



**Global Employment  
Compass  
Qatar**

# Contents

- 1. Summary of applicable rights for different categories of workers .....2
- 2. Legal requirements/rights/ practices for different categories of workers.....3
  - a. Employees.....3
  - b. Independent contractors/consultants\* .....14
  - c. Volunteers .....18
  - d. Non-citizen employees and consultants, including refugees and others forcibly displaced.....20

PILnet and partners participating in this Global Employment Compass guide are not liable towards third parties for the accuracy of the information contained in this guide. The information contained herein does not set out a comprehensive picture of the law and is not tailored to any particular circumstances. It should not therefore be seen as a substitute for obtaining legal advice. The guide was last updated in October 2023 and responds to the legal framework in effect at that time.





# 1. Summary of applicable rights for different categories of workers

	<b>Employees (part-time or full-time)</b>	<b>Independent contractors/service providers</b>	<b>Volunteers</b>
<b>Employment laws and regulations</b>	Yes	A consultant/contractor relationship with an individual will not be recognised as valid in Qatar.	Yes
<b>Employees' compensation/remuneration requirements.</b>	Yes	A consultant/contractor relationship with an individual will not be recognised as valid in Qatar.	Yes
<b>Minimum wage requirements</b>	Yes	A consultant/contractor relationship with an individual will not be recognised as valid in Qatar.	Yes
<b>Mandatory provident fund/retirement benefit fund contributions</b>	Yes (not applicable for expatriates)	A consultant/contractor relationship with an individual will not be recognised as valid in Qatar.	Yes (not applicable for expatriates)
<b>Immigration requirements including the right to work in your country</b>	Yes	A consultant/contractor relationship with an individual will not be recognised as valid in Qatar.	Yes
<b>Personal Data (Privacy) laws and regulations</b>	Yes	A consultant/contractor relationship with an individual will not be recognised as valid in Qatar.	Yes
<b>Anti-discrimination laws and regulations</b>	There are no specific laws. However, there are some anti-discrimination provisions in Qatar constitution and the Labour Law	A consultant/contractor relationship with an individual will not be recognised as valid in Qatar.	Please refer to our response for employees



## 2. Legal requirements/rights/ practices for different categories of workers

### a. Employees

#### Section Contents

1 Contracts of Employment.....	3
2 Conditions of employment .....	5
3 Safe and supportive work environment.....	10
4 Tax.....	11
5 Remote work.....	11
6 What to do when things go wrong? .....	12

#### *Definition of an employee*

Pursuant to the Labour Law (Law no. 14 of 2004) an employee is any natural person who works in return for a salary for an employer or under his control or supervision.

### 1 Contracts of Employment

#### **What types of employment contracts are available? E.g. fixed term, part time, zero hour contracts, other? Are there any specific employment contracts available for non-profit organizations?**

Under the Labour Law there are two types of employment contracts, limited/fixed term and unlimited term contracts. A fixed term contract cannot exceed 5 years. If it is not renewed after the term ends and employees still continue to work for the employer, the contract is considered to be automatically renewed for an unlimited term. In addition, the Ministry of Labour has issued a standard form employment contract ("E-contract") that must be lodged through an online process for a new employee as a part of the process to obtain a Qatar residence permit. The E-contract is a one-page bilingual contract where the employer is required to fill in missing information. However, as the same is deficient in many provisions that are usually found in the employment contract, employers usually enter into supplemental employment contracts that are read together with the E-Contract.

With regard to non-profit organizations there are no specific employment contracts. Any non-profit organizations that employ persons under the Labour Law will be treated no differently to any other employer.

#### **What are the key terms of employment contracts?**

The Labour Law provides that the employment contract should specify the following:





- the name of the employer and the place of work;
- the name, qualifications, nationality, profession and residence of the employee and the proof necessary for his /her identification;
- the date of conclusion of the contract;
- nature, type and place of work;
- date of commencement of work;
- the period of the contract (for fixed term contracts); and
- salary and the method and a date of its payment.

These are mandatory terms that must be included in the employment contract. Parties are free to include other provisions, as long as such provisions are in line with the Labour Law.

**Is it acceptable to have a probation period for employees? If yes, for how long?**

Yes. An employee may be subject to a probation period that cannot exceed 6 months. Moreover, an employee may only be subject to one probation period.

