



COMMERCIAL ACTIVITIES

[Adoption of comprehensive legal framework for domestic and foreign trade, distribution, e-commerce, and provision of services](#)

The Gabonese bi-cameral Parliament enacted Law No. 005/2025, of 26 March 2025, which establishes an overarching legal and institutional framework for the regulation and promotion of commercial activities in Gabon. This new Law applies to all natural and legal persons engaging in professional trade, production, distribution, or provision of services within the national territory. It covers commercial registration requirements, incentives for national entrepreneurs and outlines conditions for foreign participation. These include an authorization from the Minister of Trade. The Law also defines rules for stock management, distribution systems, e-commerce, and the execution of contracts such as concessions, franchises, and warranties. It sets detailed provisions on trade inspections, labeling, market access and dispute resolution mechanisms, and introduces anti-dumping and countervailing duties and trade safeguard measures. Existing operators have a 12-month transition period to achieve compliance.

LABOR AND EMPLOYMENT

[Government imposes general foreign workforce quotas](#)

Implementing Article 137 of the Labor Code, Decree No. 0150/PR/MTLCC, of 21 March 2025, introduced general quotas for the employment of foreign workers, based on professional categories: 10% for executives, 15% for mid-level technicians, and 2% for operational staff. Derogations may be granted by the Ministry of Labor, notably for the hiring of highly-skilled foreign labor, limited to a period of two years, renewable once. If a derogation is granted, the employer will also have to hire a Gabonese counterpart to be trained to replace the foreign worker. The authorization for employment of the foreign worker will not be renewed if at least 80% of the training plan has not been implemented.

OIL & GAS

[Technical and safety standards and protocols for LPG cylinders are adopted](#)

The Minister of Petroleum has approved the technical specifications, identification requirements and safety standards for the packaging and handling of LPG cylinders, which are now set out in Order No. 000031/MP/SG/DGAPG/DTD, of 20 January 2025. This Order applies to all distributors and filling centers operating in national territory. It mandates the use of internationally recognized manufacturing standards, precise marking for traceability, and routine safety inspections. Cylinders must be maintained in serviceable condition and requalified every five years up to a maximum service life of 25 years, after which they must be destroyed. The regulation also introduces strict conditions for LPG cylinder filling. Existing operators are given a 12-month period to become compliant. This regulation enhances consumer safety, enforces environmental protections, and ensures consistent standards across the LPG distribution chain.

[Establishment of a regulatory framework for the management of used oils](#)

The Minister of Petroleum has issued Order No. 000029/MP/SG/DGAPG/DTD, of 20 January 2025, to establish the regulatory conditions for granting, renewing, suspending, and withdrawing authorizations for the transport, treatment and recovery of used oils in the country. This Order outlines the application process, sets a fee structure based on the type of company and activity, introduces criteria for the suspension and withdrawal of authorizations, and sets forth administrative fines for breaches. Companies already operating in the sector are given one year to ensure compliance with the new framework.

Petroleum product storage and distribution get regulated

Orders No. 000025 and No. 000026, both dated 20 January 2025, jointly establish the legal and technical rules governing the installation, operation, and distribution of petroleum finished and semi-finished products. Whilst Order No. 000025 sets out the standards for deposit and storage facilities, Order No. 000026 lays down the requirements and process for the licensing of distributors of refined petroleum products. It also details the procedures for the renewal, suspension and withdrawal of distribution licenses. Furthermore, it imposes technical, financial and environmental obligations on distributors, including with respect to the setting-up of site restoration funds.

For further information about the content of this Legal News, please contact:
gabon@mirandaalliance.com



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