

Mass Dismissals in Syria After the Regime's Fall



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1. Executive Summary

This in-depth investigation examines the mass dismissal campaigns targeting employees in the Syrian public sector, which took place following the fall of the Assad regime on 8 December 2024. The report documents how the caretaker government adopted arbitrary, summary, and improvised measures that resulted in the termination of thousands of public employees as an initial phase of what the interim military administration referred to as a plan to restructure the economy and combat [disguised unemployment](#). The plan reportedly aims to dismiss over 300,000 employees, making it one of the largest mass layoffs in Syria's modern history.

The mass dismissal campaigns extended across various state institutions and productive and service-oriented public sectors, reaching several Syrian cities. These measures were carried out within a short and compressed timeframe, reflecting their arbitrary and collective nature, and pointing to the absence of any meaningful review process by independent bodies or committees. This approach has raised serious questions regarding the criteria used to justify the dismissals and the extent to which the new administration adhered to the legal and procedural safeguards stipulated in the Basic Law of Public Employment No. 50 of 2004 (Articles No. 132 to 139).

The dismissals were carried out through three main mechanisms. The first involved the non-renewal of annual employment contracts. The second entailed immediate termination of employment through summary dismissals and contract cancellations without prior notice or clear justification. The third –and most controversial– mechanism consisted of decisions forcing thousands of employees to take paid leave under the old salary scale, many of which were later followed by final dismissals with retroactive effect. These measures targeted a wide segment of employees, including those on annual contracts as well as those with permanent contracts, across key sectors such as energy, water, telecommunications, local administration, and the Ministries of Agriculture, Justice, and Health.

These campaigns constitute the largest mass dismissal operation witnessed in Syria's modern history. They bear resemblance to the de-Baathification measures implemented in Iraq following the fall of Saddam Hussein's regime, due to their collective and exclusionary nature. These actions raise serious concerns about their impact on the efficiency and effectiveness of the affected government institutions, as well as the immediate social and economic consequences for thousands of families who have been left without their sole source of income, in the absence of social protection networks or compensatory alternatives.

This investigation is based on 19 field testimonies from affected individuals and eyewitnesses, in addition to 13 official documents obtained by STJ. Taken together, these sources reveal a lack of transparency and absence of legal and administrative standards in both the dismissal decisions and their implementation mechanisms. They also point to the disproportionate targeting of specific groups, including members of the Alawite community in particular, as well as members of the Ba'ath Party, the Women's Union, other popular organizations, and the families and relatives of fallen soldiers from the regular army and former military personnel who participated in combat operations over the past decade.

Based on these testimonies and documents, STJ concluded that the government, during one of its first meetings on 24 December 2024 –just two weeks after its formation following the takeover of Damascus by opposition factions– made the decision to dismiss thousands of employees across various ministries and public institutions.¹ While most of the dismissal

¹Although the official minutes and decisions of the meeting remain inaccessible, all official documents concerning dismissal and contract termination obtained by STJ indicate that these decisions were directly based on the

decisions cited the Basic Law of Public Employment No. 50 of 2004 as their legal basis, it remains unclear whether the procedures and conditions outlined in the law were properly followed, particularly Article No. 137, which authorizes the Prime Minister to issue such decisions upon the recommendation of a specialized committee composed of the Minister of Justice, the Minister of Social Affairs and Labor, and the Head of the Central Organization of Financial Control. The law requires that any dismissal decision be based on clear and defined criteria to ensure transparency and fairness in the process.

Official documents obtained by STJ indicate that the relevant ministries and administrative bodies rushed to issue executive decisions, including nominal lists of dismissed employees, just days after the government decision was announced. This raises serious questions about whether sufficient time was allocated for preparation and verification of the names of those affected. These decisions primarily targeted employees appointed through special recruitment exams, treating them as a single, undifferentiated group, with no indication that any prior individual assessments or meaningful reviews had been conducted to determine whether those dismissed indeed constituted what the government labeled as "[ghost employees](#)".

The investigation documents several cases in which employees were pressured to sign "release requests" and complete the dismissal procedures without being provided with any official document confirming the enforcement of their termination. Furthermore, some of them had not received their legally mandated compensation at the time they gave their testimony to STJ researchers.

While certain advocacy efforts and public pressure succeeded in suspending some of the arbitrary dismissal decisions such as in the Directorate of Health in Daraa (according to witness testimonies) and in the public establishments of electricity and agriculture in Sweida, [according to local activists](#), STJ documented the formation of special committees to review objections to the dismissals, as in the case of the establishment of electricity in Damascus. However, it was not possible to verify whether any of these objections were actually reviewed or whether any formal responses –positive or negative– were issued.

The testimonies also documented the implementation of measures carried out outside the framework of the law, including the involvement of security agencies in salary disbursement procedures. These included arbitrary background checks and the registration of certain employees –particularly women– without any clear justification or official notification explaining the reasons behind such actions.

Ultimately, this wave of dismissals led to [the outbreak of protest movements](#) starting in early January 2025, encompassing various sectors including health, education, media, industry, trade, banking, and other productive, service-oriented, and administrative sectors. A large number of employees affected by the dismissal and suspension decisions took part in these protests across several Syrian cities, including [Damascus](#), [Sweida](#), [Hama](#), [Aleppo](#), [Latakia](#), and [Tartous](#). These measures have further exacerbated the already difficult living and economic conditions of the dismissed employees and their families.

Syrians for Truth and Justice calls on the Syrian transitional government, led by Ahmad Al-Sharaa, to immediately and comprehensively reassess these policies, and to establish independent committees to review dismissal decisions and verify their legal validity. STJ also urges the provision of integrated economic support programs, including fair compensation and

outcomes of that meeting. Some of the documents cite Article No. 5 as the basis for the dismissal of former party members and members of professional organizations, while others refer to Articles No. 4 and 6 with regard to discharged military personnel and the families of the martyrs or deceased, as described in the language of the official decisions.

professional retraining for affected individuals. STJ stresses the importance of ensuring transparency in any future decisions related to the restructuring of public sector employment, and preventing the exploitation of such measures for political, security, or retaliatory purposes.

2. Methodology

For the purposes of this investigation, Syrians for Truth and Justice conducted, between January and February 2025, a comprehensive process of documentation and evidence collection through its network of field researchers. This included 19 detailed testimonies related to mass dismissal incidents, in addition to in-depth open-source research. STJ also reviewed copies of official decisions and nominal lists of affected individuals in the electricity, health, justice, agriculture, and local administration sectors.

Among those interviewed by STJ were employees who had either been directly affected by or witnessed the implementation of dismissal decisions in the governorates of Damascus, Daraa, Homs, and Latakia. They provided detailed accounts of the circumstances surrounding the dismissals, the events that accompanied them, and their personal and professional repercussions. The interviews were conducted in Arabic. **Ten** of them were held in person, with STJ's field researchers meeting witnesses in locations deemed safe for both parties. The remaining **nine** interviews were conducted remotely, with researchers using secure communication applications to ensure the privacy and safety of participants.

STJ researchers documented the testimonies of individuals they interviewed after obtaining their informed consent. Witnesses and sources were briefed on how the information they provided would be used –including in the publication of this report– and on the potential risks they might face. As a result, most interviewees chose to withhold their identities or any identifying details, out of fear of possible retaliatory actions by the interim military administration or its affiliates.

In addition to the testimonies, STJ reviewed dozens of official documents, publications, videos, and relevant photographs, obtained either through open sources or directly from witnesses and sources. Several of these materials were verified and included in this report. STJ also consulted a number of media and human rights reports that monitored and documented the dismissal campaigns and relied on some of the information they contained.

3. Background and Context

The public sector has long constituted a fundamental pillar of the Syrian labor market, serving for decades as the main employer for a large segment of the workforce. According to a [report](#) by the United Nations Development Programme (UNDP), the public sector accounted for approximately 59% of the total labor market in Syria in 2015.

Public sector employment in Syria is regulated by Law No. 50 of 2004, which constitutes the Basic Law for Public Sector Employees. This law outlines the procedures for appointment, tenure, and termination. Chapter Five, Article No. 16 of the law provides for exceptional appointments reserved for members of the Ba'ath Party (formerly the ruling party), the Women's Union, and other so-called "popular organizations". Conversely, Article No. 131 strictly limits the grounds for termination of employment to only nine cases: (1) reaching the age of sixty, (2) resignation or equivalent, (3) dismissal for health-related reasons, (4) proven unfitness of a probationary employee, (5) dismissal for poor performance, (6) disciplinary dismissal, (7) expulsion, (8) administrative discharge, and (9) death. Moreover, Articles No. 132 to 139 set out the mandatory legal procedures that must be followed in order to lawfully terminate the service of any public employee.

Over the past decade, there has been a marked increase in [citizens' reliance on public sector employment](#) as a relatively stable means of securing basic daily necessities. This trend has been driven by the acute scarcity of sustainable job opportunities in the private sector and the continued economic and political challenges facing the country.

