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A
CONTRIBUTION
TO THE
STUDY OF
LEBANESE LABOR SYNDICATES

by

Edward W. Samuel, Jr.

BEIRUT, 1952

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BIBLIOGRAPHY

In the preparation of this paper, a large variety of sources were used, consisting almost totally of primary sources. Because of the immense lack of detailed information in a written form on this subject and because of the relatively recent rise of the labor syndicate movement, it was necessary to secure the majority of the information used herein from verbal sources. These sources ranged from all sections of the labor syndicate movement. The vast amount of information of a verbal nature came from officials in the labor syndicates.

Information of a statistical nature was secured from the labor syndicate leaders themselves. This was largely because of the fact that the recently organized Ministry of Social Affairs has not made any large scale effort to obtain statistical data on organized labor. Therefore it was necessary to obtain such information as number of members, amount of syndicate bank balance, and amount of subscription fees from the syndicates directly. The statistical information contained herein should be treated with reserve. In view of the fact that this information came directly from the syndicate leaders themselves, it was not always possible to check the accuracy of the figures given. In view of the lack of confirming data, it was necessary to take the figures given at face value. The statistical data given is not intended to be an accurate count of syndicate membership or bank balances but are given only as an estimate received from a syndicate official. It is quite possible that a syndicate leader would overestimate syndicate membership in order to make it appear that his syndicate has more prestige and influence in the particular trade than it actually has. However the figures regarding subscription fees are believed to be accurate. In all cases the figures regarding membership, bank balances, and subscription fees were received from a responsible member of the syndicate.

With regard to the verbal sources themselves, the principal ones were: Edmund Franjliyah, president of the Furniture Upholstery Workers; Daher Zeidan, editor in chief of Al-Itihad Al-Lubnani, the labor newspaper; Charles N. Abissab, secretary to the Argentine Labor Attache; Nicola Khair, Chief of the Department of Labor, Ministry of Social Affairs; and Emile Abu Daher, Assistant Chief of the Department of Syndicates, Ministry of Social Affairs. These sources provided a continuing flow of information during the two years in which this paper was being prepared. The various syndicate officials and other members of the Ministry of Social Affairs provided additional information when necessary.

In regard to Chapters VIII and IX, it may be seen by the information given therein that it has been necessary to forego mentioning the sources of the data included, which were mostly verbal.

The written sources consisted primarily of newspaper articles in the various local newspapers. The notes at the end of Chapters VI and IX give a clear picture of the individual newspapers used in the preparation of this paper. The majority of written sources which were used other than newspapers and letters written to the writer of this paper from several syndicates are reproduced in the Appendices.

With regard to the securing of information from the individual syndicates, it was found that most of the syndicate officials were cordial and willing to give the required information. However, in some instances certain syndicate officials were hesitant about releasing such information and some showed hostility. The syndicate officials which showed the most reluctance about giving information were those leaders of the Jami'at Al-Nigabat. It is interesting to note that the leaders of the communist syndicates were more accommodating in providing information on their syndicates than the leaders of the Jami'at. This does not hold true with regard to the individual member syndicates of the Jami'at. As opposed to this, the member syndicates of United Syndicates confederation were most helpful and appeared anxious to assist in securing information on their own syndicates. No hesitation on the part of the syndicate leaders of United Syndicates was apparent. This applies to the two drivers syndicates in the Itihad Al-Naqi.

CHAPTER I

INTRODUCTION

Purpose

The purpose of this study of Lebanese Labor Syndicates is to present in an objective form a picture of the individual syndicate as an institution, to show its internal administration and financing, and to describe some of those forces which have a direct influence on the Lebanese syndicate movement. It is also the purpose of this paper to give facts and data heretofore unavailable in order to provide a basis for future studies of labor and trade unionism in the Near and Middle East. It is not an objective of this paper to give an evaluation of the Lebanese labor syndicate as a labor or political institution but instead to provide that basic information which may be needed to make such an evaluation by those authorities competent in the field of labor economics.

Early Guild Organizations

Labor Organizations and the grouping of workers into syndicates or labor corporations in the Near and Middle East first made an appearance in the 9th Century, having received its impetus from the religious and social Qarmatian order. ⁽¹⁾ One author states that the Qarmatian movement was an important group in revitalizing this lingering tradition from Greco-Roman times. Because of the sectarian nature of these labor organizations or guilds, they were frequently receptive to Avid propaganda and involved them often in problems with the Sunnite government. ⁽²⁾ This movement appears to have been a natural outgrowth of the industrial upsurge which took place under the Abbasid Caliphate at this time.

This Qarmatian custom of organizing workers into guilds reached its penultimate in the Muslim areas during the Fatimid Caliphate in Cairo. However by the reconquest of Egypt by Sunni orthodoxy, the guild movement was seriously affected and was hampered in its development. The guilds were subjected to rigid police control and gradually lost their privileges, and their influence and strength subsided to a point where they exercised little influence over the economy of the area by the beginning of the 20th Century.

Qarmatian and revolutionary leanings. As this institution developed in authority the liberty and power of the guilds declined and by the beginning of the 20th Century few traces of this guild organization remained.

Early Labor Syndicate Movement

The Lebanese labor syndicate movement in its present form was not known before 1947, the year in which many labor syndicates began to mushroom throughout Lebanon as a result of the promulgation of the Labor Code on 23 September 1946. Prior to this time and following the turn of the 20th Century there were several attempts to form workers organizations. The first of these was an association of printing press workers founded by Hanna Al-Bitrani, a typesetter. As head of this association he was called sheikh al-kaf. Other syndicate movements sprang up at this time in Lebanon (6) but in the fields of the liberal professions rather than workers groups.

In 1921 Anis Al-Hani formed a labor association which was called "The Labor Party" (Hizb A'-'Ummal). Actually it was an abortive attempt to organize workers groups into a political party. It failed shortly thereafter and its members disbanded. The following year the old printing press workers syndicate was reactivated under the leadership of Mustafa Al-Aris, a communist, and which has remained active until today. (7)

The first May Day celebration in Lebanon took place in 1925 under the sponsorship of the following men: Ali Nasr Al-Din, Yusuf Yasbek, Iskandar Riyashi, and Shukri Al-Bakhash. (8)

During the French Mandate, a certain amount of independence was enjoyed by the labor movement and there were certain indications of an industrial revolution after the introduction of textile industrial tools in Syria. At this time there was formed the first labor syndicate in Syria based on the European cooperative model within the textile industry known as the 'Ummal Al-Nasij Al-Hiyakah Al-Watani (National Knitting Textile Workers). The administrative governor of Damascus authorized the formation of this syndicate in accordance with the Ottoman trade law and it had as its legal advisor, Mr. Paris Al-Khoury. This syndicate was organized in 1925 and was followed in 1928 by the organization of the printing press workers. (9)

The nuclei of the present labor syndicate organizations began to form in 1927 under the name of jam'iyah or association. These included the

Little information has survived to describe the early guild organizations, but there are certain indications which tend to show that the movement may have had its origins in the Byzantine Empire. (3)

By the 15th Century, the individual guild had developed an internal administration which was headed by a naqib with a guild tribunal. Membership was permitted in the guild after a series of catechisms of initiation called kutub al-futuwwah. Its internal regulations (4) or rather guild customs were known as the dustur and were passed on from one naqib to the other by oral transmission.

Following the 9th Century labor corporations or guilds were organized almost exclusively among the mawāʿi (5) rather than among the Arab conquerors or their slaves and mercenaries. At the same time the guild organizations were found among both the Jewish and Christian communities especially in the trades dealing with precious metals and drugs, because most of the Muslim states permitted members of these religions, alone, to deal with these products.

Prior to the close of the 19th Century the topographical distribution of the guilds was such that each guild was located in one particular area, the principal fixed points being the offices of the money-changers, the public market and the tribunal of the muhtasib, the price-goods exchange, and the thread market--in other words, the centers of commercial activity in the city.

During the early rise of the guilds and particularly between the 10th and 12th Centuries, guild activity was unrestrained thus permitting the penetration of A'bid propaganda into these organizations giving them revolutionary tendencies and also of a more dangerous nature; the use of these organizations as bases for agents and spies and their potential use as irregulars to support an attacking army. Gradually as the guilds became known as centers of such subversive activity, an old institution which had fallen into decay prior to the rise of the guilds, was revived as a check upon the guilds themselves. This institution was known as the hisba which was established as a control over the markets and carried with it police authority. It was presided over by the muhtasib whose main mission was to maintain surveillance over those guilds suspect of

Drivers Association (now known as the Drivers Syndicate), Shoe Workers Association, and Tailor Workers Association. Such associations were organized in spite of the small support received from the French Mandatory Power. However with the advent of the Socialist Government in France under Blum, more liberty was given the syndicate movement in Lebanon and there was a noticeable appearance of new labor organizations, particularly in utilities, such as the railway workers and employees association. These jamiyat were chartered by the government and their activities and employer-worker relationships were the responsibility of the Ministry of Interior. (10)

By the beginning of the Second World War some progress had been made in the field of labor organization. However with the attack on Poland the French High Commissioner issued a decree dissolving all labor associations and all syndicate activities ceased. This situation remained the same until September 1941 after the entrance of the British and Free French troops into Lebanon, when the occupation forces authorized workers to organize. Many of the old labor organizations were reactivated and were instrumental in securing the promulgation of the present Labor Code on 23 September 1946. This law gave an impetus to new labor organizations which rapidly appeared especially in Beirut and Tripoli and which are still functioning today.

NOTES

- (1) Louis Massignon, article "Sinf" in Encyclopedia of Islam. The majority of information contained herein on the guilds is taken from this article.
- (2) Gustave E. Von Grunebaum, Medieval Islam (1946) p. 277
- (3) Massignon, "sinf".
- (4) The term "internal regulations" or "basic law" is herein used throughout this paper as to mean syndicate bylaws or those regulations which form the basis for syndicate administration.
- (5) A non-Arab embracing Islam and affiliating himself with an Arab tribe. His ill-defined rank placed him below the Muslim Arab.
- (6) Charles M. Abisaab, article "Al-Tanzim Al-Niqabi Al-Lubnani, kayfa bada' wa kayfa tatawwara wa kayfa yathibu" in the newspaper Al-'Anaf, 30 April 1950, page 5, columns 1, 2, and 3.
- (7) Id.
- (8) Id.
- (9) Musa Shalud, "Al-Harikat Al-'Ummaliyah fi Suriya" in the Magazine of Labor and Social Affairs, No. 1, January 1951, published by the Ministry of National Economy in Syria.
- (10) The files on the former jamiyat are still in the Ministry of Interior and have never been surrendered to the Ministry of Social Affairs. It is not known whether there is any plan underway to turn these files over to the Social Affairs Ministry.

CHAPTER II

THE LABOR SYNDICATE STRUCTURE IN LEBANON

Of Lebanon's over 1,300,000 population, approximately 150,000 of them are considered as workers or wage-earners. In this estimate is included 25,000 agricultural laborers. This last figure does not mean peasants, but is the estimated number of wage-earning laborers who are employed on farms and plantations. Of the total number of wage-earners in Lebanon those who are organized are estimated at approximately 28,300. This appears to be an average estimate in that there is no accurate count and the syndicate records are not always exact. There is a natural tendency on the part of the labor syndicate leaders to overestimate the strength of their syndicates in terms of membership in order to enhance their prestige. In Beirut alone the number of wage-earners are estimated at 35,000 of which 10,000 are white-collar workers. The number of unemployed throughout Lebanon is said to be 25,000. The average wage of the Lebanese worker is said to be 5 Lebanese pounds per day with an average monthly wage of 130 Lebanese pounds estimated on the basis of a twenty-six working day month. The average family of the Lebanese worker includes himself, his wife, and three children. The average period of labor for the year is ten months and the average time lost per worker due to illness per year is two weeks. The average establishment in Lebanon employs six workers.

Under the present conditions the indemnities which are paid by the employers to the workers amount yearly (average for 1946, 1947, and 1948) to 500,000 LL. (2) Of these compensations approximately 40% are paid in cash.

Of the number of cases which are laid before the Labor Arbitration Council approximately 6000 are in Beirut and 300 in the other muhafazat. (3) About 40% of the workers benefit from the provisions of the Labor Code, the remainder being deprived from these benefits through legal means. Usually the worker begins his employment at the age of thirteen and retires at the age of fifty. The average period of continuous employment is five years. The proportion of workers who are unmarried and those who are married are 60% and 40% respectively.

The above information gives a brief picture of the average worker in Lebanon in the year 1949. It is the purpose of this study to deal with

Handwritten notes:
 (1) ...
 (2) ...
 (3) ...

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these labor institutions into which the above mentioned 28,300 workers are organized. (4)

Number of Labor Syndicates and Their Membership

Organized labor in Lebanon has established itself in 38 active, government recognized labor syndicates, all but one, the Drivers Syndicate, having been established by ministerial decree under the Labor Code. The Drivers Syndicate was established by parliamentary decree. Other syndicates have been formed and are operating but without government authorization and charter and hence in violation of the Labor Code. (5) These syndicates represent only a small portion of organized labor and are generally under communist domination. The active syndicates with their membership are as follows:

<u>Syndicate</u>	<u>Membership</u>
Bakery Workers	750
Bank Employees	600
Barber Shop Workers	350
Beirut Port Company Workers and Employees	800
Commercial Employees	1400
Cooks	350
Drivers	1500
Electric and Radio Workers in Tripoli	450
Electric Company Employees and Workers	1000
French Medical University Workers and Employees	40
Furniture Upholstery Workers	275
Hotel, Restaurant, and Coffee Shop Employees	800
IPC Workers and Employees	1000
Jewelry Shop Workers	230
Machine Workers	1500
Motion Picture Projectionists	50
Printing and Bookbinding Workers	350
Private Car Drivers	4000
Petroleum Salesmen	94
Pharmacy Assistants	63
Railway Workers and Employees	1250
Seamen and Stevedores	3000
Socony Vacuum Employees	100
Socony Vacuum Workers	30
Stage and Cinema Actors and Actresses	450
Regie Workers and Employees	1850
Technicians	35
Tobacco Sellers	900
Travel Agencies Workers and Employees	300
Tile Construction Workers	180
Cinema Workers and Employees	200
Gardening Workers in Sidon	1500
Tailor Shop Workers in Tripoli	200
Construction Workers	300
Carpenter Workers	1000
Tanning workers in Mashgharah	900
Printing Press Workers	250
Vegetable Merchant Employees and Workers	250
Total	28297

Private Schools
Teachers Syndicate

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Appendix 2 gives statistical data regarding each syndicate and also shows the present status whether it is an active, inactive, or unrecognized syndicate. (6)

Most of the 38 syndicates have organized themselves into four labor syndicate confederations. The first and largest is the Jami'at Al-Niqabat, (7) comprising twenty-one active labor syndicates. The second and older one is the Itihad Al-Niqabat, (8) comprising at present only five of the authorized labor syndicates but representing a larger number of workers than shown in these syndicates. A third confederation has been formed recently, known as the Itihad Niqabat Al-Naq' wa Al-Muwasa'at Al-Bariyah, (9) or the Union of Transport and Land Communication Syndicates, which comprises the Drivers Syndicate, the Private Car Drivers Syndicate (also a member of the Jami'at), the Syndicate of Garage and Vehicle Owners, and the Syndicate of Truck Owners. The latter two are trade associations and are legally identified as niqabat arbab al-'ama'. This represents a unique organization in that it is composed of two labor syndicates and two trade associations organized to act collectively, as may be later seen, for both economic and political reasons. The fourth confederation, formed as a result of a recent split in the Jami'at, is called Al-Niqabat Al-Mutahidah or United Syndicates. Of these four confederations only two of them are government recognized and have authorized charters; the Jami'at and Itihad Al-Naq'.

The Lebanese Labor Confederations

As indicated above the 38 active, recognized labor syndicates are organized either into one of four labor confederations or are independent. The largest of these labor confederations is the Jami'at with an estimated 16,847 members organized into twenty-one active labor syndicates, thereby representing slightly less than two-thirds of Lebanon's organized labor. This labor confederation is a government sponsored organization having as an honorary president, the son of the President of Lebanon, Sheikh Khalil Al-Khoury. The Jami'at was established at government instigation largely for the purpose of offsetting the growing strength of the Itihad following the Second World War. The Jami'at is a member of the International Confederation of Free Trade Unions (ICFTU), and sends its delegates regularly to

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its meetings. The member syndicates of the Jami'at, which are currently active, are as follows:

<u>Syndicate</u>	<u>Membership</u>
Bakery Workers	750
Barber Shop Workers	350
Commercial Employees	1400
Electric and Radio Workers in Tripoli	450
Furniture Upholstery Workers	275
IPC Workers and Employees	1000
Machine Workers	1500
Motion Picture Projectionists	50
Printing and Bookbinding Workers	350
Private Car Drivers	4000
Petroleum Salesmen	94
Pharmacy Assistants	63
Seamen and Stevedores	3000
Socony Vacuum Workers	30
Stage and Cinema Actors and Actresses	450
Technicians	35
Tobacco Sellers	900
Cinema Workers and Employees	200
Gardening Workers in Sidon	1500
Tailor Shop Workers in Tripoli	200
Vegetable Merchants Employees and Workers	250
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Total	16847

The general director of the Jami'at is Abd Al-Majid Mehie, current president of the Machine Workers Syndicate, and the general secretary is Michel Abi Ghanem, president of the Commercial Employees.

The Itihad represents approximately 3250 workers within the framework of active, recognized labor syndicates. However, because of its recent activities to organize workers that are not already organized this figure may be larger. Its president is Mustafa Al-Aris, a communist of many years experience in organized labor. This organization will be discussed more fully in Chapter IX.

The recently organized confederation, United Syndicates, is composed of six active syndicates representing 5600 workers. These syndicates were originally an informal working association until 1950 when they had requested government authorization for their confederation. At that time the government was endeavoring to build up the Jami'at to a point where it would be an active, strong force against the Itihad. As a result the government turned down the request and applied pressure to these syndicates to join the Jami'at, which was carried out in early 1950. However, recently because of various reasons, some of which are discussed in Chapter III, this group has withdrawn from the Jami'at to organize its

own confederation, called United Syndicates. The preparatory committee for this confederation, which is composed of the presidents of the member syndicates, recently submitted a request for government authorization but no word has been received on its refusal or approval. The member syndicates of this confederation are as follows:

<u>Syndicate</u>	<u>Membership</u>
Bank Employees	600
Beirut Port Company Workers and Employees	800
Electric Company Employees and Workers	1000
Railway Workers and Employees	1250
Socony Vacuum Employees	100
Regie Workers and Employees	1850
Total	5600

Relative Location of Organized Labor

In Lebanon, labor syndicates are generally found in three principal sections of economic activity: utilities, commercial enterprises, and industrial establishments, such as factories. Organized labor in Lebanon appears to have made its greatest progress in utilities, with commercial enterprises being second. Compared to these two economic enterprises, organized labor has made little or no progress in the various industrial establishments except for the Regie Tobacco and Tobacco Factory.

<u>Trade or Profession</u>	<u>Number</u>	<u>Percentage</u>
Utilities (Includes power, petroleum and transport)	12774	45
Commercial Enterprises (Includes small businesses which have small capital investments)	6518	23
Industry (Includes those industrial enterprises having large capital investments or trades connected with heavy industry)	4730	16.8
Bookkeeping and Records	2000	7.06
Agriculture	1500	5.4
Entertainment (Trades connected with the Movie Industry primarily)	735	2.6
Educational Institutions	40	.14
Total	28297	100

also not appear in the list, p. 6

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Another observation which may be made concerning labor syndicates is that a majority of the larger and better organized syndicates are in those enterprises which are operating on a national concession basis or else are foreign companies given authorization to operate in Lebanon.

<u>Employers</u>	<u>Number</u>	<u>Percentage</u>
Foreign Companies holding National Concessions	5500	19.3
Foreign Companies with grants to operate in Lebanon	1130	4
Lebanese Employers	21867	76.7
Total	28297	100

This applies to most of the utilities syndicates, except for the drivers, as well as the Socony Vacuum Workers and the workers and employees of the Iraqi Petroleum Company. These syndicates in general rarely conduct any activity of a political nature and most of their activities appear to be sincere efforts to improve the conditions of their member workers.

United Syndicates, the new confederation mentioned above, is composed entirely of syndicates under this category.

NOTES

(1) The information contained in this paragraph and the one following comes mostly from a large number of sources both in the syndicates themselves and officials in the Ministry of Social Affairs and also represents the observations of the writer made as a result of almost two years study of the syndicates.

(2) See Articles 54-56 of the Labor Code, Appendix I.

(3) The term muhafazah is the term used to denote the largest administrative district in Lebanon and which corresponds to a province or state. The plural of this term is muhafazat.

(4) Many of the figures, except for the estimates on syndicate membership, quoted above, were printed in Ai-Daman Ai-Ijtima'i by Henry Mukhaybar, the communist rebuttal to the government plan for social security in 1949. This pamphlet was sponsored by the Itihad. The figures are considered fairly reliable because they have received confirmation both from government officials and members of the government sponsored Jami'at. The figures on syndicate membership were collected by the writer from the individual syndicates.

(5) See Articles 105 and 106 of the Labor Code.

(6) The figures above are current and represent the estimates of syndicate membership given by each syndicate president or equally competent source to the writer.

(7) This is the Arabic name for this labor confederation and has the English meaning of League of Syndicates. However, it has been found less difficult to use the Arabic term itself and henceforth throughout this paper it will be referred to as Jami'at.

(8) This also the Arabic name for this labor confederation and carries the English meaning of Union of Syndicates. Similarly this confederation will be referred to throughout this paper as Itihad.

(9) This confederation will be referred to as the Itihad Ai-Naqi.

(For a description of the Ministry of Social Affairs, see Appendix B)

Ministry of Social Affairs

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THE LEBANESE LABOR SYNDICATE AS AN INSTITUTION

(1)

Definition

The organization known as the labor syndicate is defined as a political institution representing the sellers of labor. It may also be an offensive and defensive weapon for maintaining or improving labor standards as well as an instrument of foreign or domestic political policy. Its control has often fallen into the hands of those individuals who are working for their own personal interests or whose aims are not always legitimate or who are not working for the best interests of the country.

who defines it as such?

In the above definition, the term "labor syndicate" has been used rather than the term "trade union". The term "trade union" although having practically the same meaning lends more of a British or an American connotation to the translation of the Arabic term "niqabah", whereas actually the structure of Lebanese syndicates is French in nature. The Labor Code itself does not add to the definition other than describing it as a group of workers organized in accordance with Part IV of the law. Literally the term "trade union" gives no interpretive meaning to the Arabic term for this institution. The term in Arabic is "niqabah al-'ummah" when translated means "syndicate of workers".

Official Rationale

As does any other institution, the labor syndicate will have an official rationale. This will be in the form of a stated intention, showing what the institution hopes to provide for its rank and file. It is generally a statement which will give wide coverage to all the objectives the syndicate hopes to accomplish and will follow a set pattern. For example the official rationale of the Syndicate of Railway Workers and Employees is as follows:

To raise the standard of the employees and workers of the railways, morally and materially, and to strengthen the relations of brotherhood among them and to unite them in one mass enabling it to strive in their behalf and to defend their interests always. (3)

The official rationale for the syndicate of Private Car Drivers is:

To maintain the interests of its individuals, to defend them, to raise and improve their financial, social, and moral conditions, to strengthen the spirit of friendship and sociability between members, to demand within the law and through legal means all those objectives which will elevate the sons of the trade, to arbitrate for the solution of disputes which arise between

the employer and worker, and to extend help to those members who are in need. (4)

As indicated by the examples above, the stated objectives of the syndicate will most often cover such objectives as to raise the standard of the trade or of its members, to protect the trade, or to raise the economic, social, and cultural standards of its members.

In its request for authorization for its organization from the government, the new syndicate must have already prepared this formal purpose or official rationale and must be included within the text of the basic law or internal regulations of the syndicate which must be submitted to the government for approval. (5)

In the early stages of syndicate development, the individual syndicate will often refer to its official rationale as a justification for its activities. This is often evident among several of the newly organized syndicates in Lebanon. A syndicate leader will refer to the fact that his syndicate is established to raise the standard of the workers in his syndicate or to defend their interests. He will repeat this formal purpose many times in his bargaining with employers and will see that he is quoted on this point in the press.

As the syndicate institution develops and expands, it gradually outgrows the need for its formal purpose, experiences its own needs, and develops its own ambitions. It also faces the problems of a highly developed institution. At this time the syndicate experiences needs, ambitions, and problems which are differentiated from those of its rank and file. Many of the larger Lebanese syndicates are well into this stage. Among many of them, there is no further reference to the official rationale. They have a set plan or an established series of objectives which are necessarily in keeping with the official rationale but there are no repeated references to these objectives or to the official rationale as justification for their existence. This is borne out by a recent dispute within the Jami'at where a split has occurred over representation within the Jami'at executive council. *Handwritten*

The larger syndicates, such as the Railway Workers and Employees, Regie Workers and Employees, and workers and employees of the Beirut

(6)

Port Company, have objected strongly in the past that they have only an equal number of votes in the Jami'at assembly, thereby permitting them only equal representation in the Jami'at council with those syndicates which have a small number of members. This enables a syndicate like the Furniture Upholstery Workers Syndicate with 275 members to have equal voting power and equal opportunity to place its president or representative on the Jami'at council as does the Railway Workers and Employers Syndicate with its 1250 members. In order to press their demands the larger syndicates have threatened to withdraw from the Jami'at and establish their own confederations. At the same time the syndicates which desire to remain in the Jami'at have expressed the view that the leaders of the larger syndicates, the majority of which are organized within a company holding a national concession, are too closely allied with their employers. They are also accused of receiving a compensation for withdrawing their syndicates from the Jami'at in order to give the company more control over the direction of syndicate affairs.

(7)

Many of the Lebanese labor syndicates are in that stage of transition where they are no longer attempting to justify their existence, but are at that critical point where the leaders recognize the institutional needs and problems as being differentiated from those of its members. At the same time they are not often successful in being able to convince the rank and file of this development. They are beginning to experience institutional needs and ambitions but have not developed administratively or functionally to the point where they are able to cope with these needs or effectively realize their ambitions.

Pressure on Syndicate Leadership

At various echelons of organization certain forces exert pressure on the syndicate leadership forcing it to show that their action is in keeping with the benefit and welfare of the rank and file, or adhering to the spirit of the stated officials rationale. These forces at work are the rank and file, the employers, the syndicate officials at various echelons, and the agencies of the government. It is the problem of the syndicate leadership to ameliorate these forces. At this point the syndicate leadership may ignore the officials rationale and strive toward development of the syn-

dicade institution as well as prevent the syndicate from breaking up.

Rank and file pressure is the least most developed force on syndicate leadership largely because of ineffective organization among the rank and file themselves. The large proportion of the workers in any given industry or utility are not organized within the syndicate representing that particular trade. In the case of the Drivers Syndicate there is one incident that shows definite rank and file pressure on the leadership.

It occurred over the election of the representatives to serve on the syndicate council. The election was called for 25 December 1950. Two lists of candidates were presented and voting took place. Upon counting the votes it was noted that one list received 2800 votes and the other list received 9 votes. (The total membership of the Drivers Syndicate is estimated at 1500.) As a result a heated argument developed in which the interference of the prime minister, the late Riyadh Al-Solh, was requested. Henri Pharaon, the honorary president of the syndicate, was also called in and it was decided to call off the election and postpone it to a later date. At this announcement, those who actively supported the winning list immediately declared a strike and proceeded to take their vehicles to various busy intersections in Beirut and held up traffic for over two hours. Pressure was finally brought to bear on the leaders of the strike and they ultimately yielded to the decision of the government. Both the prime minister and Henri Pharaon used their influence to reconcile the two factions which continued to disagree over the outcome of the elections but to no avail. A meeting was then held between Yusuf Al-Hajj, the syndicate president, and the prime minister, who submitted a proposal to postpone the elections for one month. Yusuf Al-Hajj held a meeting with the syndicate general assembly in which the election results were studied. Discussions were then directed toward the establishment of a coalition between the two lists of candidates. After an exchange of views on this point an agreement was reached to adopt the government decision to postpone the elections until 16 February. The election results following this date showed that the compromise had been successful and a coalition council had been formed. (8)

Another example of rank and file pressure, this time for a different reason, occurred in March 1949 in the Syndicate of Electric Company Workers

and Employees. The pressure came from an opposition group within the syndicate as a result of the election of Assad Aqi as president of the syndicate in lieu of Louis Saadah. The opposition group led by Saadah forced the new syndicate council to make an open investigation in the syndicate general assembly of the funds and the manner in which they had been utilized. Various discrepancies appeared and as a result Aqi resigned and a new election was held.

Handwritten note: New By file

Another cause for the absence of fully developed rank and file pressure on syndicate leadership may be attributed to Oriental subservience on the part of the rank and file toward its leaders. It has been frequently noticed in syndicate council meetings that only those council members who were in the capacity of either president, vice-president, secretary, or treasurer spoke up on any controversial issue. The remaining members appeared to sit in on the meetings only as advisors on some specialized topic and answered those questions only which were directed to them individually. At no time was it ever noticed that anyone of them participated in a debate on a controversial point. The final decision was left either to the president or to a compromise decision arrived at by the four foremost members of the council. Actually the only real medium of expression for the rank and file is through the elections of their representatives to the syndicate general assembly.

Handwritten note: Is this an established fact? No not a serious thing

Handwritten note: Council

Next in line as to extent of pressure on syndicate leadership is that exercised by syndicate officials at the various echelons. As explained above, little or no pressure is exerted by the rank and file except in few instances by various members of the syndicate council. This pressure is generally exerted by those syndicate members who were at one time in occupation of one of the leading syndicate posts such as president, vice-president, etc., and who are kept from these positions for the time stipulated in the syndicate internal regulations, which forbid reelection for two consecutive terms. In most cases where this occurs the former president who is awaiting his time for reelection will exert a strong influence on the policies and activities of the "interim" syndicate council. Another place where this pressure becomes apparent is in the Jami'at.

Handwritten note: 2 months

Here it may be noticed at certain times several of the syndicate presidents will form a coalition in order to gain a certain concession in their behalf from the Jami'at council. Until recently the general director of the Jami'at, Abd Al-Majid Mahio, has been successful to a great extent in reconciling the pressures placed on him by the syndicate presidents. He is now faced with perhaps his first real test of handling a large opposition as indicated above in reference to the present split in the Jami'at caused by the larger syndicates. If the government does not approve the charter for United Syndicates, the Jami'at general director will have the serious problem of having to control these syndicates within the framework of the Jami'at.

[Greater pressure is exerted on syndicate leadership by the employers themselves. This employer pressure is largely a result of employer hostility toward the labor syndicate created by their fear of its dormant power and their natural reluctance to relinquish control that they have had in the past over Lebanese economy.] One method which has been used by employers to bring pressure to bear on syndicate leaders is in the case of collective bargaining. The employers will often submit a counterproposal and force the syndicate leaders to discuss their case along these lines, in an attempt to discredit the syndicate leadership. One example of this was when the Syndicate of Bakery Owners met with the Bakery Workers Syndicate to study means of agreement on the limitation of the number of work hours. The employers submitted a plan whereby the workers would not necessarily adhere to any particular work day but that each worker would be required to knead a specified amount of dough per day, upon the completion of which his work would be ended for that day. The leaders of the Bakery Workers Syndicate were duped into discussing their case along this line but were quick to see through the proposal itself because a settlement along this line would not result in the shortening the length of the working day but would increase the number of hours of the work day. The stand of the bakery workers syndicate was for an eight-hour day. The meeting ended in a stalemate but nevertheless put the syndicate leaders in a bad light because of their yielding to discuss such a proposal.

Has been discussed before in the past

THEY MUST TO HAVE COLL. BARG!

(11)

Until the present day the employers have been successful in opposing

strong syndicate pressure on their businesses. Their influence in government has prevented full labor syndicate development as far as employer-worker relationship is concerned and has succeeded in the employer being able to maintain a distinct bargaining advantage over the workers and employees.

The greatest pressure which is exerted on the syndicate leadership is that made by the Lebanese government itself. This pressure will be discussed under survival problems.

Syndicate Leadership

Generally where there is an absence of voluntary identification on the part of the syndicate leaders with the syndicate itself these leaders will be governed by their own needs and ambitions, which are not always coincident with the necessities and problems of the syndicate itself. With respect to this point, Lebanese syndicates may fall under one of three categories. The first is where the syndicate leadership actually identifies itself with the syndicate. The Syndicate of Workers and Employees of the Iraqi Petroleum Company is an example of a Lebanese syndicate where the syndicate leadership identifies itself with the syndicate. (12) The second category includes those syndicates where the syndicate leadership will not voluntarily be identified with the syndicate but is using the syndicate as an institution to carry out its own personal aims and ambitions. (13) The third category and the category which is of the most dangerous type is that one in which the leadership makes it appear that it identifies itself with the syndicate but in fact is actually a tool of a foreign government. (14) The best example of this are those syndicates which are communist dominated.

Survival Problems

Because of the comparatively recent growth of the syndicate movement in Lebanon and because there has been little industrial growth, the Lebanese labor syndicate is faced with several survival problems which if not overcome threaten the foundation of the labor movement. The first problem which the labor syndicate must face for its survival is that of apathy of the workers themselves toward the syndicate. In spite of the fact that the guild movement made its beginning in the Middle East and is almost as old as Islam itself, the organization of workers into a modern labor syndicate as a modern political institution representing the self-interests of labor is creative of

suspicion among the rank and file workers as to the motives of such an organization. Also there exists the age-old feeling of hostility on the part of the Arabs toward any organized control of their behavior which may be said to be an outgrowth of the feeling of the bedouin against any restriction of his activities.