**Are fixed term employment contracts permissible? Are there any limitations on fixed term contracts? Are there any requirements to have a fixed term contract?**

Yes. A fixed term contract cannot exceed 5 years. If it is not renewed after the term ends and employees still continue to work for the employer, the contract is considered to be automatically renewed for an unlimited term. Moreover, there is no express provision in the Labour Law on the employer's or the employee's right to terminate a fixed term contract before the expiry date unless the employee is being dismissed for gross misconduct. Therefore, a fixed term employment contract may only be validly terminated before its expiry by the agreement of both the employer and employee.

There is no requirement to place employees on a fixed term contract. Moreover, since the unlimited contract can be terminated without specifying any reason, employers prefer to employ their employees for an unlimited term.

**Do employment contracts have to be in writing? Are there any signatory requirements for employment contracts? For example, could they be signed in-person or electronically, etc.)?**

Yes, employment contracts have to be in writing. The E-Contract is a mandatory employment contract that must be submitted through the portal of the Ministry of Labour. The E-Contract must be signed in writing as it is submitted to the Ministry of Labour. If parties enter into a supplemental employment contract the same can be signed by using electronic signatures as it will not be submitted to the authorities. Electronic signatures are in general recognised and acceptable in Qatar. However, in terms of enforceability, it may be more difficult to provide sufficient evidence to satisfy a court that the signature took place as the courts are a bit more traditional in terms of evidence. Therefore, from an evidentiary viewpoint a "wet-ink" signature would be preferable.

**Do employees have to be issued with a written employment contract before they start work?**

Yes. It is mandatory to enter into the E-Contract.





**Can you provide a simple template of the contracts mentioned above?**

The E-Contract is a standard one-page bilingual employment contract that must be lodged through the Ministry of Labour's portal. However, if you wish to offer supplemental employment contract we can assist with drafting the same.

**Is there an obligation for an employer to run a criminal record check to the extent that any individual they hire will be working with children or vulnerable people?**

No, there is no such a requirement. However, it should be noted that processing data on criminal offenses of individuals is considered as processing sensitive personal data under Law no. 13 of 2016 ("Data Protection Law") and as such a permit from the regulator is required in addition to a lawful purpose for such processing.

**Can employers request references from former employers for new hires?**

Yes, there is no restriction in this regard.

**Is an employer required to set up any form of employee representative body? If so, what is the trigger for this?**

No, only recently work councils have been introduced in Qatar for a number of companies as part of an ILO/Qatar government initiative. At this point this is a voluntary program and there are no statutory provisions relating to the same.

**Is it common to have collective agreements in your jurisdiction that apply to all employers in a particular region or sector?**

No, collective agreements are not common for Qatar.

## 2 Conditions of employment

**What is the minimum age requirement for employment?**

Pursuant to Article 86 of the Labour Law children younger than 16 years old are not allowed to be employed and are not permitted to enter into any place of work. Furthermore, a juvenile (a child of age between 16 and 18 years) may only be allowed to work after obtaining a consent of his/her father or guardian and issuance of a special permit from the Ministry of Labour.

**What type of work may a child undertake? For example, are there any specific restrictions?**

Juveniles are not allowed to be employed in the jobs where due to their nature or circumstances may cause damage to health, safety or morals of juveniles. Moreover, the Labour Law provides that a juvenile is required to undergo a medical exam prior starting the work. Such medical exam should be undertaken annually. Moreover, normal working hours of a juvenile cannot exceed 36 hours per week at the rate of 6 hours per day. During Ramadan such hours must be reduced to 24 hours per week. A juvenile is also entitled for a break/s. Such time is not calculated in the working hours. In addition, a juvenile may not be employed between sunset and sunrise or on the days of a rest or during the official holiday or more than the normal working hours. Moreover, a juvenile cannot be retained in the place of work form more than 7 continuous hours. Employers who are employing juveniles must submit to the Ministry of Labour a statement showing the name, work of the juvenile and a date of his/her engagement and also place on a conspicuous place a clear statement of the juveniles' working hours and their intervals of rest.

### Wages





**What is the minimum wage requirement for employees? Are there any exceptions in minimum wages for young persons or people with disabilities?**

Pursuant to resolution no. 25 of 2020 a minimum salary is currently set at 1,000 QAR as a basic salary, 500 QAR for housing allowance and 300 QAR for food allowance, unless housing and food are already provided by an employer. The abovementioned minimum salary is applicable to all employees and there are no exceptions for young persons or people with disabilities.

