

Prepared Exclusively for

**LEADERS CLUB**  
by LEBANON OPPORTUNITIES

# Salary Scale

REPORT

## About this report

### A survey and analysis of salaries

InfoPro has been conducting its comprehensive Salary Scale Survey since 2012. The survey covers the most prominent sectors and sub-sectors in business. In this report, the positions that exist in most business sectors are studied. Selected sector-specific jobs are available separately.

The report looks in detail at salary trends in 2019. The report was compiled by interviewing various sized employers. Employers were profiled to be representative of the industry and those belonging to a niche segment were eliminated. The survey gathers information on the basic salaries of employees across sectors. Commissions, bonuses and soft forms of remuneration were not taken into account.

### Indicative guide

This report can be used only as an indicative guide, however a more in-depth study would be needed to determine a salary scale for a particular company. Any specific scale would depend on the company's size, geographical location, soft benefits, other financial rewards, the competitive environment, and other considerations.

### Methodology

InfoPro's Salary Reports have been compiled by utilizing data gathered in 2019 from 110 companies of varying sizes throughout Lebanon. The selection criteria took into consideration that the selected employers should be representative of the business community and could therefore be small, medium, and large in size. Companies with less than five employees were excluded from the pool of potential employers. Employers also needed to have an HR manager or HR personnel on-board. Initial contact was made through the human resource manager (if available) or the person in charge of recruiting and handling employees. The human resource manager was then informed of the purpose of the study and appointments were scheduled. The interviewees included company owners, CEOs and / or directors, in addition to human resource managers.

InfoPro Research, as a result of comprehensive sectoral salary scale surveys conducted in 2012 and 2016, had data regarding all employment positions and job descriptions available across the sectors. InfoPro then sent a matching template to companies to verify the existence of each job within their structure. Employers that did not have a sufficient number of job matches were discarded. Employers that had a match in positions were then required to provide the lowest, average, and highest salary brackets for each position. The data provided by employers was then assessed and compiled and all outliers were removed. A minimum of five job matches were required for each position.

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