Summary statement

This point leads into the second survival problem of the labor syndicate which is the actual or potential hostility of the employer toward the syndicate. With regard to the first problem, the worker is afraid of joining the syndicate because of the fear of loss of his job. In Lebanon there is still no adequate enforcement of the Labor Code over the employer to prevent him from firing an employee or worker who desires to belong to a syndicate. The employers as a group have shown actual hostility toward the syndicate movement and as mentioned above they are by no means ready or prepared to relinquish any of their control over Lebanese economy to a rival institution. In almost every trade or industry where there exists a labor syndicate, a trade association composed of the various employers in that trade is organized and often exercises more control and is more powerful in that trade or industry than the workers organization. It is also evident that the various trade associations have been able to exert more influence in parliament than the labor syndicates, sometimes because certain of the employers will be found to be members of parliament. Prior to election time there will be made certain concessions of little importance by parliament to the labor syndicates in order to receive their support but this will not be genuine. The labor Code recognizes the employers organizations just as the labor syndicates and they are required to follow the same procedures to obtain a charter. (15)

2-

The third survival problem that the labor syndicate faces is that of threatened encroachment by rival syndicates into its jurisdiction. Actually the syndicate movement has not reached the stage of development where this has become vital to the various individual syndicates, except in a sense as a government weapon to counter the growing strength of the communists among organized labor. The first evidence of encroachment by a rival syndicate or syndicates was the organization with government support of the Jami'at as an opposing force to the Itihad. At present each

3-

Jurisdiction

confederation, the Jami'at and the Itihad, are attempting to secure additional member syndicates. The Itihad is attempting to establish syndicates in those trades where no syndicates are now organized. (16)

There is one example of where two syndicates were striving for control, the two Machine Workers syndicates, the first being government sponsored and approved, the second was communist and as a result of encroachment by the former has now become defunct. In 1946 there was one syndicate of machine workers, having been organized in 1943 under communist domination. The government with the assistance of several of the non-communist syndicate officials, succeeded in splitting it into two groups with official authorization being kept with the new group. This new group then withdrew the syndicate from the Itihad and secured its admittance into the Jami'at in the early part of 1947. The communist syndicate continued to exist but most of the rank and file supported the new non-communist council and followed it to the Jami'at where it has since grown to be a strong syndicate. (17)

Another indication of syndicate encroachment is the effort now under way to form a lumber workers syndicate under the leadership of Ehsanul Franjiyah, current president of the Furniture Upholstery Workers. This new syndicate is intended to encompass the carpenter workers, Lustru and Duo Painter Workers, and the furniture upholstery workers. At present there are syndicates of the first two trades both of which are communist controlled and are member syndicates of the Itihad. (Recent information shows that the Lustru and Duo Painter Workers Syndicate has amalgamated with the Carpenter Workers in the Itihad.) Communist reaction to this move has been to attempt to infiltrate the movement as well as to destroy publications printed by the new movement and attempt a smear campaign against its supporters. If the effort is successful it will greatly reduce the influence and power of the two communist syndicates as well as the Itihad. It will also mean that there will be a non-communist syndicate in the same trade with each of the communist syndicates except for the construction workers;

Non-Communist

Communist

- Printing and Bookbinding Workers
- Machine Workers
- Lumber Workers

- Printing Press Workers
- Machine Workers (now defunct)
- Amalgamation of Carpenter Workers & Lustru & Duo Painters Workers

The fourth survival problem which the syndicate must face is that of repressive labor legislation and government control over and interference in syndicate activities. The legislation by which labor syndicates are given authority for their existence is repressive in itself. According to the provisions of the Labor Code, before a labor syndicate has the right to organize, it must have the approval of the Minister of Social Affairs. The application of a license must be submitted to the Ministry of Social Affairs which after taking the opinion of the Ministry of Interior will hand down its decision as to refusal or acceptance. This decision becomes effective after its publication by the Official Gazette. Employees and workers are given the right to organize but at the same time the law practically defines its official rationale. Article 84 states;

The object of the syndicate shall be confined to those matters which will protect, encourage, and improve the profession and defend and promote its interests in the economic, industrial, and commercial fields.

But at the same time in the same article, the law forbids syndicates to take active part in politics or to participate in meetings or demonstrations having a political aim. Also the law forbids the syndicate from securing membership from individuals outside of the same profession and the Ministry of Social Affairs itself will define the limits of similarity or dissimilarity between professions and trades. (16) (18)

The law proceeds further to determine the extent of membership and places government control over the membership itself. Article 90 states;

Each employer and worker is free to become a member in the syndicate. However it places the following qualifications on membership; the individual must be of Lebanese nationality and enjoying Lebanese civil rights; he must be exercising his profession or trade at the time of application; he must be 18 years of age; and he must not have been convicted of a crime or condemned for an offense against morals. With regard to foreigners, they may become members if they have a license to work in Lebanon and qualify under the other three qualifications. However, they cannot vote or hold office in the syndicate but may delegate a representative to represent them in the syndicate council. The law proceeds from here to outline rather specific details as to acceptance and rejection of members in the syndicate and also the procedure through which an individual must go if the syndicate

council adopts a decision of rejection. It also specifies the conditions of resignation. The law in addition prescribes that;

The subscription fee shall be fixed by the Internal Regulations and may not be revised except with the approval of 2/3 of the council members and the confirmation of the general assembly of the syndicate and the Ministry of Social Affairs.

The law gives the government further control over the syndicate by requiring approval by the Ministry of Social Affairs of the syndicate internal regulations before it obtains its license. Further details on syndicate administration will be given in Chapters IV and V respectively.

Almost complete government control over syndicate activities is given by Article 106 which states;

If the syndicate council members fail to fulfill the obligations imposed on them or do an act which is not within the scope of their competence, the government shall have the right to dissolve the council.

The fact that the law does not define "obligations imposed" or the "scope of their competence" permits the government to make its own interpretation as it sees fit. Article 106 authorizes the formations of syndicate confederations and requires them to comply with the law regarding individual syndicates.

[It may therefore be seen that the syndicate is not yet completely accepted as an economic instrument and the dominance of the business enterprise as the leading institution of economic life still prevails. This is further borne out by the fact that the presence of a labor inspector at all syndicate elections is required before the election may be declared valid. (19)

Syndicate Official

The syndicate official as well as the syndicate itself is faced with survival problems. Whether the syndicate itself is fully developed or not, the official is faced with the possible loss of his position. His survival problems may be summed up in reflection and advancement. In the Lebanese labor syndicate, the official is confronted by these problems at the local level and they become more apparent as the labor leader advances to syndicate leadership and from there to confederation leadership. Because the labor syndicate is able to overcome its own survival problems does not mean that the labor leader is still not confronted by them. Whereas his problem is in ameliorating the rank and file in his syndicate, he is constantly aware

of the extent of government interference and the influence of various political elements in syndicate activities and of the control that they exercise over his own position. As a result any labor leader in Lebanon will have the tendency to acquiesce to the coercion of government officials in an effort to keep his position in the syndicate secure.

Therefore, as a result of strong government influence placed there by the law, the syndicate leader must interpret and apply the officials' rationales in such a fashion as to insure the survival and growth of the syndicate as well as to insure their own survival and in some cases to fulfill their own professional ambitions. This necessitates being cognizant of a complex group of political relationships within the syndicate, with employers, with other syndicates, and with the government. It becomes an exceedingly delicate task on the part of the syndicate leadership to reconcile these groups, particularly when it comes to the formulation of a wage program or a program for reducing hours of the work day, etc. The final result is incumbent upon the political skill of the syndicate leader and upon the quantity of pressure that these various complex groups exercise in policy formulation.

Political ineptitude on the part of the syndicate leaders may lead to the disintegration of syndicate unity. No leaders are more aware of this than the confederation council of the Jami'at. The syndicate leadership must see that each of these pressure groups is adequately represented when the situation arises wherein a conflict of two or more of their interests becomes apparent. Although many of these conflicts are ironed out by government intervention and government pressure, often these disputes culminate in the threat to strike.

Against whom?

NOTES

- (1) Cf. Arthur M. Ross, "The Trade Union As a Wage Fixing Institution" in The American Economic Review, vol. xxvii, No. 4, September 1947, pp. 566-88. This article was used as the principal basis for this chapter.
- (2) Articles 83-106, The Labor Code.
- (3) Article 3, Basic Law for the Syndicate of Employees and Workers of the Railways in Lebanon.
- (4) Article 2, Basic Law for the Syndicate of Private Car Drivers in the Lebanese Republic.
- (5) Article 89, The Labor Code.
- (6) Members of the confederation, United Syndicates.

- (7) Interview with Edmond Franjiyah, president of the Furniture Upholstery Workers Syndicate, 10 February 1952
- (8) Beirut, No. 3840, 20 Dec 1950, p2 col 6 and 7; L'Orient, No. 7157, 31 Dec 50, p5 col 5.
- (9) Ah-Itihad Al-Lubnani of the dates 21 Mar 49 and 17 Apr 49
- (10) The above observations were made by the writer during syndicate council meetings. These observations are especially applicable to Jam'at member syndicates.
- (11) Al-Bayat, No. 1453, 13 Jan 51, p3 col 2.
- (12) Other syndicates which fall under this category are member syndicates of the confederation, United Syndicates.
- (13) One example of this type is reported to be the Syndicate of Workers and Employees of the Vegetable Merchants.
- (14) See Chapter IX, Communism in the Present Lebanese Labor Syndicate movement.
- (15) Cf. Articles 4, 5, 8, and Part IV of the Labor Code.
- (16) See Chapter IX
- (17) Interview with Rashad Al-Imam, president of the Pharmacy Assistants Syndicate on 26 Jun 51 and confirmed by Abd Al-Majid Mehio, president of the Machine Workers Syndicate and the director general of the Jam'at.
- (18) Article 85, The Labor Code
- (19) See Appendix 9, concerning the appointment of labor inspectors and establishing of their authority.

CHAPTER IV

SYNDICATE ADMINISTRATION

The authority for the organization of labor syndicates is found in Article 83 of the Labor Code. This article also gives the labor syndicate a juristic personality. At the same time however the Labor Code restricts syndicate organization to persons of one trade only. No labor syndicate may be formed except after having received a license from the Ministry of Social Affairs. Articles 87 and 88 outline the procedure for the obtaining of a license.

Syndicate administration is conducted in accordance with the internal regulations which, by Article 89 of the Labor Code, will be approved by a two-thirds vote of the general assembly of the newly organized syndicate and which is valid only after approval by the Ministry of Social Affairs. These internal regulations give the procedures for syndicate elections, qualifications for membership in the syndicate, administration of syndicate finances, powers of the general assembly and syndicate council, duties of syndicate officials, etc. (1)

The Labor Code provides the legal basis on which the internal regulations are drawn. The syndicates in their internal regulations reiterate many of the provisions of the Labor Code with certain additions. It is the purpose of this chapter to show the administration of the syndicate affairs and to make comparisons between some of the internal regulations of several syndicates.

Membership

The Labor Code states that any employee or worker is free to join a syndicate but that he must have the following qualifications: (1) he must be of Lebanese nationality and enjoying his civil rights; (2) he must be practising the trade of the particular syndicate to which he wishes to join; (3) he must be at least 18 years of age; (4) and he must not have been convicted of a crime or moral offense. (2)

The internal regulations of the Bank Employees Syndicate does not reiterate these qualifications but makes the statement that any prospective member must have the qualifications outlined in the Labor Code with the one stipulation that he must be an employee of a Lebanese bank. (3) The Drivers Syndicate only requires that a prospective member carry a public driving

permit and reside permanently in Lebanon. (4) The internal regulations of the Railway Workers and Employees Syndicate, Private Car Drivers Syndicate, and the Syndicate of Regie Workers, reiterate the qualifications as outlined (5) in the Labor Code.

The Labor Code is more restrictive on foreign labor with regard to syndicate membership. They must qualify under statements 2, 3, and 4 above and have an authorized work permit from the Ministry of Social Affairs. At the same time the law denies them the right to hold an elected position in the syndicate council. Their interests in the syndicate may be defended (6) by a delegate from them to the syndicate council. Most syndicates repeat these qualifications except that it is noticeable that some of the syndicates leave out any article relative to the fact that foreign workers may send a delegate to the syndicate council. The syndicates in general make no restrictions on membership except as specified by law. They will accept any person who qualifies and who pays his dues. No restrictions for syndicate membership have been placed on Palestinians. However most of them are (7) restricted from membership because they do not hold a work permit. The syndicates currently place no restriction on persons applying for membership if they are unemployed. Continued membership in the syndicate is generally dependent upon the member's ability to keep up payment of his subscription fees. However the law gives the syndicate council the authority to dismiss any member who commits a serious act contrary to the declared objectives of the syndicate, i.e., the official's rationale. Authority is given to the internal regulations by law because the syndicate council may dismiss (8) a member if he violates any of the contents thereof. Several syndicates permit the readmittance of a member who is arrears in payment of his subscription fees after an investigation of the case by the council and the approval of the general assembly. In practice it has been observed that this has not been necessarily observed and that too strong emphasis on the payment of subscription fees would create a loss of membership in all syndicates which would greatly reduce their strength. A member may resign at any time by submitting his resignation in writing and paying his fees up to the date of his resignation. To denote membership in a syndicate, the syndicate will generally issue an identity card.

Syndicate Council

The responsibility for the administration of syndicate affairs is placed in the hands of a syndicate council composed from four to twelve members according to the internal regulations. This council will (9) comprise a president, who shall be the president of the syndicate, a vice-president, secretary, and treasurer. (10) Many of the syndicates will carry additional officers in the council, such as, a general inspector, a director of publications and propaganda, and an accountant. Also the syndicate council will have as its members certain advisors, such as a technical advisor. Other syndicates will carry a legal advisor, but who has no authority in the syndicate as a member. Most syndicates list the members of the council who hold no executive position as advisors. The council members are elected every two years by secret ballot. An election within the syndicate council takes place every year with half the members being elected each year. (11)

In the election of members to the syndicate council in the Syndicate of Bank Employees, a restriction is made upon those eligible to be elected. This syndicate embodies in its internal regulations the rule that no more than three members of the same bank may hold positions in the council. If such action occurs, those three receiving the greater number of votes will sit on the council. This obviously a device placed in the internal regulations (12) to limit interference in syndicate affairs from the banks themselves.

The internal regulations of the Drivers Syndicate places no such restrictions on its syndicate council members. However, the president may not be reelected except after a lapse of one year after he has stepped down from the presidency. (13) Other syndicates may or may not place restrictions on their elected officers as they see fit, as long as it is in keeping with the law.

The general duties of the president of the syndicate is to preside at meetings of the council and general assembly. He represents the syndicate in all matters and he signs all syndicate correspondence with the syndicate secretary. He supervises the execution of the decisions that are laid down by the council. He has to act in his absence a vice-president who carries the same authority in his absence.

The syndicate secretary is generally responsible for all registers not coming under the head of finance. He is responsible for keeping records of the syndicate council sessions and sessions of the general assembly. He is also responsible for notifying all members of general assembly meetings or of any special meetings of the syndicate council. In some cases the secretary may receive compensation for his services.

The treasurer is responsible for the syndicate finances including their safekeeping and their recording. Most syndicates require him to keep books showing syndicate income and expenditures. He co-signs with the president all withdrawals of money from syndicate accounts. In some cases he is assisted by an accountant or assistant treasurer who is responsible either for keeping the books or actually taking in the cash subscriptions from the members. As a check on the treasurer some of the larger syndicates bring in an auditor every few months to check the books.

General Assembly

In most syndicates the general assembly constitutes the total rank and file of the syndicate. However in the larger syndicates, such as the Drivers Syndicate, this general assembly is an assembly of elected representatives of the syndicate rank and file. The Labor Code mentions the general assembly only twice where it states that the internal regulations of the syndicate will be adopted by a two-thirds vote of the general assembly and general assembly approval is required on the acceptance of donations. ⁽¹⁴⁾ In most every case legality is given to the general assembly by the internal regulations of the syndicate and provide it with authority to check into the administration of the council if it feels fit that the syndicate council is not acting in the best interests of the syndicate members. *Chapter Three*

The larger syndicates usually form their general assembly on a regional basis. For example the internal regulations of the Railway Workers and Employees Syndicate state that delegates will be elected in local meetings for a period of two years by direct secret ballot by subscribers on the basis of one delegate for every 55 members. Syndicate members who live in non-centralized districts may delegate a representative

providing their number exceeds 75. In those cases where their number is less than this they may join with the district most accessible to them, in accordance with a decision of the syndicate council.

(15)

The general assembly of the Drivers Syndicate is formed by representatives elected in accordance with the national administrative organization, as follows:

(16)

Muhafazah of Beirut	14
Muhafazah of Mount Lebanon:	
Kesrouan	6
Shouf	9
Metn	6
Muhafazah of Al-Biqqa	4
Muhafazah of South Lebanon	6
Muhafazah of North Lebanon	6

The general assembly for the Bank Employees Syndicate is one of those which comprises the entire rank and file of the syndicate. The qualification to vote as a member of the general assembly is paid-up subscriptions.

(17)

The quorum for the general assembly is established by most syndicates at half the total members of the assembly plus one. However, an exception to this may be found in the internal regulations for the Railway Workers and Employees Syndicate where it states that a quorum must be two-thirds of the membership of the general assembly.

(18)

NOTES

- (1) Cf. Basic laws and internal regulations of the five syndicates given in Appendices 3, 4, 5, 6, and 7.
- (2) Article 91, the Labor Code
- (3) Article 4, Basic Law of the Syndicate of Bank Employees
- (4) Article 4, Basic Law of the Drivers Syndicate
- (5) Article 8, Basic Law of Railway Workers and Employees Syndicate; Article 10, Basic Law of Syndicate of Private Car Drivers
- (6) Article 92, The Labor Code
- (7) Personal interview with Mr. Habib Nahhas, chief of the Syndicate Department, Ministry of Social Affairs, 20 Nov 1959.
- (8) Article 95, The Labor Code
- (9) Article 99, The Labor Code
- (10) Article 104, The Labor Code
- (11) Article 100, The Labor Code
- (12) Article 11, Basic Law of the Syndicate of Bank Employees
- (13) Article 8, Basic Law of the Drivers Syndicate
- (14) Article 89, The Labor Code
- (15) Article 34, Basic Law of the Syndicate of Railway Workers and Employees
- (16) Article 12, Basic Law of the Drivers Syndicate
- (17) Article 7, Basic Law of Syndicate of Bank Employees
- (18) Article 34, Basic Law of the Syndicate of Railway Workers and Employees

SYNDICATE FINANCE

* The financing of the Lebanese labor syndicate is placed in the hands of the syndicate council by Article 98 of the Labor Code. Sources of syndicate income are referred to in Article 98 of the Labor Code where it states that the amount of subscription fee shall be defined by the internal regulations and may not be subject to modification except after approval of two-thirds of the syndicate council and approval by the general assembly. This modification is also subject to approval by the Ministry of Social Affairs.

Article 103 of the Labor Code limits the amount which the syndicate council may contract in the form of a loan or accept in the form of donations, this amount being 1000 Lebanese pounds in either case. The law does not specify how often a syndicate may receive this amount. However, in either case with the approval of the general assembly and the Minister of Social Affairs, the council may borrow or accept a donation of a larger amount. Article 104 requires the syndicate council to maintain a register showing income and expenditures.

The main sources of syndicate income are from government subsidy and subscription fees. Some syndicates conduct activities which bring in minor sums of cash to the syndicate fund, such as, lotteries, parties, movies, etc. Some syndicates receive donations directly as in the case of Drivers Syndicate and the Syndicate of Tire Construction Workers, from prominent politicians.

There are cases where syndicates receive sums of money through irregular channels, such as the communist syndicates.

Have you been able to prove this?

The administration of syndicate finances is almost totally the responsibility of the syndicate treasurer. In some instances he may have an assistant or an accountant to help him. His books are subject to inspection by a trained auditor. Article 15 of the Basic Law of the Syndicate Bank Employees presents a clear picture of the functions and responsibilities of a syndicate treasurer:

Article 15: The treasurer shall be entrusted with the collection of fees and the arrangement of a cash book which shall conform to the rules of accountancy. He shall prepare the orders for payment containing the reasons and the sums decided upon by the council. In case of emergency however the president shall have the right to spend a sum of money not to exceed 5 Lebanese pounds without seeking the approval of the council. The treasurer shall not be allowed to keep in his possession an amount in excess of 150 Lebanese pounds. Each sum which exceeds that amount shall be deposited in one of the banks determined by the council. The treasurer shall keep all documents certifying to his entries in the books.

excess of

shall be

In this syndicate the internal regulations provide for an accountant who shall countersign with the treasurer all receipts and expenditures. He is required to submit a monthly balance sheet showing assets and liabilities as well as maintain a register of syndicate members. The Drivers Syndicate requires its treasurer to maintain the monthly balance sheet. Unlike the treasurer of the Bank Employees Syndicate, this treasurer is only permitted to keep up to 50 Lebanese pounds in his possession.

The Railway Workers and Employees Syndicate is more explicit in specifying in its internal regulations the use of syndicate finances. These regulations permit the expenditure of syndicate finances only for general syndicate administration, legal expenses, the syndicate library, and special assistance for needy members. Any loans or assistance to any one member of the syndicate must be approved by the syndicate council, and this is restricted to those who have been in the syndicate over six months. Article 39 illustrates how a loan may be obtained from the syndicate. The internal regulations also authorize the syndicate to assist the family of a deceased worker following his death. However, the amount of loans and assistance may not exceed half the amount on hand, and the syndicate is not authorized to receive interest or commission on any loan made.

Sources to members?

X The internal regulations of the Private Car Drivers Syndicate also limits the types of expenditures of syndicate finances as follows: general administration, legal fees, administration of syndicate property, aid to the unemployed, poor, and sick members, and the establishment of a savings fund.

No syndicate is known to provide a reserve fund for the purpose of financing a strike.

X Most of the Lebanese labor syndicates have little money on hand. As a rule their subscription fees are very low and their profit-making enterprises are nil. Except for the communist syndicates which are believed to have a continuous source of income or funds available, the richest syndicates are those which are member syndicates of the confederation, United Syndicates. No syndicates invest their assets in any other enterprises except in loans to members or in some form of cooperative or assistance plan,

and in syndicate property which may be necessary for the administration of the syndicate.

In the past year the government authorized the subsidy of 100,000 Lebanese pounds for the Jami'at but only half this sum reached the labor confederation. This subsidy was distributed among the member syndicates with 20,000 Lebanese pounds going to the Jami'at treasury. Given below is a chart of subscription fees and bank balances of the various syndicates as of 20 March 1952. The figures given under bank balance include the recent government subsidy as well as the remainder of the funds in the syndicate accounts. Subscription fees are given in Lebanese piastres and the bank balances are given in Lebanese pounds. The communist syndicates maintain no bank balance as such, but are able to draw funds from the Lebanese Communist Party.

<u>Syndicate</u>	<u>Subscription Fees</u>	<u>Balance</u>
Bakery Workers	100/mo.	3250
Bank Employees	500/yr.	10000
Barber Shop Workers	50/mo.	2000
Beirut Port Company Workers & Employees	1% of salary/3 mos.	14000
Commercial Employees	200/yr.	9500
Cooks	1000/yr.	1000
Drivers	300/yr.	2200
Construction Workers (Communist)	50/yr.	
Carpenter Workers (Communist)	50/mo.	
Tanning Workers (Communist)	100/mo.	
Cinema Workers and Employees	100/mos	500
Gardening Workers	100/mo.	500
Tailor Shop Workers in Tripoli	50/mo.	500
Printing Press Workers (Communist)	50/mo.	
Vegetable Merchants Workers and Employees	50/mo.	2500
Electric and Radio Workers in Tripoli	50/mo.	500
Electric Company Workers and Employees	100/mo.	15000.
French Medical Univ. Employees and Workers	300/yr.	None
Furniture Upholstery Workers	50/mo.	1735
Hotel, Restaurant, & Coffee Shop Employees (Communist)	50/mo.	2000
Iraqi Petroleum Co. workers and Employees	100/mo.	16250.
Jewelry Shop Workers	100/mo.	None
Machine Workers	50/mo.	3250
Motion Picture Projectionists	100/mo.	1000
Printing and Bookbinding Workers	50/mo.	2250
Private Car Drivers	300/yr.	2250
Petroleum Salesmen	100/mo.	2500
Pharmacy Assistants	50/mo.	200
Railway Workers and Employees	1% of salary/4 mos.	10000
Seamen and Stevedores	100/mo.	2250
Socony Vacuum Employees	Currently not paying fees	3000
Socony Vacuum Workers	50/mo.	1500
Stage and Cinema Actors & Actresses	50/mo.	1000
Regie Workers and Employees	100/mo.	None
Technicians	100/mo.	None
Tobacco Sellers	50/mo.	1300
Travel Agencies Employees and Workers	50/mo.	2500
Tile Construction Workers	100/mo.	None
Total		114435

CHAPTER VI

ATTEMPTS AT COLLECTIVE BARGAINING

The Lebanese labor syndicate has as yet not reached the stage of the American or British trade unions where in the wage bargaining process its behavior will be the same. In the United States for example the bargaining process is most often directed toward an increase or decrease in the pre-existing wage rate with the greatest attention being centered on the size of the change, the equalizing tendencies being directed more toward equalization of adjustments than equalization of rates. In Lebanon the syndicate movement has not developed to the point where the center of the bargaining process is the adjustment of the wage rate. Instead the bargaining process will center around the equalization of rates in one particular trade or the demand for bonuses. With regard to the latter, this has been evident in the employer-worker relationships in the railways. Here the Syndicate of Railway Workers and Employees in the past have repeatedly sought the application of the so-called 13th Month Principle, i.e., an additional one month's salary paid at the end of the year.

Railways?

The Principle of the 13th Month

On 13 November 1948 the Syndicate of Railway Workers and Employees submitted a series of demands to the railway company demanding the application of the 13th Month Principle, payment for overtime, provision of flour to workers and employees during the winter in the Biqa, and the lowering of school fees for children of syndicate members. Again on 6 December the syndicate pressed its demands with no apparent success. Then on the 3rd and 4th of January the syndicate notified the Ministry of National Economy of its intentions to strike in favor of the 13th Month. The government made no effort to interfere at this point and the company refused to accede to the syndicate's demands. The syndicate called the strike on 6 January 1949 and it lasted until 12 January at which time the Minister of National Economy intervened and secured a compromise between the syndicate and the company whereby the syndicate accepted the payment of a ⁽¹⁾ 1/2 month's grant.

January 1949
Railways

Then again in December 1950 the Syndicate of Railway Workers and Employees demanded the application of the 13th Month Principle. On

(2)
6 December it was decided to strike in support of their demands. Rank

and file support of the syndicate's decision was evident on 14 December when a demonstration of employes and workers was held before the syndicate office. They called for a respite of three days to be given the company to accept the syndicate demands or else they would accept the call to a

(3)
general strike. An attempt was made by the syndicate to secure the support of the Syndicate of Railway Employes and Workers in Syria for the 15th March and meetings were held between the two syndicates. Then on

16 December the company announced its intention to pay a bonus of
(4)
 $\frac{1}{2}$ month's salary as in January 1949. This secured a respite from the syndicate but then on the following day the syndicate made the announcement that it had reached an agreement with the Syrian syndicate which had

granted its support and that a general strike would be called on 26 December on all railways in Syria and Lebanon. It further stated that during the strike if any damages occurred to the striking workers, the strike would continue until the damages were redressed and it also stated that it would pay the workers wages during the time they were on strike. The strike was not to end except by agreement between the syndicate councils of the two

(5)
syndicates. In answer to this announcement the company stated that it was unable to grant the full bonus demanded because of the company's low budget and the high prices the company was forced to pay to keep in operation. The syndicate countered this statement by the reply that the income of the company had increased and that the company's deficit had been reduced from several million to 200,000 Lebanese pounds this year,

(6)
and for this reason railway activities had increased as well as the work load. As the day of the strike neared, the responsible authorities of the Ministries of National Economy and Finance stepped in in order to study the situation and to avoid a re-occurrence of the affair of 1949. Attempts were made to coerce the syndicate into postponing the strike until the

(7)
government was able to arrive at a suitable compromise. However there was some effect from the government's intervention. A meeting was held in the Jami'at and the syndicate decided to accept the company's grant of a $\frac{1}{2}$ month's salary as it had before and postponed the strike until

6 January during which time negotiations would continue with the company. (8)

The postponement was a "face-saving" device by the syndicate council which had not been able to secure the full application of the 13th Month Principle but it gave the syndicate time to reconcile the rank and file members to the decision of the company.

The Eight Hour Day

The above example of an attempt at collective bargaining on the part of a Lebanese labor syndicate illustrates the operation and function of a more advanced and better organized syndicate as well as one of the largest ones in Lebanon. Other syndicates do not appear to have been as successful in securing concessions from the intransigent employers nor do they illustrate such advanced syndicate development as the above example. Most of the syndicates submit demands either to the government or to the employers in an effort to ease working conditions rather than attempt to secure a change of the wage rate.

The Labor Code provides that the worker will not work more than eight hours a day but stipulates that if the work is light the employer may secure permission from the Ministry of Social Affairs to require longer working hours from his workers. ⁽⁹⁾ In Lebanon it has been the syndicates which represent the workers who perform the so-called lighter tasks that have appeared to be the most concerned with reducing the number of working hours per day. These syndicates include the Bakery Workers, Barber Shop Workers, and the Hotel, Restaurant, and Coffee Shop Employees.

On 6 December 1950 the Bakery Workers Syndicate in Beirut submitted a complaint to the Department of Social Affairs saying that the Bakery owners were not applying the texts of the Labor Code relative to the employment of workers more than eight hours per day. The Department of Social Affairs followed up this complaint and found that many of the bakery owners were working their employees in many cases from eleven to fourteen hours per day. ⁽¹⁰⁾ Then on 1 January 1951 the Syndicate of Bakery Workers held a meeting at the Farouk Stage in Beirut, which was attended by the chief of the syndicate branch of the Department of Social Affairs and the presidents of the other member syndicates in the Jami'at. In this meeting they discussed the demands of the bakery workers and means for improving

their livelihood. A petition was then drawn up calling for the application of the above mentioned stipulation in the Labor Code to the bakery workers and a raise in wages. This petition was then submitted to the Department of Social Affairs with the statement that the workers will wait 15 days at the end of which if their rights are not realized, they will strike. (11)

However on 12 January a joint meeting was held between the Bakery Workers Syndicate and the Bakery Owners Syndicate to study the means of arriving at a solution on the question of working hours. The Bakery Owners offered the solution that the workers knead a specific amount of dough for the bakery at the end of which time they may leave whether they have worked four hours or 24 hours. This offer was turned down by the syndicate of Bakery Workers because it was believed that it would serve only to increase the working hours rather than reduce them. This meeting ended with each party insisting on its view. The president of the Bakery Workers Syndicate, Husayn Ali Husayn, at the close of the meeting stated that the syndicate would call a strike and that he would notify the Department of Social Affairs of this action. (12)

However, in spite of the threat to strike the situation died down and nothing further was done until the bakery workers in Tripoli went out on strike against the long working hours on 29 May 1957. The strike itself was aggravated by the stand of the bakery owners in refusing to form some basis of agreement on the hours of work and also by the arrest of seven persons from the bakery workers allegedly without cause. In Beirut the Jami'at held an emergency session in which all the member presidents attended. They voted to support the bakery workers in Tripoli until which time the latter received their demands and the arrested workers released. The Jami'at threatened to call a general strike if these demands were not realized for shorter working hours. (13)

On the third day of the strike, the muhafiz of North Lebanon called the bakery owners to a meeting and informed them that they must modify their stand otherwise he would find it necessary to apply the provisions of the Labor Code with force. In the face of this threat the owners then asked for a respite to review their position in the matter. A delegate from the Department of Social Affairs and some members of the Jami'at went

Lebanese Bakery Workers, 1957

to Tripoli to lay down a basis of discussion between the two factions. The bakery workers showed their insistence on their demands and indicated that they would carry out the strike at any cost to get their just demands. The striking workers were assisted by the Jami'at which supplied them food during the strike. However the discussions produced favorable results and an agreement was reached whereby the bakery owners would adhere to the eight-hour day. The strike ended on 2 June. (14)

The end of the strike did not end the affair. On 6 June the Bakery Workers Syndicate in Beirut issued the following announcement:

The bakery workers in Tripoli decided to return to strike supported by the workers in Beirut and other Lebanese districts. This is in case of the insistence of the bakery owners in Tripoli upon the non-execution of the agreement which was laid down in the presence and supervision of his excellency the Muhafiz of North Lebanon, the head of the syndicate branch, the representative of the Department of Social Affairs, the labor inspector, the president and members of the Bakery Workers Syndicate in Beirut, and the bakery owners in Tripoli. This agreement was signed on 2 June 1951 and agreed upon by both parties. In spite of its being in force since that date, it has not yet been executed. We address this announcement to the responsible authorities and to the bakery owners in Tripoli and to public opinion asking the application of the said agreement with a respite ending the morning of 11 June. If it is not placed into effect and our rights neglected then we will execute a general strike and we shall hold the employers alone responsible. (15)

This proclamation by the syndicate brought the affair to a close and as yet there has been no further repercussions in Tripoli.

Another syndicate which has sought shorter working hours for its members is the Barber Shop Workers Syndicate. Prior to 20 November 1950 a dispute broke out between the barber shop workers and the employers over the long working hours. The workers wanted to limit their working day to eight hours. As a result the Syndicate of Barber Shop Workers sent the following complaint to the Department of Social Affairs:

After the obstinancy of the employers and their tenacity to have complete liberty for themselves which will harm the interests of the barber shop workers who are sick of this policy and whereas the employers refused publicly to abide by the contents of the decree relative to the working of barber workers 60 hours a week, we therefore declare to adhere to the text of Article 31 of the labor Code and refuse all increases in the number of work hours, hoping from your esteemed department the preservation of our rights which are guaranteed by the aforementioned law and the ending of its violation by the employers who do not know the meaning of legal understanding. Signed: Syndicate of Barber Shop Workers. (16)

Following the submission of this complaint the Syndicate of Barber Shop Workers then directed an invitation to its members for a general meeting on 20 November 1950 in the office of the Jami'at. (17) At this meeting it was

unanimously decided to strike at a time fixed by the syndicate council in protest of the insistence of the owners to refuse to execute the law regarding the number of working hours. The decision of the syndicate stipulated that the strike will continue until the Department of Social Affairs is able to press the owners to execute the law and to limit the working day to eight hours.

(13)

The syndicate agreed however to negotiate with the owners in order to reach an agreement. By 7 February 1957 no final agreement had been reached. Through the intermediation of the government some basis of agreement had been attained whereby the workers were willing to work 10 hours per day if they would be permitted holidays on Sunday and Monday afternoon each week. However, the workers insisted that the barber shops should be completely closed on these two afternoons. The answer of the employers to this was that they are free to keep their places open and that to compel them to close up is not provided for in any law and is contrary to the provisions of the Institutional Law. The workers maintained that if the shop remained open they themselves would be compelled to work thereby losing their holidays.

(14)

Barbers 1950-51

The two parties by 19 March had still been unable to reach an agreement but by this time the syndicate had decided to lend force to its demands and threatened to strike on 22 March if their demands were not realized in full.

(20)

The following day the Minister of National Economy then called in the representatives of the two parties to discuss the proposed strike, after the government had overlooked their demands concerning the establishing the work day at 10 hours during the winter and 11 in the summer and one full day off per week. The owners stand was that they agreed on the work hours from 0700 to 2000 with an hour and a half off for lunch. However the minister left the matter with the two parties for agreement provided that he be informed of the result. In addition the barber workers announced their decision to postpone the strike according to the wish of the minister.

Minister's demands

(21)

In spite of the intervention of the minister of National Economy, the barber shop owners showed a difference of opinion which ultimately led to a renewal of the dispute. The crisis between the two parties reached a head on 3 and 4 April 1957 when the strike was about to be called. It was

necessary for the minister to call another meeting between the two parties to force an agreement. As a result of this meeting both parties signed an agreement which provided a solution to the problem of the work day. The agreement provided that the year be divided into two seasons, summer and winter, and that the workers should work in summer from 0700 to 1200 and from 1330 to 1930 and during the winter from 0730 to 1200 and 1330 to 1900. As for the weekly holiday the Beirut barber shops were divided into two sections by the line Furn-Shubbak Al-Minarah tramway line. The shops west of this line would close one complete day to be agreed upon and the shops east of this line would close a half day on Sunday and Monday afternoons. It was decided that this agreement would be further supported by the issuance of a ministerial decree, and it was stipulated that it is prohibited for the workers and owners to receive clients at times other than those fixed under the penalty of a fine of 25 Lebanese pounds for the first offense, and the closing of the shop for a period fixed by the authorities for a second offense. The agreement was signed on 4 April 1951.