Following the outbreak of anti-government protests in 2011, the public sector witnessed a growing wave of employee dismissals [based on allegations of political disloyalty or affiliation with the opposition](#). In 2018, dozens of employees in [Quneitra](#), [Daraa](#), and [Hasakeh](#) were dismissed due to their political views. In 2017, the public sector also experienced [mass layoffs](#) aimed at reinforcing the ranks of the regular army. Conversely, the former regime gradually opened the door for exceptional employment opportunities for a wide range of individuals, particularly family members of fallen soldiers and discharged military personnel. In 2014, [Law No. 36](#) was issued to regulate exceptional recruitment within state institutions, allocating 50% of government vacancies to the families of deceased army personnel. In 2017, Decision No. 7 granted the non-working spouse of a "martyr" the right to employment for herself or one of her children through an annually renewable contract. By 2024, the number of such contracts had [reached approximately 2,800](#). In recent years, the government organized special recruitment competitions for demobilized members of the army and security forces, resulting in the appointment of nearly 18,000 individuals to public sector jobs by the end of 2021.

Following the fall of the regime in December 2024, the interim military administration launched mass dismissal campaigns targeting thousands of public sector employees. This move effectively reproduced patterns of collective punishment, reminiscent of those attributed to the Assad regime, by targeting broad segments of Syrian society based on presumed loyalty or support for the former government led by Bashar al-Assad. These measures took place in a context that mirrors both the patterns observed in Syria over the past decade and the post-2003 "de-Baathification process" in Iraq following the fall of Saddam Hussein's regime.

4. Timeline of the Dismissal Measures

On 19 December 2024, eleven days after the fall of the regime and the assumption of power in Damascus by opposition factions led by Hay'at Tahrir al-Sham, media outlets circulated [statements](#) by the newly appointed Minister of Health, Maher Al-Sharaa (brother of Ahmad Al-Sharaa). In these statements, he declared the ministry's intention to "get rid" of a large portion of non-technical employees, referring to them as "phantom employees". He also explicitly identified the families of fallen soldiers from the regular army as one of the categories targeted by the planned dismissals.

On 24 December 2024, just two weeks after its formation, the government issued a decision to dismiss thousands of public sector employees from the state's administrative structure. According to official documents issued by the transitional government and reviewed by STJ, the majority of these dismissal decisions initially cited the Basic Law of Public Employment No. 50 of 2004. They further referred to the outcomes of one of the first meetings of the interim military administration, held on the same day, specifically invoking Articles No. 5, 6, and 7, in addition to citing the "requirements of public interest" as legal grounds for the dismissals.²

On 6 January 2025, the former Minister of Justice, Shadi Al-Waisi, issued a decision to terminate the contracts of 79 employees from the Ministry's staff, falling into two categories:

² Although the official minutes and decisions of the meeting remain unavailable, all dismissal and contract termination decisions issued by multiple ministries and administrative bodies directly relied on the outcomes of that meeting.

those hired through the “demobilized personnel recruitment competition” and individuals classified as “family members of martyrs”.

On 7 January 2025, the Minister of Finance, Mohammad Abazeid, stated in an [interview published by Al Jazeera Net](#) that the government intends to dismiss more than 300,000 public sector employees. He justified the decision by claiming that only 900,000 employees were actually committed to their duties. However, he provided no clarification regarding the methodology used to arrive at these figures, nor any explanation of how the lists of allegedly “ineffective” employees had been compiled or verified.

On 23 January 2025, the Minister of Industry issued a decision granting 334 employees of the General Tobacco Corporation a three-month paid leave, while referring their files to the Ministry of Administrative Development.

On 28 January 2025, the Minister of Agriculture issued a series of decisions that led to the dismissal of more than 100 ministry employees.

On 29 January 2025, the General Federation of Trade Unions sent a letter to the Prime Minister requesting a review of the dismissal decisions and the development of plans to reintegrate the dismissed workforce, in order to prevent potential economic and social repercussions.

On 31 January 2025, [Reuters](#) reported that the Minister of Finance stated that approximately 400,000 public sector employees were “ghost employees” who received salaries without attending work or performing any actual duties. He noted that the administration intended to “remove” them as part of efforts to improve the economic situation. The report also quoted the Minister of Administrative Development, Mohammad Al-Skaf, as saying that Syria only required between 550,000 and 600,000 employees; less than half of the total public workforce at the time, which was estimated at 1.3 million. Additionally, the article cited the acting Minister of Economy, Basil Abdel Hanan, who announced the administration’s plan to privatize approximately 107 state institutions, citing lack of productivity as the justification.

In late January 2025, [media reports](#) indicated that the Ministry of Transport had dismissed approximately 17% of its workforce. Employees in the Ministries of Health, Industry, and Administrative Development faced similar mass dismissal measures. These layoffs were part of a broader wave of terminations that affected thousands of employees across various sectors, including media, industry, and customs, as well as the majority of personnel in the police, military, and security sectors.

On 9 February 2025, the General Federation of Trade Unions sent a second letter to the Prime Minister, calling for the suspension and reversal of the dismissal decisions.

The investigation below presents documented cases of dismissals in the sectors of industry, agriculture, health, justice, and local administration. These measures directly targeted three main categories of employees: (1) family members of “martyrs”, (2) individuals demobilized from military service, and (3) employees dismissed due to their previous membership in the Ba’ath Party or affiliation with professional organizations, most notably the Women’s Union.

4.1 Families of “Martyrs”

The category of families of “martyrs” (or “the deceased” as referred to in the official decisions) who lost their lives during military operations against opposition forces over the past decade, represents one of the most heavily impacted groups, particularly given that many had already lost their primary breadwinners. On 28 January 2025, the Ministry of Agriculture issued

Decision No. 172, mandating that a list of 22 employees from the ministry's staff –who had been hired through a special recruitment competition for families of martyrs– be placed on three-month paid leave. Later the same day, the ministry issued a new circular ordering the dismissal and termination of contracts for all annually contracted employees hired through exceptional recruitment programs for families of martyrs, including those placed on leave. The circular further ordered the cancellation of their leave, the suspension of salary payments, and their removal from employee records retroactively as of the beginning of the year.

In a testimony provided by one of the recently dismissed Ministry of Agriculture employees who had been appointed through a special recruitment process for families of martyrs, Mervat³ described the impact of the decision as follows:

"The director and the minister held a lengthy meeting at the ministry and issued a decision to dismiss us from our jobs and terminate our employment completely [...] Under the new government, I cannot defend myself because I am considered one of the relatives of those they killed and assaulted. So I submitted my termination letter and left the ministry immediately".

Khaldoun,⁴ an employee at the Ministry of Agriculture who had been hired through the exceptional recruitment program for families of martyrs and was among those dismissed, explained that there had initially been high hopes following the fall of the regime, particularly for increased hiring and improved salaries. However, those hopes were quickly dashed as news spread of the exclusion of certain groups based on their "perceived affiliation with the former regime". He shared the following in his testimony:

"What frightened me was that I am the son of a man who fought alongside the Syrian army [...] And indeed, within days, a mass dismissal decision was issued targeting those they referred to as the families of the deceased".

Khaldoun, who read the dismissal decision with his colleagues from a notice posted on the ministry's announcement board, stated that the director verbally instructed them to begin the termination and clearance procedures. He concluded his testimony by saying:

"We are considering protesting, but I'm afraid of being arrested. So my only option is to look for work in the private sector, or else I'll end up begging for help on the streets."

In Damascus, STJ spoke with several employees from the Telecommunications Establishment, where the wave of dismissals affected 50 individuals appointed through exceptional recruitment processes, including a number of family members of martyrs.

In his testimony, Majd,⁵ a staff member who had been working at the Establishment for over six years and was among those recently dismissed, stated:

"I didn't receive any official document indicating my dismissal. A notice was simply posted on the announcement board listing the names of about 50 dismissed employees, all of whom had been appointed through Ba'ath Party and Women's Union nominations,

³ The speaker's name has been changed to protect her safety and out of concern for potential security or retaliatory consequences.

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which has since been dissolved, or through special recruitment programs for families of martyrs and the wounded”

Majd, like others, attempted to protest and appeal the decision, but to no avail. He concluded his testimony by saying:

“I met with the director. I presented a summary of my professional achievements to show him that I am a highly qualified employee and that I’ve developed myself significantly and contributed to the advancement of the directorate. But the decision was not in his hands. He told me: ‘The Establishment will lose a great deal of expertise if this decision is implemented, and it will soon be unable to function or serve the public.’ This is our only hope; that they will reconsider and reinstate us”

In a similar development, the General Tobacco Corporation in Latakia placed more than 335 employees on mandatory paid leave for a period of three months. Shortly thereafter, the corporation proceeded to terminate the annual contracts of employees from the families of martyrs.

The initial leave decision applied to both demobilized military personnel and family members of martyrs. However, the latter group was later denied any renewal of their leave without the provision of any formal justification.

Moreover, in Homs, on 6 January 2025, the Ministry of Justice issued Decision No. 9, which ordered the termination of contracts for 14 employees within the ministry’s staff in Homs. These individuals had been appointed through a special recruitment competition for families of martyrs and were granted severance compensation equivalent to three months’ salary.

