

# Labour Law Guide



RIGHTS AND RESPONSIBILITIES AT WORK

## Rights & Responsibilities at Work



جَمْعِيَّةُ الصَّانِعِيْنَ اللَّبْنَانِيِّنَا  
ASSOCIATION OF LEBANESE INDUSTRIALISTS



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## Notification

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## Preface

An employment relationship is a legal linkage between two parties, employers and employees, established when an employee performs the required work in accordance with the terms of the contract and the laws in force in return for an agreed-upon wage.

Through the employment relationship, the mutual rights and responsibilities of both the employee and employer shall be established. It has been and remains the primary instrument through which employees obtain the rights and benefits associated with work in labour law and social security. It also represents the main point of reference for determining the nature and extent of the employers' rights and obligations towards their workers.

The presence of an employment relationship prompts the enforcement of the provisions of the Labour Law, Social Security, and other relevant laws. Therefore, the implementation of these laws has become an urgent need to frame existing relationships due to the widening phenomenon of lack of protection among workers for many reasons, including lack of awareness about rights and duties and failure to implement the provisions of relevant laws.

Lack of awareness of the standards and provisions of the labour law poses a major challenge in ensuring decent working conditions, particularly for new entrants in the labour market and the employment services that support their placement in job opportunities. Ensuring an effective employment relationship requires clarifying the scope of relevant laws and regulations for employment service providers and raising awareness among prospective employees and employers about their mutual rights and obligations.

This guide serves as a practical and user-friendly tool introducing employees and employers to their rights and obligations as a primary means of improving working conditions and mutual employment relationships. It also helps employment service providers better understand the scope of relevant laws and regulations in order to provide quality services and guidance to their clients (whether job seekers or employers). In addition, it supports them to ensure decent working conditions and protection against exploitation. The guide can also be used by any other group as a reference to promote knowledge of labour law provisions.

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## Guidance and advice for employers and employees

**Equality and Non-discrimination at Work** – Employees are a company's or organization's best assets. Therefore, attracting and retaining the best prospective individuals into the company is the key to productivity, innovation, and success. Commitment to non-discrimination grants companies access to a broader pool of talents for recruitment. Pursuing equality at work, including equal pay, equal rights, and equal opportunity for all is necessary to fully acquire the knowledge, skills, and competencies relevant to the economic activities they wish to exercise. Merit and the ability to perform specific work must be key, as this can help companies attract skilled individuals who are motivated to work hard and optimize their skills.

**Employment Opportunities for Persons with Disabilities** – Discrimination at work deprives individuals of opportunities and society of the work these people can perform or contribute. Persons with disabilities want to and can work with dedication and merit if given the opportunity. Work provides people with disabilities with the income needed to meet their basic needs, support their families, and cover additional disability-related costs. Having a job also reduces social isolation and increases their self-esteem.

**A Child Labour-Free Workplace** - Children are entitled to the same rights as all individuals. However, given their lack of knowledge, experience, and physical development compared to adults, as well as their inability to defend their own interests in the adult world, children must be granted privileged protection rights by virtue of their age. Respecting the minimum age for employment, or the age at which a child can engage in hazardous work is imperative to protect children from both economic exploitation and work that poses a threat to their health and morals or impedes their development.

Exercising the **right to organise and collective bargaining** plays a critical role in enhancing institutional performance, managing change, and building harmonious professional and employment relationships. Collective bargaining is a method of finding beneficial and productive solutions to potentially conflicting relationships between workers and employers and provides a means of building trust between parties through negotiation and the expression and satisfaction of the negotiating partners' different interests. Collective bargaining plays this role by promoting the peaceful, inclusive, and democratic participation of workers' and employers' representative organizations.

## **Benefits of respecting the law for employers and employees**

**Companies with good employment relationships tend to be economically more successful.** The current business environment is characterized by the struggle to find talent, search for new innovations, and fierce competition in both local and foreign consumer markets. In cases of social and economic downturn, this environment may face various economic and social repercussions such as the interruption of economic activity, loss of income and livelihood, increase of unemployment, lack of workers with appropriate technical skills, informal work, and competition for employment opportunities. Building a successful working relationship is therefore crucial, which is logical from a commercial viewpoint. It can help both parties (employers and employees) respond to current economic challenges as well as improve their income and livelihood.