(22)

The decision promised by the government was not forthcoming for three weeks until a delegation from the Barber Shop Workers Syndicate submitted a demand to the Department of Social Affairs for this decision. At this time it was necessary for the Department of Social Affairs to refer the matter to the Ministry of Justice to see if it was legally possible for them to issue it. The answer was affirmative and the decision was adopted.

(23)

Increase in Take-Home Pay

Another case that arose in the past year was that of the Hotel, Restaurant, and Coffee Shop Employees Syndicate, which is communist dominated and has a membership of over 800. Their demands were essentially in two forms, first a reduction of hours in the work day, and second, an increase in take-home pay. The first is self-explanatory but the second has to do with the tips received by the employees. On each bill submitted to a customer at Lebanese hotels, restaurants, and coffee shops there is shown an added 10% fee to cover the tip for the employee. Up until the present time the employers have taken 40% of this 10% tip.

The principal second demand of the syndicate is that the entire amount of the 10% tip should go to the employee himself with no percentage being taken by the employer. The crisis over this point began to foment early in 1951 after parliament passed the Hotel Investment Law which left this particular issue to be decided by a ministerial decree. On 31 January the syndicate presented its demands in the form of a ministerial decree to conform to this. It was introduced at a joint meeting of the Hotel Owners Syndicate and the employees syndicate in the offices of the Social Affairs Department. ⁽²⁴⁾ At a meeting on 20 February the employees syndicate published a syndicate policy statement in which the second paragraph stated:

The syndicate hereby considers the plan which was submitted by it to the Department of Social Affairs as a fundamental and final condition which the employees have desired for years and moreover decided to adhere entirely to all its articles and to refer its non-passage by parliament to the syndicate general assembly for action. ⁽²⁵⁾

At a meeting on 8 May held by the director of the labor branch of the Department of Social Affairs and which was attended by representatives of the employees syndicate and the owners syndicate as well as a representative of the Directorate of Tourism and Summering, most of the problems between the two syndicates were settled except for the length of the working day and tips. The employers insisted on the deduction and the employees insisted that the employers had no right to make the deduction under the terms of the Hotel Law. The Social Affairs Department gave the two syndicates eight days to settle their dispute after which time the Department and the Directorate of Tourism and Summering would lay down a solution to be effective for the next three years. ⁽²⁶⁾ However, in spite of this threat the dispute was permitted to continue without solution until 28 May ¹⁹⁵¹ when the employees syndicate addressed a petition to the authorities in which the slow action on the part of the labor arbitration councils was protested. ⁽²⁷⁾

New elections took place on 18 June and immediately the syndicate published the following decisions: (1) to reject the demand of the Hotel and Coffee Shop Owners Syndicate to deduct 40% of the 10% tip; (2) to deny the attempt of the Colorado management to make the payment of compensation to the skilled employee subject to the will of the chief of the

work section and hotel manager and to submit a memorandum on this point to the Ministry of Justice; (3) complete insistence on the realization of the demands of the syndicate before the beginning of the summer season; and (4) to invite the general assembly to a meeting to decide a line of action for the syndicate. (28) A delegation was also formed which submitted a statement to the Labor Branch of the Department of Social Affairs that if the employers still persist in deducting 40% from the 10% tips, a strike will be called at the beginning of the summer season. Then on 27 June the general assembly voted to call a strike, but leaving the date of the strike to be set by the syndicate council. After an apparent delay of the settlement of the employee demands by the Department of Social Affairs and the Directorate of Tourism and Summering, the syndicate council met on 26 July and set 15 August as the date for the general strike if the syndicate's demands were not met. (29) Then on 9 August the general assembly of the syndicate met again to survey the results of the negotiations between the syndicate and the government which had resulted in an agreement between the syndicate and the employers on 8 August but without the issuance of a ministerial decree as provided for in the Hotel Law. The general assembly decided that because no decree was announced the case was not yet closed and that the decision to strike on 15 August was still in effect. (30) However, the syndicate council held a meeting on 13 August and published the following statement:

The syndicate council in its session of 13 August 1951 after surveying the results of the session held at the Ministry of Social Affairs on 6 August 1951 and the agreement of the employers to the demands of the syndicate and whereas the syndicate has received a letter from the General Directorate of Tourism in which it informs the syndicate council that the directorate has prepared the decree relating to the syndicate demands and has referred it to the concerned authorities for approval, the syndicate council hereby informs all workers and employees in all hotels, restaurants, and coffee shops in Lebanon that the decision to strike is hereby postponed from 15 August until 25 August at 1200. Employees shall be prepared on this day to execute the strike in the event the ministerial decree is not issued. (31)

The demands of the syndicate as submitted to the prime minister by the syndicate were as follows: (1) to issue a ministerial decree realizing the syndicate demands; (2) to prohibit the deduction of 40% of the 10% tip by the employers; (3) to apply the eight hour work day for those receiving regular salaries; (4) to apply the minimum wage plan; (5) to

permit weekly and annual holidays; (6) to allot financial assistance to the unemployed and to establish an equitable social security plan for insurance against sickness, unemployment, and old age. A final meeting was held in the Labor Branch of the Department of Social Affairs between the representatives of both the employees and employers in which a practical agreement was reached and signed. The basis of the agreement was as follows: (1) the entire 10% tip will go to the employee who contacts the customer directly; (2) the amount taken for damage and breakage by the employer from the 10% tip is now reduced from 8% to 6%; (3) the specialist employee, such as the maître d'hôtel, takes what is equivalent to half the share of the Lebanese employee, who is similar to him in position, out of the aggregate amounts of the 10% tips and the other half shall come from the employer; (4) the restaurant employee has the right to take his meals at the restaurant without cost. The remaining demands were likewise decided upon and the decree was drawn up ready for signature. (32)

Government-Syndicate Bargaining

For Lebanon perhaps one of the most advanced cases of collective bargaining was that carried out by the Itihad Al-Naqil. This confederation was an outgrowth of the half-successful attempts of the two drivers syndicates, the Drivers Syndicate and the Syndicate of Private Car Drivers, to obtain their demands from the government in the fall of 1951. With regard to the effort in October 1951, the presidents of the two syndicates issued the following announcement, directed to all drivers:

The decision of your general assembly had its deep echo in the circle of the Lebanese people, and its fruitful effect in the conscience of the rulers. Negotiations took place as well as argument during which your syndicate took a steady and honest stand acting upon its traditional attitude. The government has thereupon shown an understanding of the drivers aspirations and sympathized with your demands and is hastening to realize them. The good faith of the government expressed by the prime minister and the committee composed of Messrs. George Hayeri, Anis Salih, Nazim Akari, and Charles Tayan, and the continuous efforts made by our honorary president, Henri Bey Fharoun, assisted greatly toward the realization of your wishes. These are the demands which were approved by the government; (1) the composition of a special patrol accompanied by a member of the syndicate to stop private vehicles serving as taxis; (2) a general pardon of all traffic contraventions to include all judgements issued until the date of the promulgation of the decree; (3) payment of a minimum amount of LL 2 for all traffic contraventions within 8 days; (4) prohibition of the parking of private cars in the middle of the street without a driver; (5) establishment of a general directorate for traffic; (6) restrictions on the licensing of the movement of trucks and the cancellation of licenses which contradict the law; (7) limitation of the importation of cars relative to the need of the country; (8) non-responsibility of the driver or the owner of a car in which prohibited or smuggled items are among the luggages

of passengers; (9) organization of the department of land communications; (10) limitation of the working day to 10 hours for private vehicle drivers; (11) limitation of the working day to 8 hours for truck drivers; (12) application of the Labor Code regarding annual leave and rest day for private car drivers; (13) decision on labor cases within a short period; (14) application of the Labor Code regarding employment booklets; (15) forcing pedestrians to use sidewalks; (16) setting up of lighted signs on roads where clouds and fog prevail; (17) forcing public work engineers to use their government cars for official use only; (18) cancellation of income tax on the mortgage interest of insurance; (19) unification of the traffic department in Beirut under one authority; (20) abolition of the contravention report against a driver without his signature; (21) non-withdrawal of the driving licenses from the violator unless he refuses to sign the contravention report; (22) until your demands which have been realized by the government are executed the syndicate has decided to suspend the strike until 24 October 1951. If these demands will not have been completely executed by the said period, the strike shall definitely be called on Wednesday 24 October 1951. (33)

Then on 27 October another announcement was issued stating that in view of the fact that no decree had come from the government granting the drivers the above demands the strike called for 24 October would be executed on that date. (34)

Another meeting was held after this announcement with the government officials and certain concessions on the part of the government were given to the drivers such as the pardons on traffic contraventions, which momentarily quieted the syndicate leaders. However, a new syndicate council was elected on 31 December and a new president assumed chairmanship. (35)

This new president, Ibrahim Hajja, then brought his syndicate into a confederation with the Private Car Drivers Syndicate and the two trade associations, the Garage and Car Owners and the Truck Owners, which in turn formed the Itihad Al-Naqi. Then on 10 January this confederation issued the following demands to the government which combined the suggestions of all member syndicates. These demands called for:

- (1) the postponement of collecting the tax on war license plates for four years, and the payment thereof in equal installments; (2) the amendment of the Traffic Code; (3) the stopping of the importation of new automobiles; (4) the non-renewal of private truck licenses; (5) cancellation of the fee on car radios; (6) the reduction of the price of gasoline; (7) establishment of a general administration for land communications; (8) the beginning of an effective fight against private cars serving as taxis; (9) the cessation of transfer of private licenses to taxi licenses; (10) the abolition of income tax on automobiles; (11) non-remission of driver and vehicle for minor violations; (12) the study of the problem

of permitting Syrian and Lebanese tourist and autobus vehicles to travel in both countries; (13) the study of the problem of Lebanese tankers which transport inflammables to Syria; (14) the representation of the Itihad Al-Naqi in all sessions relating to traffic organization; (15) removal of responsibility from the driver and car owner in the event of finding smuggled goods in the car without their knowledge; (16) placing of a revenue stamp with syndicate name on all formalities of the driver and vehicle; (17) allowing trucks to carry passengers over their loads to safeguard load from theft; and (18) the continuous operation of trucks, winter and summer, inside and outside of Beirut. (36)

The Itihad Al-Naqi then presented these demands to the government and told the government representatives that it was in a position to strike immediately if these demands were not realized. (37) However they agreed the following day to permit a basic study of the demands to be made by the government to see that they conformed to the public interest. (38) On 27 January a general meeting was called by the Itihad Al-Naqi which decided upon 4 February as the date for the general strike. (39) The announcement caused consternation among certain economic circles which announced their support of the strike. (40) As the day of the strike approached, the government announced that it had made a close study of the demands and had decided to adhere to those demands which were believed to be in accordance with the public interest. Based upon the acceptance of some of the demands by the government, the Itihad Al-Naqi postponed their strike until 18 February 1952. (41) However, following this postponement the cabinet of Abdullah Al-Yafi, which had been studying the demands of the Itihad Al-Naqi, resigned and was replaced by the cabinet of Sami Bey Al-Solh. Following the accession of the new cabinet, relations between the government and the Itihad Al-Naqi improved and a more cordial relationship established. The new government has shown considerable acquiescence toward the demands of this confederation but at the same time not giving in to all of them. (42) This case however is not completely settled.

Sympathy Strike

In March 1949, a situation occurred at the Iraqi Petroleum installations in Tripoli where a strike broke out over the intention of the company

to release a number of workers. A sympathy strike was declared by the Syndicate of IPC Workers and Employees. This strike was allegedly to have been instigated from within the syndicate by members of the Phalangist Party (Kataib), a small but strong political party with strong French cultural ties. The action took the form of a sit-down strike. Once negotiations began the syndicate leaders saw the fallacies in their action and turned to assist the company in breaking the strike. However by this time the strike managed to gain headway and at the instigation of allegedly communist activists among the strikers, they continued the strike until the company had acceded to most of their demands concerning the raising of wages and the return of the discharged workers to their jobs. This resulted in a loss of charter for this syndicate and a dissolution of the syndicate council by the government. It was not for some time that a new organization was permitted to be reestablished. However the strike did secure for the workers closer relationship between the company and the workers as well as encouragement by the company for the new syndicate. (43)

The above examples give illustrations of attempts at collective bargaining by Lebanese labor syndicates. These show that collective bargaining, if it may be called that, has not reached the stage where the adjustment of the wage rate is the important issue. Neither industry nor syndicate has reached the stage of development whereby labor will express itself as it does in the more industrialized countries. As the process of industrialization progresses and gradually a change occurs in the social structure, it may be expected that the labor syndicate movement in its employer-worker relationships over labor conditions and wages will likewise progress to the point where the adjustment of the wage rate rather than the struggle for such things as the application and enforcement of the present Labor Code will be the important issue.

NOTES

- (1) Complete details regarding this strike including the texts of correspondence exchanged before and during the strike may be found in Al-Itihad Al-Lubnani, No. 3385, 24 Jan 1949.
- (2) Al-Orient, No. 7114, 7 Dec 50, p2 col 5.
- (3) Wida Al-Batan, No. 7170, 15 Dec 50, p2 col 1 & 2.
- (4) Al-Hayat, No. 7474, 16 Dec 50, p2 col 6 & 7.
- (5) Al-Bayraq, No. 5511, 28 Dec 50, p8 col 3 & 4

- (6) Al-Hayat, No. 1419, 22 Dec 50, p2 col 3 & 4
- (7) Al-Tayyar, No. 229, 27 Dec 50, p3 col 4 & 5
- (8) Al-Hayat, No. 1422, 27 Dec 50, p3 col 4 & 5
- (9) Articles 31, 32, and 33 of the Labor Code
- (10) Nida Al-Watan, No. 1163, 7 Dec 50, p3 col 3 & 4
- (11) Al-Hayat, No. 1428, 3 Jan 51, p2 col 6
- (12) Ibid., No. 1458, 13 Jan 51, p3 col 2
- (13) Telegraph, No. 1888, 31 May 51, p3 col 1 & 2
- (14) Nida Al-Watan, No. 1269, 2 Jun 51, p3 col 4, 5, 6, & 7
- (15) Al-Ruwad, No. 2030, 8 Jun 51, p3 col 1 & 2
- (16) Nida Al-Watan, No. 1146, 16 Nov 50, p3 col 6 & 7
- (17) Ibid., No. 1149, 19 Nov 50, p3 col 5
- (18) Al-Hayat, No. 1406, 6 Dec 50, p3 col 5
- (19) Al-Diyar, No. 2378, 8 Feb 51, p3 col 2 & 3
- (20) Al-Nihar, No. 4745, 20 Mar 51, p3 col 7
- (21) Beirut, No. 3897, 21 Mar 51, p4 col 1 & 2
- (22) Al-Hayat, No. 1502, 1 Apr 51, p3 col 5; Nida Al-Watan, No. 1230, 4 Apr 51, p3 col 4 & 5; L'Orient, No. 7227, 5 Apr 51, p2 col 7 & 8
- (23) Nida Al-Watan, No. 1248, 26 Apr 51, p3 col 3 & 4
- (24) Al-Ahrar, No. 6738, 1 Feb 51, p3 col 6 & 7
- (25) Al-Diyar, No. 2391, 23 Feb 51, p3 col 3 & 4
- (26) Al-Nihar, No. 4789, 10 May 51, p3 col 4 & 5
- (27) L'Orient, No. 7280, 29 May 51, p2 col 7
- (28) Beirut, No. 3987, 19 Jun 51, p3 col 1 & 2
- (29) Al-Diyar, No. 2490, 20 Jun 51, p2 col 4 & 5; Al-Ahrar, No. 6885, 31 Jul 51, p3 col 5 & 6
- (30) Telegraph, No. 1950, 10 Aug 51, p4 col 3 & 4
- (31) Al-Badaf, No. 1688, 16 Aug 51, p4 col 6 & 7
- (32) Id.
- (33) Al-Diyar, No. 2584, 12 Oct 51, p3 col 1 & 2
- (34) Telegraph, No. 2011, 22 Oct 51, p3 col 1 & 2; a detailed account of the proposed method and organization of the strike may be found in Al-Sabah, No. 154, 9 Oct 51, p3 col 1 & 2
- (35) Al-Nidal, No. 2829, 2 Jan 52, p2 col 3 & 4
- (36) Al-Bayraq, No. 5843, 12 Jan 52, p3 col 2 & 3
- (37) Al-Sabah, No. 241, 20 Jan 52, p3 col 1 & 2
- (38) Al-Diyar, No. 2659, 23 Jan 52, p2 col 4 & 5
- (39) Telegraph, No. 2093, 28, 29 Jan 52, p3 col 1, 2, & 3
- (40) Ibid., No. 2095, 30 Jan 52, p3 col 1 & 2
- (41) Al-Bayraq, No. 5861, 4 Feb 52, p2 col 3 & 4
- (42) CF, Article in Al-Sabah, No. 284, 11 Mar 52, p3 col 6 & 7
- (43) Interview with Director of the Iraqi Petroleum Company in Beirut, 20 March 1951

CHAPTER VII

CURRENT COOPERATIVE, MEDICAL, AND SAVINGS PLANS CONDUCTED BY SYNDICATES

In every official rationale of the various syndicates there is reference to the raising of the standard of the workers, of helping those needy workers of that particular trade, or of providing security for the worker and his family. In the councils of every syndicate there is continual discussion on plans to accomplish these aims. However, out of these promised objectives and continual discussions, there rarely ever comes any study of the proposals made and still less are any of these proposals realized. It is the purpose of this chapter to discuss three of these plans that have ultimately attained realization and are in operation.

Perhaps the syndicate which is most advanced in providing benefit plans for its members is the Syndicate of Railway Workers and Employees. This syndicate has placed into operation several plans which provide a program for workers savings and a cooperative plan. For the purpose of this chapter, the latter is placed under investigation.

(1)
Cooperative Fund of the Railway Syndicate

The authority for the establishment of this cooperative fund is provided in Article 3 of the Basic Law of the syndicate, and provides a system of compensations to be paid to fund subscribers in case of permanent disability, release from work with the railways, discontinuance of subscription in the fund, and death. Subscribers in the fund must be in the service of the railway and a syndicate member.

Subscribers may invest in the plan under three categories of payments, monthly payments of 15, 10, or 5 Lebanese pounds. Subscribers may join only at the beginning of the year unless they desire to make up the back payments from the beginning of the calendar year until the date they desire to join. This may be done, however, by making larger monthly payments with the difference between the regular monthly payment and the total amount paid each month to make up the back payments. These payments are deducted monthly from the member's pay check. Each member has the right to alter his status as a member of the cooperative fund by either increasing his monthly payments or decreasing them. In the event a member desires to transfer from a lower payment category to a higher one it is necessary

for him to pay the difference by lump sum. However, he may borrow the difference from the fund itself, paying it back in installments at the rate of 5% interests. If he desires to transfer to a lower category of payment, then he is refunded the amount in accordance with a fixed rate.

The cooperative fund is administered by a committee of five members, four of which represent the four main departments of the railways and the fifth being appointed by the syndicate. The first four members are elected from the various departments for a period of two years after which they may be reelected. A quorum for the committee is four members with decisions being adopted by the affirmation of three members at least. The qualification for membership in the committee is ten years service with the railways and a subscriber in the fund.

Authority for supervision and control of all activities of the committee is placed in the hands of the syndicate council, and the regulations of the cooperative fund give authority to the syndicate council to take action to protect the interest of the subscribers.

Loans to members may be made with priority for loans being made in cases of emergency on the part of the member in case of death and sickness. Applications for loans will be considered in other cases chronologically. No advance will be made in excess of one month's salary of the subscribing member, except if he authorizes the committee to recover the amount from his pay or, in case of his discharge, from the indemnity. Payments of the amount borrowed will be made over a twelve month period at the rate of 9%. However, loans may be authorized at the rate of 5% in cases of marriage, birth of child, or death of immediate member of the family.

The regulations of the fund establish three accounts; the reserve account, the compensation account, and the deposit account. The reserve account provides the funds to pay the compensations due those members who are still in the service of the railway. Those members who cease to be subscribers in the cooperative fund are paid from the compensation account. The deposit account is established to provide an emergency sum. Emergency precautions are provided against wholesale withdrawals by subscribers.

The regulations of the fund provide for a general assembly of all subscribers and is given power to act in the best interests of the

subscribing members, and to act as a check over the committee. No modification can be made in the fund regulations except by action of the general assembly of subscribers.

This fund was established in 1950 with fifty members and grew to 150 members that same year. During 1950 the fund loaned 60,000 Lebanese pounds. By the middle of 1951 it had grown to 350 subscribers. The syndicate is also contemplating the drawing up of a share-holding cooperative plan to provide the workers with many of the basic necessities of life. (2)

Medical Plan of the Syndicate of Workers and Employees

of The Iraqi Petroleum Company

Another syndicate that has been successful in placing into effect benefit plans for its members is the Syndicate of Workers and Employees of the Iraqi Petroleum Company (IPC). On 5 March 1951 this syndicate adopted a medical plan to provide medical treatment at a very low rate to its members. In comparison to the above discussed plan, subscribing members are not limited to syndicate membership but must be employees or workers of the company. The subscription fee for membership amounts to an initial payment of 1 Lebanese pound per member and a monthly payment of 50 Lebanese piastres. Once a member is paid up, he receives the following facilities: (1) free medical examination upon joining and inoculations against typhoid fever and vaccination for smallpox; (2) medical examination at any time upon payment of only 25 Lebanese piastres; (3) medical visits at home at the rate of 2 Lebanese pounds during the day and four at night; (4) free surgical operations; (5) hospital fees cost the member 10 pounds per day for first class, 5 pounds for second class, and 2 pounds for third class; (6) medicine and drugs are charged to the patient; and (7) special tests such as electrical and bacteriological examinations are gratis or 25% of ordinary charge.

Unlike the cooperative fund plan of the railway workers, this plan is operated jointly by the syndicate and the company. Although membership is not restricted to syndicate members, special treatment under this plan is provided for them. (3)

Savings Plan of the Syndicate of Workers and Employees of IPC

In addition to the medical plan established by the IPC workers and employees, it has also established a savings plan, the purpose of which is to encourage the employees and workers to make regular and secure savings from their wages. This plan limits its benefits only to employees and workers of IPC, but does not limit it to syndicate members. There are two categories of savings, the first is the deposit to the amount of 5% of the total monthly wage received by the workers, and the second is the deposit to the amount of 10%. These deposits are made by allotments from the wage and deducted by the company.

Whereas the cooperative plan of the Railway Workers and Employees Syndicate is under the supervision and control of the syndicate itself, this savings plan is administered and controlled by the company. It is the responsibility of the company to determine the qualifications of membership, the depositing of the allotted amounts, the manner of deducting these allotments from the salary, types of investments, methods of increasing the plan's profits, and the manner of withdrawal from the plan. (4)
The IPC insures the funds of the plan against loss.

This plan as indicated is substantially a company plan. No control whatsoever is exercised over the plan as that which is exercised by the Railway Workers and Employees Syndicate over its own cooperative and savings plan. However, the syndicate is the one which pressed IPC for the establishment of the plan and was instrumental in securing company support for it.

Other Plans

Other plans and schemes have been inaugurated in several syndicates to accomplish the so-called official rationing. However, the success of these plans are limited and most of them are only on paper.

In addition to the two plans mentioned above the Syndicate of IPC Workers and Employees have proposed the establishment of a night school for its members, the establishment of a cooperative store for its members in Tripoli, the building of a clubhouse, and the erection of a large playground. This syndicate is perhaps the most sincere and most optimistic

of all syndicates in accomplishing their proposed schemes for benefiting the individual member. However, this syndicate has the support of a large, (5) wealthy company, which willingly backs its plans and proposals.

Most of the other syndicates are more interested in placing pressure on the government to accomplish these plans rather than take the initiative and draw up their own. The leaders of these syndicates feel that their job has been performed once they have submitted a memorandum, petition, or demand to the government for such assistance.

NOTES

(1) See Appendix 10 which gives a complete translation of the Regulations of the Cooperative Fund for the Staff of the Railways in Lebanon.

(2) Personal letter to writer from Syndicate of Railway Workers and Employees, signed by President Antoine Baruki and Secretary Muhammad Mizhir, dated 20 July 1951.

(3) Announcement to All Employees and Workers of the Iraqi Petroleum Company in Lebanon, dated 5 March 1951 and signed by syndicate president Iskandar Haraq and syndicate secretary Munir Biyud. An announcement of 30 May 1951 stated that two hospitals, the Dr. Mini Hospital and the Al-Mina Hospital, were to be utilized by the subscribers under this plan.

(4) Plan of the Savings Fund for the Employees and Workers of the Iraqi Petroleum Company in the Lebanese Republic, dated 17 May 1951. (In Arabic.)

(5) Personal letter to writer from Syndicate of IPC Workers and Employees, dated 15 May 1951, signed by President Iskandar Haraq and Secretary Munir Biyud.

CHAPTER VIII

POLITICAL ASPECTS OF THE LEBANESE LABOR SYNDICATES

Lebanese labor syndicates are the subject of political influences from many sources, both domestic and foreign. Influence from domestic political sources generally takes the form of pressure from political leaders in Lebanon and from their political parties. This pressure is usually applied either by the use of subsidies or salaries from political leaders or by threat of punitive action against the syndicate council or in rare cases by religious association. In other words, the leaders of a syndicate may either take certain amounts of money from political pressure groups in return for his services in support of their political viewpoints or be threatened with arrest or loss of position as a syndicate leader through government intervention, so that he will conform to the will of a political leader. A recent case where pressure was brought to bear on a syndicate to support a religious cause took place on 2 April 1952 where the Syndicate of Seaman and Stevedores went on strike to support the Muslim sheikhs in their effort to stop passage of the Personal Status Law.

Foreign political influence on the Lebanese labor syndicates is exercised both overtly and covertly. Overt influence is generally exercised through direct contact by the members of a particular legation with the syndicate leaders and by the use of propaganda distributed by the various legations. Covert influence is exercised through the use of agents and informants either connected with the legation of the particular country or by direct contact with the capital of the country involved in influencing syndicate activities. This latter case generally applies to communist influence which is discussed in Chapter IX.

Political Influence Within Lebanese Labor Syndicates

Because of the potential strength of the labor syndicate movement in influencing internal politics in Lebanon and because the potential value of such large organizations in influencing election results and the conduct of internal Lebanese politics, certain key political interests in Lebanon have seen fit to establish their control or attempt to establish their influence over these labor organizations. One of the key personages

to establish his control over a labor organization is Sheikh Khalil Al-Khoury, the son of the President of Lebanon. He exercises his influence and control over the 16,000 members of the Jami'at. This is done through the medium of one Habib Nahhas, former personal secretary of the President of the Republic, and present chief of the Syndicate Department of the Ministry of Social Affairs. It is alleged that he was purposely transferred from his position as personal secretary to the President to his present position for the express mission of exercising presidential control and influence over the syndicates, particularly the Jami'at. He acts as a liaison between Sheikh Khalil and the members of the Jami'at executive council. It is his duty to place pressure at the proper place within the Jami'at in order to keep this large organization on the political side of the President. At the same time the individual next to the President who is responsible for keeping this organization there is Sheikh Khalil. It is from his own finances or else through his influence in the government to secure subsidies that the members of the executive council of the Jami'at secure their salaries. For example Abd Al-Majid Mehio, director general of the Jami'at, has just received an increase in salary of from 125 Lebanese pounds to 300 Lebanese pounds monthly. However in view of the fact that he holds no other job, it has been alleged that he receives larger sums than this for his activities. Many rumors are circulated that he receives subsidies through the above described channel in order that he will conform to the instructions from Sheikh Khalil. The same allegations have been made about Kiche' Abi Ghanem, the secretary general of the Jami'at. Although the Jami'at has often threatened to call a general strike, no general strike has ever been executed by the Jami'at in spite of several serious setbacks in collective bargaining. This strong political influence is said to have been one of the reasons for the withdrawal by the member syndicates of United Syndicates from the Jami'at. The collective efforts of Habib Nahhas and Abd Al-Majid Mehio have several times been used to secure the ousting of a syndicate president who did not conform to the directives laid down by the Jami'at director general or through him the directives from Sheikh Khalil or Habib Nahhas. During the recent elections in October 1951 of the members

of the executive council of the Jami'at, there was a move by the now member syndicates of United Syndicates to seek the election of a new director general of the Jami'at. Pressure was brought to bear on the remaining syndicate presidents who were not in this group to secure the reelection of Abd Al-Majid Mehio in opposition to the candidate of this other group, the result of which was Mehio's reelection.

Another key political personage who exercises strong political influence among the Lebanese labor syndicates is Henri Bey Fharoun, the pro-government leader of the Constitutional Bloc or government party. His influence is exercised over the Itihad Al-Naqi, which includes the strong Drivers Syndicate. His influence on these labor organizations in the Itihad Al-Naqi is direct and more overt than that of Sheikh Khasib in the Jami'at. He is known to have provided some subsidy to the Drivers Syndicate but the amounts are known to have been small. However, his financial assistance takes another form. If any of the member drivers are involved in an accident, which requires the payment of damages by the driver, often he will step in and pay the damages, thereby making a settlement outside of court. His support behind the Drivers Syndicate has been strong enough in the past as to place both the Drivers Syndicate and now the Itihad Al-Naqi in a good bargaining position with the government. The threat of strike as a support to their demands is sufficient to secure government realization of at least half of the demands submitted.

Another syndicate which appears to have strong political backing but which has not had the opportunity to exercise its strength is the Tile Construction Workers. It is a relatively new syndicate and as yet not fully organized but it has the backing of Habib Abi Chahla, a strong political personage in local Beirut politics. The syndicate is organized among the tile construction workers in the Moussaitbe suburb of Beirut, the stronghold of Abi Chahla.

The effect of this political influence by these key political figures is felt continuously in all syndicate efforts to bargain collectively and in the growth of the syndicate movement. Many feel that the interference of these political figures and their machinations behind the syndicate scene will only do harm to the development of free labor syndicalism. It

is felt by competent authorities in the Lebanese labor field that the serving of individual interests as described above will only encourage workers to flock to the communist labor organizations and discredit the non-communist labor syndicates, because of their relationship with these key political figures. At present, the only movement which appears to be free of any political interference is that which is represented by the United Syndicates.

Relationship of Lebanese Labor Syndicates With Foreign Governments

There are indications prevalent among labor syndicate circles that several foreign governments have displayed their interest in the Lebanese labor syndicates. The most noticeable of these is the Argentine Government through the medium of its legation. The interest of the Argentine Government in Lebanese labor syndicates is perhaps fostered by two reasons. The first is believed to be an ideological reason in that the President of the Argentine, Peron, was brought to power through control of the trade unions and that his political philosophy is that the strength of a nation comes from its trade unions. The second reason and a more practical one is that the Argentine is attempting to encourage the immigration of Lebanese workers to Argentina because of the shortage of labor. The Argentine interest in the Lebanese labor syndicates manifests itself in two fashions; the first is by the spread of propaganda through labor circles and the second by the collection of detailed information on these syndicates. Argentine propaganda is spread through the labor syndicate movement by the direct distribution of Argentine labor publications printed in French and Spanish, extolling labor in the Argentine, among the labor syndicates and by the subsidizing of newspaper articles in the newspaper Al-Itihad Al-Lubnani Lebanon's only pro-labor newspaper which is not communist influenced. At several times in the past parties have been held by Mr. Santiago Gaffuri, the Argentine labor attache, for the syndicate leaders and which have left a favorable impression on them. The collection and analysis of information on labor syndicates for the Argentine Legation is performed by Mr. Charles N. Abissab who appears to have close connections with the Phalangist Party (Kataib).

Another government which has displayed interest in the syndicate

movement is the Soviet Government. Through the medium of the Soviet Legation in Beirut, periodic propaganda films on Soviet labor are shown by invitation to officials of all syndicates. Other forms of propaganda to the labor syndicates is generally handled by the communist party and by the Itihad.

[Other Legations which have displayed some noticeable interest have been the British and American Legations. This interest has been relatively small on the surface compared to the interest shown by the above mentioned two governments. No effort has been displayed openly by the British and American Legations to influence labor syndicate activity.] *what form did they take?*

Attitude of Large Land Owners, Merchants, and Business Men

Toward Lebanese Labor Syndicates

The attitude of the large land owners toward the labor syndicates has been one of hostility and perhaps fear of the dormant power which they may obtain particularly if the movement spreads among the peasants. The only syndicate of importance in the agricultural field is the Gardening Workers Syndicate in Sidon. This syndicate has approximately 7500 members and comprises individual cultivators as well as the cultivators on the large estates which grow citrus fruits and vegetables. In other areas the land owners have been successful in stifling any attempt to organize the agricultural workers and are now endeavoring, according to the president of the Gardening Workers Syndicate, to disband this organization.

The large merchants have also shown their hostility toward the labor syndicates but it has taken a slightly different form than that of the land owners. Instead of attempting to fight the syndicates openly, they have preferred to do it through the political interests which exercise control in the syndicates themselves. By exerting influence with these political interests, labor syndicate development has been hampered, where there is a chance of it affecting their interests.

The small business man as stated above in Chapter III has shown his hostility to the labor syndicates by organizing his own trade associations within the Labor Code in order to offset the growing strength of the labor syndicate.

CHAPTER IX

COMMUNISM IN THE PRESENT LEBANESE LABOR SYNDICATE MOVEMENT (1)

Both Lenin and Stalin have laid down the principle that the main force for the accomplishment of the "national democratic revolution" (i.e. the establishment of communist control in any given area) is the working class. However, in order to bring about the success of the "national democratic revolution" in the Levant it is necessary for the working class to ally itself with the masses of peasants, and hence their confederation will be able to secure the victory of the revolution. Thus reads Soviet communist doctrine for the establishment of Soviet control in this area.

A prominent Levantine communist early in 1950 stated that the communist effort in the syndicate field must be a mass effort, not just a superficial effort or one that depends solely on the publication of propaganda. He pointed out that the communist syndicate effort had in the past been limited to those workers who receive a relatively higher wage and who are better off financially than the masses of workers, and furthermore that the communist syndicate effort had made little or no contact with the masses of "exploited" workers. He added that the non-communist syndicates as agents of the present governments and imperialism are supporting the Status Quo by restricting their activities to the small group of workers who receive the highest wages and ignore the masses of workers who are found on the "fringe" of each syndicate activity. It is therefore necessary that the communist syndicate activists should not attempt to alter this situation but organize these workers who are found on the "Fringe" of the syndicates (i.e. the mass of lower paid workers and those who are not sought out presently for syndicate membership). He then draws attention to the situation that there does exist among the administrative councils of many of these syndicates (i.e. non-communist syndicates) certain elements who might be susceptible, but either fear cooperation with the communists because of retaliation or are being paid by government or "imperialist" functionaries. It is among this group that every effort must be made by the communist to secure their cooperation. However, he adds that it is dangerous for the party syndicate activists to

consider the establishment of these contacts as the entire party effort in the syndicate field.

Extensive criticism is made of party activists working among the syndicates. It is said that they spend too much time in discussions and arguments rather than making contacts with the masses of workers. It has been said that many of these activists regard the time with workers who are already organized or the mass of underpaid workers as both wasted time or unbecomingly that of a syndicate leader. The communist party emphasizes that it does not condone this action on the part of the party syndicate activists and has ordered a decisive change in this regard.

The principal objectives of the communist party in the syndicate field are as follows; first, to accomplish unity of the workers by overcoming the various political tendencies, their diverse syndicate directions, and opinions of syndicate leaders; second, to organize the unorganized workers under communist syndicates; and third, to incite the organized workers to exercise their syndicate rights and to endeavor to bring their syndicates under communist domination.