**Are there any conditions which warrant a pay raise or extra pay? If yes, what are they?**

No, the Labour Law does not provide any provisions that would oblige employers to provide any salary increases or bonuses. As such, they should be agreed in the individual contracts.

**When are wages due? For example, is there any obligation to pay wages weekly, or monthly?**

Employees who are appointed on an annual or monthly salary must be paid at least once a month; other employee must be paid at least once every 2 weeks.

**Are employers obliged to provide employees with paid leave on public holidays?**

Yes. Under the Labour Law, employees are entitled to the following paid public holidays:

- 3 working days for Eid El-Fitr;
- 3 working days for Eid Al-Adha;
- 1 working day for National Day (18 December);
- 1 day for National Sports Day (every second Tuesday in February); and
- 3 working days which are specified by the employer.

**Are employers obliged to provide employees with annual leave?**

Yes. The minimum statutory annual leave entitlement is:

- three weeks (15 working days) for employees with at least one year's service but less than five years' service; and
- four weeks (20 working days) for employees with five years' service or more.

**Are employees entitled to receive their usual salary during their annual leave?**

During annual leave, employees are entitled to receive basic salary from the employer. The employer must pay the employee prior to the date of starting annual leave all remuneration due for work performed up to this date, in addition to the pay for the period of annual leave.

**Is there a requirement to pay overtime? How is overtime compensated?**

In accordance with the Labour Law, employees can claim overtime for working hours that are in excess of the 8 daily working hours, however employees ought not be working for more than 2 additional hours per day. Employees may only exceed 10 hours per day (i.e. eight normal hours plus two hours of overtime) in order to prevent significant losses or accidents; conducting maintenance or other remediation that arise from such losses or accidents.





Certain work categories are excluded from the provisions which regulate working hours, overtime and related payments for it. As such, such provisions will not apply where (a) the employees are handling key functions in the organization and (b) have authority over the workers/employees similar to those exercised by the employer.

Payment for the overtime is calculated at the rate of at least basic salary plus 25% of basic salary. If the employees are working between 9pm and 3am overtime is calculated at the rate of basic salary plus 50% of basic salary.

**Are there any extraordinary circumstances that could be relied on to temporarily cease paying employees for the hours worked?**

No. Employees should receive payment for the working hours. However, in terms of overtime payment there are exceptions. Please refer to our response [above](#).

**Are employees entitled to an end-of-year payment?**

Save for the salary employees are not entitled to any additional bonuses or end-of year payments under the Labour Law, unless such payments have been contractually agreed.

**Are employees entitled to payments when their employment contract is terminated, such as notice or notice pay, accrued or untaken holiday and/or statutory severance?**

Where employees are being dismissed with notice, they will be entitled to the following:

- salary and benefits up to the date of termination;
- End of service gratuity (employees who have completed at least one years' employment are entitled to the end of service gratuity ("ESG") of 21 days' basic salary for every year of service (pro-rated accordingly for parts of a year);
- accrued but untaken annual leave (if any), to be paid in an amount equivalent to the amount of such unused leave;
- pro-rated bonus or commission payments (if applicable);
- payment in lieu of notice period if an employee does not work through notice period; and
- the cost of an air ticket to repatriate the employee, unless the employee obtains alternative employment or visa sponsorship in Qatar within 14 days from the termination of the employment contract.

**Working hours**

**What is considered a full time working week? If the employee is contractually required to work less than this amount are they considered a part time employee?**

The working week in Qatar is from Saturday to Thursday. Maximum working hours for employees are 8 hours per day and 48 per week for a 6-day working week. During the holy month of Ramadan, maximum hours should be reduced to six hours per day and 36 hours per week for a 6-day working week, no matter whether the employee is fasting or not. A break of at least 1 hour to maximum 3 hours per day is not included in calculating work hours, but the employee should work no more than 5 consecutive hours. Employees may work additional hours, however total daily work hours cannot exceed 10 hours. This means that maximum overtime permissible under the Labour







Law is two hours per day, which is 12 hours per week for a 6-day working week. For employers that work a 5-day week, the working week is usually Sunday to Thursday.

Part-time work is permitted, but it is not regulated in the Labour Law. The Labour Law does not provide any regulations relating to part time employment, as such a part time employee is subject to the same regulations as a full time employee, however the payments will be pro-rated in accordance with the part time hours the employee is contracted to do under his/her employment contract.