4.2 Demobilized Soldiers and Former Army Combatants

The category of demobilized military personnel and former army combatants –of various ranks– was the second most targeted group in the recent wave of dismissals.

At the Palace of Justice in Homs, Decision No. 9 resulted in the termination of 79 employment contracts, 65 of which belonged to employees who had been appointed through a special recruitment competition for demobilized army personnel. The dismissed staff received severance compensation equivalent to three months’ salary.

According to the testimony of Maher,⁶ a former combatant in the Syrian army who secured a position at the Palace of Justice in Homs through the 2022 special recruitment process for demobilized soldiers, discussions about their potential dismissal began immediately following the fall of the regime. He recounted:

“We returned to work on 6 January 2025, and a decision had already been issued mandating the retirement of all employees with more than 25 years of service... Then came another decision ordering the dismissal of all Palace of Justice staff employed under annual contracts.”

Maher noted that they attempted to file objections at the Palace of Justice’s administrative office, but to no avail. He concluded his testimony by saying:

⁶ The speaker’s name has been changed to protect his safety and out of concern for potential security or retaliatory consequences.

"The head of the Administrative Development Office told us that the court is not accepting any objections at the moment and advised us to file a complaint with the Ministry of Justice in Damascus instead. Then they instructed us to obtain a termination form and a clearance certificate from the Administrative Development Department at the Palace of Justice."

Abu Seifo,⁷ another employee dismissed from the Palace of Justice in Homs, stated that the ministry conducted a "staff data update" shortly before issuing the termination decision. Regarding the dismissal procedures, he stated:

"They asked us to obtain a termination form and a clearance certificate from the Administrative Development Department at the Palace of Justice [...] They only paid us the salary of December 2024, even though the decision text stated that we are entitled to financial compensation equivalent to three months' salary based on our December 2024 wages"

Abu Seifo asserted that these dismissals go beyond a restructuring effort, claiming they are politically motivated measures aimed at excluding a specific sect of society. He concluded his testimony by saying:

"They don't want any Alawites in state institutions"

On 28 January 2025, the Minister of Agriculture in Damascus issued Decision No. 172, which named six employees of the ministry who had been appointed through a special recruitment program for demobilized military personnel. The decision placed them on a three-month paid leave. Later that same day, the minister issued a circular ordering the dismissal and termination of all annually contracted employees hired through these exceptional recruitment processes. The circular also cancelled the previously granted leave and removed the employees from the official staff registry retroactively from the start of the year, effectively stripping them of the salaries they had been entitled to under the initial decision.

In his testimony, Hossam,⁸ a recently dismissed employee from the Ministry of Administrative Development, stated that he was subjected to arbitrary dismissal along with 20 of his colleagues who had been appointed through the ministry's special recruitment program for demobilized soldiers. None of them were given the opportunity to review the original dismissal order. He said:

"A decision was issued to terminate us from our positions permanently because we had, at one point, fought alongside the former regime [...] I was informed verbally by the director, who told me about the decision and instructed me to begin the clearance and termination procedures"

In Latakia, the dismissal decisions affected hundreds of employees from the governorate's civil service and from one of its largest public institutions; the General Tobacco Corporation (Reji).

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According to the testimony of Youssef,⁹ a former combatant in the army and an employee of the Latakia Governorate, the local authorities issued a decision at the beginning of the year not to renew the annual contracts of around 200 employees. He stated:

"After the regime fell, they renewed our contracts twice, each time for one month, until 1 February 2025. Then they stopped renewing them, citing a so-called surplus in staffing".

Meanwhile, the General Tobacco Corporation in Latakia placed over 300 of its employees on mandatory three-month leave, primarily targeting former military personnel. Only some were later able to renew their contracts, but none have been allowed to return to work or receive salaries to date.

According to the testimony of Sami,¹⁰ an employee at the Reji, the decision issued by the Ministry of Industry on 23 January affected 335 employees. Eventually, he and other demobilized soldiers were able to renew their contracts, but still without reinstatement. He stated:

"We renewed our contracts after paying the required fees, but to this day, we haven't received a single salary or payment. We're just sitting at home."

4.3 Ba'ath Party Members and Former Affiliates of Professional Organizations

On 28 January 2025, the Ministry of Agriculture issued Decision No. 171 ordering the dismissal of 77 employees from the ministry's staff. Those affected included members of the Ba'ath Party and its regional and national leadership, as well as individuals who had been transferred to public sector positions from the Women's Union, which was dissolved by [legislative decree](#) in April 2017.

In a testimony from one of the Ba'ath Party appointees, Abu Hussein,¹¹ an administrative employee at the Ministry of Agriculture since 2012, stated that these mass dismissals are part of an organized effort to remove individuals perceived as affiliated with the former regime and replace them with those loyal to Hay'at Tahrir al-Sham, the faction currently in control of Damascus. He said:

"Since the fall of the regime, civilian members of Hay'at Tahrir al-Sham have been present in the directorate. At first, their role was limited to understanding the work mechanisms, the function of the directorate, and the institution's structure. Then came the process of purging the organization of employees perceived as loyal to the Assad regime... all under the pretext that we are surplus staff and lack the qualifications necessary for the institution's operations."

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¹⁰ The speaker's name has been changed to protect his safety and out of concern for potential security or retaliatory consequences.

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Abu Hussein confirmed that he and his colleagues attempted to object to or follow up on the dismissal, but their efforts were met with complete silence. He concluded his testimony by saying:

"Every day, we kept hearing rumors from other staff that we were going to be dismissed. And then, a few days later, a collective decision was issued to terminate us because we were affiliated with the party and had been assigned through it. I went to my director and protested the decision, but it was useless."

During the same period, approximately 50 employees at the Telecommunications Establishment in Damascus were subjected to arbitrary dismissal. All had been appointed through exceptional recruitment processes, including individuals nominated by the Ba'ath Party. Suheila,¹² a former member of the Women's Union and an employee at the Establishment for over a decade, described the impact of the dismissal decision as follows:

"We never imagined we would be affected by these dismissals. We had nothing to do with the events that took place, especially since I never once participated in the pro-regime marches"

Suheila confirmed that she and dozens of her colleagues submitted objections to the administration, but were told the decision was final and could not be reversed. She added:

"There's nothing we can do... everyone is afraid and will comply with the decision which hasn't been reversed. I walked out of the director's office with trembling hands, holding the dismissal letter. I used to see my job as a reflection of my achievements and aspirations. There's no logic to my dismissal, especially when the work relied so heavily on me".

5. Pending Reviews and Limited Executive Measures

Despite the government's assertion of its right to carry out dismissals and its claimed authority to review exceptional hiring processes, these measures were met with a growing wave of objections manifesting in protests and demonstrations across several cities, as well as legal actions led by the newly formed Democratic Workers' Collective. The General Federation of Trade Unions also submitted multiple letters to the Prime Minister's Office, calling for a review of the dismissal decisions and justice for the affected workers.

In Latakia, one dismissed employee confirmed in his testimony that dozens of affected workers had filed objections through the General Federation of Trade Unions, which pledged to pursue legal action. He stated:

"A group of dismissed employees submitted a petition to the Governor of Latakia, but his response was a refusal, claiming that the administration could not sustain these contracts. We took part in a sit-in in front of the Workers' Union, joined by all the dismissed employees from various administrative bodies and government directorates."

¹² The speaker's name has been changed to protect his safety and out of concern for potential security or retaliatory consequences.

In Homs, the mobilization of dismissed employees and their supporters from the Jandar power plant succeeded in prompting the Ministry of Electricity to issue a decision on 3 February calling for the formation of a committee to investigate the objections to the termination decisions and to submit its recommendations to the ministry. As of the time of writing this report, the committee has not issued any findings or recommendations.

In his testimony, Basel,¹³ a technician at the Jandar Thermal Power Plant in Homs for 30 years who was recently dismissed, stated that the scale of the dismissals, the diversity of professional backgrounds, and the large number of affected employees all point to an organized process based on internal favoritism within the plant's staff. He said:

"I don't believe the dismissals were random. Some employees in the company were consulted about others, and the terminations were based on that. [But] no one expected 204 employees, both annually contracted and permanently appointed, to be dismissed all at once. Some received compensation equivalent to three months' salary, while the rest were dismissed without any compensation"

Basel also noted that the company's director later reached out to inform them of the formation of a review and verification committee tasked with coordinating the submission of formal objections to the dismissal decisions. He concluded his testimony by saying:

"We were asked to complete an objection form and attach copies of our academic certificate and national ID. A dedicated evaluation committee was assigned to assess the submissions and forward its recommendations to a central committee within the Ministry of Electricity... We are still awaiting a response"

In Daraa Governorate, STJ verified circulating reports regarding dismissal decisions affecting the Directorate of Health. Based on consistent witness testimonies, STJ found that a ministerial directive issued in early January 2025 instructed the directorate to reduce its staff from 1,710 to 900 employees. However, the directive remains suspended as of the time of writing this report. Notably, the reported decision has not been accompanied by any official documentation outlining the criteria or legal basis for its implementation. STJ's research team was unable to obtain any written copy of the directive, a fact confirmed by multiple, corroborating testimonies.