However, according to communist doctrine, it is necessary for these syndicate activists to create a "base" among the workers on which they can operate. Therefore these activists must not gain the erroneous impression, as communist doctrine goes, that they can gain control of the present syndicate leaderships without having first established a strong base among the workers from which to operate. If they did succeed in gaining control of any of the syndicate leaderships, it is of no value unless they have established this strong base.

Communist directives point out further that the syndicate activists must make every effort to prevent the non-communists syndicate leaders from securing control of the unorganized workers as well as to impress upon the organized workers to alter their leaderships to communist ones.

Labor syndicate policy as regards the communist movement among the syndicates is laid down by the central committee of the communist party and not by the syndicate activists. The general line for the communist syndicate effort is made by the party committees. It is for the syndicate activists to apply this line. Their responsibility lies in

the application of these lines and directions from the party committees, the solving of specific problems relating to the syndicates, and the making of detailed studies of syndicate life.

In the past there has been a noticeable shortcoming on the part of communist activists in the syndicate field, and that is that they have not been making their own solutions to problems that have arisen. Repeatedly they have found it necessary to bring specialized syndicate problems to the party committees for their solution. The other extreme has been noticed in that some of the syndicate activists are of the belief that they should not have the direction and guidance of the party committees. Party doctrine emphasizes the fact that the party is the highest echelon of organization and supervision and that all syndicate activists are under its guidance and direction and must submit to its orders.

The party emphasizes repeatedly to its party activists in the syndicates that the thought of building a strong syndicate movement from the masses without first building a strong base for the party among the workers is an erroneous and dangerous idea. Communist doctrine states that it is the duty of the communist party to create a socialist awakening within the heart of the working class, i.e., to show the workers the role of their class as the base of the struggle for the annihilation of imperialism and capitalism, and to erect a socialist association. This doctrine further adds that the communist syndicate movement is only one phase of the effort to collect the workers under communist leadership and that this movement only serves as a means of organizing the working class through which the national democratic revolution may take place. The communists say that it is necessary for them to eradicate all elements of opportunism and defeatist complexes among the communist syndicates.

It is also incumbent upon those party members in the syndicate movement to perform their duties as party members which encompasses the spreading of propaganda among the workers, to seek out those workers who may make good party members, and to form communist cells in the factories and meeting places of the workers. These party members in the syndicate movement are obligated to secure support from among the workers for the communist peace movement and the communist campaign against western imperialism.

in the Levantine States.

In order that a party member in the syndicate movement does not become totally detached from party functions, the communist party requires him to be a member of a party committee and to perform functions at certain times other than just those connected with the syndicates. Communist doctrine maintains that the communist syndicate movement itself is not able to form the necessary "base" among the workers for the party but necessarily requires full communist participation. The syndicate movement is only one of the means by which this is supposed to be accomplished, and that the communist party itself is the representative of the working class, not just the communist syndicates.

Thus has communist policy been laid down for the syndicates in Lebanon. These communist doctrines and directives are those which are presently being employed among the syndicates of Lebanon and Syria. It is these doctrines and directives which are the fundamental basis upon which the communist party is directing its syndicate effort in Lebanon. Although these doctrines and directives appear general in nature, nevertheless they are the ones which have actually been laid down for the Levantine States. It may be seen that the communist party still bases its method for securing control of an area on establishing first a stronghold in the working class. The one adaptation it has made for this area is that the working class requires the alliance of the mass of peasants in order to secure the success of the "revolution". This would naturally indicate that the main communist effort for securing political control in Lebanon or Syria is by securing a hold over the working organizations in both states which would provide for it a bases from which to launch its "revolution".

The role that communism has played in the Lebanese syndicate movement has been one of great importance and from the above may continue to play an important role in the economic, political, and social life of Lebanon.

It was the communist party in Lebanon that organized the first modern labor syndicate, the Syndicate of Printing Press Workers, a syndicate which still exists in a very active form today. This syndicate represents the communist stronghold in the Lebanese labor syndicate movement. Its

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leaders are said to be Moscow-trained communists and have had many years experience in promoting the cause of communism in the Levant.

As previously mentioned the communist labor confederation in Lebanon is the Itihad Al-Niqabat. At the present time its member syndicates are four that are government authorized and chartered. They are: the Printing Press Workers Syndicate, the Tanning Workers Syndicate, the Carpenter Workers Syndicate, and the Building workers Syndicate. In recent years the communists have managed to secure control of the executive council of the Hotel, Restaurant, and Coffee Shop Employees Syndicate and secure positions for some of its members in the executive council of the Tailor Shop Workers Syndicate in Beirut. Until recently the latter syndicate was a member of the Jami'at but pressure within this government-sponsored labor confederation forced the syndicate to withdraw and the government dissolved its council. Prior to that time the communist syndicate leaders quite openly admitted that this syndicate often cooperated with the communist syndicate movement.

The central leadership of the Itihad rarely exposes itself to public scrutiny and prefers to keep its activities unknown to the general public. The president of the Itihad is Mustafa A^l-Aris, a Moscow-trained communist and a communist long-active in the syndicate movement in the Levant. Its vice-president is Mushid Salilah. The remainder of the members of the executive council are said to be the same as the syndicate council of the Printing Press Workers, except for Nicola Lahham, who is allegedly the secretary of the Itihad and also president of the Carpenter Workers Syndicate. Until the recent syndicate elections in October 1957, Mustafa A^l-Aris was president of the Printing Press Workers Syndicate, but following that time he has been carried as a syndicate adviser and the former vice-president, Sa'd Al-Din Mummah took his place. A good indication that his functions carry him (Mummah) beyond the scope of his work as a labor syndicate leader is evidenced by the fact that on 8 February 1958 he was arrested along with other syndicate members for distributing leaflets in Beirut denouncing General Robertson, the British general who at that time was making a tour of the Arab States.

Of the other syndicates in the Itihad, the Syndicate of Carpenter

Workers is the next most active syndicate. Little is known of their activities at present except that they are quite strong among the employees in the carpentry shops in Beirut and carry on rather vehement propaganda campaigns, more of which will be discussed below. The Building Workers Syndicate is another one which is still quite active. However, the Luströ and Duco Painters Workers Syndicate has lost much of its prestige and no longer conducts vigorous syndicate activity. Recent information shows that this syndicate has amalgamated with the Carpenter Workers.

The leader of the Itihad, Mustaf Al-Aris, was recently sentenced to a month in jail for interfering with the public order by his electoral campaign in the recent elections. ⁽³⁾ In protest of this action on the part of the government a delegation from the member syndicates of the Itihad proceeded to the Grand Serail, the government offices, on 2 April 1951 to protest these actions taken by the Minister of Justice. The answer of the prime minister to the delegation was: "If Mr. Mustafa Al-Aris is brought before the judge to answer accusations brought against him, I will see that he will be released within a half an hour after his interrogation." ⁽⁴⁾ However, Al-Aris never put in his appearance.

The activities of the Itihad are known to be financed from three sources: first, by the subscription fees paid by the members; second, from the coffers of the communist party in Lebanon directly; and third, by direct transmittal of funds in one form or another to a member of the executive council of the Itihad from the Soviet Government. This third method generally takes place when a member of the executive council of the Itihad pays a visit to Moscow whereupon currency or items of value, sometimes in the form of precious gems, which are easily convertible, are passed on to him. Upon his arrival in Lebanon he converts the items into cash according to the exigencies of the Itihad.

As was brought out above, one of the objectives of the party in the syndicate movement is to organize the unorganized workers. At the present time in compliance with this, the Itihad is making a concerted effort to organize the workers in Beirut who are employed in leather, textile, and pressing industries. In Tripoli they are active among the seaman and stevedores, soap, and building industries. They are doing this first

by organizing cells among these workers then bringing these cells together to form a syndicate to secure a government charter so that they may operate openly. Once the government decides to recognize these syndicates, they are supposed to join the Itihad. This activity is to take place covertly without government knowledge in order not to jeopardize the chances of any newly formed syndicate from securing a government charter. However, it is apparent that the activity is well known and some of the business men especially the textile factory operators are cognizant of the danger and are discharging those workers who are members of these cells once they become known. Government officials are aware of this activity but as yet nothing has been done to halt it.

The activities of the Itihad do not always remain within the scope of normal syndicate functions. Recently the Itihad submitted statements to the press showing the support of its member syndicates for the youth and student festival in Berlin during July 1951. Their reason for this was that they believe the festival to be strengthening the struggle of the working class for peace, bread, and freedom, and that the struggle for peace requires an all-out effort. (5)

Although it appears that much of the communist effort and that of the Itihad is covert, it is doubtful if any new move or change of direction would be made without it being noticed immediately. In spite of communist efforts to keep their syndicate activities secret, the government has been and is maintaining a sharp vigilance over communist activity among the syndicates. It is known that at least two government agencies are charged with watching the activities of the Itihad, one is the Ministry of Social Affairs and the other is the Surete Generale. Whereas the Surete Generale is responsible for keeping all communist activity under surveillance, the Ministry of Social Affairs directs its efforts only toward labor, and the communist syndicates in particular. It has been reported that Said Al-Din Masmah reports regularly on Itihad activities to an official of the Ministry of Social Affairs. If such information is correct, it is highly doubtful that any communist activity in the field of the syndicates would go unnoticed by the government.

Communist propaganda which the Itihad is now carrying out among

Lebanese workers follows the general line that the communists support nationalization of industry as well as public utilities and they plan to place this in effect. They also call for higher wages for workers as well as shorter working hours. In the past few months this propaganda campaign along this line has increased but its effectiveness as yet has not been apparent.

Government attitude toward the Itihad in general and the syndicate of Printing Press Workers in particular is best illustrated by the fact that the government refused to grant financial assistance to the Printing Press Workers Syndicate in November 1950 which raised a storm of protest (6) from it. On 7 December 1950 the Printing Press Workers sent a delegation to the prime minister, at that time the late Riyyah Al-Sabb, which submitted to him a petition protesting the elimination of their syndicate from the list of those syndicates which were to receive financial assistance. The text of this petition was as follows:

Several weeks ago the government granted financial assistance to some of the syndicates, but it also deprived the major part of the Lebanese syndicates of this aid, one of these being the Syndicate of Printing Press Workers. This discrimination between one syndicate and the other is not fair and it is injurious to the rights of the major part of the Lebanese workers, and which we protest, especially at this time in which the high cost of living begins to ravage the country and unemployment is becoming severe and is spreading among the ranks of the workers, particularly printing press workers. Therefore we demand the financial aid for our syndicate similar to that received by the other syndicates which were granted it in order to enable it to continue assisting the unemployed and needy workers. (7)

During the past year the various member syndicates of the Itihad have presented petitions and declarations to the prime minister and to the press protesting against high prices, (8) payment of income taxes by workers, (9) conduct of authorities in particular cases, (10) unemployment, (11) importation of foreign-made products, actions on the part of employers, (12) prohibition of May Day celebrations, (13) etc. In some cases they have come out in support of various projects, such as the establishment of projects to reduce unemployment. (14) One of the main items against which the Carpenter Workers Syndicate has conducted a propaganda program is the importation of furniture manufactured abroad. (15) The Printing Press Workers Syndicate also issued on 25 February 1951 a strong protest against the move of the French Government to close-up the headquarters of the world

Federation of Trade Unions in Paris and at the same time addressed an open letter to the President of the French Republic through the French minister in Beirut. (16)

During the years since the Second World War, the strength of the communist syndicates has decreased. Whereas communism in general gathered some success during the war largely because of the adherence of many opportunists to the party and the chance to benefit to some degree financially from its activities, (17) since that time there appears to have taken place strong opposition to communist activity, particularly among the labor syndicates. This opposition has stemmed from the government largely through the establishment of the Jami'at, which with its government moral and financial backing, in addition to government police action against communist activity on the whole, managed to gain strength. Also government interference among the communist syndicates helped to reduce their effectiveness. One example of this was in the case of the Machine Workers Syndicates already described in Chapter III.

It is still too soon to notice the effects of the new efforts of the communists to organize the workers on the "fringe" of the syndicates. There have been indications in the past year that show that the government sponsored syndicates in certain instances are losing ground among the workers and they are making no noticeable effort to organize the workers in the so-called "fringe" area and at the same time the relationship of the leaders of the government-sponsored syndicates and the government as well as certain pro-government political leaders is becoming more apparent which will tend to lessen the prestige of the syndicates. Any of these factors will give impetus to the communist efforts to gain control of the "fringe" workers.

NOTES

(1) Much of the information contained in this chapter comes from sources which are considered usually reliable but for reasons which are apparent cannot be disclosed. The statements regarding communist doctrine, although appearing to be of a general nature, refer specifically to the Levant and give a good illustration of the communist method of adapting communist principles and doctrines to a particular area.

- (2) Al-Dayyar, No. 2376, 6 Feb 57, p2 col 6 & 7
- (3) L'Orient, No. 7297, 9 Jun 57, p2 col 7-
- (4) L'Orient, No. 7225, 3 Apr 57, p2 col 8
- (5) Telegraph, No. 7938, 27 Jul 57, p2 col 1 & 2
- (6) Al-Hayat, No. 740E, 8 Dec 50, p2 col 4

(7) Al-Ahram, No. 6698, 8 Dec 50, p3 col 1 & 2

(8) The Syndicate of Printing Press Workers submitted to the government a memorandum signed by 500 workers enrolled in the syndicate which reads as follows: The undersigned printing press workers have the honor to submit to your excellency the following: The markets have been swept by a wave of excessive high prices which started to increase continuously day after day thus making us with rest of the mass of workers unable to procure assistance for our families. The monopolizers and big merchants have wrongly invested in criminal propaganda for a new world war and they continue to monopolize the necessities and raise their prices greedily to increase their profits at the expense of the workers and the people, without being restrained or somebody holding them to account. In view of this condition which has become intolerable and whose continuity threatens us by an increase in hardships, needs, and deprivation, we therefore raise out strong protest on the official pricing of bread, the least about which we can say is that it sanctifies the high prices. We request from your excellency to strike with a hand of iron on the monopolizers and speculators of the people's food and to put a stop to that criminal propaganda for war by adopting any effective and positive measures to limit the high prices and to secure the necessary materials for the people. Followed by signatures. (Beirut, Al-Massa, No. 3856, 16 Jan 51, p3 col 6 & 7)

The Building workers Syndicate a short time later submitted the following petition with 500 signatures to the prime minister: We, the building workers in the factories and workshops protest the rising wave of continuing high prices. Our meager wages cannot tolerate the rising prices of the necessary food articles. The monopolizers who advertize for a third world war embezzle the prices and possess the diet of the people in order to increase their profits and their greed. We ask the syndicate council which represents us to defend our interests, to raise our protest to those responsible, and to request them to legislate a severe law of punishment for those who advocate propaganda for war and to strike with a hand of iron the greedy monopolizers and make them stop in mercy for us and our families. (Al-Ahram, No. 6739, 2 Feb 51, p3 col 5 & 6)

It is apparent that both petitions were submitted at approximately the same time and their contents were close to being identical which illustrates how communist propaganda is coordinated within the syndicates.

(9) The syndicate council of the Printing Press Workers Syndicate submitted to the prime minister a petition, the text of which is as follows: In these critical times and strangling crises in which the Lebanese working class is embroiled especially the printing press workers whose wages have become inadequate to meet the needs of their families because of the extreme high prices brought about by merchants, monopolists, and propagandists for war and which are rising higher by the day, we see that the Ministry of Finance is seriously collecting the income tax which justice forbids its imposition upon the workers and that duty demands that it should be collected only from capitalists and monopolists who are starving the people in an illegal manner. Therefore the syndicate council hereby submits to the prime minister a request to exempt the printing press workers from this tax. (Telegraph, No. 1845, 17 April 51, p3 col 3 & 4)

(10) The syndicate council of the Building workers sent a protest to the newspaper Telegraph for publication, the text of which is as follows: The council of the Building workers Syndicate protests the firing of bullets on the workers in Baniyas who were demanding their legal rights deprived by the tyrannic Iraqi Petroleum Company which cause the death and wounding of a number of them. This act serves no one except the foreign company which sucks the blood of our workers and our people. Behind this company are the criminal imperialists. We support the fair demands of the workers and demand the punishment of those responsible for this regrettable occurrence. (Telegraph, No. 1869, 9 May 51, p3 col 3 & 4)

(11) In releases to the press in January and June 1951 the Carpenter Workers protested the rising unemployment crisis. (Newspapers Nida Al-Watan, No. 1194, 25 Jan 51, p3 col 3 & 4; Telegraph, No. 1891, 4 & 5 Jun 51, p3 col 1 & 2)

(12) The following note was published by the newspaper L'Orient: The methods employed by the employers have become unbearable. This is what has lead the workers of the Arida spinning mills to go on strike. We protest energetically against the acts of the employers and against the measures

of terror and suppression adopted by the gendarmerie with regard to the striking workers. The above note was sent by the Carpenter Workers Syndicate. (L'Orient, No. 7290, 5 Jun 51, p2 col 6)

(13) The printing press workers issued a protest of the government's prohibition to permit a May Day celebration. (L'Orient, No. 7260, 9 May 51, p2 col 6)

(14) Nida Av-Watan, No. 1194, 25 Jan 51, p3 col 3 & 4

(15) Cf. Av-Sharq, No. 3839, 10 Aug 51, p2 col 3.

(16) Nida Av-Watan, No. 1220, 1 Mar 51, p3 col 3 & 4

(17) Cf. Richard Pearse, Three Years in the Levant, chapter entitled Red Levant.

APPENDICES

Appendix 1-The Lebanese Labor Code

Appendix 2-Statistical Data Regarding the Individual Lebanese Labor
Syndicates

Appendix 3-The Basic Law of the Railway Workers and Employees Syndicate

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Railways in Lebanon

Appendix I

THE LABOR CODE

Lebanese Labor Law, dated 23 September 1946

FIRST PROVISIONS

Article 1. The employer is any person, natural and legal, who employs any worker in an industrial, commercial, or agricultural enterprise for wages even though these wages are in cash or a share of the profits.

Article 2. The worker is any man, woman, or juvenile who works for the wages of the employer under the conditions specified in the previous article, according to individual or collective agreement, whether it be written or verbal.

Article 3. Workers are divided into two categories; employees and laborers.

The employee is any worker who performs clerical or non-manual work.

The laborer is any worker not entering into the category of the employee.

The apprentice or the daily-paid worker is considered in the category of the employee, if they perform the work usually imputed to the employee, and in the category of the laborer if they perform work other than that of the employee.

The apprentice is any worker still under probation and who has not yet attained in his profession the experience of the qualified worker.

Article 4. The syndicate is a group of workers or employers in work or trade, who belong to one of the categories provided for in the following articles and who comprise an association, the conditions for which are laid down in the Fourth Part of this law.

Article 5. Syndicates are divided into four main categories; (1) Industrial syndicates, (2) Commercial syndicates, (3) Agricultural syndicates, and (4) Liberal profession syndicates.

Article 6. A workshop is any industry or profession in which the owner works himself and who is not under the administration of another employer, whether he employs workers or not, provided that their number does not exceed fifteen including members of his family.

Article 7. Those exempted from this law are; (1) Domestic servants, (2) Agricultural syndicates which have no connection with commerce and industry. Special legislation will cover these syndicates. (3) Establishments where the only workers are members of the family under the direction of the father, mother, or guardian. (4) Government departments and municipal bodies in which are employed employees and workers, including temporary and daily-paid workers and who are not eligible under the Government Employee Regulations. Special legislation will be enacted to cover these persons.

Article 8. Those subject to the provisions of this law are all employers and workers, excluding those under special legislation. Also subject to it are establishments with their various commercial and industrial branches, adjuncts, and domestic and foreign departments, whether public or private, religious or non-religious, including domestic or foreign educational institutions, and charitable establishments. Likewise subject to this law are those foreign countries whose commercial centers, branches, or agencies are in the country.

Article 9. Any person, natural and legal, employing under this law, any number of workers in any of the establishments referred to in the previous articles shall give notice concerning them to the Department of Social Affairs within two months of the publication of this law in the Official Gazette. All enterprises which employ more than 25 workers shall attach to this notice the Personnel Statutes which conform to the provisions of this law. A notice must be given in respect of new establishments within two months as of the date of their constitution. In addition, all establishments must give notice under the following conditions;

1. If any establishment referred to in the previous article intends to hire any number of workers.

2. If any establishment intends to re-hire its workers, after it has ceased to employ them for a period of at least six months.

3. If the establishment which employs a number of workers has changed its investors.

4. If the establishment, which employs a number of workers is transferred from one place to another, is expanded suddenly, or undergoes a change which will cause modifications in its industrial and commercial operations which it practices.

5. If an establishment which does not employ women or children under the age of sixteen, intends to hire such persons.

6. In case an establishment that was formerly not using motor power or power-driven machines has begun to use them, then the head of the establishment shall submit a notice pointing out under which of the above conditions is the establishment applicable as well as showing the name and address of the notifier, location of the establishment, and the nature of its commercial and industrial operation which it practices, and mention when necessary whether he employs women and children under the age of sixteen or if he uses motor power or power-driven machines.

FIRST PART

FIRST CHAPTER

Employment Contract

Article 10. No person who has not reached his twenty-first birthday has the right to employ apprentices under the age of sixteen.

Article 11. It is prohibited for any person to conclude a lifetime contract of employment or to undertake to abstain for life from practicing any profession and every contract in any form whatsoever leading to this result, whether directly or indirectly, is null and void.

Article 12. The employment contract shall be either written or verbal and subject in both cases to the provisions of ordinary law. The written contract shall be concluded in the Arabic language and may be translated to a foreign language if the employer or worker has no knowledge of the Arabic language.

Article 13. Either of the two contracting parties always has the right to cancel, by his will, the employment contract, concluded for an undetermined period of time, but the employer under this case must conform with the provisions of Chapter Five of this part. It is incumbent upon the worker to inform the employer of his decision to cancel the contract one month prior if the employment contract has been in effect for a period of three years or less and two months prior if the contract has been in effect longer than three years. The worker who breaches the provisions of the previous paragraph is liable for damages equivalent to the wages of one month or for two months according to what the circumstance demands. Such violations will be registered in the worker's special Employment Book provided for in the following article. If the worker, after cancellation of the contract contrary to regulations, contracts with a new employer and the latter is aware of the matter, he will be held jointly responsible for what is adjudged to the first employer.

Article 14. Every worker shall be given a notebook, known as the Employment Book, by the Department of Social Affairs, which will contain the name of the worker, a copy of his identity card, designated specialty, medical examinations, and dates of his employment and release from each establishment. His daily, weekly, or monthly wages shall be registered therein if he so requests.

Article 15. An employer whether male or female, bachelor, widow or widower, divorced or separated from wife or husband has no right to house with him or her a minor under his employment.

Article 16. Persons who have been sentenced for theft, forgery, use of forged instruments, fraud, or breach of trust, or for a felony or moral offense, shall not have the right to employ juvenile apprentices.

Article 17. It is possible, by application, to relieve the restriction resulting from the previous article by a decision from the Minister of National Economy whenever the convicted has resided in the muhafazah for a period of one year from the expiration of his sentence without his incurring any new penalty.

Article 18. The employer shall teach the apprentice, gradually and completely, the art, profession, or special trade for which the latter was employed. At the expiry of the probationary period a certificate attesting to the efficiency of the apprentice shall be given.

Article 19. The employer, after the expiry of the first two months of training, which is considered as the period of probation, shall pay to the apprentice

a wage whose minimum in the first stage is equivalent to a third of the ordinary wage for the worker, in the second stage half the wage, and in the third stage two-thirds of the wage.

Article 20. All stipulations regarding specification of the need and conditions of contract for the probationary period, as well as final examinations, will be the subject of decrees adopted in the Council of Ministers. Labor inspectors undertake to supervise the execution of these decrees and the application of the provisions of this law. The authority of these officials relative to the Department of Social Affairs in the Ministry of National Economy will be determined by decree.

SECOND CHAPTER

Employment of Women and Children

Article 21. Children are defined as those who have not reached the age of thirteen, and juveniles as those who have exceeded their thirteenth year but who have not reached the age of sixteen, no difference being made between male and female in this regard.

Article 22. It is prohibited to employ children in mechanical industries in toto and in all operations outlined in appendices number one and two of this law; and on no way, under any condition, employ any person under the age of nine.

Article 23. It is prohibited to employ juveniles in factories and workshops outlined in appendix number one of this law and their employment in the factories and workshops outlined in appendix number two is subject to a medical certificate attesting their bodily capability for work in these industries. These certificates are given free of charge by the health authority and can be temporarily retrieved at any time if the juvenile becomes disabled. All persons are prohibited from employing children and juveniles:

1. More than seven hours. If the duration of work exceed four hours, it must be interrupted by a period of at least one hour's rest.
2. Between the hours of seven in the evening and six in the morning.
3. In exhausting work or work unsuitable for their age.

Article 24. The ascertaining of the age of children and juveniles is the responsibility of the employers whatever the category may be to which they belong. Every employer must examine the identification card of the child before employing him.

Article 25. Institutions which teach trades or charitable institutions may deviate from the provisions of Articles 22 and 23 on the condition that they show in their programs the type of trades and industries and the hours and conditions of labor, and subject to the approval of the Ministry of National Economy and the Health Administration

Employment of Women

Article 26. It is prohibited to employ women at night in all mechanical and manual industries between the hours of eight in the evening and five in the morning from 1 May to 30 September and between the hours of seven in the evening and six in the morning from 1 October to 30 April.

Article 27. It is prohibited to employ women in industries and works stipulated in Appendix One of this law.

Article 28. Pregnant female workers belonging to all categories mentioned in this law are entitled to a maternity leave of forty days which includes the period required for absence before and after delivery. This leave is granted on presentation of a medical certificate giving the approximate date of her delivery. Employers or their agents are prohibited from allowing female workers to return to work before the lapse of thirty days following the date of her delivery.

Article 29. Ordinary wages will be paid in full during the maternity leave. A female employee who is granted the forty day maternity leave with full pay is entitled to receive full wages for the period of ordinary annual leave for which she is eligible during the year in accordance with the provisions of Article 39. It is prohibited to discharge a woman from employment or to serve her notice during the maternity leave unless she has been employed in another place during the period mentioned.

Provision Involving Women and Children

Article 30. The following will be criminally responsible for the execution of the provisions of this chapter relating to the employment of children, juveniles, and women:

- 1. Employers and their agents
- 2. Parents and guardians who have employed or permit the employment of their children or juveniles, or the children and juveniles who are in their custody contrary to the provisions of this law.

THIRD CHAPTER

Working Hours and Leaves

Article 31. The maximum working hours per week is forty-eight hours, as applicable to the syndicates stipulated in the fifth article with the exception of the agricultural syndicate. Working hours for children and juveniles shall conform to Articles 22 to 25.

Article 32. It is possible to lessen the working hours in heavy work or work injurious to the health just as it is possible to increase them as in the case of restaurant and coffee shop employment by a decision of the Ministry of National Economy.

Article 33. The provisions of Article 31 may be derogated from in emergency cases by increasing the working hours to twelve with the conditions that:

- 1. The provisions of paragraphs 2 and 3 of Article 23 are observed.
- 2. The Department of Social Affairs be notified twenty-four hours prior to the occurrence of the matter and the time necessary to perform the work.
- 3. The wages for the additional hours which the worker is employed shall be fifty percent above the wages for the ordinary hours.

Article 34. Whenever the working hours exceed six for men and five for women, the employer must grant his employees a rest of not less than one hour at the middle of the working day. In each twenty-four hour period, the worker shall enjoy a rest of nine consecutive hours except for those circumstances which work conditions make necessary.

Article 35. In commercial and industrial establishments the employer or his representative shall display, in a conspicuous place of his establishment, a notice with the working hours for the various categories of workers and he shall present a copy of this notice to the Department of Social Affairs.

Article 36. All workers shall be granted a weekly rest of not less than thirty-six hours without interruption. The employer may select the day of rest and may distribute it among the workers according to work requirements.

Article 37. In the cases provided for in Article 33, assigned workers are given the option of either taking a rest equivalent to the weekly rest from which they were deprived or taking wages for the hours which they worked.

Article 38. Every worker who loses his father, mother, spouse, one of his children or grandchildren, or one of his grandparents, is entitled to two days leave with full pay.

Article 39. Every worker is entitled to a yearly leave of fifteen days with full pay on the condition that he has been employed in the establishment for one year at least. The employer may select the dates of these leaves according to the work requirements, but during this leave he may neither dismiss the worker nor serve on him a notice of discharge.

Article 40. If the worker is taken ill by an illness other than one resulting from his profession or work accident, as provided for in Legislative Decree No. 25, dated 4 May 1943, he is entitled to sick leave as follows:

- 1. One month with full pay and one month with half pay for the worker who has two to four years employment.
- 2. One month and a half with full pay and one month and a half with half pay for the worker who has four to six years employment.
- 3. One month with full pay and two months with half pay for the worker who has six to ten years employment.

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4. Two months and a half with full pay and two months and a half with half pay for the worker who has ten or more years of employment. These times are reduced to one-third for those workers employed by employers in liberal professions and trade, handicrafts, and persons referred to in Article 10 of the Commercial Law.

Article 41. Sick leaves shall be granted on the basis of a report from the doctor who treats the worker or from the doctor of the establishment. The employer is entitled to designate a doctor of his own selection to examine the soundness of the report submitted by the worker. Sick leaves may be renewed, according to necessity, at any time during the single year until the maximum stipulated in the preceding article is attained. If the sick leave exceeds one month, the employer is entitled to reduce the yearly leave to eight days.

Article 42. The employer shall neither dismiss the worker nor serve on him notice of discharge during the sick leave.

Article 43. Every agreement which deviates from the provisions of this chapter regarding the time of work and leaves is legally null and void. The worker may receive benefit from the agreements and statutes which are most beneficial to him.

FOURTH CHAPTER

Salaries and Wages

Article 44. The minimum wage must be sufficient to satisfy the required needs of the worker and his family taking into consideration the type of work. However, it must not be less than the official minimum wage.

Article 45. The minimum wage shall be determined by a commission representing the Ministry of National Economy, the employers, and the workers.

Article 46. Reconsideration will be made of the minimum wage whenever economic conditions call for such.

Article 47. The worker shall be paid in official currency, if not in kind, in spite of any stipulation to the contrary. The employee shall be paid once a month, and the laborer twice a month at least. As for wages for part-time work which requires more than fifteen days for its completion, the day of payment shall be fixed by agreement of the two parties. The laborer shall receive payments on account every fifteen days and his wage shall be settled fifteen days subsequent to the delivery of the work. Payment of wages shall be affected during work days and at the place of work.

Article 48. Workers' salaries and wages for the previous year shall be considered as privileged debts and rank next to those debts of the Treasury, legal expenses, and compulsory securities. This principle is applied to the case of bankruptcy also.

Article 49. The worker who holds a thing of his manufacture may exercise the right of attachment in respect thereto under the conditions provided for in Article 677 of the Law of Obligations and Contracts. (2) Things movable delivered to a worker for his manufacture, repair, or cleaning and which are not reclaimed within two years from the date of their completion are subject for sale under the conditions and terms specified by Legislative Decree No. 46, dated 20 October 1932, dealing with the mortgaging of things movable, and that is in order for the worker to obtain compensation ordained to him due from the employer on the item delivered to him.

(1) Article 10 of the Commercial Law of 24 Dec 42 states: Individuals who are engaged in small commerce or simple trades and whose general expenses are insignificant such as travelling salesmen or daily salesmen or those who perform short hauls by land or water are neither subject to the obligations pertaining to the commercial ledgers nor to the law of publications which are required by this law.

(2) Article 677 of the Law of Obligations and Contracts of 9 Mar 32, states: The manufacturer is entitled to withhold any item of his work as well as the remainder of any items received from the person issuing the work order, unless replacement or wage is remitted and preceded it if necessary, unless the contract defines payment for the item within a fixed period.

FIFTH CHAPTER

Release From Service

Article 50. The employer may release at any time his workers other than those contracted with him under employment contract or agreement for a fixed period. However, he shall present to the workers during the respite stipulated in Article 13 of this law a notice of release. The notice shall be sent under a registered cover with acknowledgement of receipt.

Article 51. The worker, during the time of notice, may absent himself during the work hours one hour per day to seek other employment.

Article 52. The release notice shall not be presented to:

1. A pregnant woman in the fifth month of pregnancy and afterwards
2. A woman on maternity leave
3. A worker during ordinary or sick leave

The employer may be relieved of these restrictions if the worker is employed in another place during these times.

Article 53. If the employer fails to observe the provisions governing the notice, he must pay the wage for those days included in the period of notice or for the days on which notice cannot be served.

Article 54. Until such time that legislation is enacted for social security, the employer shall pay to the worker, dismissed from service for any reason whatsoever other than stipulated in Article 74, a dismissal indemnity equivalent to the wage for one month for each year of service and one half month if the period of service is less than one year. The dismissal indemnity may not exceed the salary for ten months, irrespective of the years of service for those workers employed in liberal professions, workshops, crafts, and for those persons defined in Article 10 of the Commercial Law.

Article 55. The worker who has reached the age of sixty years or has twenty-five years service in the same establishment may request his release from service and may benefit from the dismissal indemnity. This indemnity is payable by installments and according to the conditions fixed by the committees of arbitration, provided for in the Third Part, after taking into consideration the situation of both the employer and worker. If Lebanese workers, employed by a concessional company having common interests in Lebanon and Syria, are discharged from employment in Lebanon, they may receive benefits from the law, effective in one of the two states, most beneficial to them. If the years of employment exceed twenty years, the dismissal indemnity may not exceed the amount equivalent to wages for twenty months.

Article 56. The indemnity mentioned in the previous article falls due to the worker in toto regardless of the category to which he belongs even though he is outside the cadre (permanent payroll), or whether he is a temporary or a daily-paid worker, provided that he was contracted by plan for continuing service for one year at least. The statutes of limitation in regard to lawsuits relative to dismissal indemnities is fixed at two years as of the date on which the indemnity becomes due.

Article 57. The wage, upon which is calculated the amount of the dismissal indemnity provided for in the previous article, is the last wage paid before dismissal or notice prior to dismissal. Salary or wages are defined as the basic pay which the worker receives on the basis of time plus increments, indemnities, and commissions, which have been added to the basic wage. If all or part of the wage is determined on a commission basis, then the average amount which the worker actually received is the amount upon which the indemnity is calculated. In the event of death, the heir or heirs are entitled to receive the same dismissal indemnity which had fallen due to the testator in the event of his actual dismissal.

Article 58. Employment for a determined period by a contract or by the nature of work is not subject to the provisions of this chapter governing the previous notice and dismissal indemnity. Workers, who benefit from renewed employment contracts for fixed periods or from the continuity of their work without interruption for a minimum period of two years, shall come under the same authority, relative to the dismissal indemnity as the workers who benefit from contracts of undetermined period of time.

