

Your employees probably care about a variety of factors, including career advancement, commute times, company culture, and more. However, all these elements dwarf in comparison to how much employees care about compensation and benefits. It's essential to meet Gabon's compensation laws and provide the right benefits to keep employees happy and stay compliant.

Globalization Partners makes it easier to expand to places such as Gabon through our suite of global expansion services, including Gabon compensation and benefits outsourcing. We can use our existing PEO to handle Gabon compensation laws on your behalf and add your employees to our compliant Gabon benefits management plan. We'll work hard on your behalf so that you can spend your time running your company.

## **Gabon Compensation Laws**

One of the most important Gabon compensation laws is the country's minimum wage. Employees in Gabon must make at least 150,000 CFA francs per month. In addition, government workers should receive a monthly allowance of 20,000 CFA francs a child as well as transportation, housing, and family benefits. These benefits do not apply to private-sector workers.

## **Guaranteed Benefits in This Country**

An easy way to ensure compliance is by adding guaranteed benefits to your Gabon benefits management plan first, including time off for the country's 11 national holidays and 24 days of paid annual leave. Time off increases as employees age, spend more time working for your company, and go through changes in their family situation. Every employee should get an additional 10 days of paid leave for family events.

Gabon has a generous sick leave policy of up to six months of paid sick leave. Female employees should receive 14 weeks of paid maternity leave — they can take six weeks of leave before birth and eight weeks after. Paternity leave is included in the 10 days of paid

leave listed above.

## **How to Disperse Benefits Successfully**

Once you give out statutory benefits, we recommend adding supplemental benefits to your Gabon benefits management plan. Whether it's more paid time off, performance-based bonuses, or more health benefits, you can encourage employees to stay longer and show them how much you care by going above and beyond. If you're not sure what to provide, ask employees to see what kind of additional benefits would mean the most to them.

## **Restrictions for Benefits and Compensation**

Companies can run into trouble when they try to pay employees and provide benefits without first establishing a subsidiary. You must set up your subsidiary before you can operate in Gabon. However, you won't have to worry about that same restriction when you work with Globalization Partners.

We have subsidiaries around the world that you can use for your expansion. Our team will save you time and provide Gabon benefits and compensation outsourcing to make sure you stay compliant. As the Employer of Record, we'll take on all the risk on your behalf so that you can run your company without additional stress.

## **Choose the Globalization Partners Team Today**

If you're planning an expansion to Gabon, we can help. Contact us today to learn more about Gabon compensation and benefits outsourcing.