Moreover, according to the testimony of Abu Ahmad,¹⁴ an employee at the Health Directorate in Daraa:

"The minister instructed the Director of Human Resources at the Daraa Health Directorate to prepare lists of employees to be dismissed, but he did not issue a written decision, which made the process vague and unclear [...] When staff members learned of the directive, they organized a protest in front of Daraa National Hospital in objection to the decision, which they viewed as lacking any clear legal basis and considered unjust toward public employees"

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On the other hand, Abu Qasem,¹⁵ a nurse in Daraa, confirmed that the local community played a direct role in reinstating some of the dismissed employees by covering their salaries. He stated:

"There is no official written decision on the matter. Everything circulating so far remains unconfirmed rumors [...] The basis for this decision was never clear, especially since the governorate is suffering from a severe shortage of medical staff and actually needs more employees, not fewer [...] No actual dismissals have taken place [so far]. On the contrary, with Dr. Al-Mahamid's appointment as Director of Health at the beginning of February, information began circulating that new personnel would be hired rather than existing staff being dismissed"

Moataz,¹⁶ a doctor from Daraa, told STJ that he met with the Minister of Health at the time, Maher al-Shar'a, on 26 December 2024, who confirmed that the dismissal plan would be implemented across all Syrian governorates based on criteria tied to the number of hospital beds available in each health directorate. He further clarified in his testimony:

"The dismissal was not final. It took the form of a three-month paid leave, during which the employee would be transferred to the Ministry of Social Affairs and Labor. There, their academic qualifications and professional experience would be evaluated to determine their eligibility to continue working within the Health Directorate or be reassigned to another ministry if found unqualified"

Abu Qasem's testimony also highlighted the deteriorating state of the healthcare sector in Daraa, which has compelled local communities to step in and cover the costs of nighttime medical staff due to the government's inability to employ them. He added:

"At Izraa National Hospital, the local community played a major role in supporting the hospital by covering the cost of a night-shift doctor for several hours, since the government has been unable to provide the necessary staff to date"

In the Daraa Health Directorate, and in parallel with the suspension of dismissal decisions, corroborating testimonies collected by STJ documented instances of security interference in the salary distribution process. A member of Hay'at Tahrir al-Sham was reportedly seen recording the names of certain employees –particularly women– without offering any explanation. Abu Qasem, one of the employees, described what he witnessed:

"During salary distribution, there was a verification committee that included a security officer and staff from the human resources department. Each employee was questioned about their workplace, employment contract, job duties, and whether they were actually working or just employed on paper"

Noor,¹⁷ an administrative employee at the Health Directorate described her experience to STJ:

"When I went to the Health Directorate to collect my salary, I was surprised to find a committee, including a security officer, checking personal IDs and questioning employees. When it was my turn, the officer held onto my ID much longer than he did"

¹⁵ The speaker's name has been changed to protect his safety and out of concern for potential security or retaliatory consequences.

¹⁶ The speaker's name has been changed to protect his safety and out of concern for potential security or retaliatory consequences.

¹⁷ The speaker's name has been changed to protect her safety and out of concern for potential security or retaliatory consequences.

with my colleagues, without offering any explanation. He then sarcastically and provocatively told me to change the place of registration on my ID (Salamiyah city). I sensed sectarian discrimination at that moment, perhaps because my husband belongs to the Murshidiyah sect. Anyway I received no direct clarification."

Noor further stated:

"I later learned from colleagues that my name had been added to some list, but I don't know exactly why or whether it's related to the widely circulating dismissal decision or to sectarian motives"

She concluded by saying that she would not be surprised if she were included in the anticipated wave of dismissals, something she described as "deeply distressing," particularly as she is the sole provider for her family after her husband, a police officer, lost his job.

It is worth noting that, in a number of cases, some ministries have reversed previous decisions related to forced leave or dismissals. In April 2025, the Ministry of Social Affairs and Labor issued [Decision No. 1330](#), which nullified earlier decisions No. (116, 117, 118, and 119) issued in January 2025 that had placed several employees on paid leave for three months. This decision resulted in the [reinstatement of 421 employees](#).

Similarly, the Ministry of Economy and Trade issued a [decision](#) to reinstate 144 employees who had been placed on three-month leave. Additionally, through [Decision No. 1729](#), the ministry reinstated 84 employees at the Syrian Grain Establishment branch in Latakia.

It is important to emphasize that these decisions applied only to the employees of the aforementioned ministries and did not extend to all public sector workers in Syria. In this context, STJ strongly recommends a comprehensive review of all similar decisions involving forced leave or arbitrary dismissal, and calls for their immediate reversal to ensure the reinstatement of all affected employees without delay, in full respect of their guaranteed labor rights and the principle of non-discrimination in public service.

6. The Socioeconomic Impact of Mass Dismissals

Mass dismissal decisions have worsened the living and economic conditions of dismissed employees and their families, deepening the economic crisis by eliminating the primary source of income for tens of thousands of households amid a collapsing economy and the devaluation of the local currency. This has severely impacted affected families, who suddenly faced a complete loss of income and rising living costs, forcing many to seek alternative livelihoods or rely on humanitarian aid.

According to Abu Saifo, a dismissed employee from the Ministry of Justice,

"All the dismissed employees relied on their jobs as their primary source of income, and with this decision, they've been left with nothing"

Mervat,¹⁸ who was dismissed from the Ministry of Agriculture, described her situation after the dismissal:

"We are now without my husband's salary since the army stopped paying him, and without my job's salary because I am currently unemployed. I don't know what to do... I have no options. I must work to feed my children. We have no source of livelihood other than the job. I'll start by selling the furniture, and after that, I really don't know what I'll do."

Moreover, the dismissals have directly impacted the functionality and operations of key sectors such as health, agriculture, and energy, that now suffer from a shortage of skilled and experienced personnel, especially after a decade of politically motivated purges under the former regime.

Salma,¹⁹ an employee at a health center in Daraa, criticized the decision:

"All current staff in our center are essential personnel, and there is no surplus in the workforce. On the contrary, we urgently need more employees so we can perform our duties properly and provide the necessary healthcare services to the town's residents"

In his testimony, Shahin,²⁰ another witness, emphasized the deteriorating state of the healthcare sector, noting that he has been unable to access the full range of medical tests he needs:

"The main laboratory is still closed... The current staff is not sufficient to deliver the needed services. Also, there are many medical tests that can't be performed at the hospital due to a shortage of required supplies"

[Comparable experiences from around the world](#) –such as Iraq in 2003 and former Soviet Union countries in 1991– demonstrate the long-term destabilizing impact of politically motivated mass dismissals. In those contexts, dismissed groups –whether removed for political reasons or due to radical economic restructuring– often became fertile ground for the rise of extremism, organized crime, and widespread corruption.

7. Legal Assessment

As no official announcement has been issued by the current government indicating the suspension or repeal of existing Syrian laws as of the time of writing this report, and in light of the Ministry of Justice's reliance on the Basic Law for Public Sector Employees (Law No. 50 of 2004) in its Decision No. 9 (a copy of which is annexed to this report), it can be affirmed that the law remains in effect. A review of the relevant legal provisions demonstrates that the dismissal procedures applied to employees and workers in public institutions under the new government were not conducted in accordance with this law, but were instead in clear violation of it.

The penalty of dismissal or expulsion from public employment is considered a severe disciplinary measure that may only be imposed following a judicial ruling issued by the

¹⁸ The speaker's name has been changed to protect her safety and out of concern for potential security or retaliatory consequences.

¹⁹ The speaker's name has been changed to protect her safety and out of concern for potential security or retaliatory consequences.

²⁰ The speaker's name has been changed to protect his safety and out of concern for potential security or retaliatory consequences.

competent disciplinary court responsible for adjudicating cases involving employees and workers in public institutions.²¹ The role of the public authority is limited to implementing the court's decision. This report contains no indication that any such rulings were issued against the dismissed employees; on the contrary, the evidence suggests otherwise.

As for individuals employed under temporary contracts or as seasonal workers, while public entities may lawfully decline to renew their contracts due to lack of need, they are not legally permitted to terminate those contracts before their specified expiration dates without a legitimate reason. These categories of workers are also subject to the provisions of Law No. 50 of 2004, unless specific clauses in their contracts provide otherwise.²²

Even assuming, for the sake of argument, that the new government had followed the legal procedures outlined in Law No. 50 of 2004 –which contradicts both the testimony of witnesses and the expedited nature of the dismissals– the rights of the dismissed employees should have been settled in accordance with the law. This includes entitlements such as end-of-service benefits or retirement pensions proportionate to the length of service. Moreover, the law contains no provision for what has been referred to as a “mandatory three-month leave”, as such a measure is not included among the types of leave stipulated in the relevant section of the law.

If the justification offered by officials in the new government is that the dismissed employees were originally appointed under special laws issued by the former regime which they now deem to be unjust or discriminatory, such as Law No. 36 governing the employment of “families of martyrs”, then the proper legal and ethical course of action would be to enact new legislation to repeal or amend such laws. It is not legally permissible to resort to arbitrary dismissals that violate existing laws and regulations and subject employees to significant harm without a legitimate legal basis.