**Are there fixed public/statutory holidays each year? Can employees be required to work on public/statutory holidays? Are employees entitled to any other type of leave besides public/statutory holidays?**

Yes. Under the Qatar Labour Law, employees are entitled to the following paid public holidays:

- 3 working days for Eid El-Fitr;
- 3 working days for Eid Al-Adha;
- 1 working day for National Day (18 December);
- 1 day for National Sports Day (every second Tuesday in February); and
- 3 working days which are specified by the employer.

If employees are required to work on a public holiday, provisions in relation to overtime payments would apply. As such, employees would be entitled to the payment of basic salary plus 25% of basic salary. If employees would be working between 9pm and 3am they would be paid at the rate of basic salary plus 50% of basic salary.

In addition, employees are entitled to the following leaves:

- Annual leave;
- Sick leave;
- Haj leave; and
- Maternity leave.

**Do part time employees receive any particular protection on the basis of their part-time status?**

No. Please refer to our response [above](#).

**Do part-time employees receive the same pro-rated terms to full time employees, e.g. in relation to pay and benefits?**

Please refer to our response under [above](#).

**Social security**

**What social security contributions are employers obliged to pay? Presumably, pro-rated contributions are required for part time employees?**

Employers are not obliged to pay any social security contributions. However, Qatari nationals are to be enrolled in the state pension scheme and their employers are required to contribute to the same each month.





**Are employers obliged to provide health insurance to their employees?**

Yes. Employers are responsible for arranging basic healthcare insurance from a Qatari-licensed insurer for all their employees and their spouses and three of their children below eighteen years of age and paying the premiums for the cover.

**Are employees entitled to unemployment insurance / benefits following the end of employment?**

No.

**Are employers obliged to provide sick leave? If yes, for how long? How many days have to be paid by employers? Is it possible to have unpaid sick leave?**

The employee is entitled to maximum 12 weeks of sick leave. The first 2 weeks are fully paid, additional 4 weeks are half paid and after 6 weeks the employee would not be entitled to any payment at all. After the expiry of the 12 week sick leave period, the employer would be entitled to terminate the employment relationship. Sick leave from 6th to 12th week is unpaid as provided in the Labour Law. However, employers can provide additional unpaid sick leave days.

**Are employers obliged to provide maternity leave for employees? If yes, for how long? How many days/months have to be paid by employers? Is it possible to have unpaid maternity leave?**

Pregnant employees with at least one year of continuous service with the employer are entitled to 50 days of maternity leave on full pay around the date of the birth. At least 35 days of the leave must be taken after the birth. If the remaining period of the leave after the delivery is less than 30 days an employee may be granted complimentary leave from her annual leave, otherwise such period shall be treated as unpaid leave. In addition, if the medical condition of the employee is preventing her from resuming work after the maternity leave is over, such employee shall be on unpaid leave provided that such period does not exceed 60 days (consecutive or interrupted) and subject to providing a medical certificate proving the same.

**Is paternity leave available to employees? If yes, for how long? How many days/months have to be paid by employers? Is it possible to have unpaid paternity leave?**

Paternity leave is not regulated in the Labour Law and as such it should be regulated by a company policy or individual contracts (if there is to be offered any such leave).

**Are employers liable for absence due to work-place injuries?**

The Labour Law regulates work injuries in its chapter 11. In case of a work injury, an employee shall be entitled to receive medical treatment at the cost of their employer. During such treatment the employee is entitled to full salary until the end of the treatment or for up to six months (whichever period is shorter). If the medical treatment continues after six months, the employee is entitled to half of salary until his/her recovery or until a report of his/her permanent disability is issued.

**Are employees entitled to retirement benefits from the employer? If yes, what benefits?**

Pursuant to the Pension Law (Law no. 1 of 2022), all Qatari nationals either working in the government or private sector shall be subject to the social security scheme contained in the Pension Law. The said law provides that contributions shall be calculated on the basis of the contributory wage (basic salary plus the social and housing allowance). The contribution shall be 21% of the contributory wage and should be paid as follows:





- 7% of the contributory wage shall be deducted from the employee's salary; and
- 14% of the contributory wage shall be paid by the employer.

Expatriates have a statutory entitlement to the ESG (end of service gratuity) on termination of employment. The intention behind this entitlement is to compensate employees in lieu of the pension entitlement that eligible Qatari national employees receive.

Employees who have completed at least one years' employment are entitled to ESG of 21 days' basic salary for every year of service (pro-rated accordingly for parts of a year). The employee shall be entitled to this regardless of whether the employer has terminated his employment or the employee has resigned.

