

Syria

Payroll & Employment Law Guide

2026 Edition · Last updated August 2026

Labour Law No. 17/2010 · Political Transition Context (Dec 2024+)

Overview —

A reference for employing in Syria

Critical: Assad regime fell December 2024. HTS-aligned transitional government restructuring legal framework. US, EU and other international sanctions restrict commercial operations. **IMPORTANT:** Sanctions analysis and legal advice mandatory before any Syria operation.

SYP 750,000 JULY 2025 MONTHLY MINIMUM WAGE	~14% EMPLOYER GOSI RATE, VERIFY	~7% EMPLOYEE GOSI RATE, VERIFY	40h STANDARD WORKING WEEK
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WHAT THIS GUIDE COVERS

I	Social Insurance (GOSI): 2026	VERIFY: Political transition may have affected GOSI administration.
II	Income Tax	VERIFY: Verify applicability of pre-2024 tax law under current transitional government.
III	Minimum Wage & Leave	2025/2026 Change: July 2025 Presidential Decrees: Public and private sector salaries increased +200%.
IV	Severance & Termination	Employees not covered by GOSI: 1 month salary per year of service (last wage basis).

I —

Social Insurance (GOSI): 2026

Verify before payroll

Critical: Assad regime fell December 2024. HTS-aligned transitional government restructuring legal framework. US, EU and other international sanctions restrict commercial operations. IMPORTANT: Sanctions analysis and legal advice mandatory before any Syria operation.

CONTRIBUTOR	RATE	BASE
Employer	~%14	Gross salary (basic + allowances; bonuses/OT excluded)
Employee	~%7	Gross salary
► Total	~%21	

Verify before payroll

VERIFY: Political transition may have affected GOSI administration. Verify current rates with local counsel.

II · INCOME TAX

ANNUAL INCOME (SYP)	RATE
0 - 1.200.000	%5
1.200.001 - 3.000.000	%9
3.000.001 - 6.000.000	%14
Above 6,000,000	%22 (maks.)

Verify before payroll

VERIFY: Verify applicability of pre-2024 tax law under current transitional government.

III —

Minimum Wage & Leave

2 025/2026 Change: July 2025 Presidential Decrees: Public and private sector salaries increased +200%. Private sector minimum wage: SYP 750,000/month (from July 1, 2025).

ITEM	DETAIL
Working hours	40 hours/week; 8 hours/day
Annual leave	14 working days (base); increases with tenure
Sick leave	Max 90 days/year (reducing scale)
Maternity leave	1st child 120 days; 2nd 90 days; 3rd 75 days (employer-funded via GOSI)

ITEM	DETAIL
Overtime	+25% (weekday); +50% (night/holiday)

IV · SEVERANCE & TERMINATION

- Employees not covered by GOSI: 1 month salary per year of service (last wage basis).
- No severance for serious misconduct. Probation: typically 3 months.
- Sanctions risk: US/EU sanctions analysis mandatory before any Syria operations.

This document is for general information only. Seek local legal advice before making decisions. Datassist assumes no liability.

**EOR & PAYROLL, HANDLED**

Manage your Turkey & MENA payroll & employment from one centre with Datassist.

Political transition, changing GOSI administration and international sanctions make local legal and sanctions review mandatory before operations. Datassist helps international employers coordinate documented Syria, Turkey and wider MENA payroll and employment workflows from one centre.

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MENA MARKETS

1

ONE COMPLIANCE OPERATION

0%

MISSED PAYROLL DEADLINES