

Many employment negotiations hinge on two factors — compensation and benefits. You can increase your chances of hiring talented, well-educated employees by providing more than just the statutory minimums for compensation and benefits. And meeting Lebanon's compensation laws will ensure that you stay compliant while creating an employment contract.

Do you know what you need to provide and how to disperse the right benefits? If not, your company can benefit from Lebanon compensation and benefits outsourcing with Globalization Partners. We'll use our existing and compliant PEO to help you expand in as little as a day or two, and you won't have to worry about sourcing benefits or paying employees.

Lebanon Compensation Laws

You must meet the minimum wage outlined in Lebanon's compensation laws to stay compliant. The minimum wage in Lebanon is 30,000 Lebanese pounds (LBP) a day or 675,000 LBP a month. This wage last changed in 2012, however, so it could change again in the coming years. While this is the minimum wage, keep in mind that your employees may expect more from certain positions or industries.

Guaranteed Benefits You Need to Provide

Employers have to meet the statutory minimums first when they're creating a Lebanon benefits management plan. Lebanon has 13 public holidays, and you should give employees those days off with pay. Full-time employees are also eligible for 15 days of paid vacation after completing one year of work with your company.

Employees should also receive sick and bereavement leave. Sick leave is a half a month off with full pay after the employee works more than three months — afterward, the entitlement changes to correspond with the employee's years of service.

Bereavement leave is two days of paid time off after the death of a close family member. All female employees are allowed to take 49 days of paid maternity leave. Employers cannot give that employee a warning or fire them while they are on leave unless she was more than five months pregnant when hired.

How Do You Disperse Benefits in Lebanon?

After adding certain mandatory benefits to your plan, you need to make sure employees get the extra benefits they deserve. Although meeting the statutory minimums will help you stay

compliant, going a step further and offering market norm benefits will encourage employees to stay in their jobs long-term with your company. Try providing paid paternity leave, private health care plans, monetary bonuses, and other options to show employees you care.

Restrictions for Providing Compensation and Benefits

Your company cannot give out compensation and benefits without a subsidiary in Lebanon. If you try to hire employees and pay them before registering a subsidiary, you could end up with fines or delays. But it can take weeks, months, or even a full year to establish a subsidiary, which would set your entire operation back.

Globalization Partners' solution is Lebanon benefits and compensation outsourcing. You can add your employees to our payroll and benefits plan so that we're responsible for paying your employees and dispersing benefits. All the while, our team will handle Lebanon's compensation laws and more, so you can focus on other important tasks.

Choose Lebanon Compensation and Benefit Outsourcing With Globalization Partners

Choose us and benefit from Lebanon compensation and benefits outsourcing. Contact us today to learn more.