**Ensuring employment equality, equal recruitment, and non-discrimination helps increase the company's access to a broader talent pool and improve its competitive advantage.** Being an employer that rewards and promotes its employees on the basis of merit and contribution - helps in attracting skilled job seekers. Assessing all job applicants on the basis of merit, skills, experience, abilities, and potential helps employers find the best person for the job. Rejecting a qualified and suitable candidate on the basis of discriminatory biases such as gender, race, religion, etc. will result in the loss of talents. Taking advantage of these neglected talent pools can give employers a competitive advantage over their competitors. Furthermore, the presence of a diverse workforce contributes to increasing innovation and creativity within the company, which prompts new ideas and products as well as designing products and services according to the specific needs of different market sectors. Diversity also helps with strategic marketing and may improve customer satisfaction in addition to access to new markets and a new customer base.

**Providing better working conditions to reduce labour turnover.** The main reason employees quit their jobs is searching for better opportunities and positions in other companies. To prevent trained and skilled employees from leaving, employers must ensure development opportunities are not only available within the company, but also accessible to everyone. Improving employee retention results in significant savings in recruitment and training costs. Furthermore, providing good working conditions improves the employees' motivation, commitment, and morale. This enhances labour productivity, maintains the companies' competitiveness, and reduces labour turnover.

**Commitment to law enforcement improves reputation and brand image.** A good public image and company reputation attract new talent and customers. Improved public relations is indeed considered important both for large companies looking to expand their brand and company image as well as smaller companies trying to attract more customers within their local community. Gaining a good reputation is critical to securing orders from large, socially responsible, international buyers who need to ensure that their supply chains are free from discrimination, forced labour, and child labour, and respect the principles of non-discrimination and gender equality.

**Compliance with the law can also improve harmony in the workplace and reduce internal conflict and the risk of litigation.** Employees who feel valued and treated fairly in the workplace tend to be more satisfied with their jobs and feel more stable. Unfair decisions regarding bonuses or wage increases, unfair execution of dismissal, or abuse of power by the employer, will undermine the employees' confidence in management and may lead to workplace disputes. Good two-way communication between employers and employees is essential to building good relationships in the workplace. Indeed, acting in good faith reduces the risk of conflict and problems. Good faith is the basis of an employment relationship and involves the use of common sense and fair treatment. This implies that both employers and employees must treat each other with honesty, trust, openness, and mutual respect. Both employers and employees must have a clear understanding of what to expect from this employment relationship as well as their mutual rights and responsibilities.

# Guide

## Employment Contract

An employment contract is a verbal or written agreement between an employer and an employee whereby one of the parties undertakes to perform specific work for the benefit of the other party in return for a fixed wage.

### Employment contract parties

1. Employee
2. Employer: Could be a natural person, business owner, or legal person (company, association...)

### Employment contract elements

An employment contract should observe three elements. These are:

1. Work agreed upon and performed by the employee personally.
2. Legal subordination: the employee's work under the employer's supervision, management, and directions and adherence to the regulations and working hours determined by the latter.
3. Wage: What the employee receives in return for the work they have committed to.

The wage consists of the basic wage plus the allowances. All cash and in-kind amounts received by the employee in addition to the basic wage are considered wage allowances. However, the following shall not be considered among these allowances:

- Allowances received by the employee in return for a specific expense they incurred to carry out the work (such as gas allowances for sales representatives)
- Allowances that are not considered wage allowances as clearly stipulated by the law (such as transportation allowance, family compensation, and school grants)

### Employment contract types

There are two types of contracts

1. Indefinite term employment contract; a contract of which the duration or date of expiration is not determined upon its conclusion.
2. Definite (fixed) term employment contract; a contract to be in force during a specific period of time (whether one or two years) or that would be terminated with the end of the agreed work (such as construction).

### Rights and responsibilities of both parties to the employment contract during implementation

Every right corresponds to a responsibility assigned to the other party.