Should the testimony of one of the sources in this report be accurate; namely, that the dismissals were intended to exclude members of the Alawite community from public sector employment, such actions would constitute a form of sectarian incitement, discrimination, and the promotion of hate speech against a specific component of the Syrian population. These acts are prohibited under the Syrian Penal Code, specifically Article No. 307, which criminalizes any act, writing, or speech intended to provoke sectarian or racial strife or to incite conflict among religious communities or societal groups. The perpetrator is subject to a prison sentence ranging from six months to two years.

According to the testimonies of witnesses interviewed for this report, the dismissals and terminations appeared to have been based on the political or sectarian affiliations of the affected employees. This constitutes a clear violation of Syria's obligations under international treaties and conventions. [The Universal Declaration of Human Rights](#) affirms that everyone is entitled to all the rights and freedoms set forth therein –including the right to work– without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or any other status.

Moreover, [the International Covenant on Economic, Social and Cultural Rights](#) affirms that every individual has the right to gain their livelihood through work which they freely choose or accept. States are obligated to take appropriate measures to safeguard this right and to ensure

²¹ Articles 68, 69, and 70 of Law No. 50 of 2004.

²² Article 146 of Law No. 50 of 2004.

that its exercise is free from any form of discrimination, including on the basis of race, color, sex, language, religion, political or other opinion, national or social origin.

Similarly, [International Labour Organization Convention No. 111 of 1958](#), known as the “Discrimination (Employment and Occupation) Convention,” requires States Parties to pursue national policies designed to promote equality of opportunity and treatment in employment and occupation, with the aim of eliminating all forms of discrimination in this field.

8. Recommendations

Based on the legal analysis presented above, the dismissals of public employees were carried out arbitrarily, with no regard for Syrian national laws or international treaties and conventions. In light of this, Syrians for Truth and Justice (STJ) stresses the urgent need for the transitional government to take corrective measures to address the violations committed by some authorities. These measures should include the following:

1. **Ensure Equality and Non-Discrimination:** The relevant authorities in the transitional government must guarantee full and equal treatment for all Syrian citizens, irrespective of their ethnic, religious, sectarian, or political affiliation. Any governance approach grounded in loyalty-based favoritism or exclusion must be unequivocally abandoned. Furthermore, all forms of conduct that may constitute hate speech or contribute to the marginalization or alienation of particular segments of Syrian society must be categorically prohibited.
2. **Establish Independent Review Committees:** The government must establish specialized, independent, and impartial committees mandated to review all dismissal decisions. Where violations are substantiated, proportionate disciplinary action must be taken in accordance with due legal procedures, and the dismissed employee's rights must be settled in full compliance with applicable laws. In cases where no misconduct is found, and the employee demonstrates the required competence and integrity, immediate reinstatement should be ensured.
3. **Undertake Comprehensive Legislative Reform:** The government should prioritize the adoption of new legislation consistent with the needs of the transitional period; laws that enshrine the principles of merit, justice, and equality. Such reforms must align with Syria's international obligations and serve to restore public trust by reaffirming that the new Syria belongs equally to all its citizens, without exception or exclusion.

9. Annex

This section of the report contains copies of a set of dismissal decisions previously discussed, which were issued after 8 December 2024. The decisions are presented in their original Arabic form. The content can be reviewed in the table below.

#	Date of the decision	Description	Issuing authority	Targeted sector	Number of dismissed employees
1	28 January 2025	Decision No. 171 granting paid leave to the ministry's employees, specifying that the dismissed individuals fall into one of two categories: appointments through the Ba'ath Party and the Women's Union.	Ministry of Agriculture and Agrarian Reform	Agricultural sector	77
2	28 January 2025	Decision No. 172/1 granting paid leave to the ministry's employees, specifying that the dismissed individuals fall into one of two categories: seconded employees and relatives of the deceased.	Ministry of Agriculture and Agrarian Reform	Agricultural sector	28
3	28 January 2025	Decision No. 172/2 granting paid leave to the ministry's employees, specifying that the dismissed individuals fall into one of two categories: seconded employees and relatives of the deceased.	Ministry of Agriculture and Agrarian Reform	Agricultural sector	27
4	28 January 2025	Circular No. 197/1/9 ordering the termination of all temporary employment contracts for workers appointed through the special competitions for demobilized soldiers and relatives of the deceased, effective January 1st, and prohibiting the renewal of any of their contracts, as well as canceling the previously issued three-month mandatory leave decisions.	Ministry of Agriculture and Agrarian Reform	Agricultural sector	
5	5 February 2025	Circular No. 24 granting permanent employees who were performing mandatory military service and placing themselves at the disposal of authorities a three-month paid leave, and terminating the appointment of temporary seconded employees assigned to military corps, security agencies, and volunteer brigades of any kind.	Ministry of Agriculture and Agrarian Reform	Agricultural sector	

6	9 January 2025	Decision No. 25 appointing a new director for the Jandar Power Generation Company in Homs.	Ministry of Electricity	Services – Electricity	
7	January 2025	List of dismissed employees from the Jandar Power Generation Company in Homs.	Ministry of Electricity	Services – Electricity	32
8	3 February 2025	Decision No. 118/T establishing a committee to review the objections submitted by employees regarding the decisions related to their dismissal or placement on leave.	Ministry of Electricity	Services – Electricity	
9	6 January 2025	Decision No. 9 terminating the contracts of a list of ministry employees from two categories: those hired through the demobilized soldiers' recruitment competition, and families of martyrs.	Ministry of Justice	Judiciary	79
10	18 February 2025	A petition submitted by employees of Latakia Governorate, contracted through the demobilized soldiers' recruitment competitions, requesting the renewal of their contracts.	Latakia Governorate	Local Administration	
11	3 January 2025	Decision No. 78 issued by the Ministry of Industry – grants employees of the Tobacco Corporation a paid leave for three months.	Ministry of Industry	Industrial sector – General Tobacco Corporation	334
12	29 January 2025	A letter from the General Federation of Trade Unions addressed to the Prime Minister's Office, requesting a review of the dismissal decisions.	General Federation of Trade Unions	All sectors	
13	9 February 2025	A second letter from the General Federation of Trade Unions calling for an end to the dismissals and the reintegration of dismissed employees into the public sector workforce.	General Federation of Trade Unions	All sectors	

Annex No. (1) – Dated 28 January 2025: Decision No. 171 issued by the Ministry of Agriculture and Agrarian Reform, granting paid leave to 77 ministry employees. The decision specifies that the dismissed individuals fall under two categories: appointments made through the Ba'ath Party and the General Union of Women.

Syrian Arab Republic
 Ministry of Agriculture and Agrarian Reform

الجمهورية العربية السورية
 وزارة الزراعة والإصلاح الزراعي

قرار رقم / ١٧١ / و د

- إن وزير الزراعة والإصلاح الزراعي
 - بناء على مخرجات الاجتماع المؤرخ في ٢٤/١٢/٢٠٢٤ ولا سيما المادة الخامسة منه
 - وعلى مقتضيات المصلحة العامة.

يأمر ما يلي:

مادة ١- يعتبر مفصولاً عن العمل كل من السادة الواردة أسماؤهم ومكان عملهم وفئاتهم وفق الآتي
 على أن تصفى الحقوق التأمينية لدى الجهة المشترك لديها أصحاب العلاقة وهم:

الاسم والشهرة	كيفية التعيين	المديرية أو مكان العمل	الفئة الوظيفية
كنانة نادر الأنفاني	تعيين من الحزب	مديرية المشروع الوطني للتحويل إلى الري الحديث سابقاً	٢
محمد رجب أبو عيشة	معين من القيادة القطرية	مديرية المشروع الوطني للتحويل إلى الري الحديث سابقاً	٥
فداء فيصل زباد	معين من القيادة القومية	مديرية الإرشاد الزراعي سابقاً	١
دلال جمال عكاش	تعيين من الحزب	تنمية المرأة الريفية سابقاً	٢
سهام محمود المرعي	معين من القيادة القومية	تنمية المرأة الريفية سابقاً	٣
دلال أحمد الأبراهيم	معين من القيادة القومية	تنمية المرأة الريفية سابقاً	٣
علي للمحمد الرشيد	تعيين من الحزب	مديرية أملاك الدولة	٣
محمد ديب محمد علي مطر	تعيين من الحزب	مديرية أملاك الدولة	٢
صبيحة حسين خالد	تعيين من القيادة القومية	مديرية أملاك الدولة	٥
نضال محمد ركيزة	تعيين من الحزب	مديرية أملاك الدولة	٥
علي ياسين أبو حسين	تعيين من الحزب	مديرية التخطيط والتعاون الدولي	٣
ياسر خالد الهيثان	تعيين من الحزب	مديرية الصحة الحيوانية	٥
منار علي حيدر	تعيين من الحزب	مديرية الصحة الحيوانية	٢
موسى دياب أحمد	تعيين من الحزب	مديرية الصحة الحيوانية	٢
ميرفت حسن مرة	تعيين من الحزب	مديرية الصحة الحيوانية	٢
قندي علي قندي	تعيين من الحزب	مديرية الإنتاج الحيواني	٥
أحمد محمد محمد	تعيين من الحزب	مديرية الإنتاج الحيواني	٥
علي عز الدين سليمان	تعيين من الحزب	مكتب الحمضيات	٣
علي كامل شاهين	تعيين من الحزب	مكتب الحمضيات	٣
سوزان حجر أحمد حكيم	تعيين من الحزب	مديرية الحراج	٥
أمل أمين خضور	تعيين من الحزب	مديرية الحراج	٣

Annex No. (02): Decision No. 172/1 issued by the Ministry of Agriculture and Agrarian Reform on 28 January 2025, granting paid leave to 28 ministry employees. The decision indicates that the dismissed individuals fall under two categories: seconded employees and relatives of the deceased.