Article 59. Any stipulation in the wage contract of employment and in general any agreement, concluded between the employer and worker, prior to or during employment, which is intended to miscarry the provisions of Chapter Four concerning wages, and reduce the amount which is due the worker under these provisions, is legally null and void. Workers may benefit from stipulations appearing in special agreements or in the Personnel Statutes and which are intended to provide conditions more beneficial to them. Foreign workers, upon their release from employment enjoy the rights of Lebanese workers on condition of reciprocal treatment. They shall obtain work licenses from the Ministry of National Economy. Female workers, who are compelled to leave employment by reason of marriage also benefit from the dismissal indemnity on the condition that she presents the notice within the time limit specified in Article 73 and provided she has been in service more than one year. This indemnity shall be due only after presentation of the proof of marriage.

Article 60. If a change occurs in the legal status of the employer by reason of inheritance, sale, transfer of title, incorporation, or any other cause affecting the status of the establishment or conversion to a company, then all employment contracts in force on the day of the change remain valid between the new employer and the workers of the establishment.

SIXTH CHAPTER

Protection of Workers

Article 61. In keeping with the provisions of the Legislative Decree No. 21, dated 22 July 1936 relating to establishments which are dangerous, insalubrious, and injurious to the health and with the decrees and adopted decisions placed into execution by the said Legislative Decree and with the provisions of Article 64 of the Law of Obligations and Contracts, (3) the establishment, as stipulated in Article 8 of this Law, must be always clean and must abide by the conditions of health and rest, necessary for the workers. The establishment must be so equipped as to insure the security of the workers. The establishment shall adopt in the erection and maintenance of machines and their parts, conveyors, materials, and tools the best conditions possible for safety.

Article 62. The following shall be defined by decree to be adopted in the Council of Ministers after consulting with the Department of Social Affairs:

1. General measures for the protection and sanitation applicable to all establishments subject to the supervision of the said Department especially concerning safety measures, lighting, lavatories, dust and soot removal, ventilation, air conditioning, suitable water for ~~drinking~~ drinking, workers dormitories, and fire precautions.

2. Special instructions concerning certain professions or certain types of work when necessary.

Article 63. Concerning the application of the decrees mentioned in the previous article, the inspectors must warn the heads of the establishments to abide by the instructions before preparing a report against them.

Article 64. This warning will be prepared in writing and entered in a register prepared for this purpose. It shall be dated and signed and will indicate the tangible contraventions as well as the respites for elimination of these contraventions.

Article 65. Every head of an establishment, director, manager, foreman, and generally every person who has authority over the laborer or employee are prohibited from allowing the entrance, and distribution of alcoholic beverages in toto in the establishment, defined in the eighth article of this Law, for the purpose of its consumption by any of the workers in the place of work. Every head of an establishment, director, manager, foreman, and generally every person who has authority over the laborer and employee is prohibited from allowing the entrance of persons in an intoxicated state into the establishment, defined in the eighth article of this Law, or to permit them to reside in these establishments.

(3) Article 64 of the Law of Obligations and Contracts, 9 Mar 32, states: If the debtor avoids option or there are a number of debtors who do not agree on an option the creditor is entitled to request the judge for a limitation of their respites and assign the matter for settlement by court if they do not arrive at a decision during the respite.

SECOND PART

ONE CHAPTER

Work Organization

Article 66. Any employer having fifteen workers or more shall draw up Personnel Statutes for his workers and for the organization of work in his establishment. These Statutes must be coupled with the approval of the Minister of National Economy.

Article 67. The statutes provided for in the previous article, may be maintained on a schedule by fines which are applicable to the laborer and employee whenever they commit an error or an act of negligence during work. If the statutes are not maintained on such schedule or no statutes exist then the schedule shall be organized by a decree from the Minister of National Economy. The contents of the following articles shall be observed when drawing up the schedule.

Article 68. If the worker commits a serious offense or an act of gross negligence during work or contravenes the interior regulations of the establishment, then the employer has the right to levy on him in the way of punishment a fine which may not exceed wages for a three day period for each offense. The fine is not applicable after a lapse of fifteen days from confirmation of the offense, negligence, or contravention.

Article 69. If, on account of the offense, negligence, or contravention of the regulations, there occurs a substantial loss, the employer has the right to deduct the value of this loss from the wages of the laborer or employee.

Article 70. In all cases the amount deducted may not exceed five days wages for one month.

Article 71. The fines levied as punishment shall be set aside in toto for the "Cooperative Fund" instituted for the workers benefit in accordance with the rules which shall be defined by a decision of the Minister of National Economy.

Article 72. If the worker is arrested by the justice, then he is considered legally suspended from work. Upon his release he shall be reinstated in the work he was practicing or to comparable work.

Article 73. Punishments imposed upon workers are registered in a special register which contains the name of the punished worker, type of contravention, its date, amount of the punishment, and method of execution. The labor inspectors may at any time see this register and may request, with respect to the punishments imposed, all necessary details.

Article 74. The employer may cancel the contract without any indemnity or prior notice in the following cases:

1. If the worker assumes false nationality.
2. If the worker is employed on probation and he does not satisfy the employer within three months of his employment.
3. If it is proved that the worker has committed a deliberate act or deed which has lead to the loss of material interests of the employer. But the employer must use this reason to notify in writing the Department of Social Affairs within three days of proof of the contravention.
4. If the worker, despite written warning which was presented to him on a violation, commits an important contravention of the internal regulations three times in one year.
5. If the worker is absent without legitimate excuse more than fifteen days in one year or more than seven consecutive days. The Worker must show to the employer the reasons of absence within twenty four hours of his return. The employer shall at any time inform the servant in writing of the number of days he has been absent without legitimate excuse.
6. If the worker is convicted to prison for a year or more for commission of a crime or if he commits a misdemeanor at the place of work while performing his duties or if he is convicted for acts stipulated and punishable under Article 344 of the Penal Code.⁽⁴⁾

(4) Article 344 of the Penal Code of 27 Oct 43, as modified 17 Feb 47, states: Any employer or head of an enterprise and any employee and laborer who rejects

7. If the worker assaults his employer or the responsible person in charge of management at the place of work.

Article 75. The worker has the right to leave his work before termination of the time of the contract without giving prior notice in the following cases:

1. If the employer or his representative has deceived him in the conditions of work when signing the contract. The worker does not have the right to use this authority after thirty days from the time he entered service.

2. If the employer does not fulfill the obligations toward the worker according to the provisions of this law.

3. If the employer or his representative commits a moral offense against the person of the worker or a member of his family.

4. If the employer or his representative commits acts of violence on the person of the worker.

Article 76. If the worker leaves his work for one of the reasons stipulated in the previous article, dismissal indemnities are paid to him as provided for in this law.

THIRD PART

ONE CHAPTER

Arbitration Councils

Article 77. There will be formed in the seat of each muhafazah an arbitration council composed by a decree adopted in accordance with the suggestion of the Ministers of Justice and National Economy from:

- 1. A judge President
- 2. Employers' representative Member
- 3. Workers' representative Member

Two reserve members will also be appointed, one from the employers and the other from the workers to act as substitutes for the original member in case of absence or excuse. The head of the Department of Social Affairs or his delegate will function as the representative of the government in this council.

Article 78. It is stipulated that the representatives of the employers and workers, both the original and the substituted: (1) must be Lebanese, (2) must be over twenty-one years of age, (3) must not have been convicted of a crime or condemned for an offense against morals, and (4) must have practiced their profession for at least five years.

Article 79. The competence of the arbitration council is:

- 1. To investigate the litigations resulting from the violation of the minimum wage.
- 2. To investigate conflicts arising from work accidents as stipulated in Legislative Decree No. 25, dated 4 May 1943.
- 3. To investigate the litigations arising from dismissal from service, resignation or leaving the work, levying of fines, and in general into all contestations between the employer and workers concerning the application of the provisions of this law.

Article 80. The Council of Arbitration will investigate cases presented to it with urgent procedure. Such cases shall be exempt from all judicial dues with the exception of the legal expenses which shall be at the charge of the losing party.

Article 81. Judgements pronounced by the Council of Arbitration are not subject to any legal recourse except by objection. The objection will be presented according to ordinary procedure.

Article 82. Members of the Council of Arbitration will receive compensation fixed by decree.

FOURTH PART

SYNDICATES

FIRST CHAPTER

General Provisions

Article 83. In every trade category, employers and workers have the right to form private syndicates having a legal entity and the right to resort to judicature.

Article 84. The objective of the syndicate will be confined to matters tending toward the protection and encouragement of the trade, the raising of its standards, the defense of its interests, and the striving for its advancement in all economic, industrial, and commercial aspects. The syndicates are prohibited from taking part in politics and participating in assemblies and demonstrations which have a political connotation.

Article 85. A syndicate may not organize persons belonging to different trades. For its members shall all be practicing one trade or comparable trades. Differentiations between the trades, comparable crafts, and schedules of trades whose practitioners are licensed to organize syndicates among them shall be determined by the Minister of National Economy by a decree adopted according to a suggestion of the Department of Social Affairs.

SECOND CHAPTER

Institution of Syndicates

Article 86. No syndicate of employers or workers shall be formed except subsequent to licensing by the Minister of National Economy.

Article 87. The application for license shall be submitted to the Ministry of National Economy (Department of Social Affairs) which will take the opinion of the Ministry of Interior in this connection, subsequent to which it will decide whether to reject or accept the application. A syndicate is not legally recognized until after publication of the decision in the Official Gazette.

Article 88. The application for license must be submitted in three copies accompanied by three copies of the internal regulations and a legal certificate (casier judiciaire) for each of the founding members. Fiscal stamps must be attached to the first copy which will be returned to the applicants with the decree covering approval. The second will remain with the Ministry of Interior and the third with the Department of Social Affairs.

Article 89. Each syndicate will establish an internal regulation approved by a two-thirds majority of the members of the general assembly and which shall be valid only after approved by the Ministry of National Economy.

THIRD CHAPTER

Syndicate Membership

Article 90. Any employer or worker is free to belong to a syndicate or not.

Article 91. It is incumbent upon who so ever desires to belong to a syndicate;

- 1. That he be of Lebanese nationality and enjoying his civil rights.
- 2. That he be practicing the trade at the time of the submission of his application.
- 3. That he has completed his eighteenth year of age.
- 4. That he has not been convicted of a crime or infamous felony.

Article 92. Foreigners may belong to the syndicate if they fulfill the conditions stipulated in paragraphs 2, 3, and 4 of the previous article and are authorized to work in Lebanon. Foreign members have no right to elect or to be elected in syndicate office but they have the right to delegate one of them to represent and defend them before the council of the syndicate.

Article 93. The application for membership is submitted to the council of the syndicate accompanied by an identity card and work license attested by the Department of Social Affairs indicating that the applicant practices the trade of the syndicate. The council of the syndicate must decide to accept or reject the application by secret ballot within a period of fifteen days.

Article 94. The applicant has the right to object to the decision of rejection before the Department of Social Affairs which may adopt the necessary decision accordingly.

Article 95. The council may dismiss any member who commits serious action contrary to the aims of the syndicate or who violates its internal regulations or who fails to pay its subscription fees.

Article 96. The member who is dismissed from the syndicate for reasons that he believes illegal may object to the decision of dismissal to the Department of Social Affairs which will take the necessary decision in this connection.

Article 97. Any member may resign from the syndicate by submitting a letter to the president, on the condition that he is not indebted to the syndicate treasury.

Article 98. The amount of subscription fee will be defined in the internal regulations and will not be subject to modification except with the consent of two-thirds of the council members and the approval of the general assembly as well as the Ministry of National Economy.

FOURTH CHAPTER

Direction of Syndicate Activities

Article 99. Syndicate affairs will be administered by a council composed of from four to twelve members the number of which shall be defined in the internal regulations.

Article 100. Council members will be elected by secret ballot for a period of two years. The term of half of those members shall terminate after the first year by casting lots and new ones shall be elected to replace them.

Article 101. The members of the council shall elect from among themselves in their first session, a president, secretary and a treasurer. The president of the council shall be the president of the syndicate.

Article 102. The powers of the council, the president, secretary, and treasurer and the obligations of each shall be defined in the internal regulations.

Article 103. The council may not contract a loan or accept donations exceeding the amount of 1000 Lebanese pounds except with the approval of the general assembly and the approval of the Minister of National Economy.

Article 104. The syndicate will keep a register which will contain the names of its members, their ages, their birthplaces, their addresses, and their place of work and another register showing income and expenditures.

FIFTH CHAPTER

Final Provisions

Article 105. If the council of the syndicate breaches the obligations imposed on it or commits an act which does not fall within the scope of its jurisdiction, the government has the right to dissolve this council; but elections of the new council will take place within a period of three months from the date of dissolution; and if one of the individuals of the council has committed this deed, the government may request his replacement and prosecute him before the law if the exigency exists.

Article 106. Syndicates may amalgamate for the purpose of organizing relations with one another under the name of union of syndicates but this is subject to the issuance of a license for same by the Ministry of National Economy and is subject to the conditions imposed for the establishment of a syndicate.

FIFTH PART

Penalties

Article 107. Every contravention of the provisions of this law and the decrees adopted from its execution shall be referred to the appropriate courts and its perpetrator shall be penalized by fines up to five hundred Lebanese pounds or with imprisonment up to three months or both.

Article 108. Each contravention is subject to a separate fine and in case of repetition during the year, the penalty shall be doubled.

Article 109. The respite during which acts of security and sanitary measures must be performed is determined by judgement and if these acts are not executed within the prescribed respite the court may issue an injunction closing the establishment.

SIXTH PART

Employment Bureaus

Article 110. The municipalities in the seat of each muhafazah must establish an employment bureau which will function under the administration of the president of the municipality and the supervision of the Ministry of National Economy (Department of Social Affairs). Employment bureaus in other municipalities may be instituted by a decision taken by the Minister of National Economy.

Article 111. The competence of the employment bureaus shall be:

1. To receive and classify applications for employment and labor for each of the syndicates provided for in this law, and to arrange, assort and register such applications in a special register on the date of their receipt.
2. To facilitate and strive to find work for all of the unemployed.
3. To orient unemployed workers according to the economic needs of the country, and according to their special needs and the demand for hand labor, and to facilitate their transfer from one trade to another and from one district to another.

SEVENTH PART

Final Provisions

Article 112. The provisions of this law apply to the contracts which are in force at the date of its publication and its provisions are applicable within three months from the date of its publication on all syndicate categories provided for in Article 83 and it follows from this law that the lawsuits under review by ordinary courts will be decided by the appropriate court.

Article 113. Decrees shall be issued by the Council of Ministers governing the procedures for the application of the provisions of this law.

Article 114. All laws and regulations differing with the provisions of this law and which do not conform to its texts are hereby nullified.

APPENDIX I

To Labor Code

It is prohibited to employ children, juveniles, or women in the following industries and works according to the provisions of Articles 22, 23, and 27:

1. Underground works in mines and quarries and any work involving the extraction of stones.
2. Work in industrial furnaces prepared for melting, refining, or boiling mineral products.
3. Silver plating of mirrors with mercury.
4. Manufacture and handling of explosives.
5. Casting and cooling of glass in special ovens.
6. Autogenous soldering.
7. Manufacture of alcohol and all other alcoholic beverages.
8. Painting with Duco Method.
9. Freatng ashes containing lead and extracting silver from lead.
10. Manufacturing of solder compounds or other mineral compounds containing more than 10% lead.
11. Production of lead oxide, massicot, red lead oxide, sirius orange, lead sulfate, lead carbonate, or lead silicate.
12. Operation, treatment, and handling of tartar in the manufacture of electric accumulators and their repair.
13. Cleaning of factories where the manufacture of items under numbers 9, 10, 11, and 12 is carried on.
14. Operation of machines having large motors.
15. Repairing or cleaning of machines using large motors.
16. Manufacture of asphalt.
17. Tanning.
18. Work in warehouses for fertilizer extracted from waste material, dung, bones, or blood.
19. Flaying of animals.

The admittance of juveniles in one of the plants or factories for instruction or technical preparation is not considered as employment on the condition that the plant or factory will have obtained authorization to this effect from the Ministry of Public Health.

APPENDIX II *to Labor Code*

The industries in which are employed juveniles shall submit a medical certificate. It is prohibited to employ children but it is authorized to employ juveniles in the following industries and works according to the provisions of Articles 22 and 23.

1. Blood Analysis 2. Heating of bones. 3. Heating of soap. 4. Smelting of tallow. 5. Heating of Manure. 6. Any operation relative to the manufacture of leather. 7. Glue manufacture. 8. Cement manufacture. 9. Gearing of cotton (work at the place of gearing as well as where cog-wheels are employed). 10. Glass manufacture. 11. Sugar manufacture. 12. Cotton pressing. 13. Printing. 14. Manufacture and untwisting of rags. 15. Manufacture of flax, hemp, and wool. 16. Sculpture and shaping of marble and other stones. 17. Copper trade. 18. Tobacco industry. 19. Spinning, weaving, and knitting of silk, cotton, and flax by machines. 20. Construction work with the exception of those rural buildings the maximum height of which does not exceed eight meters. 21. Paint and enamel manufacture. 22 Foundry. 23 Transport of travelers and goods on ordinary highways, railways, or water ways as well as the practice of transfer of goods within warehouses and stores or on bridges and wharves.

BEIRUT, September 23, 1946

Signed: BECHARA KHAYIL EL-KHOURY

The President of the Council of Ministers
and Minister of National Economy

Signed: SAADI MUNLA

Note. Legislative Decree No. 4868 established the new Ministry of Social Affairs to be effective 1 June 1951. Although no amendment has been laid down with respect to this law, it may be assumed that wherein the law refers to National Economy, these words may be replaced by Social Affairs.

Appendix II

STATISTICAL DATA REGARDING THE INDIVIDUAL LEBANESE LABOR SYNDICATES

SYNDICATE OF BAKERY WORKERS IN BEIRUT

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78

Official Rationale: To protect the trade and to raise the standards of its members.

Date of License: 15 May 1947

Amount of Syndicate Subscription Fees: 1 LL per month

Amount of Bank Balance as of 20 March 1952: 3250 LL

Number of Members: 750

Active Dues Paying Members: 350

Inactive members (arrears in dues): 400

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of the Syndicate Founding Members: Adib Ibrahim, Kriker Barsumiyah, Muhammad Ahmad Qubaysi, Dahir A'li Al-Hajj, Abd Al-Latif Ma'tuq

Names of Current Members of Syndicate Council:

President: Husayn Ali Husayn

Vice President and Acting Secretary: Kriker Barsumiyah

Secretary: Yusuf Nadir

Treasurer: Muhammad Farukh

Advisors: Muhammad Amin Himadah, Sirkis Sintriyah, Qasim Al-Qadi, Hassan A'-Lama', Habib Sa'd

SYNDICATE OF BANK EMPLOYEES IN BEIRUT

Address: Imm. George Tabet, Rue Jumayzi, Beirut

Official Rationale: To maintain the rights of the bank employees and to unite their classes.

Date of License: 20 March 1947

Amount of Syndicate Subscription Fees: 5 LL per year for those members whose salaries are below 250 LL per month and 10 LL per year for those whose salaries are over 250 LL per month

Amount of Bank Balance as of 20 March 1952: 10,000 LL

Number of Members: 600

Active Dues Paying Members: 500

Inactive members (arrears in dues): 100

Number of Foreigners in Syndicate: 3

Number of Palestinians in Syndicate: None

Names of the Syndicate Founding Members: Jami' Hashshash, Kamal Nasuli, Diya Mi'himah, Antoine 'Ayub, Gabriel Khoury, Pierre Ja'arah, Wajih Jarudi

Names of Current Members of Syndicate Council:

President: Gabriel Khoury

Vice-President: Antoine 'Ayub

Secretary: Wajih Jarudi

Assistant Secretary: Jean Mahir

Treasurer: Jean Rayus

Accountant: Fuad Juma'

Advisors: A'-Amir Samir Shihab, Tawfiq Karam, Khalil Shihad, Jawdat Malik, Edward Tabet, Joseph Khoury, Diya Mi'himah,

5/2000

SYNDICATE OF BARBER SHOP WORKERS IN BEIRUT

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78

Official Rationale: To defend the rights of the barber shop workers within the law.

Date of License: 2 May 1947
 Amount of Syndicate Subscription Fees: 50 LP per month
 Amount of Bank Balance as of 20 March 1952: 2000 LL
 Number of Members: 350
 Active Dues Paying Members: 180
 Inactive members (arrears in dues): 170
 Number of Foreigners in Syndicate: None
 Number of Palestinians in Syndicate: 35
 Names of the Syndicate Founding Members: Gabriel Majdalani, Khalif Dimahi,
 'Agiz Nahhas, Muhammad 'Uqdah
 Names of the Current Members of the Syndicate Council:
 President: Nubar Varatiyan
 Vice-President: George Taqash
 Secretary: Najib Hakim
 Treasurer: Abdu Farram
 Accountant: A'li Aslan
 General Inspector: Abdu Khoury
 Director of Publications and Propaganda: Faris Abu Sa'd
 Member of Disciplinary Council: Tawfiq Nawfal
 Advisor: Atli Saba

SYNDICATE OF THE EMPLOYEES AND WORKERS OF THE BEIRUT PORT COMPANY

Address: c/o The Beirut Port Company, Beirut
 Official Rationale: To raise the standard of its members, morally and materially
 Date of License: 20 October 1947
 Amount of Syndicate Subscription Fees: 1% of the monthly salary to be paid
 every three months
 Amount of Bank Balance as of 20 March 1952: 14,000 LL
 Number of Members: 800 (All active dues paying members)
 Number of Foreigners in Syndicate: 5
 Number of Palestinians in Syndicate: None
 Names of the Syndicate Founding Members: Khalid Lababidi, Michel Saïsin,
 Nasri Masarrah, Wadi' Dahir, Mustafa Al-'Agharr, Sallum Shukra'lah,
 Ahmad Al-'Agharr
 Names of Current Members of Syndicate Council:
 President: Antoine Atallah
 Vice-president: Abdu'lah Mudawar
 Secretary: Abd Al-Qadir Fayid
 Treasurer: Ilyiah Munsif
 Advisors: Sitrak Kashkariyan, Ahmad Al-'Agharr, Kamin Adhami,
 Muhammad A'li Ramadan, Muhammad Al-Madhun, Joseph Aisa

SYNDICATE OF COMMERCIAL EMPLOYEES IN BEIRUT

Address: Imm. Al-'Abd, Rue Al'enby, opposite Al-'Umari Mosque, Beirut
 P.O. Box 606
 Official Rationale: To assist the disabled, unfortunate, discharged employees
 and to raise the standard of the trade.
 Date of License: 8 April 1947
 Amount of Syndicate Subscription Fees: 2 LL per year
 Amount of Bank Balance as of 20 March 1952: 9500 LL
 Number of Members: 1400
 Active Dues Paying Members: 500
 Inactive members (arrears in dues): 900
 Number of Foreigners in Syndicate: None
 Number of Palestinians in Syndicate: None
 Names of Founding Members of Syndicate: Farid Harran, George Kamil, Victor Nahhas,
 Michel Abi Ghanim, George Haddad, Albert Abi Ghanim, 'Afif Ghandur
 Names of Current Members of Syndicate Council:
 President: Michel Abi Ghanim
 Vice-president: George Kamil
 Secretary: Nicolas Haddad
 Treasurer: Fuad Ashu
 Director of Works: Victor Nahhas
 Advisors: Assad Jibrayl, Jean Haddad, Bishara Bahut, Antoine Shiha,
 Albert Abi Ghanim, Nadim Haddad, 'Afif Barjawi

SYNDICATE OF PRINTING PRESS WORKERS IN BEIRUT

Address: Im. Grand Theatre, 4th Floor, Rue Amir Bechir, Beirut
Telephone 69-73

Date of License: 26 July 1947
Amount of Syndicate Subscription Fees: 50 LP per month
Amount of Bank Balance as of 20 March 1952: Little or no reserve amount is maintained. Finances for any syndicate activity are drawn from Lebanese Communist Party.

Number of Members: 250 (All active Dues paying Members)
Number of Foreigners in Syndicate: Unknown
Number of Palestinians in Syndicate: Unknown
Names of Current Members of Syndicate Council:
President: Sa'ad Al-Din Munnah
Vice-president: Iria Al-Murr
Secretary: Fuad Nassir Al-Din
Treasurer: Elias Buzayri
Advisors: Mustafa Al-Aris, Antoine Hakim, Shafiq Itani,
Iqbal Yundawaz

SYNDICATE OF EMPLOYEES AND WORKERS OF THE VEGETABLE MERCHANTS

Address: c/o Jami'at Al-Niqabat, Im. Raoufidi, 3rd Floor, Al-Masra, Beirut
Telephone 92-76

Official Rationale: To improve their condition and to defend their interests
Date of License: 8 April 1947
Amount of Syndicate Subscription Fees: 50 LP per month
Amount of Bank Balance as of 20 March 1952: 2500 LL
Number of Members: 250

Active Dues Paying Members: 123
Inactive Members (Arrears in Dues): 125
Number of Foreigners in Syndicate: None
Number of Palestinians in Syndicate: None
Names of Syndicate Founding Members: Muhammad Salim Habrit, Mahmud Khatib Tarun,
Bashir Al-Khatib, Mustafa Farhat, Abd Al-Rahman Al-Nuwayri
Names of Current Members of Syndicate Council:
President: Ahmad Shawa
Vice-president: Khudat Bakri
Secretary: Bashir Al-Khatib
Treasurer: Mahmud Al-Tun
Assistant Secretary: Shadab Al-Turk
Advisors: Sharif Ballaq, Abd Al-Hafiz Dughan, Ahmad Al-Sa'ati,
Samir Hammad, Mahdi Al-Din Muhammad Said, Abd Al-Fatah
'Uqari

SYNDICATE OF PHOTOGRAPHER WORKERS

Remarks: An attempt is now being made to organize the photographer workers by a preparatory committee under Emile Sahyun. In this effort Sahyun is seeking the support of the Jami'at.

SYNDICATE OF TANNING WORKERS IN BEIRUT

Remarks: An unrecognized syndicate headed by Juriyas Abu Nadir but which recently has become inactive. It is believed that the communists are attempting to reactivate this organization under the Itihad.

SYNDICATE OF CONFECTIONARY SHOP WORKERS IN BEIRUT

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78

Official Rationale: To raise the standard of the goods of the trade and to protect their interests

Date of License: 14 October 1947

Names of Founding Members: Muhammad Ali Marmar, Muhammad Said Ramadan, Yahya Muhammad Al-Fasih, Khalid Khalil Kisba, Mahmud Tamin Al-Jawkisi

Name of Current President: Mahmud Mahjub

Remark: This syndicate is now practically inactive and no longer exercises the functions of a labor syndicate.

SYNDICATE OF COOKS IN BEIRUT

Address: Azariyah Building, 4th Floor, Room 15, Beirut; Telephone: Extension 14
Official Rationale: To protect and encourage the trade and to raise the standard of its workers

Date of License: 3 March 1947 (Originally organized in 1922)

Amount of Subscription Fees: 10 LL per year

Amount of Bank Balance as of 20 March 1952: 1000 LL

Number of Members: 350

Active Dues Paying Members: 300

Inactive members (arrears in dues): 50

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members (1947): Hanna Salim, Hakim Dahir, Ya'qub Azar Abi 'Ad, Sa'd Thabit

Names of Current Members of Syndicate Council:

President: Anis Abdurrahman Dafuni

Vice-president: Gabriel Sfeir

Secretary: Yusuf Abi Nadir Shartuni

Treasurer: Joseph Said

Administrative Director: George Said

Accountant: Yusuf Abd Al-Nur

Advisers: George Jibran, Habib Lahud, Antoine Haddad, George Nahmi,

Sallum Haddad, Othman Kujayan

SYNDICATE OF DRIVERS IN THE LEBANESE REPUBLIC X

Address: Imm. Waqf Al-Hijazi, (Next to Cafe Najjar), Places des Canans, Beirut
Telephone: 73-56

Official Rationale: To strengthen the bonds of friendship, unity, and cooperation among all Lebanese drivers and to endeavor to elevate their condition, raise their standards, and to defend their various interests.

Date of License: 17 February 1939

Amount of Syndicate Subscription Fees: 3 LL per year

Amount of Bank Balance as of 20 March 1952: 2200 LL

Number of Members: 1500 (All dues paying members as required by special law)

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Current Members of Syndicate Council:

President: Ibrahim Hajja

Vice-president: Nicola Wakim

Secretary: Afif Munaymah

Treasurer: Tawfiq Saqr

Office Director: Said Duwaydan

Inspector: Lutfallah Aoun

Financial Adviser: Muhammad Jawwad

Controller: Tawfiq Al-Ghawi

Adviser: Francis Haddad

Member of Disciplinary Council in North Lebanon: Najib Paris

Member of Disciplinary Council in Beirut: Iskandar Abdu

Director of Publications and Propaganda: Yusuf Al-Hajj

SYNDICATE OF ELECTRIC AND RADIO WORKERS IN TRIPOLI

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone: 92-78

Official Rationale: To maintain the interests of its individuals and to defend their interests

Date of License: 28 March 1948

Amount of Syndicate Subscription Fees: 50 LP per month

Amount of Bank Balance as of 20 March 1952: 500 LL

Number of Members: 450

Active Dues Paying Members: 200

Inactive members (arrears in dues): 250

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Founding Members of Syndicate: Mufidh Miqati, Taha Marhabah, Fadih Mania, Muhammad Haffar, Fahmi Najj Al-Imam, Nicola Eliya Surur

Remarks: Presently there is no duly elected syndicate council but syndicate affairs are being administered by the North Lebanon Branch of the Jami'at Al-Niqabat.

SYNDICATE OF EMPLOYEES AND WORKERS OF THE ELECTRIC COMPANY OF BEIRUT

Address: c/o Electric Company of Beirut, Rue Nahr, Beirut

Official Rationale: To raise the educational, economic, and trade standard and to unify its members

Date of License: 10 June 1947

Amount of Syndicate Subscription Fees: 1 LL per month (For Conductors: 1 1/2 LL per month)

Amount of Bank Balance as of 20 March 1952: 15000 LL

Number of Members: 1000

Active Dues Paying Members: 800

Inactive Members (Arrears in dues): 200

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: George Na'mah, 'As'ad Aqi, Victor Abi Sa'dah, 'Asim Yusuf, Louis Sa'adah

Names of Current Members of Syndicate Council:

President: Victor Abi Sa'dah

Vice-president: Muhammad Shabaru and Yaqub Lagiliyan

Secretary: Maikun Maikun

Treasurer: Yusuf Kabut

Inspector of Accounts: Tawfiq Riziq

Director of Propaganda and Publications: Amin Ka'kati

Assistant Secretary: Mahmud Tayyarah

Advisors: Kriker Lashiniyan, Muhammad Nazim, Sa'im Hamza,

Antoine Aqi

SYNDICATE OF EMPLOYEES AND WORKERS OF THE FRENCH MEDICAL UNIVERSITY

Address: c/o French Medical University, Rue Damas, Beirut.

Official Rationale: To assist its members and to raise their standards

Date of License: 5 December 1947

Amount of Syndicate Subscription Fees: 3 LL per year

Number of Members: 40

Active Dues Paying Members: 25

Inactive Members (Arrears in Dues): 15

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Constantine Karramah, Anis Al-Husari, Nicola Wahbi, Nicola Al-Khoury, Marun Riziq

Names of Current Members of Syndicate Council:

President: Anis Al-Husari

Vice-president: Nicola Wahbah

Secretary: Nicola Wahbah

Treasurer: Elias Al-Asmar

Advisors: Nicola Khwayri, Caesar Farah

SYNDICATE OF RAILWAY WORKERS AND EMPLOYEES OF LEBANON

Address: Souk Tawili, Beirut

Official Rationale: To raise the standard of railway employees and workers and to defend their interests.

Date of License: 8 March 1947

Amount of Syndicate Subscription Fees: 1% of four months salary per year

Amount of Bank Balance as of 20 March 1952: 10000 LL (Refused to accept government grant of 1500 LL)

Number of Members: 1250 (All active dues paying members)

Number of Foreigners in syndicate: 5

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Michel Usteh, Muhammad Mizhir, Muhammad Jawhari, As'ad Khamis, Michel Fahd, Mansur Sa'd, Habib Izbahan, Louis Lahud, Joseph Saghbini, Hassan Nasri

Names of Current Members of Syndicate Council:

President: Antoine Qara'ah

Vice-president: Said Aweymi

Secretary: Muhammad Mizhir

Treasurer: Antoine Ibraydah

Assistant Secretary: George Malfat

Accountant: Elias Nathan

Advisors: Amin Saqr, Muhammad Al-Misri, Muhammad Ali Rashidi, Antoine Abu Nadir, Jean Sa'iba, Michel Jalakh

SYNDICATE OF SEAMEN AND STEVEDORES

Address: Rue Du Fort, Beirut

Official Rationale: To maintain the interests of its individuals and to raise the standard of the trade.

Date of License: 13 February 1948

Amount of Syndicate Subscription Fees: 1 LL per month. (Porters are exempted from payment of subscription fees.)

Amount of Bank Balance as of 20 March 1952: 2250 LL

Number of Members: 3000 This figure is broken down as follows:

Members of Unloading Gangs: 600

Tally Clerks: 168

Porters: 1500

Seamen: 600

Workers of Beirut Port Company: 200

(All are active members, half of whom pay subscription fees.)

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Muhammad Khattab, Ali Al-Qassar, Muhammad Salim Arafat, Ramadan Al-Marakibi

Names of Current Members of Syndicate Council:

President: Muhammad Khalil Al-Sharqawi

Vice-president: Abdullah Fahmi

Secretary: Salim Batta'ji

Treasurer: Hassan Diyab

Advisors: Muhammad Al-Jus, Khuder Fayid

SYNDICATE OF EMPLOYEES AND WORKERS OF THE AMERICAN UNIVERSITY OF BEIRUT

Remarks: This organisation, licensed on 8 April 1947, was dissolved in 1950 by government order and the syndicate leaders were discharged from the university. Its founding members were Mikhail Elias Qari, Majid Hanna Darba, Shafiq Ibrahim Juraydini, Jurjis Yusuf Jibrán, and Jean Saigh.

SYNDICATE OF PRINTING AND BOOKBINDING WORKERS

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78

Official Rationale: To maintain the interests of its individuals and to raise the standard of the trade

Date of License: 13 February 1948

Amount of Syndicate Subscription Fees: 50 LP per month

Amount of Bank Balance as of 20 March 1952: 2250 LL

Number of Members: 350 (All active dues paying)

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Kamal Uthman Al-Abyad, Munir Jami' Al-Din
Muhammad Ali Fakhru, Tawfiq Al-Faghali, Muhammad Al-Maghrebi,
Jean Aoun

Names of Current Members of Syndicate Council:

President: Muhammad Ali Fakhru

Vice-president: Zakhiyah Hudawwar

Secretary: Kamal Al-Abyad

Treasurer: Munir Jami' Al-Din

Advisors: Farid Nujsaym, Halim Matar, Assad Farkh, Gabriel Faghali,

Najih Hunaym, Abd Al-Rahman Sabint, Izat Safi,

Wadih Yahshushi

SYNDICATE OF PRIVATE CAR DRIVERS IN BEIRUT

Address: Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut, Telephone 92-78

Official Rationale: To reciprocate and unify as well as to assist the needy and to maintain the interests of the drivers

Date of License: 26 March 1947

Amount of Syndicate Subscription Fees: 3 LL per year

Amount of Bank Balance as of 20 March 1952: 2250 LL

Number of Members: 4000

Active Dues Paying Members: 1000

Inactive members (arrears in dues): 3000

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Abdallah Al-Bizri, Halim Bustani,
Kamil Al-Haddad, Habib Kan'an, Mirjan Makariyan, Salim Faris,
Miyad Safamah

Names of Current Members of Syndicate Council:

President: Salim Abdu Dahir

Vice-president: Mustafa Abd Al-Rahman Ba'yun

Secretary: George Nasr

Treasurer: Habib Kan'an

Director of Administration: Sa'im Dahir

Director of Propaganda and Publications: Sulayman Istifan

Disbursement Manager: Elias Abid

General Inspector: Elias Riziq

Technical Advisors: Anis Haddad, Na'im Mar'i

Advisors: Sulayman Sabra, Jem Makariyan, Adib Haddad

Remarks: In spite of the syndicate name, it draws its members throughout Lebanon. The high membership number is caused largely by a great number of members of the Drivers Syndicate also belong to this syndicate. It is estimated that the large majority of those dues paying members are also the ones who belong to the Drivers Syndicate.

