



**Bilateral Agreement in the Field of Labor
between the Government of the Lebanese Republic
and the Government of the Syrian Arab Republic**
[Informal Translation]

Based on the wise directives of both His Excellency the President of the Lebanese Republic, Mr. Elias Hraoui, and the President of the Syrian Arab Republic, Mr. Hafez El-Assad, and confirming the privileged fraternal ties as expressed in the Fraternity, Cooperation and Coordination Treaty, concluded and signed in Damascus on 22 May 1991, and in application of the final provisions thereof stipulating the conclusion of special agreements between the two sister countries as a supplementary part thereof.

Endeavoring to reinforce and develop cooperation ties in the field of labor and manpower.

And as a result of the contacts and negotiations carried out between the Ministries of Labor in both countries,

The following has been agreed upon:

Article 1:

The competent bodies in both the Lebanese Republic and the Syrian Arab Republic shall, within the limits of their respective laws and regulations in force, facilitate the necessary procedures for their cooperation in regulating the various fields relating to labor and manpower.

Article 2:

The parties shall endeavor to exchange all statements and information required to facilitate their cooperation in the fields mentioned in Art.1 of this Agreement, especially:

- a. Regulations governing labor and manpower,
- b. Legal regulations and administrative procedures relating to workers' departure in order to work in the other state or their entry to work therein, and the facilities offered in both cases.

Article 3:

The Parties shall adopt, according to the procedures provided for in their respective states, the documents issued in each of their states regarding civil status and the educational, professional and other qualifications.

Article 4:

Workers of each of the two States shall enjoy in the other State the same treatment, privileges, rights and obligations, according to the laws, regulations and directives applied in both states; the two Ministers of Labor in both countries shall be entrusted with pursuing their efforts in order to find the means likely to ensure workers' rights in both states.

Article 5:

The competent bodies in both states shall study the measures that would ensure the establishment of a joint office on the joint Syrian-Lebanese border comprising representatives of both countries' Ministries of Labor. This office shall be in charge of delivering a provisional work card for seasonal workers performing jobs in any of the two countries. As for the remaining categories of workers, they shall be given a card allowing them to obtain a work permit from the competent bodies in each of the two countries following the completion of the required documents in pursuance of their respective laws and regulations.

Article 6:

The competent authorities in each of the two States shall take the measures that would provide for the creation of a department within the Ministry of Labor, entrusted with handling the affairs of the other



country's workers and protecting their rights within the framework of their respective laws and regulations in force and of the relevant Agreements concluded.

Article 7:

A written work contract shall be drawn up in four copies for each worker moving to work between both states, a copy of which shall be kept with each of the employer, worker and the competent body in the employer's country following its due certification thereof.

Article 8:

The contract drawn up according to the previous Article shall include the following data:

- The worker's name, date and place of birth, the employer's name and the type and place of work,
- The wage, place of payment and the deductions therefrom; the daily work hours, weekly vacation and due leaves of various kinds; the contract duration and the conditions for its renewal and termination, social security and any other conditions that both Parties would agree upon.

Article 9:

- a. The competent bodies in both states shall follow up the implementation of the provisions of this Agreement.
- b. In case a dispute arises between the employer and the worker, a claim shall be submitted to the competent body according to the legal procedures adopted in each State facilitating an amicable settlement to this dispute. In case of failure in reaching an amicable settlement, the dispute shall be referred to the competent judicial authorities according to law.

Article 10:

Each Party shall take all measures ensuring that the workers who have moves to its territory for work, before the entry into force of this Agreement, shall benefit from all the provisions set therein.

Article 11:

A joint Committee shall be formed, chaired by the Lebanese and Syrian ministers of Labor and encompassing representatives from both Parties as members as well as a representative of both the Lebanese and Syrian General Federation of Workers Unions. The Committee's task shall be to follow up the implementation of the provisions of this Agreement; it shall meet periodically and whenever necessary, upon the request of one of the two Parties and shall agree on the meeting and its venue, in coordination with the General Secretariat of the Syrian Lebanese Higher Council.

This Committee may form, when necessary, technical sub-committees.

Article 12:

This Agreement shall enter into force on the date of exchange of diplomatic notes notifying its ratification by the competent authorities, pursuant to the constitutional regulations applied in each of the contracting States.

Done in two original copies in the Arabic language, both copies being equally authentic.

Beirut, on 1415 H. and 18/10/1994 A.D.

For the Government of the Lebanese Republic
Minister of Labor

Abdallah Al-Amin

For the Government of the Syrian Arab Republic
Minister of Social Affairs and Labor

Ali Khalil