

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 the Republic of the Congo. Your candidate is hired via Globalization Partners' Republic of the Congo 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 [Global Employer of Record solution](#) and Global PEO service enable customers to run payroll in the Republic of the Congo 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 the Republic of the Congo.

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 the Republic of the Congo

The Republic of the Congo is Africa and has a population of 4.5 million. The capital city of the Republic of the Congo is Brazzaville which has a population of 2 million.

The population belongs to four major ethnic groups—the Kongo (48%), Sangha (20%), Teke (17%), and M'Bochi (12%)—which comprise more than 40 tribes. Europeans and other groups make up 3% of the population. French is the official language. Several related African languages and dialects of the Bantu family are spoken. Kikongo has the most users. Monokutuba and Lingala are lingua franca trade languages.

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

Employment Contracts in the Republic of the Congo

In the Republic of the Congo, employment contracts can be oral or written, but it best practice to put a strong, written contract in place, in French which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment contract in Republic of the Congo should always state the salary and any compensation amounts in Congolese 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 the Republic of the Congo.

Republic of the Congo Holidays

- New Year's Day
- Easter Monday
- Labor Day Ascension Day
- Reconciliation Day
- Independence Day
- All Saints' Day
- Christmas Day

Why Globalization Partners

Establishing a branch office or subsidiary in Republic of the Congo to engage a small team is time-consuming, expensive and complex. Labor law in the Republic of the Congo 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 Republic of the Congo. 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 Republic of the Congo 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 Republic of the Congo, please [contact us](#).