## Employee rights

- The right to receive the agreed-upon wage and its allowances, which must not be less than the official minimum wage.
- In addition to the wage, the employee is entitled to receive: a transportation allowance of LBP 65,000 for each working day unless the employer provides a means of transportation or the employee sleeps in the institution.
- School grants for their children's academic years within the maximum limits annually determined by decrees issued in this regard.
- Overtime allowance if undertaken, provided that the overtime hourly wage is calculated by adding fifty per cent to the hourly wage.
- The right not to exceed 48 weekly working hours (with the exception of the sectors in which the Minister of Labour issued special decisions to increase weekly working hours, such as restaurants and hotels). Working hours can also be limited to less than 48 hours according to internal regulations or working hours determined by the employer.
- The right to rest on the following grounds:
  - A daily one-hour break in the middle of the working day,
  - Nine consecutive hours of break every 24 hours,
  - Thirty-six (36) continuous hours of break per week, the timing of which is determined by the employer according to work requirements.
- The right to an annual leave of no less than 15 days for each year of service, unless the internal regulations stipulate the gradation of leaves according to the progression in years of service.
- The right to sick leave according to the following:
  - Half a month with full pay and half a month with half pay for those who has had three months to two years' service.
  - One month with full pay and one month with half pay for those who has had two to four years' service.
  - A month and a half with full pay and a month and a half with half pay for those who has had four to six years' service.
  - Two months with full pay and two months with half pay for those who has had six to ten years' service.
  - Two and a half months with full pay and two and a half months with half pay for those whose has had more than ten years' service.
- The right to bereavement leave for two days at least for anyone who has lost their father, mother, wife, husband, child, grandchild, grandfather, or grandmother. The institution's internal regulations, if available, may include additional leave days in other cases of death.
- The right to maternity leave for a period of ten weeks.
- The right to leave on holidays: Labour Day and Independence Day, in addition to the holidays stipulated by the institutions' internal regulations such as Eid al-Fitr, Christmas, New Year, and Eid al-Adha...
- The right to join the National Social Security Fund (NSSF).

## Employee responsibilities

- Personally perform the work agreed upon.

- Abide by the directives and instructions issued by the employer regarding the performance and organization of work in the institution within the legal and regulatory limits.
- Adhere to occupational health and safety requirements.
- Abide by the provisions of the internal regulations and working hours.
- Preserve institution equipment and work requirements.
- Maintain work confidentiality.
- Refrain from performing any activity that could cause material and moral harm to the employer or institution and its employees.

### Employer rights

- Organize work within the institution and set a working hours' timetable (schedule).
- Manage business directly or through a manager.
- Issue guidance and instructions.
- Penalize the employee in case of negligence or violation of the internal regulations or work-related directives within the limits of laws and regulations. These penalties range from a notice, reproach, and warning to financial penalties by fining the employee with a penalty that may not exceed a three days' wage deduction for a single violation. This fine shall only be applied fifteen days after verifying the error, negligence, or violation. It should be noted that the penalties imposed as punishment must be entirely and exclusively allocated to cooperative work.

### Employer responsibilities

- Pay the agreed wages and all financial charges resulting from the contract execution, such as transportation allowance and school grants...
- Declare the employee to the National Social Security Fund.
- Respect the employee's rights stipulated in the laws and regulations.
- Secure a safe and sound work environment (occupational health and safety requirements).
- Compensate for emergency injuries sustained by the employee during or in connection with the implementation of the employment contract.
- Commit to the terms of the employment contract and internal regulations and implement all laws and regulations regulating the employment relationship.

## Special provisions for some worker categories

### Employment of women

The employer is prohibited from discriminating between a male and female employee with regard to the type of work, wage, promotion, advancement, vocational training, and employment.

Issuing a woman a dismissal notice during pregnancy and maternity leave is prohibited unless proven that she was employed elsewhere during this period.

Women benefit from paid maternity leave for a period of ten weeks, and the employer may not summon them back to work before the end of maternity leave.

Women entitled to maternity leave benefit from the wages for the period of the regular annual leave.

## Employment of juveniles

As per the existing labour law, juveniles are workers under eighteen years of age<sup>1</sup>.

