



COUNTRY GUIDE: QATAR

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<https://zapeo.net/qatar/>

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ABOUT US

ZAPEO is an International PEO co-employer providing Employer of Record (EOR) Services in more than 113 countries around the world.

As an EOR, we provide employment contracts, payroll employees, pay over any taxes and statutory contributions and provide sponsorship for visa applications in order to comply with specific laws and regulations in the country.

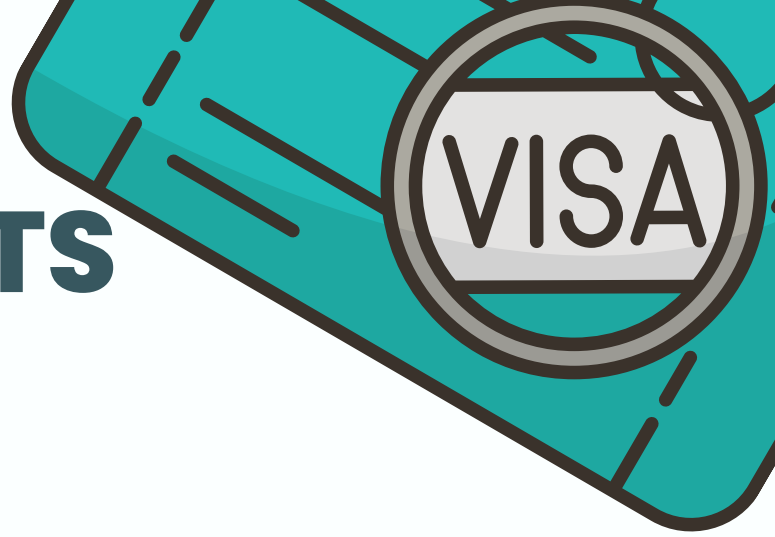
We also assist with onboarding and termination of both local or expatriate employees.

BENEFITS

- Legal compliance
- Time and cost savings
- Access to global talent
- Flexibility
- Reduced liability
- Expertise



WORK PERMITS AND VISAS



Before working in Qatar, foreign employees will require both a work permit and a resident permit.

To begin the procedure, the firm must register with the Ministry of Interior's Immigration Department. They will not be able to apply for a work visa until the company has completed this process. The company will be issued an Immigration Card as well as a Representative Card if the application is approved.

Following that, the firm must apply for a block of work visas for all of the expatriates it intends to hire. The application must be completed in Arabic, and must declare the total number of foreign employees, their employment positions, and their nationalities. The Ministry of Labor will provide approval. After the work permits are approved, the organization must apply for employment visas for each foreign worker. The documentation indicated in the previous section must be presented to the Ministry of Labor for each employee.

Employees can go to Qatar once they have received their work permits. The firm must apply for the employee's residence permit within seven days of their arrival.

After receiving the residency permit, the employee may begin working for in Qatar. These permissions allow the individual to work exclusively for the organization. Permits can be renewed on an individual basis by the firm. The organization should make sure that all staff are aware that they must carry their ID and any necessary visas at all times.

EMPLOYMENT CONTRACTS



Probation period

The probation period may not exceed six months. The employee may not serve more than one probationary period with the same company.

Notice period

- If the employment time was less than one year, the notice to depart must be given at least one week before the contract is terminated.
- If the service time was longer than one year but less than five, the notice must be sent at least two weeks before the contract is terminated.
- If the service time was more than five years, the notice must be given at least one month before the contract is terminated.

Minimum wage

In addition to the minimum monthly basic wage of 1,000 Qatari Riyals QAR, the legislation requires businesses to provide allowances of at least QAR 300 and QAR 500 for food and lodging, respectively, if they do not offer them directly to workers.

Working hours and overtime

The maximum work week is 48 hours or 60 hours if overtime is paid. During Ramadan, Muslims work a limit of 36 hours each week. The employee is entitled to an additional payment equivalent to their usual wage plus a bonus of at least 25% for extra hours worked outside normal working hours. If the overtime falls between 9 p.m. and 4 a.m. on a working day, the employee is entitled to their regular salary plus an additional 50%. If an employee works on a specified rest day, they are entitled to normal compensation plus a 150% raise.

Termination

The termination procedure varies depending on the Employment Agreement and Collective Agreement in effect, as well as the type of contract and grounds for termination. An employment contract can be ended by either the employer or the employee; in both circumstances, a termination notice is required to start the dismissal procedure.

EMPLOYMENT CONTRACTS



Severance

After one year of continuous employment with the employer, each employee is entitled to a severance payout based on an employee's last wage plus at least three weeks of the employee's final basic wage for each year of service.