An employer who maintains a pension scheme or a similar system is not obliged to pay the ESG, in addition to the benefit available to the employee under such pension or similar system provided the pension scheme does not result in the employer contributing to benefits less than the ESG. In addition, the employee may choose to receive either the end of service gratuity or the pension accruing to him/her.

**Are employers obliged to introduce reporting channels and legal safeguards for whistleblowers?**

No.

### 3 Safe and supportive work environment

**Broadly what measures have to be in place to ensure employers uphold health and safety? (such as fire or earthquake drills)**

Employers must at the start of the employment inform its employees of all the hazards at the work and provide information on safety measures that must be taken in order to prevent any accidents. Moreover, employers are obliged put instructions on how to maintain safety at the work place on a conspicuous place that is visible to all employees. In addition, employers employing between 5-25 employees must have available first aid box available in the office. If establishment has more than 100 employees, a full time nurse must be available at the office at all times. Establishments with 500 employees and more must designate a clinic employing a doctor and a nurse that are available to employees. If, due to the nature of the work, employees are exposed to vocational diseases or such work involves hazardous activities, periodical medical checks must be carried out for all employees who are exposed. The Labour Law does not provide any requirements for employers to conduct fire or earthquake drills, but the Civil Defence Department usually requires the same for high-rise buildings.

**Is there a requirement for an employer to issue any form of non-discrimination policies? (such as gender equality policies, equal employment opportunities, diversity, and inclusion policies, etc.)**

No. There is no requirement to issue non-discrimination policies. However, the Labour Law in its article 93 provides that a female employee must be paid the same salary as a male employee if they are performing the same work. In addition, female employees must be entitled to the same opportunities of training and promotion as male employees.

**Is there a requirement to provide employees with training designed to combat discrimination and harassment?**





No, there are no such requirements.

**Is there a requirement to have a data protection policy?**

Yes. Personal data in Qatar is regulated in Law no. 13 of 2016 ("Data Protection Law"). The said law states in its Article 9 that all individuals must prior to any processing of their personal data be informed on the following:

- identity of data controller,
- legitimate purpose of processing;
- description of processing activities; and
- any other information necessary to satisfy requirements under the law.

The above mentioned information is usually provided in a form of a privacy notice that is available to all individuals.

**Is it mandatory for employers to have a Child Protection Policy (CPP)? Are employees obliged to provide training on CPP to its employees?**

No, there is no such a requirement.

## 4 Tax

**Which taxes are mandatory for employers to pay and deduct on behalf of their employees?**

Employees' salaries are not taxable in Qatar.

**Are all employee taxes deducted from the salary that the employer pays or is there a requirement for employees to pay certain taxes directly?**

There is no income tax applicable in Qatar.

## 5 Remote work

**Are employers required to have a registered legal entity in the jurisdiction in order to employ employees in the jurisdiction?**

Yes. A company that wants to conduct business activities in Qatar must be registered at the Commercial Register in Qatar. Moreover, any employer wishing to employ expatriates needs to sponsor such expatriates and be responsible for applying for their residency permit. Initially an employer obtains from the Ministry of Labour a quota for sponsoring expatriates noting each potential employee's gender, nationality and job title. Once the labor quota is approved, employers can then sponsor expatriates by applying for work visa for such employees who fall within the gender, nationality and job title of the quota. This permits entry into Qatar and constitutes a temporary visa. Once the employee arrives in Qatar the process can begin for the employee to obtain a resident permit. Once the employee receives the resident permit, the employee can sponsor immediate family members (spouse, and children) subject to certain qualifiers in terms of salary. Every family member, including infants, must have an individual family residence visa.

**Are employers required to provide any form of physical working space for employees working in your country?**





Yes, every company needs to have an office space. Each business premises is issued a trade license. Without a trade license an employer cannot obtain an establishment card (necessary for sponsoring employees).

Please provide general instructions for employers on what to check if the employer has remote employees, including concerning employee tax liabilities.

The Labour Law is silent on the possibility of working outside of the office premises. We understand that such arrangement could be agreed between the parties as long as the activities intended to be performed outside the premises do not require any special permits in relation to those external premises. As such, if some of the employees are working from home, such arrangements should be agreed in the employment contract. Moreover, an employer should ensure that an employee is able to perform the work and therefore must provide all the necessary equipment to do so, however there is no legal obligation to reimburse costs associated with the same.