- Employing juveniles before the age of thirteen is prohibited.
- Employing juveniles before conducting a medical examination, at the employer's expenses, in order to ensure the juvenile's fitness to carry out the work they are employed for is prohibited.
- Employing juveniles in industrial projects and work that is stressful or harmful to health is prohibited.
- It is prohibited for juveniles to work for more than six hours per day, with one hour of break after four continuous hours of work.
- Employing juveniles to work between 7:00 p.m. and 7:00 a.m. is prohibited.
- Employing juveniles during the daily or weekly break periods or during holidays and occasions during which the institution is closed is prohibited.
- Juveniles can be employed in institutions that teach crafts at the minimum age of 12.
- Juveniles benefit from a daily break of no less than 13 continuous hours between every two work periods.
- Juveniles are entitled to an annual leave of a minimum of 21 days, provided that they have been employed in the institution for at least one year. They must use at least two-thirds of the leave period at once, provided that they use the remaining period during the same year.

## Employment of persons with special needs

Persons with special needs have the same right to work as other members of society in accordance with the principle of equality and equal opportunities.

Employers who employ between 30 and sixty employees are required to employ one person with special needs who meets the required qualifications. If the number of employees exceeds 60, the employer is required to employ people with special needs at a rate of 3 percent of the total number of employees.

## Employment contract termination

### General requirements

Both the employee and the employer have the right to terminate an indefinite employment contract at any time, provided that the use of this right is not misused or abused.

Each party is required to inform (notify) the other of its desire to terminate the contract before:

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<sup>1</sup> The Decree No. 8987 addressed the prohibition of employment of minors under the age of 18 in works that may harm their health, safety or morals. According to the decree, minors under the age of 18 shall not be employed in totally prohibited works and activities which, by their nature harm the health, safety or morals of children, limit their education and constitute one of the worst forms of child labor included in Annex No. (1). Minors under the age of 16 shall not be employed in works which, by their nature or the circumstances in which they are carried out, are likely to harm the health, safety or morals of children. These works are included in Annex No. (2). Minors of more than 16 years of age may be employed in the works indicated in Annex No. (2) provided they are offered full protection for their physical, mental and moral health and provided these minors received a special education or appropriate vocational training in the field of these works, unless the type of work or the hazard is totally prohibited for those under the age of 18 as specified in Annex No. (1). The vocational training and technical education of minors not having completed the age of 17 in one of the plants or factories shall not be deemed an employment; it must be subject to the Minister of Labour's approval, and the minor shall receive a medical certificate from the Ministry of Public Health. Annex 1 and annex 2 are listed in decree 8987. [wcms\\_443273.pdf \(ilo.org\)](#)

Duration	Requirement
One month	If three years or less have passed since the contract entry into force
Two months	If three to six years have passed since the contract entry into force
Three months	If six to 12 years have passed since the contract entry into force
Four months	If more than 12 years have passed since the contract entry into force

The employee is entitled to take one working hour off per day during the notice period to seek work.

In the event that any of the parties fails to comply with the prior notice:

- The other party shall be paid instead, i.e. payment of the wages for the required notice period must be settled.
- The employee is entitled to seek compensation ranging from two to 12 months' wages if the dismissal was made arbitrarily by the employer due to the abuse of the right to dismissal.
- The employer is entitled to demand the employee to pay damages compensation equivalent to a wage of one to 4 months in the event that the termination was unduly initiated by the employee.
- The aggrieved party must file a claim before the Labour Arbitration Council within one month from the date of notification of the contract termination decision (dismissal or laying off).

### Cases of termination without prior notice

#### *By the employee*

The employee has the right to leave work without prior knowledge (notice) and without paying any compensation to the employer in the following cases:

- If the employer or representative commits fraud in the working conditions when making the contract.
- If the employer fails to fulfil their obligations towards the employee in accordance with the provisions of this law.
- If the employer or representative commits an immoral crime against the employee or a member of their family. For example: rape, seduction, violation of women's private spaces, incitement to debauchery (immorality) as defined by Article 503 of the Penal Code
- If the employer or representative commits acts of violence against the employee.
- During the probationary period of three months

In the event that the employee leaves work for any of the above-mentioned reasons, they are entitled to the dismissal compensation stipulated in the Labour Law.