SYNDICATE OF PRESSING WORKERS IN BEIRUT

Remarks: An unrecognized syndicate which has little or no influence in the trade but which is communist-dominated and allegedly a member syndicate of the Itihad Al-Niqabat.

SYNDICATE OF MUNICIPALITY WORKERS IN BEIRUT

Remarks: An organization in the infant stage of development, being pushed by the Jami'at Al-Niqabat. Members of the Executive Council of the Jami'at believe that by organizing the Municipality workers under Jami'at control and who are on the government payroll will enhance the Jami'at's bargaining position with the government.

SYNDICATE OF MACHINE WORKERS IN BEIRUT

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78

Official Rationale: To unite the workers together by supporting their actions and improving their conditions

Date of License: 12 May 1947

Amount of Syndicate Subscription Fees: 50 LP per month

Amount of Bank Balance as of 20 March 1952: 3250 LL

Number of Members: 1500

Active Dues Paying Members: 750

Inactive members (Arrears in dues): 750

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Muhammad Wahbi Al-Misri, Muhammad Umar Buji, Ibrahim Musawi, Edward Abi Hay'a, Muhammad Al-Qabut

Names of Current Members of Syndicate Council:

President: Abd Al-Majid Mehio

Vice-president: Alexan Abi'iyun

Secretary: Ahmad Damaj

Treasurer: Muhammad Al-Aris

Assistant Secretary: Ahmad Baku

Advisors: Yusuf Mad'iq, Yusuf Khoury, Artin Jabriyan, Umar Buji, Antoine Abi Rashid, Sirkis Iskatjiyan, Sirkis Makariyan

SYNDICATE OF MOTION PICTURE PROJECTIONISTS IN THE LEBANESE REPUBLIC

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78 (Syndicate records kept at Odeon Theater, Place des Canons)

Official Rationale: To maintain the interests of the individuals of the trade and to raise its standards

Date of License: 20 March 1947

Amount of Syndicate Subscription Fees: 1 LL per month

Amount of Bank Balance as of 20 March 1952: 1000 LL

Number of Members: 50 (all active dues paying members)

Number of Foreigners in Syndicate: 2

Number of Palestinians in Syndicate: None

Names of Founding Members of Syndicate: Joseph Barshal, Antoine Sabbaghah, Kami'ah Shahin, Kosti Qudsi, Spiridon Al-Shuwayri

Names of Current Members of Syndicate Council:

President: Khadar Diyah

Vice-president: Spiridon Shuwayri

Secretary: Muhammad Munaymah

Treasurer: Joseph Ghazza'

Director of Administration: Joseph Haddad

Technical Advisors: Samir Al-Turk, Anwar Diyah

Advisors: Michel Sabbaghah, Dib Al-Nahas, Sa'ifah Jarudi, Hassan Masalkhi, Ma'ruf Al-Misri

SYNDICATE OF FURNITURE UPHOLSTERY WORKERS IN BEIRUT

Address: c/o Jami'at A'-'Niqabat, Imm. Lababidi, 3rd Floor, A'-'Maarad, Beirut
Telephone 92-73

Official Rationale: To improve the conditions of the workers of this industry and to raise their standards

Date of License: 8 April 1947

Amount of Syndicate Subscription Fees: 50 LP per month

Amount of Bank Balance as of 20 March 1952: \$735 LL

Number of Members: 275

Active Dues Paying Members: 65

Inactive Members (Arrears in dues): 210

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Edmund Franjiyah, Elias Ya'qub Qabanji, Philip A'-'Qazi, Yusuf Habib

Names of Current Members of Syndicate Council:

President: Edmund Franjiyah

Vice-president: Shukri Jurji Rinah

Secretary: Izi A'-'Din Sulayman and Tanyus 'Ayub

Treasurer: Yusuf Najib Habib

Work Director: Michel Mi'hiim Khayra'fah

Supervisor of Publicity: Yusuf Tanyus Abdu

Inspector: Elias Khalif A'-'Ba'ini

Advisors: Wafiq Anf Mar'i, Joseph Dakkash

SYNDICATE OF HOTEL, RESTAURANT, AND COFFEE SHOP EMPLOYEES

Address: Imm. Akra, 3rd Floor, Rue Maarad, Beirut; Telephone 17-28

Official Rationale: To raise the standard of all its members and to give them direction

Date of License: 18 March 1947

Amount of Subscription Fee: 50 LP per month

Amount of Bank Balance as of 20 March 1952: 2000 LL

Number of Members: 600

Active Dues Paying Members: 600

Inactive Members (Arrears in dues): 200

Number of Foreigners in Syndicate: 30 Greeks; 80 Syrians

Number of Palestinians: 10

Names of Syndicate Founding Members: George Muhanna, Khayra'fah Mudawwar, Nicola Shihab, Tawfiq Kami'

Names of Current Members of Syndicate Council:

President: Elias Habr

Vice-president: Elias Bitar

Secretary: George Safi

Treasurer: Usab Bid

Assistant Secretary: Khalid Himadeh

Inspector: Antoine Kami'

Works Director: George Gibrail

Executive Office Secretary for Employees: Butrus Khalifah

Advisors: George Habr, Said Farugh, Avadis Makariyan, Hayik Makariyan

SYNDICATE OF THE WORKERS AND EMPLOYEES OF THE IRAQI PETROLEUM COMPANY IN THE LEBANESE REPUBLIC

Address: c/o Iraqi Petroleum Company, Tripoli

Official Rationale: To raise their standards and to defend their interests

Date of License: 2 October 1948

Amount of Syndicate Subscription Fee: 1 LL per month

Amount of Bank Balance as of 20 March 1952: 16250 LL

Number of Members: 1000

Active Dues Paying Members: 670

Inactive Members (Arrears in dues): 230

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Michel Daud Khalaf, Ismut Khayr A'-'Din

Aḡ-Nahhas, Eḡias Ibrahim Aḡ-Dabshi, Haḡmah Nicoḡa Jabbour, Shafiq Zakhur
 Names of Current Members of Syndicate Council:
 President, Iskandar Hariq
 Vice-president, Hassan Nasri
 Secretary, Munir Bayyan
 Treasurer, Afif Aḡ-Aris
 Advisors, Adnan Bazri, Ibrahim Haddad, Eḡias Daghir, Fahd Dibs,
 Nashat Dabusi, Asḡad ḡAbud, Hanna Atiyah, Adnan Miqati,
 Honorary Members, Dr. Nasib Hammam, Prof. George Minna

SYNDICATE OF JEWELRY SHOP WORKERS IN BEIRUT

Address: Souk Souyagh, Beirut
 Official Rationale: To defend the rights of its members and to raise the
 standard of the trade and to encourage it
 Date of License: 20 March 1948
 Amount of Syndicate Subscription Fee: 1 LL per month
 Amount of Bank Balance as of 20 March 1952: None
 Number of Members: 230
 Active Dues Paying Members: 120
 Inactive Members (Arrears in dues): 110
 Number of Foreigners in Syndicate: 63 includes Greeks, Turks, Syrians, etc.
 Number of Palestinians in Syndicate: None
 Names of Syndicate Founding Members: George Zuwayn, Badrun Hakimiyan,
 Eḡiya Khoury, Haḡ Balyan, Krikor Hakiniyan, Eḡias Aḡ-Khoury,
 Matri Qazan
 Names of Current Members of Syndicate Council:
 President, Eḡias Dib Aḡ-Khoury
 Vice-president, Matri Qazan
 Secretary, Haḡ Balyan
 Treasurer, Artin Karakaziyan
 Advisors: Michel Shammam, George Zuwayn, Haḡi Balyan, Edward Badran
 Bedrus Hakiniyan, Eḡias Nawful

SYNDICATE OF LUMBER WORKERS IN THE LEBANESE REPUBLIC

Address: c/o Gabriel Karamoun, Rue Said Aḡ, Beirut
 Remarks: New syndicate now in the process of being organized. President
 of Preparatory Committee is Edmund Franjiyah. This new syndicate
 is to include carpentry workers, Lustro and Duco painters, and
 furniture upholsterers, supposedly encompassing over 1200 workers
 throughout Lebanon. No subscription fees have been charged nor
 does the Preparatory Committee have a supply of funds.

SYNDICATE OF LUSTRO AND DUCO PAINTER WORKERS IN BEIRUT

Address: Imm. Grand Theatre, 4th Floor, Rue Amir Bechir, Beirut
 Telephone 69-73
 Official Rationale: To unify the workers and to cooperate together in
 support of their actions
 Date of License: 2 May 1947
 Names of Syndicate Founding Members: Miḡhim Abduḡ Abud, Yusuf Habib Najib,
 Victor Saigh, Antoine Kan'an
 Remarks: This syndicate is now defunct and was recently amalgamated with
 the Syndicate of Carpenter Workers in Beirut. Last syndicate
 president was Shakib Beirut.

SYNDICATE OF OFFICE AND COMPANY EMPLOYEES

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78. (May be contacted through the office of Farid Jubran, Azariyah Building, 2nd Floor, Room 19, Beirut.)

Official Rationale: To raise the standard of the trade and to defend its interests.

Date of License: 2 September 1947

Names of Syndicate Founding Members: Farid Harran, Anis Shu'ayb, Anis Mar'ib, Jamil Atiyah

Remarks: The organization is now practically inoperative because of the increased strength and prestige of the commercial employees. Its current president is Joseph Habaqah, and secretary is Farid Jubran.

SYNDICATE OF PETROLEUM SALESMEN IN BEIRUT

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78

Official Rationale: To protect the trade and raise its standards

Date of License: 27 August 1947

Amount of Syndicate Subscription Fees: 1 LL per month

Amount of Bank Balance as of 20 March 1952: 2500 LL

Number of Members: 94 (All active dues paying members)

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: George Khoury Al-Shami, Ghattas Saliba, Hamsah Muhammad Al-Dawaji, Ali Al-Halabi, Jafar Ali Umar

Names of Current Members of Syndicate Council:

President: George Khoury Al-Shami

Vice-president: Muhammad Tutanji

Secretary: Hassan Abu Ghanam

Treasurer: Hassan Ladhaqani

Assistant Secretary: Bulus Abu Rashid

Advisors: Ghattas Saliba, Dib Abd Al-Masih, Yusuf Bitar

SYNDICATE OF PHARMACY ASSISTANTS IN BEIRUT

Address: c/o Mr. Rashad Al-Imam, Pharmacie Al-Jamil, Bab-Idriss, Beirut.

Official Rationale: To defend the rights of pharmacists by legal means and within the law

Date of License: 8 April 1947

Amount of Subscription Fees: 50 LP per month

Amount of Bank Balance as of 20 March 1952: 200 LL

Number of Members: 63

Active Dues Paying Members: 57

Inactive Members (Arrears in dues): 6

Number of Foreigners in Syndicate: 2

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Sirkis Alf, Wadi' Nassur, Yusuf Bu Fayyad Bishara Shukayban

Names of Current Members of Syndicate Council:

President: Rashad Al-Imam

Vice-president: Sirkis Alf

Secretary: Joseph Abudi

Treasurer: Farah Layani

Advisors: Antoine Atarah, Joseph Murad, Joseph Abu Khalil,

Jean Jam'au, Antoine Abi Samrah, Adel Shabaru,

Emile Jazini, Pierre Ars'aniyan

SYNDICATE OF TOBACCO SELLERS IN BEIRUT

Address: c/o Jani'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Ma'arad, Beirut
 Official Rationale: To unify and mobilize for the defense of their interests
 Date of License: 10 April 1947
 Amount of Syndicate Subscription Fees: 50 LP per month
 Amount of Bank Balance as of 20 March 1952: 1300 LL
 Number of Members: 900

Active Dues Paying Members: 400
 Inactive Members (Arrears in dues): 500

Number of Foreigners in Syndicate: None
 Number of Palestinians in Syndicate: None
 Names of Syndicate Founding Members: Mahmud Hassan Salam, Said A'i Baydun, Khayru'llah Mansur Abi Shakir, Afif Abdu'llah Baydun, Masab Sha'ib
 Names of Current Members of Syndicate Council:
 President: Mikhail Abi Hayla
 Vice-president: Mahmud Salam
 Secretary: Badawi Al-Sabagh
 Assistant Secretary: Tawfiq Namidan
 Treasurer: Asbir Yadun Riziq
 Assistant Treasurer: Dib Hatun
 General Controller: Abd Al-Qadir Al-Ris
 Advisors: Al-Hajj Abd Al-Rahman Fathah, Armanak Kafusiyan, Mas'ud Risha, Asbir Ka'fuf, Eliya Hanna

SYNDICATE OF TRAVEL AGENCIES EMPLOYEES AND WORKERS

Address: c/o Fitti Freres, Place d'Ettoile, Beirut
 Official Rationale: To protect and encourage the trade, to raise its standards, to defend its interests, and to strive for its advancement, materially, culturally, and socially.

Date of License: 22 August 1950

Amount of Syndicate Subscription Fees: 50 LP per month

Amount of Bank Balance as of 20 March 1952: 2500 LL

Number of Members: 300 (All dues paying members)

Number of Foreigners in Syndicate: 20

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: George Barberi, Fuad Riziq, Habib Munassah, Emile Mukarzi, Fuad Nasif

Names of Current Members of Syndicate Council:

President: George Barbari

Vice-president: Fuad Riziq

Secretary: Kamel Ghayb

Treasurer: Elia Mikki

Advisors: Arslan Muradiyan, Habib Munassah, Munir Hakim

SYNDICATE OF TILE CONSTRUCTION WORKERS

Address: Rue Mousaitbe and Rue Ma'ouf, opposite Emile Habib Tile Factory, Beirut
 Official Rationale: To unite the members of the trade and to raise their standards
 Date of License: 20 January 1952

Amount of Syndicate Subscription Fees: 1 LL per month

Amount of Bank Balance as of 20 March 1952: None

Number of Members: 180 (All dues paying)

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Current Members of Syndicate Council:

President: Emile Iskandar Habib

Vice-president: Michel Nasif Badawi

Secretary: Eliya Bisharah Najim

Treasurer: Eligg Mitri Luga

Representative with Government: Adib George Badran

Advisors: Iskandar Lutfallah Butrus, Nicola Elias Najim, Michel Jubran Khoury, Emile Mansur, Habib Amin Tajah, Jubran Raffuf Najim, Georgi Ibrahim Habib

SYNDICATE OF CONSTRUCTION WORKERS IN BEIRUT

Address: Imm. Grand Theatre, 4th Floor, Rue Amir Bechir, Beirut
 Telephone: 69-73
 Official Rationale: To strengthen cooperative relations and to raise the standard of the trade.
 Date of License: 12 May 1947
 Amount of Syndicate Subscription Fees: 50 LP per month
 Amount of Bank Balance as of 20 March 1952: Little or no reserve amount is maintained. Finances for any syndicate activity are drawn from Lebanese Communist Party.
 Number of Members: 300
 Active Dues Paying Members: 150
 Inactive Members (Arrears in Dues): 150
 Number of Foreigners in Syndicate: Unknown
 Number of Palestinians in Syndicate: Unknown
 Names of Syndicate Founding Members: Yusuf Bushrush, Isbir Al-Saman, Muhammad Hilmi, Al-Aqqad, Marshad Majdani
 Names of Current Members of Syndicate Council:
 President: Isbir Al-Saman
 Vice-president: Khayil Umar
 Secretary: Kamil Harb
 Treasurer: Anis Aoun
 Advisors: Khayr Abdallah, Suwayman Aoun, Muhammad Ali Hussayn, Hassan Abdu

SYNDICATE OF CAREENTER WORKERS IN BEIRUT ^a

Address: Imm. Grand Theatre, 4th Floor, Rue Amir Bechir, Beirut
 Telephone 69-73
 Official Rationale: The cooperation of all carpenters' workers
 Date of License: 2 May 1947
 Amount of Syndicate Subscription Fees: 50 LP per month
 Amount of Bank Balance as of 20 March 1952: Little or no reserve amount is maintained. Finances for any syndicate activity are drawn from Lebanese Communist Party.
 Number of Members: 1000 (Includes approximately 100 from Painters Syndicate)
 Active Dues Paying Members: 500
 Inactive Members (Arrears in Dues): 500
 Number of Foreigners in Syndicate: Unknown
 Number of Palestinians in Syndicate: Unknown
 Names of Syndicate Founding Members: Sa'im ~~Wakim~~, Joseph Mina, Antoine Aramuni, Antoine Uways
 Names of Current Members of Syndicate Council:
 President: Nicola Lahham
 Vice-president: George Abdu Hajjar
 Secretary: Amin Fuad Haddad
 Treasurer: As'ad Jabbour
 Inspector: Najib Jaradini
 Advisors: Hassan Baydun, Yarwan Kambakiyan, Artin Bavajiyani

SYNDICATE OF TANNING WORKERS IN MASHGHARAH

Address: Mashgharah
 Official Rationale: To protect and encourage its trade and to defend its interests
 Date of License: 10 July 1947
 Amount of Syndicate Subscription Fees: 1 LL per month
 Amount of Bank Balance as of 20 March 1952: Believed to be nil
 Number of Members: 900 (No fees collected in past two months)
 Names of Syndicate Founding Members: Hanna Khalad Al-Brablisi, George Al-Hajj, Ali Dib Sa'id, Ma'ruf Al-Rishuni
 Name of Current Syndicate President: Arif Nasif
 Remarks: Syndicate has become inactive in the previous two months from 1 April 1952. However there is allegedly strong communist activity among syndicate to reestablish it as a communist organization.

SYNDICATE OF CINEMA WORKERS AND EMPLOYEES IN BEIRUT

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
Telephone 92-78

Official Rationale: To raise the standards of the trade and to defend its interests

Date of License: 18 June 1947

Amount of Syndicate Subscription Fees: 7 LL per month

Amount of Bank Balance as of 20 March 1952: 500 LL

Number of Members: 200 (All active dues paying members)

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Fadi Al-Qassar, Bahij Shukri, Abd Al-Rahman Kamal Al-Din, Edward Abu Khalil, Kamal Al-Nassar, Jami Zekhya

Names of Current Members of Syndicate Council:

President: Ahmad Sha'ban

Vice-president: Edward Abu Khalil

Secretary: Mustafa Farhat

Treasurer: Sa'd Al-Din Amish

General Inspector: Hiyal Khalifah

Director of Propaganda and Publications: Muhyi Al-Din Al-Natur

SYNDICATE OF GARDENING WORKERS IN SIDON

Address: Sidon

Official Rationale: To raise the standard of the gardner and to maintain his rights

Date of License: 4 November 1947

Amount of Syndicate Subscription Fees: 7 LL per month

Amount of Bank Balance as of 20 March 1952: 500 LL

Number of Members: 1500 (only 85 of which paid their fees last month because of the small amount of government subsidy received)

Number of Foreigners in Syndicate: None

Number of Palestinians in Syndicate: None

Names of Syndicate Founding Members: Abd Al-Halim Al-Bubu, Muhammad Ali Shams Al-Din, Khalil Safi, Mustafa Sa'd, Ma'ruf Sa'd, Hanna Kathar, Nicola Thalji

Names of Current Members of Syndicate Council:

President: Abd Al-Halim Al-Bubu

Vice-president: Muhammad Ali Shams Al-Din

Secretary: Muhammad Ta'ib

Treasurer: Mustafa Sa'im Sa'd

Advisors: Ibrahim Ra'i, Hanna Dahir, Sa'd Al-Din Al-Arabi,

Juriyas Ma'mari, Nicola Thalji

SYNDICATE OF HAILOR SHOP WORKERS IN TRIPOLI AND THE PORT

Address: Tripoli; also c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut; Telephone 92-78

Official Rationale: To protect the working hand, to encourage the trade, to raise its standard, and to defend its interests.

Date of License: 25 May 1950

Amount of Syndicate Subscription Fees: 50 LP per month

Amount of Bank Balance as of 20 March 1952: 500 LL

Number of Members: 200 (Half of which are active Dues Paying Members)

No foreigners or Palestinians in Syndicate

Names of Syndicate Founding Members: Ahmad Shatha, Midhat Kusa, Mustafa Majdhub, Kamal Al-Jayli

Names of Current Members of Syndicate Council:

President: Zuhayr Dawri

Vice-president: Kamal Jumay'i

Secretary: Midhat Kusa

Treasurer: Wajih Zabi

SYNDICATE OF EMPLOYEES OF THE SOCONY VACUUM COMPANY

Address: c/o Socony Vacuum Company, Place d'Etoile, Beirut
 Official Rationale: To raise the standard of the company in every direction and to unite the members
 Date of License: 13 December 1947
 Amount of Subscription Fees: No fees now being paid
 Amount of Bank Balance as of 20 March 1952: 3000 LL
 Number of Members: 100
 Number of Foreigners in Syndicate: 5
 Number of Palestinians in Syndicate: None
 Names of Founding Members of Syndicate: Abd Al-Hamid Itani, Mahmud Nuwayri, Farid Ba'qini, George Gharib, Tawfiq Sa'd, Nicola Faki, Fadi Hitti, Fawz Shabb
 Names of Current Members of Syndicate Council:
 President: Recently resigned, no one elected to position
 Vice-president: George Qudsi
 Secretary-Treasurer: Nicola Qasbi
 Advisors: Mahmud Nuwayri, Vladimir Manistirski, George Sa'd
 Remarks: Syndicate is currently inactive. However, the Society of Shi'i Employees and the newspaper Itihad Lubnani are attempting to obtain support for its reactivation.

SYNDICATE OF WORKERS OF THE SOCONY VACUUM COMPANY IN BEIRUT

Address: c/o Socony Vacuum Company, Dora Installation, Beirut
 Official Rationale: To preserve the interests of the workers of this company and to raise their standards
 Date of License: 8 March 1947
 Amount of Subscription Fees: 50 LP per month
 Amount of Bank Balance as of 20 March 1952: 1500 LL
 Number of Members: 30 (All active dues paying members)
 Number of Foreigners in Syndicate: None
 Number of Palestinians in Syndicate: None
 Names of Syndicate Founding Members: George Hakim, George Ruhanna, George Sayfi, Alfred Khoury
 Names of Current Members of Syndicate Council:
 President: Mitri Antaqi
 Secretary: Hanna Sharbaqah
 Treasurer: Qasim Shuqayr
 Advisors: Elias Ma'fui, Rufus Khoury, Muhammad Said Maish, Mihran Pahumian

SYNDICATE OF STAGE AND CINEMA ACTORS AND ACTRESSES IN LEBANON

Address: Farouk Stage, Place des Canons, Beirut; Telephone 68-09
 Official Rationale: To maintain the interests of its individuals and to defend them as well as to improve their social and material condition
 Date of License: 10 September 1948
 Amount of Subscription Fees: 50 LP per month
 Amount of Bank Balance as of 20 March 1952: 1000 LL
 Number of Members: 450
 Active Dues Paying Members: 200
 Inactive Members (Arrears in dues): 250
 Number of Foreigners in Syndicate: None
 Number of Palestinians in Syndicate: None
 Names of Syndicate Founding Members: Nadiyah Dahir Sham'un, Yusuf Husni, Ahmad Qaranuh, Mahmud Qirquadan, Michel Yusuf Tabrawah, Zayn Al-Abidin Al-Sidani
 Names of Current Members of Syndicate Council:
 President: Abd Al-Qader Kradiyah
 Vice-president: Nadiyah Sham'un
 Secretary: Muhyi Al-Din Al-Qudari
 Treasurer: Muhammad Shami

SYNDICATE OF TAILOR SHOP WORKERS IN BEIRUT

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
 Telephone 92-78
 Official Rationale: To raise the standard of the trade and defend its interests
 Date of License: 8 April 1947
 Names of Syndicate Founding Members: George Abi Rashid, Yaqub Musa'li,
 George Ibn 'Ad, Tawfiq Tuma
 Names of Last Syndicate Council Members:
 President: Elias Shidiak
 Vice-president: Aghub Ghakasiyan
 Secretary: Rizqallah Saigh
 Assistant Secretary: Aghub Baghajiyan
 Treasurer: Fuad Thabit
 Remarks: The syndicate was recently dissolved by the government allegedly
 for communist affiliation in syndicate affairs. It is known that
 the syndicate often cooperated with the activities and policies
 of the Ittihad Al-Niqabat.

SYNDICATE OF EMPLOYEES AND WORKERS OF THE ADMINISTRATION OF THE TOBACCO AND
 TUNBAC MONOPOLY (Regie Workers and Employees)

Address: Rue Sourouk, Beirut
 Official Rationale: To defend the interests of the employees and workers and
 to increase the fraternal spirit
 Date of License: 10 July 1947
 Amount of Syndicate Subscription Fees: Employees-7 LL per month
 Workers-50 LP per month
 Amount of Bank Balance as of 20 March 1952: On this date the syndicate had no
 balance. Current syndicate income from subscription fees is used
 in its entirety for syndicate administration and workers' benefit
 programs. The syndicate maintains no reserve funds.
 Number of Members: 1850 (Includes 350 seasonal workers)
 Active Dues Paying Members: 1200
 Inactive Members (Arrears in dues): 650
 Number of Foreigners in Syndicate: 15
 Number of Palestinians in Syndicate: None
 Names of Syndicate Founding Members: Elias Sawaya, Shari' Shaykhani,
 Jean Tuwayni, Farid Sharbat, Anis Iskandar Abdulwah, Asma Ma'kun,
 Husayn Ali Qasim
 Names of Current Members of Syndicate Council:
 President: Jean Tuwayni
 Vice-president: Mahmud Sabah
 Secretary: Rafiz Munzir
 Treasurer: Munir Al'am Al-Din
 Accountant: Fuiz Sa'um
 Advisors: Hakim Ruhanna, Adib Suwaya, Joseph Aji, Asma Ma'kun,
 Ahmad Diyab, Yusuf Al-Qasuf, Nasib Naar

SYNDICATE OF TECHNICIANS (Related to cinema industry)

Address: c/o Jami'at Al-Niqabat, Imm. Lababidi, 3rd Floor, Al-Maarad, Beirut
 Amount of Subscription Fees: 7 LL per month
 Number of Members: 35 (Believed to be all dues paying members)
 Names of Current Members of Syndicate Council:
 President: Tawfiq Qarus
 Vice-president: Paul Da'dah
 Secretary: Antoine Sabaghah
 Treasurer: Kamil Abi Samra
 Remarks: Organized very recently with support from the Jami'at. Believed to
 have been organized as a result of a split in the Syndicate of
 Motion Picture Projectionists.

Basic Law and Internal Regulations for the Syndicate of Employees and Workers of the Railways in Lebanon

Licensed by Decision No. 3828, dated 8 April 1947

Decision No. 3828

Permission has been granted to institute the syndicate of employees and workers of the railways in Lebanon.

The Minister of National Economy and Social Affairs in accordance with Decree No. 7686 dated 14 December 1946, Article 86 of the Labor Code, issued 23 September 1946, the suggestion of the director of national economy, and the approval of the secretary general has decreed the following:

Article 1. Permission has been granted to institute a syndicate to be called The Syndicate of Employees and Workers of the Railways in the Lebanese Republic with Beirut as its seat and whose objective is to raise the standard of the employees and workers of the railways and defend their interests. Its founding members are as follows: Michel Usta, Muhammad Mizhir, Muhammad Jawhari, Isad Khamis, Michel, Fahd, Mansur Sa'd, Habib Isbahan, Louis Lahud, Joseph Saghbini, and Hassan Nasri.

Article 2. This syndicate shall be considered as legal upon publication of this decree in the Official Gazette which shall be circulated whenever the exigency arises.

Beirut, 8 April 1947

Minister of National Economy and Social Affairs

Signed: CAMILLE JUMBLATT

BASIC LAW FOR THE SYNDICATE OF EMPLOYEES AND WORKERS OF THE RAILWAYS IN LEBANON

Its Composition, Aim, Period, and Language

Article 1. A syndicate of those who are subject to these regulations is hereby instituted under the name of the Syndicate of Employees and Workers of the Railways and whose seat shall be Beirut.

Article 2. The syndicate will include the employees and workers of the railways residing in Lebanon.

Article 3. The aim of the syndicate is: (1) To raise the standard of the employees and workers of the railways morally and materially; and (2) to strengthen the relations of brotherhood among them and to unite them in one group enabling that group to strive in their behalf and to defend their interests always.

Article 4. The syndicate prohibits all political discussions in its meetings. It therefore does not enjoin itself with the platform of any political organization nor does it participate in any congress which carries a political connotation or in any demonstration having a political connotation, nor does it fall under any political influence taking into consideration that it gives to each member full liberty regarding this but in his personal capacity only.

Article 5. (None listed)

Article 6. The official language of the syndicate is Arabic.

Conditions for Membership in the Syndicate

Article 7. Any employee or worker whether male or female is free to join the syndicate.

Article 8. It is conditional upon whosoever wishes to join the syndicate; (1) to be a worker or an employee with the railways; (2) to be a Lebanese citizen enjoying civil rights; (3) to be more than 18 years of age; and (4) not to have been convicted for a felony or moral offense.

Article 9. Foreigners may belong to the syndicate if they fulfill the conditions specified in paragraphs 2, 3, and 4 of the eighth article and are authorized to work in Lebanon.

Article 10. It is incumbent upon all members in the syndicate to pay the monthly subscription fees specified by a general meeting. Their modification may be agreed upon by one-third of the delegates, but this modification is not considered effective except after approval by the Department of Social Affairs.

Article 11. All amounts paid by the members to the syndicate treasury remain in its custody.

Administration of the Affairs of the Syndicate

Article 12. Syndicate affairs will be administered by a council of administration composed of 12 members elected for a period of 2 years by the delegates in a general meeting. Re-election of half of these members will take place each year but half of them will leave the first year by ballot whereas in the second year the remaining will leave automatically and so forth.

Article 13. Re-election of members whose terms have expired may take place without limitation.

Article 14. The syndicate will take in all cases pertaining to the interests of the employees and workers and will adopt the necessary measures to secure their defense along legal lines.

Article 15. If for any reason the syndicate is dissolved, its finances will not be distributed among the members but shall be deposited in one of the large banks until which time a new syndicate is formed and is legally entitled to receive the finances of the dissolved syndicate. If a new syndicate is not formed within a period of three years beginning with the date of dissolution of the first syndicate these finances will be paid to the Lebanese Treasury to be used specifically for the benefit of the needy railway workers.

INTERNAL REGULATIONS FOR THE SYNDICATE OF RAILWAY EMPLOYEES AND WORKERS

Requirements for Membership and Resignation

Article 16. A request for membership will be submitted to the council of the syndicate. The date of entrance into the service of the railways, position, and place of work will be entered on it. The syndicate council shall adopt a decision which either approves or turns down the request. In the case of non-refusal after one month from its submission, the applicant will be considered automatically a member of the syndicate. The subscribing member will be supplied by the syndicate with an identity card containing a picture of the member and which shows in it his name, date of his entrance into the syndicate and signed by the secretary and the president. This identity card is gratis but the member will submit his picture. In case of its loss it will be replaced upon the payment of one Lebanese pound. In case of the member's resignation from the syndicate this card will be returned or the member will pay the amount of one Lebanese pound if he has lost it. Every member in the syndicate has the right to protest the decision of membership approval which may be illegal because of the absence of one of the conditions required by Article 4 of the Basic Law. The syndicate council will then decide the registration or discharge in accordance with the exigency of the case.

Article 17. Every syndicate member must pay a monthly subscription fee amounting to 1/4 of 1% of the monthly wage. Every member who persists from paying the fee for more than three consecutive months will be considered as resigned and dropped from the syndicate in the event he refuses to accede to the written request for payment.

Article 18. Every member discharged for non-settlement of his dues may be re-admitted to the syndicate if he pays that which is due in subscription fees in arrears and which were the reason for his discharge. The syndicate council may grant a respite to settle what he owes according to his written request.

Article 19. Every member in the syndicate has the right to resign by letter submitted to the president. His rights as a member become void as of the date of the arrival of the letter to the council. Subscription fees will not be collected from him except those which were due for a previous period. The member indebted to the syndicate treasury does not have the right to resign except after settlement of all what he owes the treasury.

Administration of Syndicate Affairs

Article 20. It is conditional that the departments specified hereunder shall be represented as follows, four from the Department of Hauling, three from the Department of Hoing, two from the Department of Construction, one from the General Departments, one elected from one of the three departments either hauling, construction or the general departments, and one from the Naqqurah, Feirut, Tripoli Railway.

Article 21. In the first meeting held by the members of the syndicate council after their participation or reelection, they will elect from among them, a president, vice-president, a secretary, an assistant secretary, treasurer, accountant, and an auditor.

Article 22. A meeting of the syndicate council will be held at least once every 15 days under the chairmanship of the president or his representative and whenever the exigency arises. The sessions will not be legal and decisions will not be effective unless the meeting is attended by more than half of the members. Decisions will be adopted by a majority of opinions. In case of a voting tie the vote of the president or vice-president in his absence will decide.

Article 23. Resignation will not be considered except if it is written and individual. Every member in the council who absents himself for three consecutive sessions without submitting a satisfactory reason in writing will be considered as resigned.

Article 24. If a final deficiency occurs in the number of the members of the syndicate council this deficiency will be filled by calling the reserve members. Reserve members will be considered those members who attained the maximum votes after the council members, taken into consideration the proportion of representation in the departments.

Article 25. Members of the council may not resign from their posts collectively except in a general meeting in which they submit their resignations giving satisfactory reasons.

Article 26. If a final deficiency occurs in the council of five or more members and the posts are not filled, then an invitation is to be directed for a general extraordinary meeting to complete the council and to elect substitutes for the resigning members.

