

Summary of the Key Provisions of the Lebanese Labor Laws

- 1) The labor law was passed in 1946. The social security law was enacted in 1963.
- 2) The employment contract if in writing must be in the Arabic language.
- 3) trial period is three months
- 4) Every company with more than 15 employees must submit to the Ministry of Labor for its approval its internal regulations.
- 5) The weekly working hours are 48 hours, with a maximum of 8 working hours per day.
- 6) The annual vacation is 15 days which are fully paid. An employee can accumulate a maximum of two consecutive annual leaves. The annual vacation cannot be used until the completion of the first full year of employment.
- 7) There are only two compulsory holidays in Lebanon: the Labor Day, and the independence day. However, there are other holidays that are recognized by the state, but are not compulsory, and each employer decides on its own which of these holidays the employer will use. These holidays are:
 - a) New Year's Day, January 1st
 - b) Eid Al Fitr*
 - c) St. Maroun's Day, February 9th
 - d) Eid Al Adha*
 - e) Muslim New Year*
 - f) Ashoura*
 - g) Good Friday and Easter Monday (Eastern), April 21 - 24
 - h) Good Friday and Easter Monday (Western), April 28 – May 1
 - i) Martyr's Day, May 6th
 - j) Prophet's Day*
 - k) All Saint's Day, November 1st
 - l) Christmas Day, December 25th

* These holidays vary according to the Moslem Calendar

- 8) The employee is entitled to a sick leave the length of which varies in accordance with the length of the employment relationship.
- 9) An employment at will contract can be terminated by serving a one moth termination notice on the employee if the employment relationship is less than 3 years. The notice period exceeds one month if the employment relationship is longer than three years.
- 10) Wrongful termination results in a compensation to the employee.

11) The employees must be registered with the social security fund within 15 days of their employment.