#### *By the employer*

The employer has the right to dismiss the employee at any time and without any compensation or notice (prior knowledge) in the following cases:

- If the employee assumes a false nationality.

- During the probationary period of three months.
- If proven that the employee committed an act or negligence intended to harm the employer's material interests, provided that they inform the Ministry of Labour within three days of verifying the fault or negligence.
- If the employee, despite the written warnings addressed to them, commits a significant violation three times in a single year.
- If the employee is absent without a legitimate excuse for more than 15 days in one year or more than seven consecutive days.
- If the employee is sentenced to imprisonment for one year or more for committing a felony, or if they commit a misdemeanour at the workplace and while working.
- If the employee assaults the employer or manager at the workplace.

## Occupational Accidents

### **Definition**

An occupational accident is a sudden injury caused by an external factor sustained by the employee during or in connection with the execution of work, such as an accident that occurs during work even if caused by an element outside work.

Employee injuries sustained in the workplace before or after work are also considered work injuries (occupational accidents).

### **Outcomes of occupational accidents**

- Death
- Permanent partial disability
- Permanent total disability
- Temporary disability

### **Employer responsibilities**

The employer is obliged to conclude insurance contracts with insurance companies to ensure compensation for occupational accidents as well as necessary medical treatment. In the absence of this insurance, the employer shall be subject to a fine and shall be liable for paying all legal fees, including the cost of treatment and compensation.

### **Employee rights**

In the event of an occupational accident, the employee is entitled to:

- Obtain all medical, surgical and pharmaceutical expenses, including hospital expenses. They are also entitled, when necessary, to install, maintain, and renew prosthetic equipment and other medical machinery, no matter how long the employee is interrupted from work due to the accident they suffered as a result of carrying out their work.
- Compensation in the event of death, paid to their legal heirs.
- Compensation in the event of total permanent disability.



- Compensation in the event of partial permanent disability.
- Temporary compensation equivalent to three-quarters of the daily wage without distinguishing between working days and breaks for a maximum of 9 months.

In the event that the employer fails to comply with the above-mentioned obligations, the employee has the right to file a claim with the Labour Arbitration Council within one year from the date of the accident, the conclusion of the investigation, or the cessation of payment of temporary compensation.

## **Employment of foreigners**

### **Definition**

A foreigner is any non-Lebanese person. Any non-Lebanese person is consequently subject to the provisions relating to foreigners, even if he/she is married to or born of a Lebanese man or woman, or has been residing in Lebanon since birth.

### **Foreigners' employment conditions**

Non-Lebanese are forbidden to work without obtaining a work permit, whether the foreigner wishes to work as an employee or be active as an employer.

To obtain a work permit from the Ministry of Labour, one must:

- 1- Obtain a preliminary approval from the Minister of Labour on the recruitment of a foreigner, which the employer submits to the Ministry of Labour, annexed to documents that identify both them and the foreigner and determine the type of occupation required.
- 2- After obtaining the preliminary approval, the latter shall be replaced by a prior approval application which is automatically signed after including documents such as the certificate of deposit that is deposited in the Housing Bank and the necessary fees.
- 3- Upon prior approval, an application to obtain a work visa is submitted through the General Directorate of Public Security, on the basis of which they can enter Lebanon.
- 4- After arriving in Lebanon, the foreigner is granted a period of 3 months to obtain the work permit necessary for obtaining a residence permit for work.
- 5- The work permit application shall be submitted to the Ministry of Labour within the required period, attached to the required documents, and after paying the necessary fees.

Female domestic workers, Syrian nationals, Palestinian refugees registered in the refugee records at the Ministry of Interior, and those married and born to Lebanese nationals are exempted from the preliminary approval.

The Minister of Labour shall annually set out a list of professions restricted to Lebanese for which a foreigner, whether an employee or employer, may not be granted a work permit. Palestinian refugees and those married or born to Lebanese citizens are excluded from this list, in addition to working in formal professions according to laws as they require Lebanese nationality or reciprocity.

Applications must be submitted accompanied by the documents specified by the ministry and can be amended by decisions issued by the Ministry of Labour. They must be published on the Ministry's website.

