

## Lebanon

### Fixed Term Contracts

Fixed-term contracts are permitted in Lebanon for a maximum of two years. If the contract is renewed, it is deemed indefinite.

### Probationary Periods

Probationary periods are permitted for indefinite contracts for a maximum of three months. During the probationary period, notice is not required to terminate the employment relationship.

### Holidays

Workers recognize between 8 and 15 paid public holidays in Lebanon. Work performed on a public holiday is generally payable at 150% or a paid day off in lieu.

### Vacation

After one year of service, Workers are entitled to 15 days of paid vacation. That number increases based on length of service: 1 - 5 years of service - 15 days of vacation; 5 - 10 years of service - 17 days of vacation; 10 - 15 years of service - 19 days of vacation; 15+ years of service - 21 days of vacation.

### Sick Leave

Upon presentation of a medical certificate, Workers are entitled to paid sick leave depending upon their length of service: 3 months - 2 years of service - one-half of a month with full pay and half of a month with half pay; 2 - 4 years of service - 1 month of full pay and 1 month with half pay; 4 - 6 years of service - 1.5 months with full pay and 1.5 months with half pay; 6 - 10 years of service - 2 months with full pay and 2 months with half pay; and 10+ years of service - 2.5 months with full pay and 2.5 months with half pay.

### Working Hours

A standard workday is Monday through Friday, from approximately 8:30 a.m. through 4:30 p.m. Working hours must not exceed 48 hours per week. Workers are entitled to a one-hour break after five hours of work and a weekly rest day, which generally falls on Sundays.

### Overtime

Overtime is usually reserved for non-managerial positions and payable at 150%. Some organizations choose to offer overtime pay to all Workers.

### Mandatory Bonuses

There are no mandatory bonuses in Lebanon.

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### Termination

Except in limited cases such as misconduct, termination requires a cause, an end-of-service indemnity, and notice based on the Worker's length of service: 0-3 years of service - one month's notice; 3-6 years of service - 2 months' notice; 6-12 years of service - 3 months' notice; and 12+ years of service - 4 months of service. The notice period may be paid in lieu. Workers with at least one year of service are entitled to an end-of-service indemnity which is generally equal to one month's salary for each year of service. An employment agreement may also be terminated by mutual agreement.

### Resignation

Except in cases of misconduct or breach of contract on the part of the employer, Workers are required to provide one month's notice of resignation or pay in lieu.