Article 27. The duties of the syndicate council are: The president shall (1) preside at meetings of the syndicate council and general meetings, (2) represent the syndicate in all matters and before all authorities and each member of the syndicate council will cooperate with him in all efforts which are performed in the name of the syndicate, (3) all letters and documents in the name of the syndicate council will be signed jointly with the secretary, (4) control the procedure of the activities of the local committees and orders the expenditure of amounts urgently needed up to 100 IL but which shall not occur more than twice during the period between two meetings of the council. He shall submit an account of that at the first meeting held, (5) supervise the execution of the decisions of the syndicate council and the general meetings. The vice-president shall cooperate with the president in his activities and replace him in his absence and perform all of his duties, enjoying the same authority. The secretary shall (1) organize the minutes of the council sessions and general sessions, (2) be entrusted with the contents of the registers and papers, (3) notifies those concerned of the decisions of the council and general meetings, (4) sign with the president syndicate correspondence, (5) organize a register in which is shown the name of each syndicate member, his address, his work with the date of his acceptance, discharge, or resignation or the end of his service, (6) supervise the organization of the library and procedure of its activities. The assistant secretary shall cooperate with the secretary and represent him in his absence and receive a compensation specified by the syndicate council. The treasurer shall organize a register showing income and expenditures and maintain syndicate finances as well as be held responsible for

them. These finances are placed in a bank specified by the syndicate council. The treasurer does not have the right to keep more than 1000 IL in his possession; no amount may be drawn from the bank except by signature of the president, or vice-president in case of his absence, and the treasurer. The accountant shall supervise the appropriation of subscription fees and receives the amounts due to the syndicate and organizes its accounts and announces at the end of each month the financial condition of the syndicate. He may be chosen from outside the syndicate council and receives a compensation for his work specified by the syndicate council. The auditor shall scrutinize the syndicate accounts once every four months and when he sees it necessary he will submit a report on this to the syndicate council.

Article 28. The syndicate council will be assisted in the management of syndicate affairs by two local committees in Kayak and Tripoli whose members shall be appointed by the council with the agreement of the delegates of these two districts.

Article 29. The local committees will meet twice a month to study the district affairs and will submit a copy of the session minutes to the syndicate council.

Article 30. Decisions of the local committees shall not be binding on the syndicate council.

Article 31. Election of the delegates and their duties; The delegates will be elected in local meetings for a period of two years by direct secret ballot by subscribers on the basis of one delegate for every 50 members approximately. The members who work in non-centralized districts and whose number ranges between 75 and 100 will have the right to delegate a representative. If their number is less than that they will join with the district most suitable in accordance with the decision of the syndicate council for the number of delegates for each district prior to the elections. The delegates are the representatives of the subscribers and it is incumbent upon them to direct them correctly and to spread among them the conception of the workers and employees case.

Article 32. Duties and rights of members; It is incumbent upon each member of the syndicate to; (a) support under all conditions the demands submitted and approved by the syndicate; (b) support always his comrades enrolled in the syndicate; (c) obey orders of his trade and the orders of the syndicate; (d) defend the principles of the syndicate and to assist the spread of the correct syndicate spirit; and (e) adhere to the decisions adopted by the syndicate council. Each member in the syndicate has the right to; (a) raise to the syndicate council by means of his district committee any complaint concerning his work; and (b) submit any suggestions which he finds beneficial and tends to better the condition of the syndicate materially and morally.

General Meetings

Article 33. The delegates elected by the syndicate members in accordance with article 31 will represent the syndicate in the general meetings. The call for the general meeting will be sent by means of publications distributed to the local committees which in their turn will be distributed to the delegates. The latter are required in their turn to make this known to the members in order to provide themselves with suggestions. Each member has the right to attend the general meeting as a listener only. The general meeting will be held each year and whenever the exigency arises in accordance with a call by the syndicate council or in accordance with the demand of 1/4 of the members. In every ordinary general meeting the syndicate council shall present a statement of its operations including a detailed report.

Article 34. The general meeting will not be considered legal unless attended by at least 2/3 of the delegates. If this quorum is not reached the syndicate council will call for another meeting to be held within 15 days from the date of the first meeting and this considered legal if attended by at least half of the delegates. Each delegate has the right to appoint another delegate in writing to vote for him except in the case of an election on the condition that the letter of appointment is submitted to the president prior to the opening of the session and provided that any single member should not carry an appointment for more than one vote besides his own. These appointments will be regarded for the purpose of obtaining a quorum.

Article 35. The general meeting will be presided over by the president of the council or in his absence the vice-president. If there is anything to prevent

that, then the syndicate council will delegate another to preside over the meeting. The first general meeting for the election of the members of the syndicate council shall be presided over by the senior delegate in age. The general committee has no right to discuss any case except those endorsed in the agenda which is prepared by the council and stated in the call. The syndicate council shall endorse in the agenda all cases for which ten percent of the members apply by means of a letter submitted to the council at least five days prior to the date of the meeting.

Article 36. The general committee will hear the annual report of the syndicate council concerning the syndicate operations and approves the accounts and after discussion accepts or rejects the cases which concern the interests of the syndicate.

Article 37. Syndicate finances may not be allocated except for activities which will directly realize its aim as specified in Article 3 of this law and after a decision of the syndicate council for expending them. These disbursements are for: expenditures for general administration; expenditures which are required by cases which are raised by the syndicate in defense of the rights of its members and which are raised against the syndicate; expenditures which are caused by the growth of the library; and expenditures which are borne by the syndicate in aid of the needy and unfortunate members.

Article 38. No loan or assistance will be spent for any one member except after the syndicate council shows satisfaction with the necessity of this act and after it has been decided upon by a majority of its present members provided that these members shall not be less than six. No loan or assistance will be spent for any one member except if he has been in the syndicate for a period of six months at least.

Article 39. Every application for a loan or assistance must be accompanied by adequate proofs. The applicant shall send it to his district committee or to his delegate where there is no committee. This committee in turn shall pass it to the syndicate council after giving its opinion for its approval or refusal.

Article 40. If one of the members becomes deceased after a lapse of six months since he joined the syndicate and his dependents are in a state of need, the syndicate council has the right to grant them financial aid according to their requests.

Article 41. Total loans and assistance given at any one time may not exceed half the syndicate finances.

Article 42. The syndicate may not receive any interest or commission on loans that it grants.

Article 43. Each member has the right to receive benefit from syndicate judicial advice to bring suit if there exists a personal dispute between him and his employer.

Article 44. If it is necessary and especially in matters concerning the disputes arising from work the syndicate council shall have the right to approve an adequate loan for judicial expenditures.

Article 45. The member shall return to the syndicate all what he borrows to win the case. In event he loses the syndicate will bear the costs equally with the member.

Article 46. The syndicate council alone shall have the right to adopt decisions relating to the general differences which occur between members and employers.

Article 47. Before the syndicate council raises a lawsuit, it must consult a lawyer appointed by the council. The syndicate will bear consultation costs and lawyer fees if this is to the general interest.

Article 48. The syndicate council is entitled to discharge any member who attacks the syndicate principles and its regulations or its president or any member of the syndicate council or any one of the delegates or for any disgraceful act.

Article 49. The provisions of this regulation will not be effective except after the approval of 2/3 of the delegates at least in a general meeting.

Article 50. All these regulations may be amended. The amendment shall not be final except after the decision of 2/3 of the delegates at least in a general meeting and the approval of the special official departments.

Amendments

On 6 July 1949 the general assembly decided unanimously to amend Article 12 as follows: The section reading "-----the remaining will leave automatically" is changed to read "-----the remaining will leave by a majority".

On 4 August 1950 the general assembly decided to add the following articles:

Article 41A. In realization of the syndicate aim to strive for the raising of the standard of its members materially and morally, the syndicate council is entitled to adopt all proceedings necessary for that such as the establishment of a savings and cooperative funds, etc., in which the members may enroll optionally, and which shall be financially independent from the syndicate and for which regulations will be laid down and committees formed. Its operation shall be supervised by the council which shall be responsible for them and shall offer any assistance.

BASIC LAW FOR THE SYNDICATE OF PRIVATE CAR DRIVERS IN THE LEBANESE REPUBLIC

- Article 1. There will be instituted in Beirut a syndicate whose name shall be the Syndicate of Private Car Drivers.
- Article 2. The aim of this syndicate is to maintain the interests of its individuals and to defend them and to raise and improve their financial, social, and moral condition and to strengthen the spirit of friendship and sociability among all its members and to demand within the law and through legal means all what aims toward the elevation of the sons of the trade and to arbitrate for the solution of disputes which arise between the employer and worker and to extend help to those who are in need among the members when the exigency occurs.
- Article 3. The Arabic Language is the official language of the syndicate.
- Article 4. The syndicate has no political or party aspect and it prohibits all political debates and discussions in its meetings. The syndicate does not adhere to any political organization and does not participate in any political conference.
- Article 5. The seat of the syndicate is Beirut, the capital of the Lebanese Republic. The syndicate has the right to establish branches in the five muhafazat.
- Article 6. The income of the syndicate shall be derived from the following:
 - (1) Subscriptions (2) Donations (with adherence to Article 103 of the Labor Code) (3) Motion pictures and stage plays which will be held for the syndicate treasury.
- Article 7. The finances of the syndicate shall be used for the following matters:
 - (1) Expenses of general administration (2) Court fees which will be raised by the syndicate or against it. (3) Administration of movable and immovable properties of the syndicate. (4) Appropriation of subsistence to the unemployed, the poor, and the sick members of the syndicate. (5) Establishment and administration of an assistance or savings fund.
- Article 8. Syndicate affairs will be administered by a council composed of twelve members to be elected by secret ballot for a period of two years and half of them will withdraw by means of ballot after the expiration of the first year and substitutes will be elected. Those who withdraw have the right to be renominated.
- Article 9. Members of the council will elect from among the members at the first meeting held by them; a president, vice-president, secretary, treasurer, and technical advisors. The president of the council shall be the president of the syndicate.
- Article 10. All of those who drive private vehicles have the right to belong to the syndicate with the following qualifications: (1) the applicant shall be Lebanese (2) He shall be 18 years of age (3) He shall not have been convicted of a crime (4) He shall be practicing the trade at the time of application.
- Article 11. Foreigners may belong to the syndicate if the above mentioned qualifications in paragraphs 2, 3, and 4 of the previous article (i.e. Article 10) and they are permitted to work in Lebanon. But the foreign members have no right to elect or to be elected but they have the right to delegate one of them to represent them and to defend them before the syndicate council.

Internal Regulations

- Article 12. The syndicate shall keep a register containing the names of its members, their ages, their towns, their addresses, their place of work, and another register showing therein income and expenditures.
- Article 13. The subscription fee in the syndicate is 300 Lebanese piastres. This amount shall be delivered against a receipt in the name of the syndicate.
- Article 14. The syndicate will also deliver to the subscribing member an identity card which shall bear his name, date of his entrance in the syndicate. It shall be signed by the president.
- Article 15. The syndicate shall keep another register called the post register in which shall be kept a record of incoming and outgoing correspondence.

Competence of the Syndicate Council

- Article 16. The syndicate council may discharge any member who commits deeds contrary to the aim of the syndicate and who commits a dangerous contravention or acts contrary to its basic internal regulations or fails to pay the subscription.
- Article 17. The syndicate council shall decide on the recommendation of the treasurer's report attached to the list of those who have failed to pay their subscriptions to send them warnings requesting them to make immediate payment of the subscription, otherwise they shall be considered as resigned. Each member has the

right to resign from the syndicate by a letter submitted to the president provided he is not indebted to the treasury of the syndicate.

Article 18. The application for enrollment shall be submitted to the syndicate council accompanied by the citizenship paper and a work certificate authenticated by the Department of Social Affairs indicating that the applicant practices the trade of the syndicate. It is incumbent upon the syndicate council to adopt a decision either by accepting or refusing the application by means of secret ballot within 15 days.

Article 19. The council shall consider all matters which concern the members of the syndicate and shall act in the way it finds fit for the application of the second article of the basic law. Its decisions are considered final immediately upon their registration and notification to the concerned authorities.

Competence of the Syndicate Office Committee

Article 20. The president of the syndicate is the one who represents the syndicate before the government and before the law. He is the one who invites the members of the council and presides over all sessions and executes and signs the decisions and refers questionnaires and petitions to their proper channels.

Article 21. The president has the right to draw over his signature from the treasurer an amount of money not to exceed fifty Lebanese pounds at the occurrence of an emergency and impelling necessities provided he presents his act to the council at the first meeting held subsequent to the date of the expenditure.

Article 22. Immediately at the presentation of the application for enrollment described in Article 18 above, the president of the syndicate shall refer this application to the technical advisor for his opinion as to the trade aspect. He shall order that such an application shall be represented at the first meeting of the council for discussion and adoption of the necessary decision.

Article 23. The president shall keep the office stamp of the syndicate. He shall be responsible to the council for anything approved of the correspondence which contravenes the objectives and purposes of the syndicate.

Article 24. The vice-president shall act for the president in his absence or by his appointment and he has the same rights and obligations as the president.

Article 25. The secretary is in charge of keeping the papers of the syndicate and the registration of its decisions. It is he who takes delivery of the syndicate register mentioned in Article 12 of these regulations as well as the register mentioned in Article 15. It is he who prepares on the basis of the syndicate council decision the card of the subscribing member and signs it together with the president. He also prepares correspondence.

Article 26. The treasurer will take over the register mentioned in paragraph 2 of this regulation in which he shall show all income and expenditures and shall collect the fees and subscriptions and give official receipts signed by him against any sum which enters the syndicate treasury and shall record it in his private register and shall deposit all money of the syndicate in one of the banks which will be decided upon by the council, leaving with him a sum which does not exceed 100 Lebanese pounds. It is incumbent upon him with the participation of the secretary to maintain the movable and immovable properties of the syndicate and to record them in a special register signed by both of them.

Article 27. It is incumbent upon the treasurer to submit a financial report in each meeting when he will be asked for it and he shall be responsible personally, principally, and partially for the money received by him.

Article 28. No sum of money may be withdrawn from the bank except by a decision of the council and the check shall be signed by the president, secretary, and treasurer.

Council Meetings

Article 29. The syndicate council shall be formed in the manner outlined in the basic law.

Article 30. Members of the syndicate council may not absent themselves from council sessions without a legal excuse. Every member must give to the secretary

of the syndicate his place of residence to which he wishes the syndicate to send all correspondence relating to him. He who absents himself three consecutive times without a legal excuse shall be considered resigned.

Article 31. All correspondence and invitations of the syndicate shall be sent to the members at their places of residence and shall be considered as legal by its mere arrival to the aforementioned place.

Article 32. The invitation to attend a session of the syndicate council shall be sent at least 24 hours before the time of the meeting. The meeting shall not be considered as legal except when half of the members are present. Likewise the decisions shall be adopted by the majority of the votes and that in the second meeting the number of members attending will be considered as a quorum.

Article 33. No one member of the council has the right to discuss during the holding of the meeting any subject which was not previously placed on the agenda before the time of the meeting of at least five days before, otherwise his application will be liable for refusal.

Article 34. (None listed.)

Article 35. The general assembly may demand the holding of a general meeting if an application from two-thirds of the members is submitted to the syndicate office.

Article 36. With the approval of the president, the secretary shall refer questions received before the time of the meeting to the authority concerned who enables him to prepare the answers and to discuss them during the meetings of the council.

Article 37. The syndicate council shall meet once every 15 days. The president has the right to hold an extraordinary meeting for important matters.

Article 38. Decisions of the council shall be adopted by the majority and in case of equality of the votes, then the side upon which the president has voted shall predominate.

Article 39. It is possible to modify this law by the approval of two-thirds of the general assembly and shall not be effective except after the authentication of the Ministry of National Economy--Department of Social Affairs. (1)

Article 40. If the syndicate is dissolved--God Forbid--it remains in operation as long as there exists more than two members. Syndicate finances shall remain in the bank until the syndicate is renewed and its council elected.

Article 41. The syndicate shall have an examining committee formed from the president, the technical advisor, and the secretary, its competence being to examine the practitioner and to give him a certificate authorizing him to work according to his ability.

Article 42. The honorary president and members have the right to attend the meetings and suggest but with the exception of voting in the elections.

(1) Since these internal regulations were approved, the Lebanese Government has reorganized the Department of Social Affairs, creating from it the new Ministry of Social Affairs which handles all such matters.

Ministry of National Economy

Decree No. 3796

The Minister of National Economy and Social Affairs in accordance with Decree No. 7616 dated 14 December 1946, Article 86 of the Labor Code issued on 23 Sep 1946, and with the suggestion of the Director of National Economy and the Chairman of Social Affairs, decrees the following:

Article 1. Authority is hereby given for the institution of a syndicate to be called the Syndicate of Bank Employees in Lebanon, with its seat at Beirut. Its object is to safeguard the interests of the Bank Employees and to unify their ranks. Its founding members are: Jamil Pashash, Kamal Masuli, Diya Mihnah, Antoine Ayub, Gabriel Houry, Pierre Jarrah, and Najih Jarudi.

Article 2. This syndicate shall be considered as legal upon publication of this decree by the Official Gazette and shall be published whenever the exigency arises.

Beirut, 20 March 1947

Minister of National Economy and Social
Affairs

Signed: CAMILLE JUEBLAT

The Basic Law of the Syndicate of Bank Employees in Lebanon

Article 1. There shall be instituted in Lebanon a syndicate which shall be called the Syndicate of Bank Employees in Lebanon and Beirut shall be its seat.

Article 2. The syndicate shall remain in existence as long as its dissolution is not decided, in accordance with Article 77, and as long as members of three banks at least remain as members of the syndicate.

Article 3. The object of the syndicate is: (1) to unify the ranks of the bank employees in Lebanon in a spirit of social federation and cooperation; (2) to endeavor to improve their present condition, and particularly to attain a charter which shall apply to all banks equally; and (3) to defend their financial and moral interests whether they be beneficial to individuals or to groups. Thus the syndicate shall upon request of those who are competent be entrusted to mediate with the employers, and to place the affairs under dispute before the arbitration committees, and to raise lawsuits in its capacity as a plaintiff, defendant, or as a third party in the case.

Article 4. It is conditional on he who wishes to join the syndicate to be an employee of a Lebanese bank (joint stock company), and that he should be in possession of the other conditions stipulated in the Labor Code.

Article 5. The annual membership fee shall be limited to 5 LL for each member who receives a monthly salary which does not exceed 250 LL and 70 LL for the member who receives a higher salary. The membership fee shall be paid in advance in December and shall be counted for the following year.

Article 6. Membership in the syndicate will cease: (1) by resignation and (2) by discharge. If the member does not pay his membership fee prior to 15 January of the new year, the committee shall send him two notices by registered mail within fifteen days. If he has not paid what is due within a period of eight days following receipt of the second notice, the committee shall have the right of cancelling his name from membership. The council may also decide to cancel a member's name who has done anything serious, especially, any activity which is detrimental to the interest of the syndicate. The member who has lost his membership through non-payment of membership fee may request that the decision cancelling his membership be passed to the general assembly at the earliest meeting for its approval thereon, and the general assembly shall investigate and decide without postponement, after reading the council's decision, with the majority of the votes of the members present.

Article 7. The general assembly shall comprise those members who have settled their annual fees. The assembly shall meet regularly twice a year during the months of May and December. The assembly shall be called for, by means of newspapers and by a general invitation to the employees of each institution. If a quorum which shall be half of the active members is not obtained at the prescribed

time, the meeting shall be postponed to a later week without directing a new invitation. All the minutes of this meeting shall be observed as legal, whatever the number of members present. In both meetings, in order that the decisions become effective approval of more than half of the votes of the members present must be obtained.

Article 8. Besides the two meetings of May and December, the general assembly may be called for an extraordinary session in the manner prescribed in the previous article. The invitation shall be at the request of the council or at the request of five members of those who have settled their fees. In order that the minutes of this extraordinary meeting be observed as legal, it is conditional that the number of the members present should be at least 2/3 of the number of total membership of the syndicate. If no quorum is attained, the invitation shall be renewed for the next day or to another day for the holding of a meeting in which the minutes will be considered legal, provided that half the total membership is present. Decisions shall be adopted by the majority of the votes of those present.

Article 9. The council shall prepare the agenda of the general assembly. This agenda shall definitely comprise, in both meetings, the reports of the administrative council, to include the financial and moral condition of the syndicate. Moreover, in the meeting of December, there shall occur the election of the council members as stipulated in article 11. Every member may if he wished to send a matter to the general assembly must inform the council about it, at least eight days prior to the date of the meeting in order for it to be recorded on the agenda. The agenda of the extraordinary sessions shall include that which has been presented in the invitation of the council or in the request of the five members of the syndicate.

Article 10. To control the voting, the card of each member shall be marked down upon his arrival for voting.

Article 11. The operations of the syndicate shall be run by a council consisting of twelve members elected by the general assembly for a period of two years by a majority voting secretly in two terms. Half of the council shall be renewed each year. In the first renewal, the new members shall be fixed by ballot. The members outside the council's committee may be reelected. The council must not enjoin more than three members working in the same bank. If, upon scrutinizing the votes, it appears that more than three members of the same bank are elected, then the three candidates having obtained the greater number of votes shall remain as members. Nevertheless, no one of those who win has the right to renounce his position to one of his companions who were deprived.

Article 12. Within three days of the election, the council shall effect the members of its office and shall consist of a president, a vice-president, two secretaries, a treasurer, and an accountant. The remainder of the twelve members shall act as advisors. The officers shall be elected for a term of one year.

Article 13. The council shall meet once every week. It may be held for an emergency matter upon request of the president. It is conditional that more than half of its members must be present in order that its minutes be considered legal. In order that the decisions be effective, they should be adopted by the majority of at least five votes. If the votes were equal, then the vote of the president shall give preponderance to either one of the sides on which he votes. The council shall prepare the minutes of each meeting which shall be recorded in a special record book drafted by one of the two secretaries and cosigned by the president. The members of this council shall not receive remuneration for their membership. Every member who absents himself for three consecutive sessions without a written legal excuse or without reason may be regarded as having resigned, upon a decision from the council. Every member who by his free will wishes to resign must submit his resignation to the president. The resignation shall not be observed except after the approval of the council. In case of resignation or death of a member, he shall be replaced by the candidate who received the greatest number of votes following him in the previous election.

Article 14. The council shall confer and decide on all affairs which relate to the interests of the syndicate and shall be empowered in this regard with the widest authority. The office committee will supervise the execution of its decisions. The president shall represent the syndicate in the public administration, in all legal transactions and in court. In case the president is unable to represent the syndicate then the vice-president shall take his place, and in case

the latter is also unable, then the president shall have the right to choose a member from the council and shall grant him written and limited authority. The president shall sign the administrative correspondence with one of the two secretaries. The president shall sign the financial documents together with the treasurer.

Article 15. The treasurer shall be entrusted with the collection of fees and the arrangement of a cash book which shall conform to the rules of general accountancy. He shall prepare the orders for payment containing the reasons and the sums decided upon by the council. In case of emergency however the president shall have the right to spend a sum of money not to exceed 5 LL without seeking the approval of the council. The treasurer shall not be allowed to keep in his possession an amount in excess of 150 LL. Each sum which exceeds that amount shall be deposited in one of the banks to be fixed by the council. The treasurer must keep all the documents certifying to his registrations.

Article 16. The accountant shall countersign all receipts and payments. He shall keep a general account for the syndicate. He must submit to the council a monthly balance sheet, showing the assets and liabilities. He shall register the names of the members joining the syndicate with the respective dates.

Article 17. In cases of modifying the basic law as well as in case of investigating the dissolution of the syndicate when necessary, it is conditional on the general assembly, invited extraordinarily and especially for this purpose, in accordance with the rules stipulated in articles 8 and 9, to gather 2/3 of the syndicate members. The decisions shall be adopted by the majority of two-thirds of the members present. These decisions shall be in force only after approval thereon by the Department of Social Affairs. In order that the dissolution of the syndicate be effective, the voting thereon must occur by secret ballot.

Article 18. In case of dissolution of the syndicate, the general assembly shall appoint a committee called the liquidation committee formed from a representative of the employees of each bank or joining the syndicate. This committee shall be in charge of freezing all properties until the institution of a new syndicate to take the place of the first dissolved syndicate. If within six months no new syndicate has been instituted then the liquidation committee shall begin distributing the properties of the syndicate among the charity associations in Lebanon.

Seen and Approved:

Beirut, 20 March 1947

Chairman of the Social Affairs
Department

BASIC LAW FOR THE DRIVERS SYNDICATE IN THE LEBANESE REPUBLIC

(Established in Beirut in the year 1929)

Approved by the Ministry of Interior on 17 Feb 1969 under Decree No. 385

INTRODUCTION

The Drivers Syndicate, acting according to the Law of renovation and progress has been addicted to the study of its basic regulations and internal laws. It has consequently found that they do not wholly conform with the interest of the drivers, and it has therefore decided upon renewing the youth of the syndicate and amending and unifying its law by introducing those stipulations and principles which would entail the welfare of the drivers. To act according to this new law, the syndicate will be able to organize the ranks of the drivers, to improve their conditions, to raise their standards, to increase their incomes, and to raise their dignity.

The members will see that we have made the syndicate only for the drivers in order to safeguard their interests which would conflict with the interests of others. They will also find that this year in which the syndicate was formed was full of pure disinterested services, and that cooperation and brotherhood were clearly revealed. We therefore place the syndicate constitution in the hands of the drivers, relying on God, and hope that the new era will be fruitful and blessed and everlasting between them and the syndicate now and for years to come. We also trust that this new law will provide the best results.

IBRAHIM HAJJAJ, President

THE BASIC LAW

FIRST PART

Article 1. The basic and internal laws for the Drivers Cooperative Association in the Lebanese Republic shall be modified and amended as follows:

Article 2. This moral institution shall be called "The Drivers Syndicate in the Lebanese Republic", its center shall be Beirut, and its emblem shall be two shaking hands under the immortal cedar.

Article 3. The object of the syndicate is to strengthen the bonds of friendship, unity, and cooperation among all Lebanese drivers and to endeavor to elevate their condition, raise their standards, and defend their various interests and cases by having recourse to negotiations and discussions with those concerned in the matter. The syndicate will exercise its function within the limit of the law and respect the standing authority in the country and will absolutely not enter within reach of political affairs as well as to avoid various social problems. One of the objectives of the syndicate is to accept their defense in lawsuits concerning the hitting of a pedestrian and assault while in performance of their trade and to appoint legal counsel to secure their defense in each of the five muhafazat. Among other objectives there are: to aid their sick and needy and to take part with the drivers in their joys and sadnesses.

Article 4. Any Lebanese driver of a vehicle carrying a public driving permit and residing permanently in Lebanon shall be accepted as a subscribed member in the syndicate.

Article 5. Those alone who have the qualification of subscribed membership have the right to be elected to the active council. In order for the subscribed member to be elected as an active member in the syndicate council he must: (1) have been a member of the syndicate for the previous year; (2) have been practicing the trade for a period of ten years; (3) not be in any other trade; and (4) have not been sentenced for any moral offense.

SECOND PART

Syndicate Council

Article 6. The administration of the syndicate is entrusted to an active council which shall be called the syndicate council and it shall be composed of fifty-one members elected in the manner shown hereafter. The active council shall after two days from its election hold a meeting by invitation from the syndicate

office and elect from among its members "the executive committee" whose officers shall be, a president and he shall be the syndicate president; a vice president; a financial advisor, a technical advisor, a treasurer; an inspector; an office director; a secretary; a controller; a member of the disciplinary council for the drivers; and eleven executive members.

Article 7. Insofar as the rights and obligations are concerned, the active member and the executive member are equal except that the attendance of the executive member is obligatory at the sessions or else he shall lose his executive membership for his mere default three consecutive times without legal excuse accepted by the syndicate council. A majority of the executive committee is half the number of members plus one, irrespective of whether the quorum is composed of active or executive members.

Article 8. Elections shall take place once every three years for the syndicate council and once each year for the executive committee. The president may not be reelected after serving one year except after vacating the presidency for one year. The date of the election of the active council shall be fixed by the council during the second half of December in the year which terminates its effectiveness. The election of the executive committee shall take place on 31 Dec of that year.

Article 9. The syndicate council shall appoint each year a legal advisor from the members of the legal profession to secure his opinion on various matters. The capacity of the legal advisor is advisory only. He shall not have the right to draw lots or to vote because he does not hold membership. The advisor shall attend all meetings of the syndicate council without fail and he must write down the demands and resolutions of the council. The advisor may be exempted from attending session by a legal excuse accepted by the council.

Article 10. When the executive committee has been elected the president shall take before the body of the active council the oath of loyalty as follows; I swear by God the Almighty that I will serve the syndicate with loyalty and disinterest and that I will execute its decisions and I will exhaust myself for the interests of the drivers. Then the president swears in all the members of the council with the oath.

Article 11. The method of election is by secret ballot and those selected shall nominate themselves for membership by a written notice submitted to the syndicate council at least one month prior to the date of the elections. When if the time fixed for nomination has lapsed and no one from the election districts is nominated then the syndicate council shall extend the nomination and announce such. If the time of the election falls due and a nomination is not submitted then the specific seat for the election district becomes vacant, then it becomes the right of the syndicate council to appoint any member of any district to that seat.

Article 12. The election districts are five, established by the boundaries of the five muhafazah in the Lebanese Republic and they are: Muhafazah of Beirut, having fourteen members; Muhafazah of Mount Lebanon, having twenty-one members, Kesrouan six, Ghazir nine, and Batn six; Muhafazah of Al-Biqqa, having four members; Muhafazah of South Lebanon having six members; and Muhafazah of North Lebanon having six members. The election of all muhafazah will be held in the syndicate club. For each muhafazah a day will be set for its election. If the legal quorum is not fulfilled (the quorum being half of the subscribing members in accordance with the stipulations of the syndicate registers plus one) then the election will be held a second time which will be set by the same invitation extended to whatever the number of electors may be.

LAID THREE-Qualifications

Article 13. An ordinary session of the syndicate council will be held each week and an extraordinary session when the need arises and by call from the president or in accordance with a written demand from a majority of the members of the executive committee regardless of whether those members are active or executive.

Article 14. In each session held by the syndicate council a majority in proportion to the number of the executive committee, that is eleven members, must attend under the chairmanship of the president or in his absence the vice-president. Thus decisions will be adopted by the majority and the executive committee will direct the administration of the syndicate, each member of which will act in accordance with his function and his jurisdiction as fixed by this law. The decisions which are issued unanimously or by the majority will govern the minority as well and without protest, unless otherwise it is unanimously moved to reconsider the decisions issued by the syndicate council.

Article 15. It is not possible to spend any amount except by decision of the syndicate council but in emergency the president has the right to spend an amount not to exceed five pounds provided that he notifies the syndicate council of this transaction at the first session held and secures its approval.

Article 16. The syndicate council shall, by the majority of twenty-six members, i.e., the absolute majority of which it is composed, look into any accusation made by the president against a member accused of having committed treason or any other act which breaches the law and does not conform with the cause of this syndicate. It is also the right of one-third of the members of the syndicate council to demand to try one of the council's staff. He who is accused shall withdraw from the session and shall be called to defend himself prior to the pronouncement of the decision. Anyone tried by the syndicate council and convicted to be expelled may not return again to the syndicate council.

Article 17. The president alone has the right to administer the sessions of the syndicate council and the general assembly which are held by the syndicate, he has the right to represent the syndicate officially and to sign all decisions, correspondence, and declarations. The president is entrusted with the maintenance of discipline and all members shall obey the directions of the president and to respect him. In event of disobedience the council will make a secret inquiry into the matter and issue an executive decision not open to protest whatever its contents may be. The president will suggest in writing to the treasurer to spend what amount the syndicate decides upon.

Article 18. The vice-president shall practice the functions of president in his absence.

Article 19. The syndicate council shall take at the beginning of any debate on financial affairs the opinion of the financial advisor and the council shall be enlightened by the experience of this advisor in the solution of financial problems.

Article 20. The opinion of the technical advisor shall be taken in various mechanical and technical matters and trade matters. His opinion which is given from the beginning shall be relied upon.

Article 21. The treasurer is the one in whose trust will be placed the syndicate finances and he will be directly responsible for its finances and what he receives. He shall take charge of the financial branch of the syndicate. He suggests what is necessary to improve the financial condition and to increase the resources. The treasurer shall adopt the following registers and notebooks; (1) the cash book in which he shall record debits and credits; (2) yearly subscriptions; (3) notebook of contributors; and (4) notebook showing the origin of the contributions. The treasurer may not spend any amount except by decision from the council and approval of the president except that amount which the president alone may spend. For the syndicate finances found in possession of the treasurer exceed 50 LL he will deposit it by decision of the council in one of the banks which the council selects. This amount will be deposited in his name and the name of the president in their capacity as the president and treasurer of the Drivers Syndicate. The treasurer shall submit to the syndicate council a monthly report of the income and expenditures and receives its vote of confidence.

Article 22. The inspector shall watch over the efficient operation of syndicate activities and the execution of the syndicate decisions as well as to inspect the syndicate registers and account books and to submit a report every three months to the syndicate council outlining syndicate activities and suggesting what he considers necessary.

Article 23. The office director supervises the administration of syndicate activities and executes all decisions which are issued and secures the sending of correspondence to its destinations and interviews in the syndicate office the drivers and others who have anything connected with the syndicate and takes the required action. He has in his possession a notebook with the names of the subscribers and some of the subscriptions as well as an appointment notebook. The office director shall perform any tasks assigned to him by the president relating to syndicate activities and to appear daily in the syndicate office to receive subscriptions and practice his duties.

Article 24. The secretary shall take charge of all editing activities and he is responsible for organizing and keeping the session minutes and writing whatever correspondence is required and to prepare letters which are signed by the president.

Article 25. The controller shall take charge of supervising the members who attend the meetings, and maintaining a roll of the names of those who attend and those who are absent in a special register for which he shall be responsible. He shall submit a report to the syndicate council on each executive member who

fails to attend three successive sessions or six successive sessions for the active member. He shall also submit to the syndicate reports of his observations concerning regularity of movement.

Article 26. The member who is delegated by the syndicate council to be a member in the disciplinary council for drivers in the Lebanese Republic shall perform this function in accordance with the principles of the law and conscience. He shall submit to the syndicate a monthly report on the results of the sessions.

Article 27. The general assembly shall meet in an ordinary session once a year to hear the yearly report and to decide matters laid before it. It is not permissible to veer from the agenda. Insofar as when the date of the election draws near, the general assembly will be held according to the law and the general assembly will meet in an extraordinary session whenever that is requested by a majority of the syndicate council, i.e., twenty-six members or by a decision of the council or by a majority of the executive committee. In order for the meeting to be legal it must be attended by a majority of the subscribed members according to the records of the syndicate. If the quorum is not completed, a second date appointed in the same invitation shall be held and whatever the number who attend may be.

Article 28. It is not possible to amend any article of this law except in a general assembly attended by the legal majority.

Article 29. The syndicate possesses the right of supervision over its members in particular and over all drivers in general.

Article 30. The contravention according to which the syndicate has the right to try the driver, and which it approves to be passed to the disciplinary council of drivers by the head of the Department of Traffic and Movement are those acts which violate the reputation of the drivers, and that is after the driver has been convicted by the regular courts: (1) assault on men of authority during the performance of their duties; (2) rape or infamous acts; (3) smuggling prohibited items in automobiles; (4) drunken driving; (5) open and repeated violations of traffic regulations; and (6) delivery of an automobile to a person who has no driving license.

Article 31. The duties of the member toward the syndicate are: (a) cooperation with it and adherence to its orders and obeying its decisions; (b) execution of the syndicate decisions entirely and surmounting the difficulties and sacrificing everything for the sake of the syndicate; and (c) assisting the syndicate treasury by paying the yearly subscription in advance which amounts to one-half a Lebanese pound and to give assistance when extraordinary conditions warrant same.

Article 32. The duties of the member toward his colleagues, the drivers, are: (a) to exchange with his colleagues, the drivers, the affection of loyalty and brotherhood in all conditions and to help them and to inform the syndicate of any misfortune happening to them from any source whatsoever; and (b) to give any type of assistance as far as the trade is concerned and at whatever the cost may be.