### Categories of foreigners

Foreigners are divided into four categories in Lebanon on the basis of which fees are determined. Categorization is based on the type of work or value of the wage.

Category	Work or Wage	Fee	Prior Approval Fee
Fourth	Female domestic workers	LBP 300,000	50,000 LBP
Third	Wage ranges from the minimum wage up to the double	LBP 1,000,000	300,000 LBP
Second	Wage ranges from more than double to three times the minimum wage	LBP 2,000,000	LBP 1,000,000
First	Employers and employees whose wages are more than three times the minimum	LBP 3,000,000	LBP 1,000,000

### Rights of foreign workers

The rights of foreign workers are similar to Lebanese worker rights during the execution of the contract. They are accordingly entitled to legal protection regardless of their nationality or work permit acquisition.

Upon termination of the contract, the foreign worker is entitled to the same rights as a Lebanese worker (a notice allowance, compensation for arbitrary dismissal, and end-of-service indemnity) if both conditions of work permit and reciprocity are met. In other words, the worker who does not hold a work permit or whose state does not apply the principle of reciprocity with Lebanese workers is not entitled to a notice allowance or compensation for arbitrary dismissal upon contract termination.

Palestinians are exempted from the reciprocity requirement.

## Employment disputes

In the event of any individual dispute between the employer and employee, the dispute can be addressed by either:

- 1- Referring to the Ministry of Labour which has the authority to investigate and resolve the dispute amicably.
- 2- Submitting the case before the Labour Arbitration Council (LAC) within one month from the date of notification of the contract termination to claim compensation for this termination.

### Resolving the dispute before the Ministry of Labour

The claim is submitted to the competent department in the MoL; the regional department within whose scope the employer's head office or the place of contract execution is located.

Review before the MoL does not alter the deadline for submission of a case before the Labour Arbitration Council, which means that the case must be submitted to the Labour Arbitration Council during the said month, even if the dispute is being investigated by the MoL. In the event of reconciliation, the case shall be withdrawn, but if reconciliation is not reached, the case shall continue before the Labour Arbitration Council.

### **Resolving the dispute before the Labour Arbitration Council**

The Labour Arbitration Council consists of a judge and representatives of both workers and employers, while the state is represented by a government commissioner. The Council examines individual employment disputes between employers and employees, disputes resulting from occupational accidents, and disputes arising from the application of the Social Security Law provisions, which are usually between the NSSF and the employers, the NSSF and the employees, and the employees and employers in relation to the Social Security Law provisions.

Claims before the Labour Arbitration Council are exempt from fees, and the parties are not required to have a lawyer.

## **Social Security**

The employer must declare all their employees to the National Social Security Fund (NSSF) and pay the contributions for all active branches.

### **NSSF Branches**

There are four branches including:

1. Sickness and maternity benefit
2. Family benefit
3. End of Service benefit
4. Employment injury benefit (Occupational accidents and diseases)

The currently active branches of the National Social Security Fund (NSSF) are the first three. Occupational accidents are subject to their own law, and the burden of compensation falls on the employer.

### **Sickness and maternity benefit**

The benefits of this branch include medical and hospital treatment, i.e. examinations, care, medication, hospitalization, as well as funeral expenses paid to the insured in the event of a family member's death or to the rights holders (family members) in the event of the death of the insured.

### **Family benefit**

Employees receive family allowances for each child, single and unemployed daughter until she reaches the age of 25, and wife if not engaged in any paid work.

These compensations are to be paid to employees on a monthly basis.

## End of Service benefit

A full termination indemnity is due in the following cases:

- The wage-earner's total years of employment amount to 20 years at least.
- The wage-earners have a 50 per cent disability preventing them from performing their work.
- A woman gets married and resigns from her job within 12 months following the date of her marriage.
- The insured reaches the age of sixty or 64.

The indemnity amount is equivalent to one month for each year of service and one and a half months for each year following the next twenty years for a person who has reached the age of sixty.

Partial indemnity is due in the event that the twenty years of work have not been completed, at rates clearly defined in the Social Security Law and calculated based on the number of years of work.

