

**Lebanese Republic**  
**Ministry of Labor**  
Director General  
3/2655  
September 24, 2018

**To/ Human Rights Watch**

**Subject:** Response from the Ministry of Labor to the questions asked in your memo registered at the Ministry of Labor as document number 3/2655, dated September 16, 2018.

**Reference:** Your memo dated August 24, 2018

In relation to the subject and reference above,

And in light of your memo, we would like to inform you of the following:

1. The Lebanese laws define the *Lebanese married to foreigners* as foreign nationals who are married to Lebanese (a foreign male married to a Lebanese female or vice versa), one year from the date of their marriage registration at the Directorate of Personal Status at the Ministry of Interior and Municipalities. Individuals born to Lebanese parents are defined as foreigners who are born to a Lebanese mother or father.
2. The applicable laws and regulations stipulate that every foreigner who is staying on Lebanese territories, and for the purpose of working legally, must obtain a work permit from the Ministry of Labor. Sons, daughters and spouses of Lebanese women, and since they hold foreign nationalities, must obtain work permits like other foreigners, but shall enjoy facilitated administrative procedures; as provisioned by Decision no. 1/1 of Jan. 5, 2012, which states that the documents required from foreigners born or married to Lebanese, to obtain work permits are:

**A) Contact should be established with a Lebanese employer.**

**B) Employees**

- A summons signed by the concerned individual indicating: name, occupation, and place of residence.
- A passport copy valid for at least seven months.
- A copy of an annual residence or courtesy residence permit, issued by the General Directorate of General Security.
- A statement of employment or promise of employment issued by the employer,
- An official statement issued by the competent authorities confirming that the concerned individual is married since one year in accordance with Article 1 of this Decision [i.e. Decision 1/1], or that he/she is born to a Lebanese mother (authorised and enforced birth/marriage certificate ...).
- A copy of the identity card of the employer or the authorized signatory.
- Legal documents for the company or establishment (commercial register or certificate ...).

- Two passport-sized photos of the foreigner.

**C) Director of a representative office or branch manager of a foreign company**

- The documents mentioned in paragraph (B).
- A letter of representation issued by the concerned company abroad, certified by the Lebanese Embassy in the country where the company's headquarters (or main office) are located, and by the Lebanese Foreign Ministry, and translated to Arabic.
- In the case of branches of foreign companies, a statement from the Ministry of Economy and Trade confirming the registration of the branch or representative office.

**D) Employers**

- The documents mentioned in paragraph (B).
- A copy of the official documents of the company or establishment (commercial register or company registration certificate ...)

**❖ For each of the above categories, and in case the workplace changed, the concerned individual should inform the Ministry of Labor and submit a new statement of employment within one month from the date of starting the new job.**

3. The work permit takes one week to be completed and issued, with a one-year validity period.

4. The annual fee required for the work permit is determined as follows:

Category	Fees for Prior Approval	Fees for annual work permit
First (Employer or Employee)	600,000 Lebanese Pounds (LL)	1,800,000 LL
Second	600,000 LL	960,000 LL
Third	120,000 LL	480,000 LL

**Exception:** In accordance with the principle of reciprocity, the law of March 19, 1947 exempted the nationals of some countries from the fees for work permits, as follows: Britain, France, Italy, the United States of America, Czech Republic, Germany, Brazil, Morocco, Iraq, Switzerland, Greece, Egypt and Palestine.

5. With respect to occupations restricted to Lebanese nationals, individuals who are married to Lebanese nationals and those born to a Lebanese parent were excluded from regulations and decisions concerning occupations restricted to Lebanese, except for occupations regulated by a law.

General Director of the Ministry of  
Labor

**George Aida**

**Lebanese Republic**  
**Ministry of Labor**  
Minister

No. 4/B6  
Date 5/1/2012

Decision no. 1/1

In relation to the required documents from foreigners  
married or born to Lebanese to obtain work permits

The Minister of Labor,

Based on Decree no. 5818 dated 13/6/2011 (government formation),

Based on Decree no. 17561 dated 18/9/1964 and its amendments (regulating the work of  
foreigners),

Based on the proposal from the Acting Director-General,

**Decides the following:**

**Article One:** Reference in this decision to the expression “*married to Lebanese*” means any foreign national married to a Lebanese (a foreign male married to a Lebanese female or vice versa), after the passage of one year from the date of their marriage registration at the Directorate of Personal Status at the Ministry of Interior and Municipalities.

**Article Two:** Reference in this decision to the expression “*born to Lebanese*” means foreign nationals born to a Lebanese mother or father.

**Article Three:** The Departments of Foreign Workers Control, Syrian Workers’ Affairs and Regional Departments, shall issue work permits to the individuals included in this decision, each within its authorized scope of specialization.

**Article Four: Required documents for a work permit application:**

**A) Employees**

- 1- A summons signed by the concerned individual indicating: name, occupation, and place of residence.
- 2- A passport copy valid for at least seven months.
- 3- A copy of an annual residence or courtesy residence permit, issued by the General Directorate of General Security.
- 4- A statement or promise of employment issued by the employer.
- 5- An official statement issued by the competent authorities confirming that the concerned individual is married since one year in accordance with Article 1 of this Decision [i.e.

Decision 1/1], or that he/she is born to a Lebanese mother (authorised and enforced birth/marriage certificate ...).

6- A copy of the identity card of the employer or the authorized signatory.

7- Legal documents for the company or establishment (commercial register or certificate, etc...).

8- Two passport-sized photos.

### **B) Director of a representative office or branch manager of a foreign company**

1- The documents mentioned in paragraph (A) of this Article.

2- A letter of representation issued by the concerned company abroad, certified by the Lebanese Embassy in the country where the company's headquarters are located, and by the Lebanese Foreign Ministry, and translated to Arabic.

3- For the branches of foreign companies, a statement from the Ministry of Economy and Trade confirming the registration of the branch or representative office.

### **C) Employers**

1- The documents mentioned in paragraph (A) of this Article.

2- A copy of the official documents of the company or establishment (commercial register or company registration certificate, etc...)

**Article Five:** For each individual mentioned in the Articles One and Two of this decision, in the case of changing the workplace, the concerned individual should inform the Ministry of Labor and submit a new statement of employment/work within one month from the date of starting the new profession

**Article Six:** Individuals who are married to Lebanese nationals and those born to a Lebanese parent are excluded from regulations and decisions concerning occupations restricted to Lebanese, and treated in accordance with the laws and regulations organising each occupation/profession.

**Article Seven:** The decision herein supersedes all texts that are contrary to its content, and shall be effective from the date of its issuance.

**Article 8:** To be published and communicated as required.

Minister of Labor  
Charbel Nahhas  
January 5, 2012

#### **To be shared with:**

- Civil Service Council
- Central Inspection Board

- Register
- Central and regional units
- Official Gazette
- Archives