## 6 What to do when things go wrong

### Dispute resolution

#### **Do employees (including volunteers) need to go through any form of dispute resolution before bringing a claim to a court or tribunal?**

An employee can bring a claim before the Labour Dispute Resolution Committee (LDRC). The LDRC process is a mandatory pre-court process in respect of all disputes arising between an employer and an employee, The LDRC was established to provide a resolution to employment disputes more quickly and at a lower cost than under the court process. Parties may appeal a LDRC decision directly to the Court of Appeal (there is no need to appeal first to the Court of First Instance). The process is adjudicated by a Court of First Instance judge and follows the same Court of First Instance process.

### Resignation

#### **What grounds do employees have for resignation?**

Employees on unlimited employment contracts may resign without a specific reason provided that notice period is observed. Moreover, an employee on a definite employment contract may resign prior to its expiry or, if on an unlimited term contract without providing notice period in the following circumstances:

- an employer committed a breach under the employment contract or the Labour Law;
- an employer committed a physical assault or immoral act upon the employee or any of his family members;
- an employer or his representative has misled the employee at the time of entering into an employment contract about the terms and conditions of the employment.
- continuing the work endangers safety and health of the employee provided that the employer is aware of such danger and does not take necessary measures to remove it.

### Termination

#### **What grounds do employers have for the termination of employment contracts?**

- The principal difference between a fixed term contract and an unlimited term contract is the condition of the termination.





- Unlimited period contracts: an unlimited contract may be terminated for any reason as long as the minimum notice is provided.
- Fixed term contracts: there is no express provision in the Labour Law on the employer's or the employee's right to terminate a fixed term contract before the expiry date unless the employee is being dismissed for gross misconduct.
- Gross misconduct: in all cases, regardless of whether the employment contract is for a fixed term or whether it is for an unlimited duration, where an employee commits one of the offenses set out in article 61 of the Labour Law, the employee can be summarily dismissed (i.e. without notice and without end of service gratuity).
- Dismissal during probation: during the probation period (an employee may be employed on a probationary period not exceeding six months), the employer may terminate the employment contract by providing a one month's notice to the employee (unless a longer notice period has been agreed in the employment contract).

#### **How do employers have to document the termination of an employment contract?**

The Labour Law does not oblige employers to follow certain procedure when terminating employees. However, it is recommended to provide a termination notice in writing and also to obtain an employee's acknowledgement on the same.

#### **What is the responsibility of employers for damages incurred by an employee's actions within his/her work?**

Pursuant to Article 29 of Law no. 22 of 2004 ("Qatar Civil Code") employers are liable for damages caused by unlawful acts of their employees provided that such unlawful act occurred upon performing the work duties or as a result of the same.

If an employee was working within the scope of his/her employment when he/she caused an injury to another person, it is most likely that the employer will be held liable for the cost of that injury.





## b. Independent contractors/consultants\*

### Section Contents

1 Contracts.....	14
2 Conditions of work for consultants .....	15
3 Safe and supportive work environment.....	17
4 Remote work.....	17
5 What to do when things go wrong.....	17

#### *Definition of an independent contractor/consultant*

The Labour Law does not specifically regulate independent contractors or consultants. If an employer has a contract with another company to provide services, then that will be governed by the Civil Code (Law 22 of 2004). However individuals cannot undertake business activities without being registered on the Commercial Register (and expatriate individuals are not able to so register) so any independent contractors/consultants, if not companies or registered establishments, will be considered either defacto employees or illegally undertaking business within Qatar, a consultant/contractor relationship will not be recognised as valid.

### 1 Contracts

#### **What types of independent contractor/consultant agreements are available? Are there any specific agreements available to NGOs?**

There are no specific agreements for contractors/consultants as such arrangements would be considered as employment relationships unless made with a registered business (noting restrictions set out in previous response). There are no specific agreements available to NGOs.

#### **What are the main elements of consultant agreements?**

Please refer to our responses above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

#### **Is it possible to have probation periods for independent contractors/consultants? If yes, for how long?**

Please refer to our responses above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

#### **Is it possible to have a fixed term consultation/independent contractor agreement? Are there any restrictions around fixed term consultant/independent contractor agreements?**

Please refer to our responses above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.





