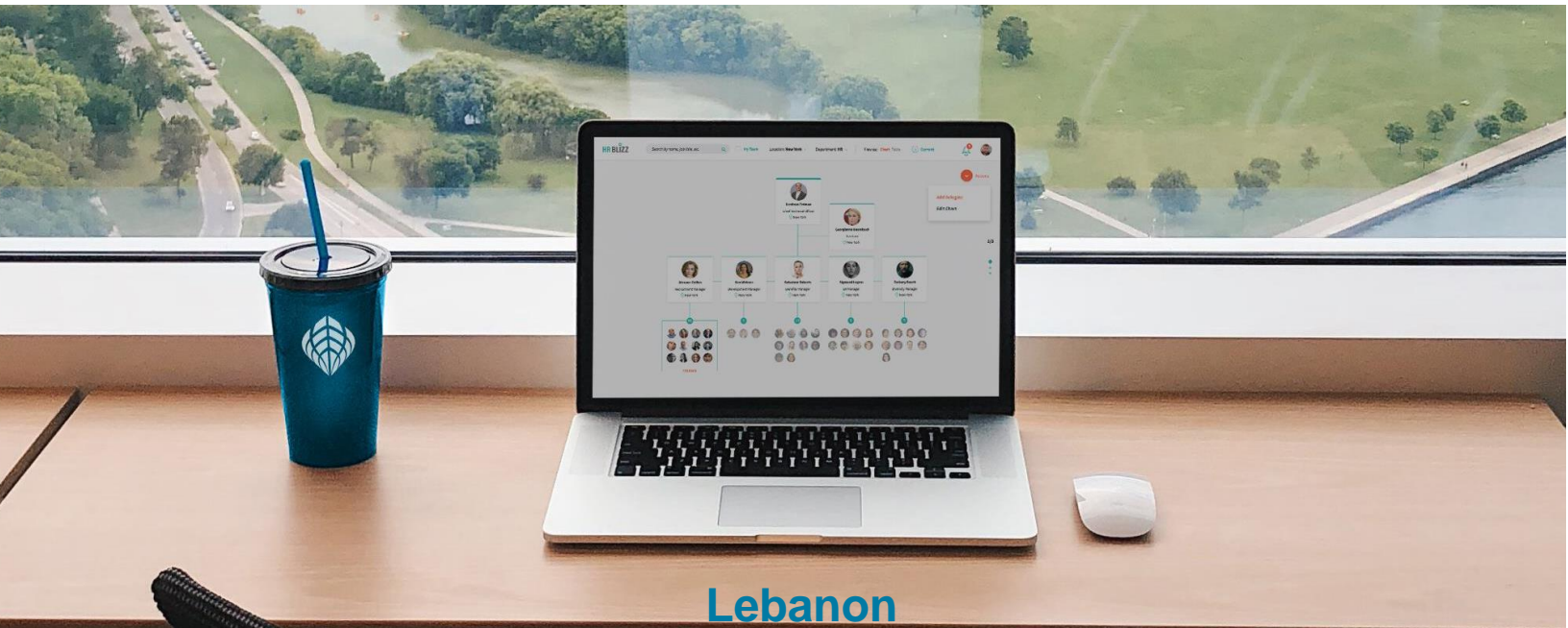




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Lebanon Increases Allowance and Minimum Wage



Lebanon



We help you achieve your glo

Thank you for trusting Mercans to outsource all HR functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.

11 May 2023

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MERCANS



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesaar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesaar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



Mercans at a Glance

160+ Countries	20 Years of Success	850+ Payroll and HR Specialists
8k+ Clients Worldwide	97% Client Retention Rate	1.5X Annual Revenue Growth
45k+ Largest Single Country Payroll	9M+ Pay Slips per Annum	0 Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security



certificate





Lebanon Revises Transportation, Schooling, Cost of Living Allowance and Minimum Wage

In official Gazette No. 17, dated 26 April 2023, the government of Lebanon has amended the limits for the following allowances:

- Daily transportation¹ allowance has been amended from LBP 95,000 to LBP 250,000
- Cost of Living² expenses have been amended to LBP 4,500,000. It is to be noted that the government is in discussion to raise this limit to LBP 6,400,000 in coming months
- Annual Exemptions³ for public and private educational institutions/schools have been updated as per the below:

Type of School Attended	Annual Exemption Amount per child (LBP)
Public Schools/ Handicapped Institutions	3,000,000 ⁴
Private Schools & Universities	6,000,000 ⁵
Public Universities	3,000,000 ⁶

**It is to be noted that there is no change in the eligibility and limitations imposed on the above schooling exemptions.*

In addition, the government has increased the minimum wage⁷ to LBP 9,000,000 from LBP 2,600,000. The daily minimum wage is now LBP 410,000.

The effective date of the above amendments is April 26, 2023.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change

¹ Decree number 11224

² Decree number 11226

³ Decree 11228

⁴ LBP 3,000,000 p.a per child subject to maximum limit of LBP 9,000,000

⁵ LBP 6,000,000 p.a. per child subject to maximum limit of LBP 18,000,000

⁶ LBP 3,000,000 p.a per child subject to maximum limit of LBP 9,000,000

⁷ Decree number 11226



They already trust Mercans





MERCANS

What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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