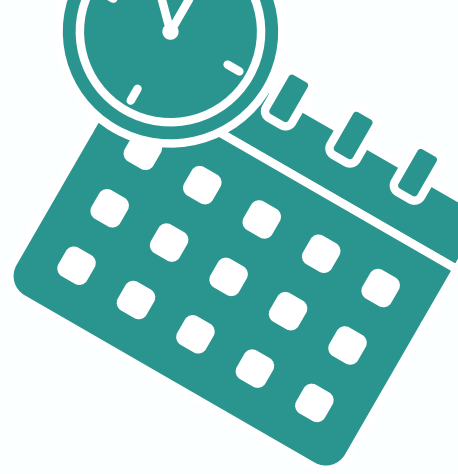
Non-compete clause

This means that when the contract expires, the employee will be unable to compete with or participate in any competitive enterprise in the same economic sector. The non-compete agreement cannot last more than one year from the date of contract termination.

Collective bargaining

Although trade unions are allowed to bargain collectively, the government controls the rules and procedures for bargaining, including the restrictions on content, scope, duration and interpretation of collective bargaining agreements.

PAID TIME OFF



Annual Vacation

Employees who have been with the company for at least one year but less than five years are entitled to three weeks of yearly leave. Employees who have been with the company for more than 5 years are entitled to 4 weeks of yearly leave.

Sick

Sick leave is only granted to employees who have been with the company for more than three months. A medical certificate and approval from the employer are required.

If the employee took his or her sick leave during the first two weeks, he or she is entitled to full reimbursement for the days used. If the employee takes sick absence for the next four weeks, he or she is entitled to half pay for the days taken. If the absence is prolonged for another six weeks, the employee will not be paid unless he or she returns to work, resigns, or is dismissed.

Maternity

If a female employee has worked for the firm for a year, she is entitled to 50 days of maternity leave. Up to 15 days before the delivery, and at least 35 days following the birth.

Paternity

Although there is no official paternity leave, many employers provide dads with 3 to 5 days of paid leave.

Family

N/A

National Holidays

There are in total 10 paid public holidays.

Other Paid Time Off

- Leave for Eid El-Fitr (3 working days)
- Eid Al-Adha vacation (3 working days)
- Leave for Independence Day (1 working day)
- If a Muslim employee wishes to make a pilgrimage to Mecca, he or she may be eligible to a one-time pilgrimage leave of 20 days in Qatar.

EMPLOYEE BENEFITS



Statutory

Unemployment

N/A

Workers compensation

Employer bears total cost. Injury/disease must first be assessed.

Social Security

Employers must provide social insurance to Qatari workers but have no responsibility to do so for employees of other nationalities. Employee - 5% and Employer 10% of monthly earnings.

Retirement

Covered by Social Security.

Health

Employers must enroll non-Qatari workers and their dependents in the required health insurance plan through contracts with insurance providers registered with the MOPH.

Private

Workers compensation

N/A

Retirement

Private retirement schemes available.

Health

Private health insurance available.

Life

Private life Insurance available.

TAX



Personal Income Tax (PIT)

- **Tax year** : 1st January to 31st December.
- **Tax rate** : Salaries, wages, and allowances received by working persons are not subject to income tax.
- **Tax method** : Qatar has a territorial taxation system, which implies that an individual is taxable in Qatar if he or she earns qualified Qatar-source income, regardless of where they live.
- **Tax residency requirements** : A natural person is considered as a resident in Qatar tax law if they fulfill any of the following conditions:
 - Has a permanent residence in the State of Qatar
 - Has spent more than 183 consecutive or separate days in the State of Qatar within any 12-month period,
 - Has one's center of important interests in the State of Qatar
- **Double taxation agreements (DTA's)** : Qatar has signed double taxation agreements with a number of nations.

Investment Income Tax

Any chargeable profits on capital asset sales are taxed as regular income. There are certain restrictions in place for gains realized on the sale of real estate. The GTA is focusing more on capital gains produced by non-residents.

According to the Regulations, capital gains tax returns must be filed within 30 days of the asset's sale or the contract's conclusion, whichever comes first.

Taxable Income

Salaries, wages, and allowances received by working persons are not subject to income tax.

PAYROLL



Payroll Elements

- **Income: Salaries, wages, and allowances received by working persons.**
- **Deductions:** Losses incurred as a result of the selling of assets, Rents, Premiums for insurance, Social Security (if applicable).
- **Benefits in Kind:** The Labor Law does not specify the exact types of benefits in kind that an employer must provide to their employees.
- **Employer contributions:** Social security.

Payroll Taxes

Salaries, wages, and allowances paid to employees are not subject to personal income tax (PIT) in Qatar.

Payroll Calendar

Payroll is usually done once a month in Qatar. Salary payments must be made at least once a month by the employer.

LEGISLATION AND STATUTORY BODIES



LEGISLATION

- Qatar Labor Law

STATUTORY BODIES

- Ministry of Administrative Development, Labor, and Social Affairs
- Ministry of Health
- General Retirement Social Insurance Authority
- Ministry of Finance



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