

Globalization Partners provides employer of record services for customers that want to hire employees and run payroll without first establishing a branch office or subsidiary in Cameroon. Your candidate is hired via Globalization Partners' Cameroon PEO in accordance with local labor laws and can be onboarded in days instead of the months it typically takes. The individual is assigned to work on your team, working on your company's behalf exactly as if he or she were your employee to fulfill your in-country requirements.

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Our solution enables customers to run payroll in Cameroon while HR services, tax, and compliance management matters are lifted from their shoulders onto ours. As a Global PEO expert, we manage employment contract best practices, statutory and market norm benefits, and employee expenses, as well as severance and termination if required. We also keep you apprised of changes to local employment laws in Cameroon.

Your new employee is productive sooner, has a better hiring experience and is 100% dedicated to your team. You'll have peace of mind knowing you have a team of dedicated employment experts assisting with every hire. Globalization Partners allows you to harness the talent of the brightest people in more than 185 countries around the world, quickly and painlessly.

Cameroon is located in Central Africa and borders the Atlantic Ocean. The official languages of Cameroon are French and English. Cameroon can be a difficult country in which to set up a

business, as its ranking of 172 on the World Bank’s Ease of Doing Business scale demonstrates.

When negotiating terms of an employment contract and offer letter with an employee in Cameroon, it may be useful to keep the following in mind:

Public Holidays in Cameroon

Cameroon celebrates 10 national holidays, including:

- New Year’s Day
- Youth Day
- Good Friday
- Labor Day
- Ascension Day
- National Day
- Assumption of Mary
- Eid al-Adha
- Prophet’s Birthday
- Christmas Day

Working Hours in Cameroon

In general the work week is 40 hours.

Vacation in Cameroon

In general, employees are eligible to accrue 1 1/2 days of leave for each month of work. After 5 years of service, employees are eligible to receive an additional 2 days per month.

Workers who have accumulated more than 12 days of leave may split up their leave, but one portion must equal 12 continuous working days.

Workers are also generally eligible to receive 10 days of paid leave for family events.

Mothers with children under 6, are generally eligible for 2 additional days of leave for each child who lives in the home, or 1 day if the mother's accrued leave does not exceed 6 days.

Sick Leave in Cameroon

Employees are generally entitled to at least 5 days of paid sick leave per year.

If an employee is injured or becomes ill at work, the employer is responsible for paying for medical treatment.

Maternity/Paternity Leave in Cameroon

Female employees are generally entitled to 14 weeks of paid maternity leave, with 4 weeks to be taken before the birth or 6 weeks if her doctor orders confinement. Maternity leave is paid for by the National Social Insurance Fund.

Fathers can use their 10 days of paid family leave for paternity leave.

Termination/Severance in Cameroon

Probationary periods of up to 6 months are allowed, and the agreement must be in writing. Managerial staff are generally entitled to an 8 month probationary period. If the employee continues to work after the probationary period, but no contract is drawn up, that employee is considered to have a permanent position.

Fixed-term contracts may only be terminated for reasons of gross misconduct, force majeure, or written consent of both parties.

Indefinite-term contracts can be terminated at any time by either the employer or the employee. Notice of termination must be given, the duration of which is set by the Minister in charge of Labour and is based on the seniority and the occupational group of the employee.

During the notice period, the employee is generally entitled to one day off per week to look for another job.

Employees who have worked for at least 2 years are generally entitled to severance pay; the amount of pay is determined by the Minister in charge of Labour.

Taxes in Cameroon

Employees pay personal income taxes of between 10% and 35%.

Health Insurance in Cameroon

In 2012, Cameroon had community-based health insurance, primarily for the poor. The country is working toward providing universal health care.

Employment Contracts in Cameroon

Generally, fixed-term contracts of up to 2 years are allowed and may be renewed once. If the fixed-term contract is for more than 3 months, it must be in writing.

Although not legally required for indefinite term contracts, it is best practice to put a written employment contract in place in Cameroon, in the local language, which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment contract in Cameroon should always state the salary and any compensation amounts in Central Africa CFA francs rather than a foreign currency.

This information is provided as generally accepted information and is not intended as advisory services.

Why Globalization Partners

Establishing a branch office or subsidiary in Cameroon to engage a small team is time-consuming, expensive and complex. Cameroon’s labor law has strong worker protections, requiring great attention to detail and an understanding of local best practices. Globalization Partners makes it painless and easy to expand into Cameroon. We can help you hire your candidate of choice, handle HR matters and payroll, and ensure that you’re in compliance with local laws, without the burden of setting up a foreign branch office or subsidiary. Our Cameroon PEO and [Employer of Record](#) solution provides you peace of mind so that you can focus on running your company.

If you would like to discuss how Globalization Partners can provide a seamless employee leasing or PEO solution for hiring employees in Cameroon, please [contact us](#).