Gabon's capital and largest city, Libreville, is a bustling urban center located on the estuary of the Komo River by the Gulf of Guinea.

## Economy:

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## Business Opportunities:

Gabon offers several opportunities for business and investment, particularly in sectors like mining, agriculture, and tourism. The government has been encouraging foreign investment and has launched initiatives to diversify the economy, with a focus on non-oil sectors. Infrastructure development, particularly in transport and logistics, also presents potential. The creation of Special Economic Zones (SEZs) offers incentives such as tax breaks to investors. However, potential investors should be aware of challenges such as a lack of skilled labor, regulatory unpredictability, and issues related to transparency and governance..

## Summary of Labor Law:

Labour law in Gabon encompasses the regulations and provisions that govern the relationship between employers and employees in the country. Here is a summary of the key aspects of labour law in Gabon:

- **Working Hours and Overtime:** The standard work week in Gabon is 40 hours, spread over five or six days. Overtime is usually compensated at a rate of 35% above the normal wage rate for daytime work and 60% for night work.
- **Paid Leave:** Employees are entitled to 24 days of paid annual leave after one year of service. This does not include public holidays. Sick leave is also provided, subject to presenting a medical certificate.
- **Minimum Wage:** The government of Gabon sets the minimum wage, which varies based on the industry and the employee's professional qualifications.
- **Termination and Severance:** The notice period for termination depends on the duration of the contract and the length of service. Severance pay is due upon termination and is calculated based on the duration of service and the employee's final wage.
- **Social Security:** Employers and employees are required to contribute to the National Social Security Fund (CNSS), which provides benefits such as pensions and healthcare coverage.
- **Labor Disputes:** Labor disputes are initially handled by the Labor Inspectorate and if not resolved, may be referred to the labor court.

As this is a summary, do not hesitate to contact us at [contact@genta-international.com](mailto:contact@genta-international.com) for specific advice on labor law in Gabon.