## Employee participation in the NSSF

Any foreigner, regardless of nationality, participates and benefits from both branches of sickness and maternity insurance as well as family allowances if they receive a work permit and meet the reciprocity requirements.

A foreigner participates in the termination indemnity branch from which they benefit if the reciprocity and work permit requirements are met.

An employee who is a Palestinian refugee registered in the refugee records at the Ministry of Interior participates in the three branches and only benefits from the termination indemnity/end of service indemnity branch.

Participation is defined as the requirement to pay contributions.

## NSSF Contributions

Branch	Percentage of Contributions Owed by the Employer	Percentage of Contributions Owed by the Employee	Total	Contribution Ceiling
Sickness and Maternity	11%	3%	14%	2,500,000
Family Allowances	6%		6%	1,500,000
Termination Indemnity/end of service indemnity	8.5%		8.5%	Without ceiling

## Trade unions and Professional associations

## Union definition

A union is a group of employees, employers, or craftspeople (artisans) belonging to one of the categories stipulated in the Labour Law, whether trade or professional.

## General Provisions

- Each professional category is entitled to establish its own union, whether for employees or employers, and the union aims are to defend the interests of the profession.
- Affiliation with any union is optional and is not considered mandatory unless the union is organized under a law issued by the parliament, such as the Order of Engineers or Physicians.
- The union's internal regulations determine how work is facilitated.
- Union members must practice the same or similar professions.
- Unions are established through a license from the Minister of Labour and are only considered legitimate after the decision is published in the Official Gazette.

## Affiliation right

Any person is entitled to join a union provided that they meet the following conditions:

- Having reached eighteen years of age,
- Practicing the profession at the time of submitting the affiliation application,
- Enjoying their civil rights,
- Not having been convicted of a felony.

A foreigner has the right to join the union, but they may not run for any position in the executive board, vote, or participate or vote on decisions. However, they are entitled to delegate another person to represent and defend them before the union board.

## Cases of dismissal

The dismissal of any employee due to their affiliation or non-affiliation with a specific professional union or carrying out a legitimate trade union activity within the limits set by the laws in force is considered an abuse of the right.

The dismissal of duly elected members of the trade union councils throughout their term is subject to the competent Labour Arbitration Council's review.

The Labour Arbitration Council shall hold a special session to which it invites the two parties to reconcile. If reconciliation fails, the court shall decide on the file within a period not exceeding one month.

In addition to what the worker is entitled to in terms of legal compensation, the court shall require the employer to pay an additional amount ranging between two to three times the allowance stipulated in the law if arbitrary dismissal is proven.

## References

**The Lebanese Constitution 1926** - [www.lp.gov.lb](http://www.lp.gov.lb)

**Code of Obligations and Contracts** -  
[https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/57070/134590/F-LBN57070%20ARA\\_FR.pdf/755173354](https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/57070/134590/F-LBN57070%20ARA_FR.pdf/755173354)

**Lebanese Code of Labour** - [www.labor.gov.lb](http://www.labor.gov.lb)

- Legislative Decree for Occupational Injuries No. 136/1983.
- Law No. 128 and Law No. 129/2010 on the amendment of Article 9 of the Security Law and Article 59 of the Labour Code.
- Decree regulating the work of foreigners in Lebanon 1964 - Decree No. 17561.
- Law No. 220/2000 relating to the Work of Persons with Disabilities.
- Decree on Trade Union Organization.
- Decree establishing Labour Arbitration Councils and their Powers.
- Decree No. 8987 relating to Juvenile Employment.
- Decree No. 8740 dated 28/01/2022 amending the value of the daily transportation allowance stipulated in Article 1 of Law No. 217 dated 30/03/2012.
- Decree No. 11958 dated 25/02/2004 on regulating Safety and Protection in Construction.
- Decisions issued by the Minister of Labour:
  - Decision on professions restricted to Lebanese
  - Decision on administrative procedures
  - A special decision related to those married or born to Lebanese men or women
- Social Security Law and Internal Regulations [www.cnss.gov.lb](http://www.cnss.gov.lb)-  
[www.labor.gov.lb](http://www.labor.gov.lb)