**Do independent contractor/consultant agreements have to be in writing? Are there any signatory requirements? For example, could they be signed in-person or electronically, etc.)?**

Please refer to our responses above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Do all types of independent contractors/consultants have to be under contract in order to be able to work?**

Please refer to our responses above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Can you provide a simple template of the agreements mentioned above? Is there an obligation to run a criminal record check to the extent that any independent contractor will be working with children or vulnerable people?**

We do not generally draft such agreements unless with companies as a consultant/contractor relationship with an individual will not be recognised as valid.

## 2 Conditions of work for consultants

**Are there any minimum age requirements for an individual to work under a consultant/independent contractor agreement?**

Please refer to our responses under [above](#). As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Does a consultant/independent contractor need to obtain a license or any other permission in order to work?**

Please refer to our responses under [above](#). As indicated, a consultant/contractor relationship with an individual will not be recognised as valid as the same will not be able to register as a business on the Commercial Register.

### Payment

**Are there any minimum pay requirements for consultants/independent contractors? Are there any exceptions in minimum wages for young persons or people with disabilities?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Is there any requirement to provide statutory/paid leave to consultants for statutory holidays?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Is there any requirement to pay annual leave to consultant/independent contractors? If so, how is this compensated, if at all?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.







**Is there an obligation to provide consultant/independent contractors with overtime?  
How is this compensated if required?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Are consultants entitled to an end-of-year payment?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Are consultants entitled to a final payment when the contract is terminated?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Working hours**

**Are consultants entitled to any type of leave, whether paid or unpaid?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Social security**

**Does the end user engager need to make any social security contributions on behalf of a consultant/independent contractor? Are independent contractors entitled to health insurance from the end user engager?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Are independent contractors/consultants entitled to unemployment insurance / benefits after termination of their independent contractor/consultancy agreement from the end user engager?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Are independent contractors/consultants entitled to sick leave from the end user engager? If yes, for how long? How many days have to be paid?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Are independent contractors/consultants entitled to maternity leave from the end user engager? If yes, for how long? How many days/months have to be paid**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Are independent contractors/consultants entitled to paternity leave from the end user engager? If yes, for how long? How many days/months should be paid?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.





**Are employers obliged to cover work-place injuries for independent contractors/consultants?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**Are independent contractors/consultants entitled to retirement benefits from the end user? If yes, what benefits?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

### **3 Safe and supportive work environment**

**Are there any differences in terms of the regime that applies to employees?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

### **4 Remote work**

**Are end user engagers required to have a registered legal entity in the jurisdiction in order to hire independent contractors/consultants there?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

### **5 What to do when things go wrong**

#### **Resignation**

**Do consultants/independent contractors need a reason to terminate the contract or can they terminate it for any reason in accordance with the terms of the contract?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

#### **Termination of agreement**

**What grounds do end user engagers have for the termination of consultant agreements?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.

**What is the responsibility of the end user engagers for damages incurred by a consultant's actions within his/her work?**

Please refer to our response above. As indicated, a consultant/contractor relationship with an individual will not be recognised as valid.





## c. Volunteers

### Section Contents

1 Contracts.....	18
2 Conditions of employment .....	18
3 Safe and supportive work environment.....	19
4 Tax.....	19
5 What to do when things go wrong.....	19

#### *Definition of a volunteer*

There is no definition of a volunteer in Qatar laws.

### 1 Contracts

#### **Are organizations required to sign any form of agreement with volunteers?**

Technically, every individual residing and working in Qatar needs to have Qatar residence. Therefore, individuals need to have a sponsor in Qatar and are allowed to only work for their sponsor. In practice, there are instances where children/wives who are already in Qatar on family sponsorship visas volunteer with certain organizations, however such arrangements should not have elements of an employment relationship and should be unpaid. But in general, volunteers would be considered as employees and as such they would need to enter into an employment relationship and be subject to the provisions of Labour Law.

### 2 Conditions of employment

#### **Is there a minimum age requirement for volunteers?**

Please refer to our responses [above](#).

#### **What type of volunteering work may a child undertake? Are there any restrictions around this?**

Please refer to our response [above](#).

#### **Payments and reimbursement**

#### **Are organizations allowed to pay stipends to volunteers?**

With reference to our responses [above](#), if volunteers would be paid for their work they would be considered as employees and organizations would be required to pay them in line with the provisions of the Labour Law.

#### **Are organizations allowed to reimburse volunteers? If yes, for what expenses (such as transportation, food, etc.).**

Please refer to our response above.

#### **Working hours**





**Are there any obligations around how many hours volunteers can work?**

If volunteers would be sponsored by organizations they would be considered as employees and the same requirements as for employees would apply to volunteers as well.

