



Equatorial Guinea: Minimum Wages Set by the Government

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EQUATORIAL GUINEA

MINIMUM WAGES SET BY THE GOVERNMENT

Decree # 38/2003 is not available in the Law Library or on official web sites relating to Equatorial Guinea.

However, the United States Department of State recently issued a report where Equatorial Guinea wages system is discussed.¹ According to this report, employers in Equatorial Guinea must pay the minimum wages set by the government, and most companies pay more than the government-established minimum wage.²

Further, the Government of Equatorial Guinea recently introduced a three-tier system creating a separate wage system for foreign energy companies, private-sector companies outside the energy sector, and the government and all other firms.³ In 2003, the minimum monthly wage for all private sector workers was approximately 77,000 CFA francs (US\$154).⁴ Within each group (oil and non-oil), a multi-tiered system of classification was created, and workers were graded according to education-level, skills, and experience. The wages increased according to these factors.⁵

The U.S. State Department report indicates that companies subcontracted to the oil industry were considered part of the petroleum sector.⁶ Therefore, those companies subcontracted to the oil industry, arguably, may be subject to the higher wages imposed to the oil industry.

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¹ *United States Department of State. Equatorial Guinea, Country Report on Human Rights Practices - 2003, released by the Bureau of Democracy, Human Rights, and Labor on Feb. 25, 2004, available at <http://www.state.gov/g/drl/rls/hrrpt/2003/27725.htm>*

² *Id.*

³ *2004 Index of Economic Freedom: Equatorial Guinea. The Economist Intelligence Unit Reports.*

⁴ *Supra note 1.*

⁵ *Id.*

⁶ *Id.*