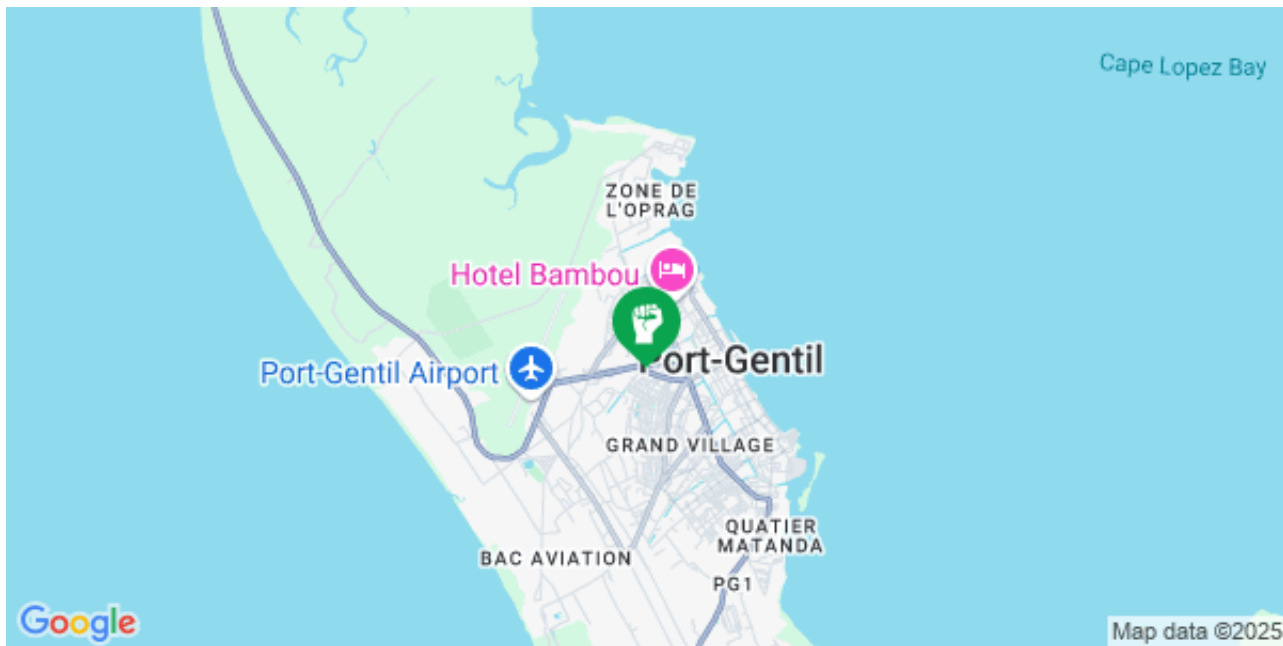




## Labor Action



20

FEB

14:32 UTC

**Gabon Tactical: National Organization of Petroleum Employees (ONEP) to launch indefinite strike at 00:01 (local time) on February 22; allot for disruptions**

## Current Situation

- According to an official February 17 statement, the National Organization of Petroleum Employees (ONEP) threatened to launch an indefinite strike from 00:01 (local time) on February 22 for all ONEP-affiliated oil companies.
- The ONEP stated that the strike would be launched if the authorities failed to implement their demands. As of writing, there was no information regarding possible negotiations between the authorities and the ONEP.
- ONEP's demands include the holding of a commission meeting to address the ONEP's grievances related to the regularization of workers, hiring processes, improved working conditions, increased salaries, and the implementation of overtime pay.

## Assessments & Forecast

1. This comes after the authorities established a commission tasked with addressing workers' concerns in April 2024. The ONEP threatened to launch a nine-day-long strike in August 2024, which was postponed after the authorities engaged in negotiations to hear the workers' frustrations. This pointed to the authorities' awareness of the significant impact of the strike on

the country's economy and assessed the need to engage in talks with the ONEP to resolve the matter. In this context, this latest call for a strike action highlights the ONEP's grievances against the authorities' delays in holding further discussions and points to their intent to pressure the government to engage in negotiations and address these grievances.

- 2. FORECAST:** Considering the precedent from previous strike actions, alongside ONEP member's heightened frustrations, the strike action will likely be well-adhered to, likely causing widespread disruptions in both petroleum production and the distribution of fuel products nationwide. Given precedent, the authorities will likely swiftly initiate negotiations to incentivize ONEP to call off the strike. However, considering the significant amount of ONEP demands, there is nonetheless a high likelihood that any compromise reached will likely be short-lived, with similar labor action likely resurfacing.

## Recommendations

Those operating or residing in Gabon from February 22 and over the coming days are advised to allot for disruptions to secure business continuity due to the slated strike.