Syrian Arab Republic
 Ministry of Agriculture and Agrarian Reform

الجمهورية العربية السورية
 وزارة الزراعة والإصلاح الزراعي

قرار رقم / ١٧٢ / ٢٠٢٤

- إن وزير الزراعة والإصلاح الزراعي
 - وعلى مخرجات اجتماع مجلس الوزراء بتاريخ ٢٠٢٤/١٢/٢٤
 - وعلى القرار رقم ٤١/ تاريخ ٢٠٢٤/١٢/٣١
 - وبناءً على مقتضيات المصلحة العامة

يأمر ما يلي:

مادة ١- يُمنح العاملون الذين ينطبق عليهم البنود رقم ٤ - ٦ المدرجة أسماؤهم أدناه إجازة لمدة ثلاثة أشهر بالراتب القديم اعتباراً من ٢٠٢٥/١/١ وتنتهي بتاريخ ٢٠٢٥/٣/٣١ وفق مايلي:

م	الاسم الثلاثي	الرقم الوطني	الجهة (الرئيسية - الفرعية)	المحافظة	سند التعيين
١	خلف عكلا كال أحمد	٠٢٠٦٠٠٢٧٠٠١	مركزية الوزارة - مكتب القطن	حلب	ذوي القتلى
٢	إيتسام نايف أبو ردان	٠٥٠٥٠٠٩٨٦٢٣	مركزية الوزارة - مكتب القسق الحلبي	حمص	ذوي القتلى
٣	حدود علي برازي	٠٥٠١٠١١٤٢٦٢	مركزية الوزارة - مكتب القسق الحلبي	حمص	ذوي القتلى
٤	محمود محمد الأحمد	٠٥٠٢٠٠٨٩٢٦٢	مركزية الوزارة - مكتب القسق الحلبي	حمص	ذوي القتلى
٥	صفاء علي إبراهيم	٠٦١٢٠٠٢٥٤١٨	مركزية الوزارة - مديرية وقاية النباتات	دمشق	ذوي القتلى
٦	ماجدولين إبراهيم حميدي	٠٧٢٢٠٠٧١٢٥٥	مركزية الوزارة - مديرية وقاية النباتات	دمشق	ذوي القتلى
٧	بسمة سليمان حمود	٠٣١٨٠٠١٣٩٩٠	مركزية الوزارة - مديرية الصحة الحيوانية	دمشق	ذوي القتلى
٨	نبال محمد بدران	٠٥١٠٠٠٢٢٨١٣	مركزية الوزارة - مديرية الصحة الحيوانية	دمشق	ذوي القتلى
٩	رتيبا صالح أحمد	٠٦٢٠٠٠٥٠٠٩	مركزية الوزارة - مديرية الخدمات المشتركة	دمشق	ذوي القتلى
١٠	رندة إبراهيم الحمود	٠٣٠٢٠٠٤٥٧٥٦	مركزية الوزارة - مديرية الخدمات المشتركة	دمشق	ذوي القتلى

Annex No. (03): Decision No. 172/2 issued by the Ministry of Agriculture and Agrarian Reform on 28 January 2025, granting paid leave to 27 ministry employees. The decision indicates that the dismissed individuals fall under two categories: seconded employees and relatives of the deceased.

Syrian Arab Republic
Ministry of Agriculture and Agrarian Reform

الجمهورية العربية السورية
وزارة الزراعة والإصلاح الزراعي

قرار رقم ١٧٢/٢

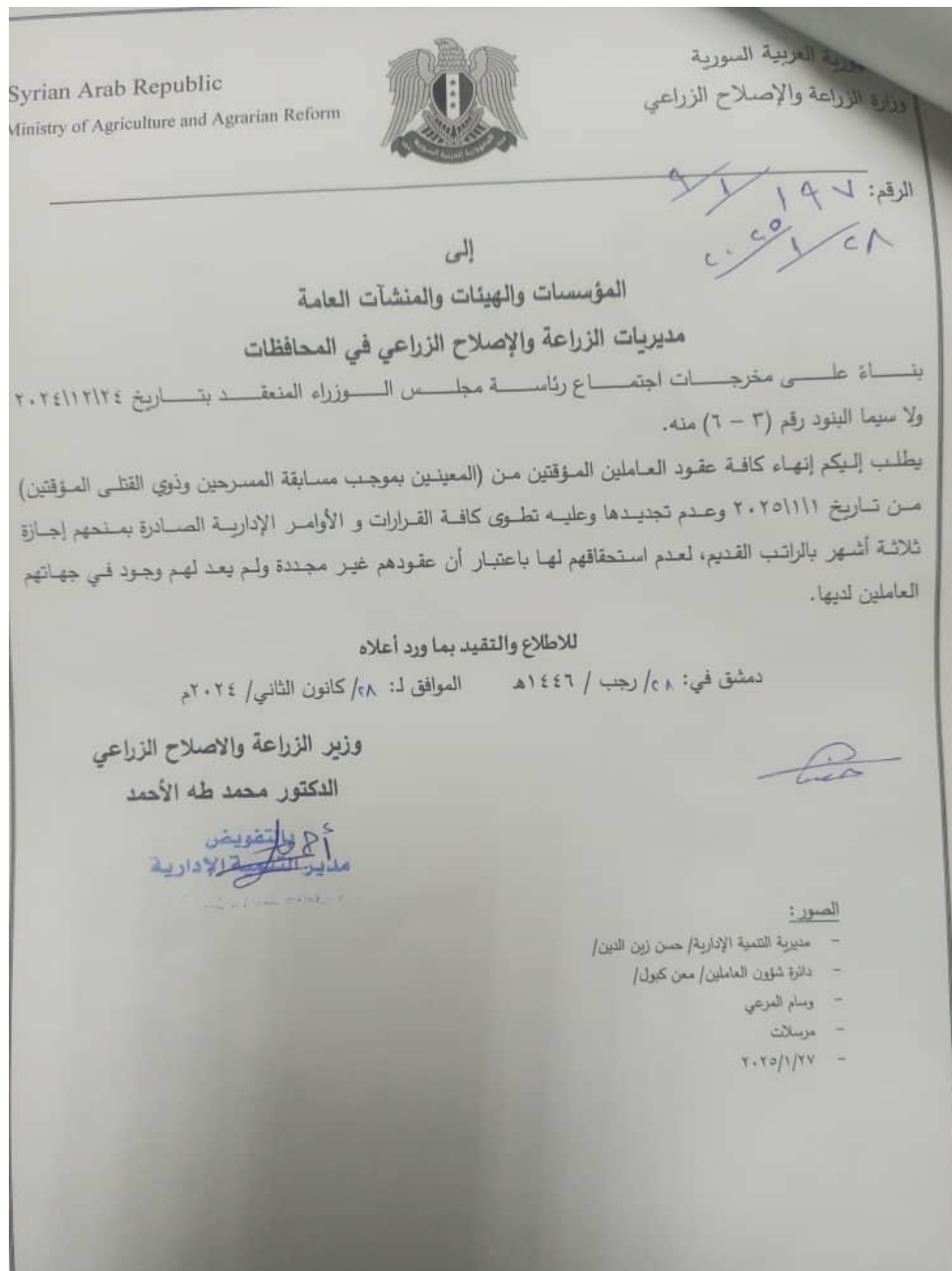
- إن وزير الزراعة والإصلاح الزراعي
وعلى مخرجات اجتماع مجلس الوزراء بتاريخ ٢٠٢٤/١٢/٢٤
وعلى القرار رقم ٤١/ تاريخ ٢٠٢٤/١٢/٣١
وبناء على مقتضيات المصلحة العامة

بقر ما يلي:

مادة ١- يُمنح العاملون الذين ينطبق عليهم البلوود رقم ٤ - ٦ / المدرجة أسماؤهم أدناه إجازة لمدة ثلاثة أشهر بالراتب القديم اعتباراً من ٢٠٢٥/١/١ وتنتهي بتاريخ ٢٠٢٥/٣/٣١ وفق مايلي:

م	الاسم الثلاثي	الرقم الوطني	الجهة (الرئيسية - الفرعية)	المحافظة	سند التعيين
١	خلف عكلا كال أحمد	٠٢٠٦٠٠٢٧٠٠١	مركزية الوزارة - مكتب القطن	حلب	نوي القتلى
٢	ايتسام نايف أبو ردان	٠٥٠٥٠٠٩٨٦٢٣	مركزية الوزارة - مكتب الفستق الحلبي	حمص	نوي القتلى
٣	حنود علي برزاي	٠٥٠١٠١٤٢٦٢	مركزية الوزارة - مكتب الفستق الحلبي	حمص	نوي القتلى
٤	محمود محمد الأحمد	٠٥٠٢٠٠٨٩٢٦٢	مركزية الوزارة - مكتب الفستق الحلبي	حمص	نوي القتلى
٥	صفاء علي إبراهيم	٠٦١٢٠٠٢٥٤١٨	مركزية الوزارة - مديرية وقاية النبات	دمشق	نوي القتلى
٦	بسمة سليمان حمود	٠٣١٨٠٠١٣٩٩٠	مركزية الوزارة - مديرية الصحة الحيوانية	دمشق	نوي القتلى
٧	نبال محمد بدران	٠٥١٠٠٠٢٢٨١٣	مركزية الوزارة - مديرية الصحة الحيوانية	دمشق	نوي القتلى
٨	رتيبا صالح أحمد	٠٦٢٠٠٠٥٠٠٩	مركزية الوزارة - مديرية الخدمات المشتركة	دمشق	نوي القتلى
٩	رندة إبراهيم الحمود	٠٣٠٢٠٠٤٥٧٥٦	مركزية الوزارة - مديرية الخدمات المشتركة	دمشق	نوي القتلى
١٠	صفاء زاهر علي	١٠٠٩٠٠٢٣١١١	مركزية الوزارة - مديرية الخدمات المشتركة	دمشق	نوي القتلى

Annex No. (04): Circular No. 197/1/9 issued by the Ministry of Agriculture and Agrarian Reform on 28 January 2025, ordering the termination of all temporary contracts of employees appointed through the special recruitment competitions for demobilized soldiers and relatives of the deceased, effective from 1 January. The circular also prohibits the renewal of any such contracts and cancels previously issued three-month mandatory leave decisions.



Annex No. (05): Circular No. 24 issued by the Ministry of Agriculture and Agrarian Reform on 5 February 2025, regarding the granting of three-month paid leave to permanent employees who had performed compulsory military service and placed themselves at the disposal of the state. It also orders the termination of temporary seconded employees assigned to military corps, security agencies, and volunteer brigades, regardless of their affiliation.

Syrian Arab Republic
Ministry of Agriculture and Agrarian Reform

الجمهورية العربية السورية
وزارة الزراعة والإصلاح الزراعي

تعميم رقم / ٢٤ / ١

إلى
المؤسسات والهيئات والمنشآت العامة
مديريات الزراعة والإصلاح الزراعي في المحافظات

لاحقاً لتعميمنا رقم ٨/١/١٤ تاريخ ٢٠٢٥/١/٢٨ المتعلق بموضوع طلبنا إليكم منح العاملين الدائمين الذين كانوا بالخدمة الاحتياطية ووضعوا أنفسهم تحت التصرف إجازة إدارية لمدة ثلاثة أشهر بالراتب القديم وإحالة أسماؤهم إلى وزارة الشؤون الاجتماعية والعمل وإنهاء تعيين العاملين المؤقتين الذين كانوا بالخدمة ووضعوا أنفسهم تحت التصرف .

يطلب إليكم أيضاً منح العاملين الدائمين الذين كانوا بالخدمة الإلزامية ووضعوا أنفسهم تحت التصرف إجازة لمدة ثلاثة أشهر بالراتب القديم وإحالة أسماؤهم إلى وزارة الشؤون الاجتماعية وموافقتنا بقائمة اسمية بذلك .

كما يطلب إليكم إنهاء تعيين العاملين المؤقتين (لصالح الفيلق العسكرية والجهات الأمنية والألوية الطوعية أيأ كانت) إن وجدت لديكم هذه الحالات .

وجب التقيد بما ورد أعلاه

دمشق في: ٨/١/١٤٤٦ هـ الموافق ل: ٥/٢/٢٠٢٥ م

وزير الزراعة والإصلاح الزراعي
الدكتور محمد طه الأحمد

الصور:
- التسمية الإدارية / ومسام
- المراسلات

Annex No. (06): Decision No. 25 issued by the Ministry of Electricity on 9 January 2025, appointing a new director for the Jandar Power Generation Company in Homs.

Syrian Arab Republic
Ministry of Electricity

الجمهورية العربية السورية
وزارة الكهرباء

قرار رقم / ٢٥ /

وزير الكهرباء
بناء على أحكام المرسوم التشريعي رقم /٩٤/ لعام ١٩٧٤ م ،
وعلى أحكام المرسوم رقم /١٤/ لعام ١٩٩٤ م وتعديلاته ،
وعلى ضرورات المصلحة العامة

يقرر ما يلي

المادة -١- يكلف المهندس / عبد الرحمن علي العلي/ العامل الدائم لدى الشركة العامة لتوليد جندر بوظيفة مدير عام الشركة المذكورة.

المادة -٢- ينهى العمل بكافة القرارات المخالفة لمضمون هذا القرار .

المادة -٣- يبلغ هذا القرار من يلزم لتنفيذه.

دمشق في ٩ / ١ / ١٤٤٦ هـ الموافق لـ ٢٥ / ١ / ٢٠٢٥ م.

وزير الكهرباء
المهندس عمر شقروقي

نسخة إلى:

- السادة معاوني الوزير .
- مديرية الاتصال والدعم التنفيذي .
- مديرية التنمية الإدارية .
- المؤسسة العامة لتوليد الكهرباء .
- الشركة العامة لتوليد جندر
- الديوان العام .

Annex No. (07): Mid-January 2025 – List of 32 dismissed employees from the Jandar Power Generation Company in Homs.

القرار	مكان العمل	الاسم الثلاثي	مستلبد
إجازة ثلاث اشهر باجر	اثن	احمد عيسى محسن	1
إجازة ثلاث اشهر باجر	حارس	باسل حسن الاحمد	2
إجازة ثلاث اشهر باجر	حارس	علي يوسف الشمالي	3
إجازة ثلاث اشهر باجر	حداقي	احمد عيد الكريم شحود	4
إجازة ثلاث اشهر باجر	عمال	ايمن ظاهر محمد	5
إجازة ثلاث اشهر باجر	رئيس دائرة الأجهزة والتحكم	محمد تامر فوزي السباعي	6
إجازة ثلاث اشهر باجر	رئيس دائرة المرافق	بشار ابراهيم خضر	7
إجازة ثلاث اشهر باجر	سائق	عماد الدين شعبان العلي	8
إجازة ثلاث اشهر باجر	ضارب آلة كتابة	منى عبد القادر حياق	9
إجازة ثلاث اشهر باجر	عامل إطفاء	معن مشهور معروف	10
إجازة ثلاث اشهر باجر	عامل حدادة ولحام	احمد محمد محمد	11
إجازة ثلاث اشهر باجر	عامل عادي	محمود سعيد الشيخ	12
إجازة ثلاث اشهر باجر	عامل عادي	محمد احمد ابراهيم	13
إجازة ثلاث اشهر باجر	عامل فني	ابراهيم راسم العمر	14
إجازة ثلاث اشهر باجر	عامل مقسم	سماهر ابراهيم غزال	15
إجازة ثلاث اشهر باجر	عامل مهني	انبار غازي الاسعد	16
إجازة ثلاث اشهر باجر	عامل مهني	فادي كمال البارودي	17
إجازة ثلاث اشهر باجر	عامل مهني	غيدق عساف احمد	18
إجازة ثلاث اشهر باجر	عامل مهني	لؤي علي الخضر	19
إجازة ثلاث اشهر باجر	عامل مهني	علي احمد احمد	20
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	باسل جرجس الاسعد	21
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	فراس محيا حمدان	22
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	فيصل عيدو رزوق	23
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	وائل سلمان الخضري	24
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	يحيى احمد سلمان	25
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	فاطمة محمد المصري	26
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	عصام غانم قاسم	27
إجازة ثلاث اشهر باجر	عامل مهني رئيسي	نزيه علي علي	28
إجازة ثلاث اشهر باجر	عامل مهني مبتدئ	رضوان عيد الكريم رضوان	29
إجازة ثلاث اشهر باجر	عاملة فني	سعاد مطانس حنون	30
إجازة ثلاث اشهر باجر	عاملة مقسم	سمير حسن الاحمد	31
إجازة ثلاث اشهر باجر	عاملة مقسم	كوثر حسن العليوي	32

Annex No. (08): Decision No. 118/T issued by the Ministry of Electricity on 3 February 2025, establishing a committee to review employee objections to decisions related to termination of employment or placement on leave.

