

# GABON

April 2016

## SOCIAL SECURITY

### RULES ON NATIONAL HEALTH INSURANCE AND SOCIAL GUARANTY FUND AMENDED

Order No. 008/PR/2015, of 11 February 2016, modifies certain provisions of Order No. 0022/PR/2007, of 21 August 2007, on the compulsory Gabonese National Health Insurance and Social Guarantee Fund, including the fund's governance, management, and allocated resources. A separate health insurance scheme for self-employed workers and voluntarily insured persons is created. This scheme will mainly be financed by lump-sum contributions from self-employed workers, voluntary insurance contributions, and investment income.

## PUBLIC-PRIVATE PARTNERSHIPS

### NEW LEGAL FRAMEWORK RE-ADOPTED

Order No. 009/PR/2015, of 11 February 2016, sets forth the legal framework for the drafting, execution and implementation of public-private partnerships contracts. It reproduces the rules on public-private partnerships already adopted by Order No. 22/PR/2015, of 11 August 2015, which in the meantime had expired. The Constitution requires that orders issued by the Government at times where the Parliament is in recess be approved at the next parliamentary session to remain effective. The new legal framework had to be re-adopted by Order No. 009/PR/2015 because the former order was not ratified. This new order should be ratified at the next parliamentary session to continue in effect.

## INDUSTRIAL ACTIVITIES

### NEW LEGAL FRAMEWORK APPROVED

Order No. 010/PR/2015, of 11 February 2016, sets forth the legal framework for industrial activities. It applies to activities physically or chemically transforming, renewing or reconstituting products, substances or their components to the extent these are not subject to specific legislation. The order lays down the conditions under which such activities may be carried out and discontinued, as well as the obligations with which industrial operators must comply, notably environmental, training, and local content obligations. Failure to comply with these obligations may trigger the application of fines and other penalties, which are also set forth in the order. This order also allows holders of industrial permits to have access to tax and customs exemptions.

## LABOR

### RULES ON APPRENTICESHIPS

Decree No. 0100/PR/MTE, of 17 February 2016, governs apprenticeships at companies. It requires companies with more than 50 employees that have been operating in Gabon for 3 years or more to engage a certain number of apprentices. The decree creates different levels of apprenticeship programs with specific rules on remuneration and training. Apprentices must be at least 16 years old and, subject to certain exceptions, may not be older than 30. The term of apprenticeship contracts depends on the type of profession and on the level of qualification but, except in limited circumstances, may not exceed 2 years. Generally, apprentices benefit from the same rights as employees under the labor laws, but the decree also sets forth specific provisions for apprentices with respect to overtime, medical coverage and contract termination.

For further information about the contents of this Legal News, please contact:

[Catarina.Tavora@mirandalawfirm.com](mailto:Catarina.Tavora@mirandalawfirm.com)

Miranda & Associados  
Av. Eng. Duarte Pacheco, 7  
1070-100 LISBON – PORTUGAL  
T: +351 217 814 800 | F: +351 217 814 802  
[www.mirandalawfirm.com](http://www.mirandalawfirm.com)

**mirandaalliance**  
[www.mirandaalliance.com](http://www.mirandaalliance.com)

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