

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 Equatorial Guinea. Your candidate is hired via Globalization Partners' Equatorial Guinea 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 Equatorial Guinea 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 Equatorial Guinea.

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.

## Overview of Equatorial Guinea

Equatorial Guinea is in Africa and has a population of 883,000. The capital city of Equatorial Guinea is Malabo which has a population of 190,000. Equatorial Guinea has a single University, Universidad Nacional de Guinea Ecuatorial. The main campus is 5 miles from Malabo, with a Medical School at Bata on the mainland.

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

## **Employment Contracts in Equatorial Guinea**

In Equatorial Guinea, employment contracts can be oral or written, but it best practice to put a strong, written contract in place, in French, Spanish or Portuguese which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment contract in Equatorial Guinea should always state the salary and any compensation amounts in Central African CFA francs rather than a foreign currency. The employment contract template is part of the service with Globalization Partners; no need to draft a separate template if you use our employer of record and PEO service in Equatorial Guinea.

## **Equatorial Guinea Holidays**

- New Years Day
- Good Friday
- Labor Day
- President's Day
- Corpus Christi
- Freedom Day
- Constitution Day
- Independence Day
- Feast of the Immaculate Conception
- Christmas Day

## **Why Globalization Partners**

Establishing a branch office or subsidiary in Equatorial Guinea to engage a small team is time-consuming, expensive and complex. Equatorial Guinean 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 Equatorial Guinea. 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 Equatorial Guinea PEO and [Global 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 Equatorial Guinea, please [contact us](#).