**Are volunteers entitled to any type of leave?**

Please refer to our response above.

**Social security**

**Are organizations obliged to pay any social security contributions on behalf of their volunteers?**

Please refer to our response above.

**Are organizations obliged to provide health insurance to volunteers?**

Please refer to our response above.

**Are organizations liable for absences of volunteers due to work-place injuries?**

Please refer to our response above.

### **3 Safe and supportive work environment**

**Are there any differences in terms of the regime that applies to employees?**

No.

### **4 Tax**

**Are organizations obliged to pay taxes if they pay their volunteers stipends? If yes, what types of taxes are mandatory to pay?**

There are no applicable taxes on the income in Qatar. However, organizations are required to pay taxes on the profits that they earn in Qatar.

### **5 What to do when things go wrong**

**What grounds do organizations have for the termination of volunteer agreements/arrangements?**

Please refer to our responses [above](#).

**What is the responsibility of organizations for damages incurred by a volunteer's actions within his/her work?**

Please refer to our responses [above](#).





## d. Non-citizen employees and consultants, including refugees and others forcibly displaced

### Section Contents

1 Status and the right to work .....	20
2 Contracts.....	20
3 Conditions of employment .....	21
4 Safe and supportive work environment.....	21
5 What to do when things go wrong? .....	21

### 1 Status and the right to work

#### **Are employers obliged to secure legal status for their employees or consultants if they are non-citizens? (such as refugee status, humanitarian visas, visas for trafficking survivors, other recognized protection statuses, etc.)**

Every individual who wishes to reside and work in Qatar needs to have a Qatar residence permit. As such, individuals need to be sponsored by their employers in order to lawfully work and reside in Qatar. There is no such refugee status, humanitarian visas, visas for trafficking survivors or other recognized protection statuses in Qatar.

#### **Are employers obliged to secure work permits for their employees or consultants?**

Yes. Employees should be sponsored by their employers in Qatar.

#### **Is it always necessary to obtain a work permit?**

Yes.

#### **Can asylum-seekers and other persons forcibly displaced access the right to work if they do not have refugee status or other recognized protection statuses?**

There are no refugee statutes or other protection statutes applicable in Qatar. Every individual working in Qatar needs to be sponsored by his/her employer, unless on family sponsorship visas and already residing in Qatar. However, in such cases an approval from the Ministry of Labour would still be required.

### 2 Contracts

#### **Are employment contracts or consultant agreements for non-citizens different to those for citizens?**

In general, Qatari nationals would be subject to the same employment conditions as non Qatari nationals, except for certain benefits, such as state pension schemes that should only be addressed in the employment contracts of Qatari nationals.





### 3 Conditions of employment

**Does national law regulate the quotas for the number of non-citizens within one organization? Are employers obliged to report about employed non-citizens?**

Any employer wishing to employ expatriates needs to sponsor such expatriates and be responsible for applying for their work visa and residency permit. Initially an employer obtains from the Ministry of Labour a quota for sponsoring expatriates noting each potential employee's gender, nationality and job title. Once the labor quota is approved, employers can then sponsor expatriates by applying for a work visa for such employees who fall within the gender, nationality and job title of the quota. This permits entry into Qatar and constitutes a temporary visa. Once the employee arrives in Qatar the process can begin for the employee to obtain a resident permit. Once the employee receives the resident permit, the employee can sponsor immediate family members (spouse, and children).

**Are there any other differences in conditions of employment for non-citizens and citizens?**

In general no. Qatari nationals would be subject to the same provisions of the Labour Law as expatriates. However, unlike expatriates, Qatari nationals are entitled to the state pension scheme, and as such would not be entitled to the end of service gratuity at the end of the employment.

**Are there any specific employment terms that apply to citizens but not apply to non-citizens?**

Please refer to our response above.

### 4 Safe and supportive work environment

**Are there any differences in a safe and supportive work environment approach for non-citizens? If yes, please elaborate here.**

No. There are no differences.

**Does the employer have additional obligations for non-citizens?**

No.

### 5 What to do when things go wrong?

**Is the process of termination of an employment contract for non-citizens different than for citizens? If yes, please explain here.**

No, there is no difference.

**Is the process of resignation for non-citizens different than for citizens? If yes, please explain here.**

No, there is no difference.

**Are non-citizens entitled to the equal protection of employment laws in the event of employment-related disputes?**

Yes.





For more information please visit [pilnet.org](http://pilnet.org)