

Decree no. 7426
Promulgated on 25 January 2012

Fixing the official minimum wage for labourers and employees subject to the Labour Law
and providing for a cost of living increase and the modalities of its application

Annuling Decree no. 500 (14 October 2008),
Amended by Decree no. 3791 (30 June 2016),

The President of the Republic,

- Pursuant to the Constitution;
- Pursuant to the Minimum Wage Fixing Convention, 1970 (no. 131) of the International Labour Organization, ratified by Legislative Decree no. 70 (25 June 1977);
- Pursuant to Arab Labour Convention no. 15, ratified by Act no. 183 (24 May 2000), on fixing and protecting wages, especially article 1 thereof;
- Pursuant to the Labour Law (23 September 1946), especially articles 44, 45 and 46 thereof;
- Pursuant to Act no. 36 (16 May 1967), on fixing the official minimum wage for labourers and employees and providing for a cost of living increase and the modalities of its application, especially articles 5 and 6 thereof;
- Pursuant to Decree no. 8733 (8 July 1996), on fixing the official minimum wage for labourers and employees and giving private sector workers a cost of living increase;
- Pursuant to Decree no. 500 (14 October 2008), on fixing the official minimum wage for labourers and employees in the private sector workers and giving a cost of living increase;
- Pursuant to studies and tables on fluctuations in the cost of living;
- Having taken the advice of the State Consultative Council (Opinion no. 23/2011-2012, Opinion no. 8/2011-2012, Opinion no. 95/2011-2012 and Opinion no. 103/2011-2012);
- And having obtained the consent of the Cabinet (Decision no. 8 (18 January 2012)),

Decrees as follows:

Article 1

The provisions of Decree no. 500 (14 October 2008), on fixing the official minimum wage for labourers and employees in the private sector and giving a cost of living increase, are hereby annulled.

Article 2

With effect from 1 February 2012, the official minimum monthly wage shall be fixed at LBP 675,000 and the official minimum daily wage shall be fixed at LBP 26,000, in accordance with the provisions of articles 1 and 2 of Act no. 36 (16 May 1967). [*Line of illegible handwriting*]

Article 3

With effect from 1 February 2012, a cost of living increase shall be added to the wage received by a wage labourer as at 31 January 2012, to be calculated as follows:

1. The sum of LBP 200,000, added pursuant to Decree no. 500 (14 October 2008), shall be deducted from the wage.
2. The cost of living increase shall be applied to the balance as follows:
 - 100 per cent of the balance up to LBP 400,000, subject to a minimum increase of LBP 375,000;
 - 9 per cent of the remaining balance between LBP 400,000 and a maximum of LBP 1,500,000.
3. Article 3(3) shall be annulled pursuant to article 2 of Decree no. 3791 (30 June 2016).

Article 4

Increases awarded since 1 January 2010 that are explicitly described in a contract, regulation, official record or, in respect of public enterprises (such as independent agencies), a decision of the proper authority as awarded because of the high cost of living to an enterprise's entire workforce or particular group thereof shall, if equal to or less than the increases stipulated in article 2 of this Decree, be taken into account and deducted from those increases. If they exceed the increases stipulated in article 2 of this Decree, they may not be reduced.

Article 5

This Decree shall be published in the Official Gazette and made known as required. It shall come into force on 1 February 2012.

Baabda, 25 January 2012
Signed: Michel Suleiman

This Decree was published in issue no. 4 (annex) of the Official Gazette (26 January 2012).