

AMERICAN UNIVERSITY OF BEIRUT
HUMAN RESOURCES DEPARTMENT(Campus)

TO : President, Provost, Vice Presidents, Deputy Vice Presidents,
Deans, Directors, Heads of Academic and Administrative Departments

FROM : Director of Human Resources

DATE : August 14, 2000

SUBJECT : LABOR LAW AMENDMENTS

This is to inform you that Law No. 207 dated May 26, 2000 published in the Official Gazette no. 23 of June 1, 2000 amended articles 26, 28, 29 and 52 of the Labor Law. The amendments are summarized as follows:

“Article 26

The employer may not discriminate on the basis of gender in respect of the type of work, the pay, the employment, promotion, professional training and costume are concerned.

Article 28

Women employees in all categories provided for in the Labor Law shall have the right to a maternity leave of seven weeks comprising the period preceding and following delivery. For this purpose, they must produce a medical certificate indicating the probable date of delivery.

Article 29

Women shall be entitled to full pay during their maternity leave.

Women who benefited from the seven week maternity leave with full pay shall be entitled to receive pay for the normal annual leave they take during the same year.

The law prohibits the termination of a woman’s employment or the addressing of a notice of termination to a woman during maternity leave unless it is proven that she has worked elsewhere during said period.

Article 52 : Paragraph One

No notice of termination may be addressed to:

- a- A pregnant woman.
- b- A woman who is on a maternity leave.
- c- An Employee during his/her normal vacations or during his/her medical leave.

However, these restrictions would not apply if the employee is employed elsewhere during said period.”

N.B. Human Resources Announcement are
now available on AUB Webpage