Syrian Arab Republic
Ministry of Electricity

الجمهورية العربية السورية
وزارة الكهرباء

الرقم: ١١٨/ت
٢٠٢٥/٢/٣

المؤسسة العامة لتوليد الكهرباء
المؤسسة العامة لنقل و توزيع الكهرباء
المركز الوطني لبحوث الطاقة
صندوق دعم استخدام الطاقات المتجددة

للاطلاع و تشكيل لجنة لديكم، و توجيه الجهات التابعة لكم تشكيل لجان لديها ، تكون مهمتها:

- دراسة الاعتراضات المقدمة من العاملين على القرارات المتعلقة بإنهاء خدماتهم، أو بمنحهم اجازة وتضمن الدراسة الاقتراحات المناسبة.
- رفع الدراسة مع المقترحات إلى اللجنة المركزية المشكلة في الوزارة لهذا الغرض .

تمت في: ١٤٤٦ هـ - الموافق: ٢٠٢٥ م

وزير الكهرباء
المهندس عمر شقروق

تسعة في: ١
ملحوظة الاتصال والدعم التنفيذي
التنوير العام

Annex No. (09): Decision No. 9 issued by the Ministry of Justice on 6 January 2025, terminating the contracts of 79 employees, indicating that the dismissed individuals belonged to two categories: those hired through the demobilized soldiers' recruitment competition and relatives of martyrs.

Syrian Arab Republic
Ministry of Justice

الجمهورية العربية السورية
وزارة العدل

الرقم: ١٧٩

القرار رقم (٩)

وزير العدل

- بناءً على أحكام قانون السلطة القضائية الصادر بالمرسوم التشريعي رقم ٩٨/تاريخ ١٥/١١/١٩٦١ وتعديلاته.
- وعلى أحكام القانون الأساسي للعاملين في الدولة رقم (٥٠) تاريخ ١٢/٦/٢٠٠٤.
- وعلى جلسة رئاسة مجلس الوزراء في حكومة تسير الأعمال المنعقدة بتاريخ ٢٤/١٢/٢٠٢٤ م.
- وعلى مقتضيات المصلحة العامة.

يقرر ما يلي:

المادة ١ - تنهى عقود العاملين في عدلية حمص التالية أسماؤهم.

م	الاسم الثلاثي	الفئة الوظيفية	المسمى الوظيفي	سند التعاقد
١	وسيم احمد بلول	أولى	معاون رئيس كتاب	مساابقة مسرحيين
٢	حسان سهيل سعد الدين	أولى	معاون رئيس كتاب	مساابقة مسرحيين
٣	حسان محمود احمد	أولى	معاون رئيس كتاب	مساابقة مسرحيين
٤	عمار علي ديبان	أولى	معاون رئيس كتاب	مساابقة مسرحيين
٥	منتجب علي عباس	أولى	معاون رئيس كتاب	مساابقة مسرحيين
٦	وليم محمود فرج	أولى	معاون رئيس كتاب	مساابقة مسرحيين
٧	محمود عيسى شحادة	أولى	معاون رئيس كتاب	مساابقة مسرحيين
٨	أيمن حيدر زهور	ثانية	كاتب ضبط	مساابقة مسرحيين
٩	مجد بسام حسن	ثانية	كاتب ضبط	مساابقة مسرحيين
١٠	محمد نور الدين حروفوش	ثانية	كاتب ضبط	مساابقة مسرحيين
١١	شهم احمد شلبي	ثانية	كاتب ضبط	مساابقة مسرحيين
١٢	كتعان جهاد الصالح	ثانية	كاتب ضبط	مساابقة مسرحيين

Annex No. (10): Petition submitted by employees of Lattakia Governorate hired through the demobilized soldiers' recruitment competitions, requesting the renewal of their contracts - dated 18 February 2025.



Annex No. (11): Decision No. 78 issued by the Ministry of Industry on 23 January 2025, granting 334 employees of the General Tobacco Corporation a paid leave of three months and transferring them to the Ministry of Social Affairs and Labor.

Syrian Arab Republic
Ministry of Industry



الجمهورية العربية السورية
وزارة الصناعة

قَرَار رَقْم / ٧٨ /

وزير الصناعة:
بناءً على مقتضيات العمل

يُقَرَّر ما يلي:

- المادة ١- يمنح العاملون لدى المؤسسة العامة للتبغ إجازة مأجورة مدتها ثلاثة أشهر فقط بالأجر الحالي اعتباراً من تاريخ صدور هذا القرار وفق القوائم الاسمية المرفقة وعددهم / ٣٣٤ / عامل.
- المادة ٢- تحال القوائم الاسمية المذكورة في المادة الأولى من هذا القرار إلى وزارة الشؤون الاجتماعية والعمل.
- المادة ٣- يبلغ هذا القرار من يلزم لتنفيذه.

دمشق في ٢٣ / رجب / ١٤٤٦ هجري الموافق لـ ٢٣ / ١ / ٢٠٢٥ م.

وزير الصناعة
م. باسل عبد العزيز عبد الحنّان




مدير التنمية الإدارية
لميس كامل



نسخة إلى:

- مديرية الاتصال والدعم التنفيذي.
- مديرية التنمية الإدارية.
- المؤسسة العامة للتبغ.
- دائرة الديوان العام.

Annex No. (12): A letter from the General Federation of Trade Unions addressed to the Prime Minister's Office dated 29 January 2025, requesting a review of the dismissal decisions.


الاتحاد العام لنقابات العمال


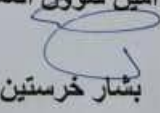
الرقم: ٨/٢٤
التاريخ: ٢٩/١/٢٠٢٥


السيد رئيس مجلس الوزراء

في إطار التوجيه لإعادة هيكلة القطاع العام وتحديد العمالة الحقيقية المؤهلة التي تستطيع القيام بالأعمال المطلوبة والتي يجب الحفاظ عليها كمورد بشري قادر على النهوض بالعمل وفق معايير صحية وصحيحة، الأمر الذي سيؤدي إلى إخراج عدد كبير من العاملين مما ينعكس سلباً على الوضع المعيشي للعديد من العائلات وقد ينتج عن ذلك العديد من المشاكل الاجتماعية الخطيرة كالسلب والنهب وقد يؤدي إلى حالة من الفلتان وارتفاع معدل الجريمة، ومن هنا ومن حرصنا على بناء دولتنا التي نطمح إليها ومن منطلق إشراك جميع القوى والفعاليات في ذلك، وبما أننا مقبلون على مرحلة إعادة الاعمار، وحفاظاً على القوى العاملة ولمعالجة موضوع منح الإجازة المأجورة لمدة ثلاثة أشهر لأسباب مختلفة.

نقترح مايلي:

- ١ - إعادة تدوير العمالة الفائضة وفق اختصاصاتهم وخبراتهم على الجهات العامة الأخرى التي لديها نقص أو حاجة إلى خبراتهم ومؤهلاتهم العلمية والفنية.
- ٢ - إخضاع العمالة التي ستمنح إجازات مأجورة إلى دورات تأهيل وتدريب لاكتساب المعرفة الجديدة والمتخصصة وفق التطورات والنشاطات الاقتصادية المقبلة والاستفادة من قسم منهم في سد احتياجات الجهات العامة من الاختصاصات والمؤهلات المطلوبة ولرفد منصة سوق العمل (التي أطلقتها وزارة العمل العام الماضي) من القسم الآخر وذلك لتلبية متطلبات القطاعات الخاصة والاستثمارات الجديدة وهذا ماينسجم مع نص الاتفاقية العربية رقم ٢١/ لعام ٢٠٢٤ المتعلقة بالتأهيل والتدريب المهني.
- ٣ - إعادة تأهيل المحالين على المعاش للاستفادة من خبراتهم في سوق العمل والأعمال المختلفة.
- ٤ - يمكننا الاستفادة من بنود الاتفاقية العربية رقم ٢٠/ لعام ٢٠٢٤ بشأن الأنماط الجديدة للعمل / مثل العمل عن بعد... / والتي تضمنت حقوق العاملين في هذه الأعمال.
- ٥ - العمل على مشاركة كافة الهيئات والأطراف المعنية في سياسات التدريب والتأهيل، إضافة إلى منظمات أصحاب العمل ومنظمات العمال ذات العلاقة.

رئيس الاتحاد العام **أمين شؤون العمل**
 
فواز الأحمد بشار خرسنين



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Annex No. (13): A second letter from the General Federation of Trade Unions dated 9 February 2025, calling for an end to the dismissal processes and the reintegration of dismissed employees into the public sector workforce





ABOUT STJ

Syrians for Truth and Justice (STJ) started as an idea in a co-founder's mind while attending the U.S. Middle-East Partnership Initiative's (MEPI) Leaders for Democracy Fellowship program (LDF) in 2015. The idea became a reality and flourished into an independent, non-profit, impartial, non-governmental human rights organization.

STJ's beginnings were more than humble; initially, it only reported stories of Syrians who experienced arbitrary arrest, enforced disappearance, or torture. Planted in fertile soil, the seed of this project grew into an established human rights organization licensed in the Middle East and the European Union. STJ today undertakes to detect and uncover violations of all types committed in all Syrian parts by the various parties to the conflict.

Convinced that Syria's diversity is a wealth, our researchers and volunteers serve with unfailing dedication to monitor, expose, and document human rights violations that continue unabated in Syria since 2011, regardless of the affiliation of the victims or perpetrators.