Article 33. This syndicate shall not become extinct as long as it is supported by more than two members.

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INTERNAL REGULATIONS FOR THE SYNDICATE OF EMPLOYEES AND WORKERS OF THE
ADMINISTRATION OF THE TOBACCO AND TUNBAC MONOPOLY IN LEBANON (REGIE)

Article 1. This syndicate has been created from those who are subject to this regulation and which shall be called the "Syndicate of Employees and Workers of the Administration of the Tobacco and Tunbac Monopoly in Lebanon." This has been done in conformance with the decree issued by the Ministry of National Economy under Number 4000 on 10 June 1947.

Article 2. This syndicate has moral personality and the right of litigation in the trade field.

Article 3. The objective of the syndicate is to unify the ranks of the employees and workers who belong to it, to defend their interests and to strive to raise the standard of their life materially and socially and to represent them before the concerned authorities.

Article 4. It is conditional upon those who desire to belong to the syndicate: (1) to be of Lebanese citizenship and enjoying civil rights; (2) to be an employee or worker in the Monopoly Administration; (3) not to have been convicted for a crime or moral offense; and (4) to have complete 18 years of age.

Article 5. Foreigners may belong to the syndicate if they fulfill the conditions stipulated in paragraphs 2, 3, and 4 of the previous article and they have permission to work in Lebanon. But the foreign members may not elect or be elected. However they have the right to select one of them to represent them and defend them before the syndicate council.

Article 6. The request for membership shall be submitted to the syndicate council which shall accept or refuse the aforementioned request within a period of 15 days subsequent to the date of its submission. In case of non-issuance of refusal within this time, the applicant will have been considered as legally accepted in the syndicate.

Article 7. Each member participating in the syndicate shall receive a membership card which shall bear his photograph, serial number, receipts of subscription payments and it shall be sealed with the official stamp of the syndicate.

Article 8. Each member has the right to resign from the syndicate by a letter sent to the president on the condition that he does not owe anything to the syndicate treasury.

Article 9. The syndicate council may discharge any member who makes a serious act contravening the objective of the syndicate or who violates its internal regulations, or who fails to pay the subscription fee for three consecutive months.

Article 10. The discharge will be effective by a decision adopted in the syndicate council and sent to the Department of Social Affairs. He who has been discharged has the right to protest this decision to the Department of Social Affairs.

Article 11. Syndicate affairs will be administered by a council to be called the syndicate council and it shall be composed of 12 members elected by secret ballot by the masses of workers and employees in the various offices, factories, and warehouses.

Article 12. Members of the syndicate council shall be elected for a period of two years and half of them will be reelected after the passing of each year but this half will leave by lots after the first year and by seniority in the following years. Re-election of the departing members may take place by lots on by seniority.

Article 13. Members of the syndicate council shall elect from among them, and in the first meeting they hold: a president, vice-president, secretary, accountant, treasurer, and controller.

Article 14. The syndicate council will hold a meeting every 15 days at least and when the need arises or when requested by half the members.

Article 15. The president of the syndicate council is the syndicate president. He shall preside over its special and general meetings, represent the syndicate before all authorities accompanied by another member of the council; sign administrative and financial correspondence, direct activities and facilitates the execution of decisions, and order the expenditures of amounts required with haste provided that they do not exceed \$100.00. He is required to make an account of these expenditures at the first meeting held by the syndicate council after the expenditure order. In case of non-approval of the expenditure of this amount by the syndicate council, the president shall be responsible for the amount spent.

Article 16. The vice-president is the one who takes the place of the president.

ident and exercises all of his capacities during his absence.

Article 17. The secretary shall organize the minutes of the sessions as well as correspondence; maintain registers and correspondence and syndicate documents, inform those concerned of syndicate council decisions, organize the registers of the number of members, sign administrative correspondence in the absence of the president and vice-president.

Article 18. The treasurer shall organize the register of income and expenditures, facilitates the collection of subscription fees, maintain syndicate finances and assets and be responsible for them. Syndicate finances shall be deposited in a bank designated by the syndicate council. The treasurer does not have the right to keep in his possession more than 500 LL nor is it possible for him to withdraw any amount from the bank except by signature of the president or vice-president and the signature of the treasurer. This is in accordance with a previous decision adopted in the syndicate council. The treasurer shall sign correspondence and financial transactions with the president and vice-president and shall organize various economic plans.

Article 19. The accountant shall cooperate with the treasurer in his function, audit accounts, and organize financial reports.

Article 20. The controller shall control the special and general condition of the syndicate, supervise the syndicate house and be responsible for it, organize various social plans such as athletics, lectures, parties, etc.

Article 21. Syndicate council decisions will be adopted by the majority and in case of a tie in voting, the vote of the president will determine.

Article 22. Sessions of this council will be legal and its decisions effective if attended by at least half of its members.

Article 23. Decisions of the syndicate council adopted by the majority are applicable to all members of this council.

Article 24. The general assembly will be composed of all syndicate members who are up to date with their subscription fees.

Article 25. The general assembly shall hold one ordinary session once every six months and upon necessity when decided by the syndicate council or in accordance with a written request submitted by the council by at least one-third of the syndicate members.

Article 26. The general assembly will be called by means of the press and according to a general invitation distributed to the members.

Article 27. The first meeting will be legal if attended by at least half the syndicate members. If this number is less than half, then the meeting will be postponed for one week at which time the decisions of the general assembly will become effective regardless of the number of members attending. The second meeting will take place without the sending of new invitations.

Article 28. Decisions of the general assembly will be adopted by the majority of the number of members attending and will be applicable to all members of the syndicate.

Article 29. The syndicate council shall arrange an agenda of activities for the general assembly which shall comprise in ordinary meetings reports of this council and on the general and special condition of the syndicate. Any member in the syndicate who desires to submit any matter to the general assembly shall inform the council 8 days before the meeting date to enable the council to include the case in the agenda.

Article 30. The general assembly shall adhere strictly to the agenda.

Article 31. The following obligations are incumbent upon each syndicate member: To pay the monthly subscription fee; to support the demands adopted by the council; to assist his comrades in the syndicate; to comply with syndicate regulations and council decisions; and to spread the true syndicate spirit. Each member has the following rights: to pursue any important matter for him concerning the syndicate provided that he submits his request to the council in writing; to submit in writing any complaint concerning his work to the council and to receive and answer in writing; to submit beneficial suggestions.

Article 32. These regulations may not be modified except by a decision of the general assembly. For this modification to become effective, it must be approved by the Department of Social Affairs.

Article 33. This syndicate may not be dissolved except by decision of assembly.

Article 34. The decision of dissolution shall be adopted whereby the general assembly will select a committee of liquidation to act as its agent to sell the assets on hand and to take the remaining finances in the treasury and distribute them either to Lebanese charitable societies or deliver them to the Monopoly administration for its expenditure on needy employees and workers.

THE MINISTRY OF SOCIAL AFFAIRS

The administration of social affairs, such as labor, trade unions, trade associations, employment offices, etc., was originally under the Ministry of National Economy as the Department of Social Affairs (Maslahah Al-Shu'un Al-Ijtima'iyah). In November 1950 discussions were reopened within the government to establish a separate ministry of social affairs. An official plan was presented to the cabinet calling for a budget of 1,000,000 Lebanese pounds.⁽¹⁾ However, in the following month, a spokesman for the Ministry of National Economy declared that the project of the new ministry had definitely been abandoned by the authorities in view of the fact that the new budget at that time contained no reference to a new ministry.⁽²⁾ Once again the matter was discussed and a spokesman for the government at the end of April stated that the new ministry was about to be established and that it would permit the authorities to set up an equitable system of social security and to act as a counteragent against the propagation of subversive ideas. He pointed out that the new cabinet at that time would include a minister for social affairs.⁽³⁾ A week later the announcement was made that a bill for the establishment of the new ministry would be brought before the parliament shortly.⁽⁴⁾ Then on 16 May an announcement was made that as a result of the decision of the Council of Ministers, Decree No. 4666 had been laid down establishing the Ministry of Social Affairs to be effective 1 June 1951.⁽⁵⁾

This decree called for the establishment of the Ministry of Social Affairs which would be charged with all cases arising from the provisions of the Labor Code with particular regard to health, precaution, control of employment of women and children, syndicate organization and control of their activities, precaution for the wage-earner in time of emergency, and cases relating to the raising of the standard of workers and employees. The ministry was further charged with accomplishing the arrangements which concern the protection of the national individual worker and the control of foreigners who are subject to work permits as well as the administration of employment offices and craft training. It is also responsible for studying the documents put out by the International Labor Office and preparing answers to them. The ministry must study those cases relating to social security, especially the provision of statistics concerning the number of wage-earners and the type of labor, diseases, emergencies, old-age, unemployment, etc. In addition the ministry will draw up the decrees and bills relating to the duties of the ministry. Officials in the ministry will be appointed by decree.⁽⁶⁾

Then on 10 August, Decree No. 5633, laying down the formation of the Ministry of Social Affairs, was issued. This decree stated that the Ministry is to be composed of the following departments: (1) The General Directorate; (2) The Diwan of the Ministry; (3) Department of Labor, subdivided into Inspection and Case Branch and Health Precaution Branch; (4) Department of Statistics and Social Affairs, subdivided into Statistics and Social Security Branch and Social Services Branch; (5) Department of Syndicates; and (6) Department of Company Control.⁽⁷⁾

The general director carries out the administration of ministerial affairs and sees to the execution of the decisions of the minister. He submits proposals relative to the appointment of employees as well as studies and prepares the necessary legislative texts, and acts as the government delegate to all labor assemblies.⁽⁸⁾

The Diwan of the ministry has employees who perform the duties of secretaryship and accountancy as well as maintain the employee files and correspondence.⁽⁹⁾

The Department of Labor is responsible for all matters resulting from the provisions of the labor code and the regulations in force as well as control and precaution. It is divided into two branches, Inspection and Case Branch and Health Precaution Branch. The former supervises the application of the Labor Code and regulations and all employment offices as well as controls all foreigners who possess work permits. A special branch will be established to study and decide on permits to non-Lebanese persons who wish to reside in Lebanon. The inspection and case branch will decide about the extension or cancellation of all permits to foreigners whose stay in Lebanon will entail either labor troubles or competition to Lebanese labor. It shall grant permits to all foreigners to work in commercial, industrial, agricultural, technical, and educational

fields or permission to work in coffee shops or clubs. Resident permits in Lebanon will be given, cancelled, or extended by the concerned authorities only after consultation with this ministry. The Health Precaution Branch protects and supervises labor laws and regulations in force with regard to women and children. This branch may request the assistance of the Public Health Department if needed. (10)

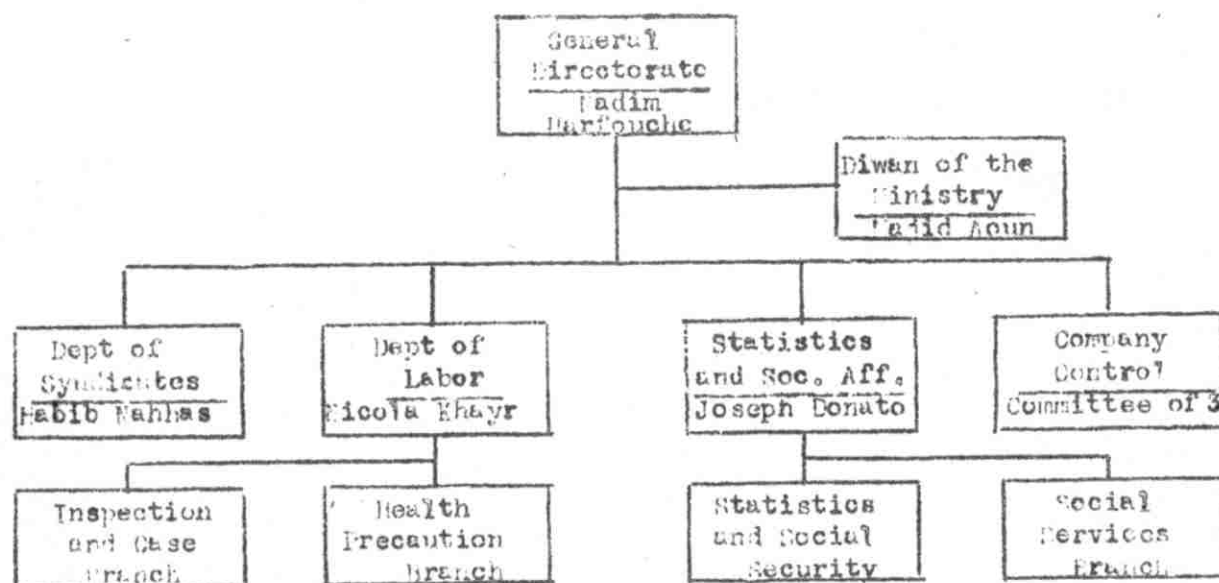
The Department of Statistics and Social Affairs is responsible for the study and realization of those plans which are of benefit to the society. It is divided into two sections; Statistics and Social Security Branch and Social Services Branch. The former prepares registration and social statistics and makes those arrangements relating to social affairs and the protection of national labor. The social services branch organizes and directs the activities of social services and administers employment offices as well as studies and replies to those cases which are raised by the United Nations and the International Labor Office relative to social problems. It also directs the publication of the social affairs magazine. (11)

The duty of the Department of Syndicates is to supervise the application of regulations on the syndicates and control their activities. (12) This includes both trade unions or syndicates and trade associations.

The Department of Company Control is in charge of all affairs which concern labor, workers, and employees as well as officials and their relations with limited and unlimited companies or the companies which secure a public benefit by concession. It gives its opinion on employer-employee relationship and on control and organization of such relations. (13)

The budget for the new ministry for 1952 has been set at 684,300 Lebanese pounds, almost one-third less than the figure laid down by a commission charged with preparing the ministerial budget in August 1951. (14)

Following is an organizational chart of the Ministry of Social Affairs:



NOTES

- (1) Nida' A'atan, No. 1138, 7 Nov 50, p2 col 4 and 5
 (2) L'Orient, No. 7129, 22 Dec 50, p2 col 3
 (3) Ibid., No. 7252, 1 May 51, p2 col 5 and 6
 (4) Ibid., No. 7258, 7 May 51, p2 col 3
 (5) Ibid., No. 7261, 10 May 51, p2 col 6 and 7
 (6) Presidential Decree No. 4106, dated 9 May 51
 (7) Presidential Decree No. 5633, dated 10 Aug 51, Art. 1
 (8) Ibid., Art 2 (9) Ibid., Art 3 (10) Ibid., Art 4
 (11) Ibid., Art 5 (12) Ibid., Art 6 (13) Ibid., Art 7
 (14) L'Orient, No. 7368, 25 Aug 51, p2 col 7 and Budget for 1952 issued 5 Feb 1952.

DECREE NO. 149

Issued on 1 May 1949, concerning the appointment of Labor Inspectors and the establishing of their authority.

The President of the Republic, in accordance with the Lebanese Constitution, and the Labor Code, issued on 3 October 1946, especially Article 20 thereof, and at the suggestion of the Minister of National Economy and Social Affairs, and the approval of the Council of Ministers

Decrees the following:

Article 1. The administration of the Department of Social Affairs in the Ministry of National Economy shall include six labor inspectors, appointed by decree, at the suggestion of the Minister of National Economy and Social Affairs, two of which shall be assigned to the Muhafazah of Beirut, and one to each of the other muhafazat. The post of labor inspector shall be upon appointment equivalent to the post of an assistant chief of section, Grade II, the holder of which shall be upon his appointment subject to the administrative laws and regulations in force.

Article 2. It is conditional that the labor inspector be: (1) Lebanese; (2) 25 years of age at least; (3) a qualified lawyer, or in possession of an engineering certificate from a recognized institution.

Article 3. The labor inspector shall be charged with the supervision of executing the laws, decrees, and regulations concerning labor, and particularly: (1) the collection of information about labor and the classification of labor conditions, working hours, salaries of workers and their relations with employers, unemployment, labor accidents and the safeguarding of workers' health and means of its maintenance, and the compliance of foreign labor with the conditions of the permit granted to them; (2) the control of syndicates provided for in the Labor Code in order to ascertain that they shall not go, in their activities, beyond the limits permitted by the law and their internal regulations; (3) the supervision of employment officers and their methods of operation.

Article 4. Labor inspectors shall submit a general yearly report of the result of their work, and special reports wherever the necessity arises.

Article 5. Labor inspectors before taking over their posts shall take the following oath before the president of the Court of First Instance in the Muhafazah. "I swear that I shall carry out the duties of my post with honesty and loyalty and that I shall not disclose the secrets of the industry or the means of exploitation with which I shall become acquainted by virtue of my post."

Article 6. Labor inspectors shall have the right to enter all establishments under their authority and to peruse the registers and documents which have connection with labor regulations, and to carry out the necessary investigations.

Article 7. Employers must submit to labor inspectors all information required by them to facilitate their task.

Article 8. Anyone who hinders the task of the labor inspector shall be punished in accordance with the provisions of Article 107 of the Labor Code and with the provisions of the Criminal Code.

Article 9. The employees of the administration and security men shall assist the labor inspectors in the task assigned to them.

Article 10. Labor inspectors shall prepare a proces verbal for any contravention in two copies. One shall be sent to the Department of Social Affairs, and the second to the judicial authority concerned.

Article 11. The above mentioned provisions shall not hinder the right granted by law to the judicial police concerning the contravention of the Labor Code.

Article 12. This decree shall be published and circulated whenever the exigency arises.

BEIRUT, 2 May 1949

Signed: BISHARAH YAKIL AL-KHOORY

Issued by the President of the Republic

Prime Minister

Signed: SA'ADAT AL-SALHI

Minister of National Economy

Minister of Justice

REGULATIONS OF THE COOPERATIVE FUND FOR THE RAILWAY STAFF IN LEBANON

Article 1. The Syndicate of Railway Employees and workers has, in accordance with the provisions of Article 3 of its Basic Law, established the Cooperative Fund.

Article 2. This fund shall pay compensations to the subscribers thereof, fixed in accordance with the rates listed in the table annexed hereto, in the following cases: (1) permanent disability; (2) cessation of service with the railway; (3) cessation of subscription in the fund; and (4) death (In case of death, the compensation shall be paid to the legal heirs.)

Article 3. This fund shall enjoy self independence and shall have a special account with the syndicate.

Article 4. It is conditional upon those members of the staff who request subscription in the fund to be: (1) a permanent member of the staff or an assistant for at least two years of service without cessation; (2) a member of the syndicate for at least six months; (3) not under penalty of release or discharge; and (4) to submit a subscription application in which he shall certify his acceptance of the fund's regulations without reservation and to authorize the fund to make direct monthly deduction from his salary. Under an extraordinary condition it is possible to accept the subscription of those members of the staff who have been syndicate members for only one month. This paragraph shall remain in force until the end of December 1950.

Article 5. Subscribers shall be divided into three categories;

Category A	Monthly Subscription	15 LL
Category B	Monthly Subscription	10 LL
Category C	Monthly Subscription	5 LL

Article 6. Subscription in the fund shall not be accepted except at the beginning of each year. He who desires to subscribe in the course of the year, must settle the amount of subscriptions due for the previous months of the year. In order to settle these amounts, the monthly subscription fee shall be increased in order to make final settlement before the end of the year.

Article 7. The application for subscription shall be submitted to the director of the fund with the following details mentioned therein; first and last name of the applicant, nature of his post in the railways, location of his post, amount of monthly subscription, and date of subscription. The administrative committee upon reaching a decision of either acceptance or refusal shall notify the applicant in either cases giving the reasons therein. The notification shall be signed by the president of the syndicate and the director of the fund.

Article 8. Deduction of the subscription fees from the salaries of the applicants shall be made directly at the beginning of each month.

Article 9. If a member participating in the cooperative fund has retired or was discharged from the syndicate, his account in the fund must be settled in accordance with the rates of Table No. 3.

Article 10. Every member has the right of transferring his subscription in the fund from one category to another provided that he submits a new application mentioning therein the category to which he wishes to transfer.

This transfer shall not be accepted except on the first of January each year and shall be subject to the following conditions;

a. Transfer to a higher category. The member shall settle by lump sum, the difference of the compensation between the two categories, in accordance with the rates of Table 2 and the period of his subscription in the fund. If it is not possible for the member to settle the amount of the difference by lump sum payment, he must then apply to the fund for an advance equivalent to the amount due on his payment. This advance shall be repaid with a 5% annual interest monthly installments which shall be deducted directly from his salary. Upon acceptance of his application for transfer and his payment of the difference, he shall be regarded as belonging to the new category as from the date of his subscription in the fund.

b. Transfer to a lower category. The member shall be paid by lump sum the difference between the amounts paid by him and the amounts which he would have paid if he belonged to the lower category, and in accordance with the rates in Table 3. Upon acceptance of his transfer application he shall be regarded as belonging to the new category from the date of his subscription in the fund.

Article 11. The fund shall be supervised by a committee consisting of five members, four of which shall represent the railway departments (hauling, movement, repairs, and public services). The fifth shall be appointed by the syndicate council dis- regarding departmental representation.

Article 12. The members of the fund administrative committee shall elect a president, who will be in charge of executing the decisions relative to the fund administration, a vice-president, and a treasurer.

Article 13. The fund's first administrative committee shall be appointed by the syndicate council for a period of two years at the end of which an election of four members from the departments and the appointment of the fifth member by the syndicate council shall take place.

Article 14. The period of membership in the fund committee shall be two years. Members in the fund committee may be reelected without limitation.

Article 15. The committee shall meet under the chairmanship of the president or vice-president at least once each month. The sessions will not be legal unless attended by at least four members. Decisions will be adopted by a majority (three votes). Minutes for the committee sessions will be organized and which shall contain all decisions.

Article 16. The resignation of any member of the committee shall not be considered unless submitted in writing. Any member who fails to attend without excuse three consecutive meetings will be considered as resigned.

Article 17. Should there exist a vacancy in the number of the committee members, not to exceed two vacancies, substitutes shall take their places. This shall be done by calling the two reserve members who have obtained the greatest number of votes after the two disjoining members, considering departmental representation. If the vacancies should exceed two, the entire committee should be regarded as resigned. A general meeting shall be called and the general assembly notified concerning the reasons for the resignation. Should a vacancy occur in the number of committee members during the first two years following the establishment of the fund, this vacancy or vacancies shall be filled by a syndicate council appointment.

Article 18. It is not permissible for the committee members to resign in toto from their posts except in a general meeting in which they shall submit their resignations giving full particulars concerning the reasons therefor.

Article 19. A candidate for the cooperative fund administration must possess the following qualifications: (1) must be a subscriber in the fund; (2) must have at least 10 years service with the railways; and (3) must submit his candidacy in writing fifteen days before the date fixed for the election.

Article 20. The fund administrative committee shall be cognizant of the interests of the subscribers when adopting decisions. Its members shall wholly and separately bear the responsibility of the results which may occur from its behavior.

Article 21. The committee shall inform the syndicate council concerning the progress of affairs once every three months, and shall organize the budget as well as submit a report of its activities to the annual general assembly.

Article 22. The syndicate council shall have the right to supervise and control all activities of the fund administrative committee and shall have the right to call for a general meeting of all subscribers in the fund, if it should appear to it that the committee activities contradict their interests. In this case, it is incumbent upon the committee to submit an explanation of their activities. The members shall decide whether the committee shall continue or to discharge some of its members if necessary, and to elect new ones to replace those discharged.

Article 23. The term of the new members and those elected in accordance with the previous article shall terminate as of the expiration date of the term of the remaining members.

Article 24. The fund cash shall be deposited as received in one of the largest banks of Beirut under a special account in the name of the "Syndicate of Railway Employees and Workers in Lebanon--Cooperative Fund". It shall not be possible to draw any sum from this account except with the signature of the president of the syndicate or the vice-president and the chairman of the fund committee or its vice-chairman.

Article 25. Internal orders for payment shall be signed by the chairman of the fund committee or by the vice-chairman with the signature of another member.

Article 26. The fund shall grant in advance to the subscribing members according to its possibilities. Priority shall be given to those applications of emergency such as sickness, death, etc. In considering other applications their service dates shall be observed.

Article 27. Advance payments shall be subject to the following conditions:

(1) The advance payment granted to any member must not exceed one month's salary or the compensation due him in case of his leaving the fund according to the allocations of Table 3. It is not permissible to exceed the maximum allocation unless the applicant undertakes by a written document registered at the Notary Public in the name of the Railway Department authorizing the fund committee to recover the remaining amount of the advance payment in case of his discharge from work from his dues in the railway including discharge compensation.

(2) Advance payments shall be repaid with 9% annual interest in twelve monthly installments deducted directly from the salary of the borrowing member beginning from the month which follows payment of the loan. But if the advance payment exceeds the amount of one month's salary then the deduction shall be effected for a greater period to be determined by the fund administrative committee.

Article 28. The fund shall grant advance payments equivalent to one month's salary to be repaid in twelve monthly installments with an annual interest of 5% in the following cases: (1) marriage by the member; (2) birth of a child; (3) death of a member of the family (immediate member of the family, wife's parents, or brothers or sisters of husband).

Article 29. The fund shall pay to its members compensations determined in accordance with allocations of the tables annexed to this law in following cases:

(1) In case of death or permanent disability sustained by the chief medical officer of the railways. The compensation due him shall be determined in accord with the allocations of Table 1. If the disabled member should not submit the aforesaid report or if the disability should not be total and permanent, then the compensation shall be determined in accordance with allocations of Table 2.

(2) In case of resignation from the service of the railways or retirement, upon request of the retired member having attained the legal age of retirement, his compensation shall be determined in accord with allocations of Table 3 or 4 and the period of his subscription in the fund. (3) In case the member being discharged by the railways or being released for reasons other than those mentioned in the previous paragraph, his compensation shall be determined in accord with allocations of Table 2 whatever his period of subscription in the fund is.

(4) In case the member ceases subscription in the fund by his request or his discharge according to Article 9, his compensation shall be determined according to allocations of Table 3.

Article 30. (1) In order to enable the fund to pay at any time the compensations fixed in Table 3 to the subscribers who are still in service, 2/3 of the monthly subscription fees shall be paid to the reserve account. (2) Adequate amounts shall be taken at the end of each year from the net income of the year and shall be added to the Reserve Account in order that this account shall be equal to the compensations due to all the members in accord with Table 3. (3) Upon termination of the service of each member, amounts equivalent to 2/3 of the payments thereto in addition to 1/3 for each month of subscription shall be transferred from the Reserve Account to the Compensation Account.

Article 31. Amounts due to the members who cease subscription in the fund shall be taken from the compensation account appropriated for this purpose. The income of the fund shall be: (1) 1/3 of the monthly subscription fees; (2) 1/2 of the net annual income after having deducted what has been deposited in the Reserve Account; (3) 2/3 of the subscriptions of the dismissed members in addition to 1/3 for each month subscription shall be taken from the Reserve Account; and (4) 5% monthly to be taken, if necessary, from the balance of the deposit account according to the provisions of articles 32 and 33.

Article 32. In order to face emergency cases and particularly those stipulated by the following article, 1/2 of the balance of the net yearly income after deducting what must be recorded in the Reserve Account in accord with article 30 shall be deposited in the Deposit Account.

Article 33. The compensations due to the members whose subscriptions in the fund have ceased, according to the allocations of Tables 1 and 2 annexed to this law were fixed on the basis that the number of members withdrawing from the fund

does not exceed annually 6% of the subscribing members, in cases of release or dismissal from the railway service and on the basis of 1% of the subscribing members in case of death or total permanent disability. As long as the balance of the compensation account remains a credit balance then the compensations fixed in Tables 1 and 2 shall be paid without any decreases. But if the balance of the compensation account should at any time become insufficient for payment of the compensations they should then be deducted in proportion to the aforesaid maximum rate of 6% and 1% in proportion to the actual number of members withdrawing their subscriptions. If these decreased compensations become lower than the figures of Table No. 3 then the provisions of the aforesaid Table 3 should be applied.

Article 34. An ordinary general assembly meeting shall be held each year in the house of the syndicate, other extraordinary general meetings shall be held whenever the exigency arises upon the invitation of the fund administration or the syndicate council or upon request of one-third of the subscribing members.

Article 35. The general assembly shall not be regarded as legal unless it is attended by a least one-third of the subscribers. If there should be no quorum then the fund administrative committee shall call for another meeting to be held within fifteen days at the most after the former meeting and shall be regarded as legal whatever the number attending may be.

Article 36. The subscribing member shall have the right to delegate another member on his behalf to attend the general assembly. Delegations given for this purpose must not reach for one member to more than fifty. The delegation shall not be legal unless it is certified by the syndicate president or by a member of the syndicate council entrusted for this purpose.

Article 37. The general meetings shall be held under the chairmanship of the syndicate president or his vice-president or one of the council members who has been entrusted with this task.

Article 38. The general assembly shall hear in the general meeting the report of the fund administrative committee on its activities and shall approve the accounts and shall elect a new committee to administrate the fund upon the termination of the service of the previous committee.

Article 39. The general assembly shall have the right to discharge the fund administrative committee in case the former shall not be satisfied with the services of the latter and shall elect a new committee.

Article 40. The decision in the general meeting shall be adopted by the relative majority. (One-half of the present members plus one.)

Article 41. The members who shall attend the general meeting shall not be paid any compensation for the expenses incurred by them for this purpose.

Article 42. These regulations are liable for modification. It shall not become legal except after it is approved in a general meeting by 2/3 of the members subscribing in the fund. But in the course of the first two years which follow the date of the establishment of the fund, the committee shall have the right to modify some of the articles of this law whenever the application thereof discerns the existence of a certain discrepancy in these articles but only after approval of the syndicate council.

Article 43. It is not permissible to modify the tables annexed to this charter except after consultation of expert accountants to be appointed by the general assembly and their views shall not be considered except by a decision to be adopted in a general meeting by a 2/3 majority of the fund's subscribers.

Article 44. The liquidation of the fund's accounts is permissible upon request of 2/3 of the subscribing members. In this case its cash shall be distributed among the members operating in the fund in proportion to their payments.

Seen and Approved 5-6-1951

Director of Social Affairs

Signed: **PABIS HAKFOUCHE**

Annexe au Règlement
de la Caisse d'entraide

**BAREME DES ALLOCATIONS REVENANT AUX MEMBRES QUI CESSENT DE FAIRE PARTIE
DE LA CAISSE D'ENTRAIDE**

	Tableau No. 1	Tableau No. 2	Tableau No. 3
Durée d'affiliation à la Caisse d'entraide	Applicable :	Applicable :	Applicable :
	1°) en cas de décès 2°) en cas d'accident ou de maladie en service ou hors service, entraînant soit le décès, soit une incapacité de travail totale et permanente constatée par un rapport médical reconnu conforme à la réalité par le médecin du chemin de fer.	1°) aux membres ayant versé au moins 60 cotisations mensuelles et qui cessent leur travail au chemin de fer pour les motifs ci-après : a) démission. b) licenciement sur leur demande. c) licenciement pour limite d'âge. 2°) aux membres ayant versé au moins une cotisation mensuelle qui cessent leur travail au chemin de fer pour tout autre motif y compris les cas de révocation.	1°) aux membres qui demandent leur radiation de la caisse avant d'avoir quitté le chemin de fer. 2°) aux membres qui ont versé moins de 60 cotisations mensuelles et qui cessent leur travail au chemin de fer pour les motifs ci-après a) Démission b) Licenciement sur leur demande c) Licenciement pour limite d'âge
	NOTA - En cas d'invalidité partielle entraînant le licenciement pour inaptitude physique c'est le tableau N° 2 qui leur est applicable.	NOTA - en cas de décès au d'invalidité totale permanente c'est le tableau No.1 qui leur est applicable.	NOTA— Si les membres ont versé 60 cotisations mensuelles ou bien s'ils quittent le chemin de fer pour tout autre motif, c'est le tableau No. 1 ou No 2 qui leur est applicable suivant les cas.

	TABLEAU No. 1			TABLEAU No. 2			TABLEAU No. 3
	Catégorie A (cotisation 15 LL.)	Catégorie B (cotisation 10 LL.)	Catégorie C (cotisation 5 LL.)	Catégorie A (cotisation 15 LL.)	Catégorie B (cotisation 10 LL.)	Catégorie C (cotisation 5 LL.)	TOUTES CATÉGORIES
1 à 12 mois	3.000	2.000	1.000	540	360	180	Deux tiers (2/3) des cotisations versées majorées de 1 à 12 % suivant le nombre de mois d'affiliation
13 à 24 »	3.000	2.000	1.000	660	440	220	13 à 24 %
25 à 36 »	3.000	2.000	1.000	810	540	270	25 à 36 %
37 à 48 »	3.000	2.000	1.000	990	660	330	37 à 48 %
49 à 60 »	3.000	2.000	1.000	1.200	800	400	49 à 60 %
61 à 72 »	3.000	2.000	1.000	1.440	960	480	61 à 72 %
73 à 84 »	3.000	2.000	1.000	1.710	1.140	570	73 à 84 %
85 à 96 »	3.000	2.000	1.000	2.010	1.340	670	85 à 96 %
97 à 108 »	3.000	2.000	1.000	2.340	1.560	780	97 à 108 %
109 à 120 »	3.000	2.000	1.000	2.700	1.800	900	109 à 120 %
121 à 132 »	3.399	2.266	1.133	3.090	2.060	1.030	121 à 132 %
133 à 144 »	3.894	2.596	1.298	3.640	2.360	1.180	133 à 144 %
145 à 156 »	4.422	2.948	1.474	4.020	2.680	1.340	145 à 156 %
157 à 168 »	4.983	3.322	1.661	4.530	3.020	1.510	157 à 168 %
169 à 180 »	5.577	3.718	1.859	5.070	3.380	1.690	169 à 180 %
181 à 192 »	6.204	4.136	2.068	5.640	3.760	1.880	181 à 192 %
193 à 204 »	6.831	4.554	2.277	6.210	4.140	2.070	193 à 204 %
205 à 216 »	7.524	5.016	2.508	6.840	4.560	2.280	205 à 216 %
217 à 228 »	8.250	5.500	2.750	7.500	5.000	2.500	217 à 228 %
229 à 240 »	8.976	5.984	2.992	8.160	5.440	2.720	229 à 240 %
241 à 252 »	9.768	6.512	3.256	8.880	5.920	2.960	241 à 252 %
253 à 264 »	10.593	7.062	3.531	9.630	6.420	3.210	253 à 264 %
265 à 276 »	11.418	7.612	3.806	10.380	6.920	3.460	265 à 276 %
277 à 288 »	12.309	8.206	4.103	11.190	7.460	3.730	277 à 288 %
289 à 300 »	13.200	8.800	4.400	12.000	8.000	4.000	289 à 300 %

N.B.- En raison des circonstances exceptionnelles que traversent actuellement les chemins de fer, est suspendue provisoirement l'application du barème II du présent Tableau annexe au règlement de la caisse d'entraide, et relatif au paiement des indemnités, aux membres qui seront licenciés du service du Chemin de fer. Il sera fait application des dispositions suivantes :

Les membres licenciés recevront la totalité de leurs cotisations augmentées d'un intérêt de 5 % par année ou fraction d'année d'adhésion.

Cette mesure sera annulée et le barème II du présent tableau sera mis en application, dès que les circonstances le permettront et après décision prise d'un commun accord par le comité de la caisse d'entraide et par le comité du syndicat.