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Lebanon

Payroll & Employment Law Guide

2026 Edition · Last updated August 2026

Labour Law (1946) · NSSF · Pension Law 319 (2023)

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Overview

A reference for employing in Lebanon

Critical: Lebanon has been in acute financial crisis since 2019. LBP lost 98%+ vs USD. Banks severely restrict transfers and FX. Skilled salaries typically paid in USD cash. Clarify which exchange rate applies: official, Sayrafa, or market.

LBP 28m	~22.5%	3%	15d
AUGUST 2025 MONTHLY MINIMUM WAGE	APPROXIMATE TOTAL EMPLOYER NSSF	EMPLOYEE NSSF CONTRIBUTION	BASE ANNUAL LEAVE AFTER ONE YEAR

WHAT THIS GUIDE COVERS

I	**NSSF Social Insurance: 2026**	2025/2026 Change: Pension Law 319 (Dec 2023): Employees under 49 at effective date mandatorily transition to new monthly pension system.
II	**Income Tax (IRPP)**	VERIFY: LBP-denominated brackets erode rapidly due to hyperinflation.
III	**Minimum Wage & Leave**	Minimum Wage & Leave
IV	**End-of-Service & Termination**	Legacy EOSI (employees over 49): 1 month salary per year of service; employer pays directly.
V	**Practical Notes**	Exchange rate: Specify which rate applies in contracts.

I

NSSF Social Insurance: 2026

Verify before payroll
Critical: Lebanon has been in acute financial crisis since 2019. LBP lost 98%+ vs USD. Banks severely restrict transfers and FX. Skilled salaries typically paid in USD cash. Clarify which exchange rate applies: official, Sayrafa, or market.

BRANCH	EMPLOYER	EMPLOYEE	BASE/CAP
Sickness & Maternity	8%	—	Max LBP 140,000,000/month (Aug 2025)
Family Allowances	6%	3%	Max LBP 28,000,000/month (Apr 2026 Decree)
EOSI / Pension (transition)	~8,5%	—	5% of total annual earnings; no ceiling
▸ **Total employer (approx.)**	~22,5%	3%	

2025/2026 Change: Pension Law 319 (Dec 2023): Employees under 49 at effective date mandatorily transition to new monthly pension system. Lump-sum EOSI replaced by individual notional accounts. Employees near retirement may retain legacy EOSI choice.

II · INCOME TAX (IRPP)

ANNUAL TAXABLE INCOME (LBP)	RATE
0 – 18.000.000	2%
18.000.001 – 45.000.000	4%
45.000.001 – 90.000.000	7%
90.000.001 – 180.000.000	11%
180.000.001 – 360.000.000	15%
360.000.001 – 600.000.000	20%
Above 600,000,000	25%

Verify before payroll
VERIFY: LBP-denominated brackets erode rapidly due to hyperinflation. Verify current brackets with Ministry of Finance.

III

Minimum Wage & Leave

ITEM	DETAIL
Min. wage (Aug 2025+)	LBP 28.000.000/ay ≈ USD 312: Karar 699 + NSSF Memo 801

ITEM	DETAIL
Annual leave	15 working days after 1 year; increases with tenure
Sick leave	Max 45 days/year; NSSF pays from day 4
Maternity leave	10 weeks paid; NSSF pays 2/3 to ceiling; employer tops up
Paternity leave	No statutory right; some employers give 3 days
Overtime	+50% (weekday); standard labour law

IV · END-OF-SERVICE & TERMINATION

— Legacy EOSI (employees over 49): 1 month salary per year of service; employer pays directly.

— New pension (employees under 49): Monthly contributions to individual notional account; monthly pension at retirement.

— Notice period: < 3 years: 1 month; 3–6 years: 2 months; 6+ years: 3 months.

— Probation: Typically 3–6 months.

V · PRACTICAL NOTES

— Exchange rate: Specify which rate applies in contracts. Official, Sayrafa, and market rates yield very different outcomes.

— Minimum wage updates frequently: LBP 28,000,000 from August 2025; confirm 2026 revision.

— Track Pension Law 319 transition: Ongoing through 2025–2026; NSSF digitalisation in progress.

— Banking restrictions: International transfers challenging; verify EOR provider USD liquidity channels.

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NSSF ceilings, pension transition, volatile exchange rates and banking restrictions require clearly documented payroll controls. Datassist helps international employers coordinate Lebanon, Turkey and wider MENA payroll and employment operations from one centre.

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7+
MENA MARKETS

1
ONE COMPLIANCE OPERATION

0%
MISSED PAYROLL DEADLINES