

LEGAL REFORMS - ENTRY, EXIT & RESIDENCE

By Dr. Nizar Kochery



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

New Immigration Law

- **The Entry & Exit Law:** On **14th December 2016**, the new Immigration Law will be implemented.
- A **major impact** on the operation of the sponsorship system is expected.
- The new law will make it **easier for workers** to leave Qatar and transfer their sponsorship within Qatar.

New Immigration Law

- **Exit permit** will **not be required** for travel.
- To leave Qatar, the employee needs to inform his employer three days before and apply through Metrash 2 system.
- Employer - Employee relations will be regulated by **Employment Contract**.

New Immigration Law

- **Definite Term** contracts shall not exceed a period of **five years**.
- Employees with **indefinite term contracts** can move to another employer after working a **minimum of five years** with the first employer.
- Workers with definite term job contracts can **change their employment** and sign new contracts if they wish so at the end of the contract period **without any NOC** but after approval from the Ministry of Interior and the Ministry of Labour and Social Affairs.
- An expat can also move to another sponsor with the approval of MOI and MOLSA if the **sponsor is dead or the company no longer exists**.

New Immigration Law

- QR 50,000 fine and jail terms of up to three years for employers who allow their employees to work for other parties without prior official approval.
- QR 10,000 to QAR 25,000 fine for keeping passport of expatriate employee.

Dispute Resolution Committee

- A committee will be set up to **resolve labour-related disputes** to ensure workers' rights and **simplify judicial procedures**.
- The committee will be responsible for settling all disputes related to the provisions of the Labour Law or a work contract **within a maximum of three weeks**.
- The **labour authorities** concerned may **refer unresolved disputes to this committee** for settlement.

Dispute Resolution Committee

- The committee will be **chaired by a judge** from the **Court of First Instance**, who is to be chosen by the Supreme Judiciary Council (SJC).
- HE the Minister of Administrative Development, Labour and Social Affairs will nominate **two ministry officials** having accounting experience as members of the committee.

Appeals Committee

- Where appeal against any decision of the first committee may be filed by the parties involved within **15 days of the verdict** of the first committee.
- The appeals committee will have a **judge from the Court of Appeal** as its chair.
- Besides, HE the Minister of Administrative Development, Labour and Social Affairs will nominate **two officials** from the Ministry as its members.

ENTRY, EXIT & RESIDENCE

Old Law - Law No. 4 of 2009

New Law - Law No. 21 of 2015

(To be effective from December 14, 2016)



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

The Re-entry ban?

Art 4 - Law No.4 of 2009: Two years ban

The **Law No. 21, 2015** does not mention anything about the prevailing two-year ban on a worker who leaves the country after resigning his job or at the end of his contract.

Art 14 - Law No.4 of 2009: Termination - Article 61 - Re-entry 4 years (Article 26 - Law No. 21, 2015)

Art 9 - Law No.4 of 2009 : Employers are not allowed to retain their employee's passports or travel documents

(Article 8 - Law No.21, 2015)

- Renewal of Residence permit - 90 days
- Return documents after renewal
 - **Exception: Request of the employee in writing**

Art 39 – Law No.4 of 2009: punishable by a fine of not more than (25,000) twenty-five thousand riyals, every person who violates the provisions of Article (8 / third paragraph) of this law

Art 12 - Law No.4 of 2009: Temporary Transfer of Sponsorship (Article 22 - Law No. 21, 2015)

Art 13 - Law No.4 of 2009 : Extension of stay outside the country for more than six months - valid RP 60 days (Article 14 - Law No. 21, 2015)

Art 15 - Law No.4 of 2009: Restrictions for working for others

(Article 23 - Law No. 21, 2015)

Exception

- Performance of administrative tasks - signatory / partner subject approvals

Employing domestic maids on hourly or monthly short-term basis is illegal violation of Articles 15 & 51 - Law No.4 of 2009 (Article 23 & 38 - Law No. 21, 2015) - “imprisonment of the employer for a period of three years and a penalty of QR50,000”

Art 16 - Law No.4 of 2009: Family Visa - Male 25 yrs / unmarried daughters / parents (Article 12 - Law No. 21, 2015)

New born: (Article 13 - Law No. 21, 2015)

90 days / Birth outside: 6 months

- *Parents holding valid residence permits now have 90 days from the date of birth of their children, or the child's entry into Qatar, to apply for Qatar residency for that child. The time period for a child born outside Qatar to enter Qatar has been reduced to 6 months from 2 years.*

Minimum salary for expatriates who would like to bring in their families - QR 7,000 + Accommodation

» Regulations to be monitored



Exit Permit

Art 18 - Law No.4 of 2009: Exit permit for wives & Children / visitors / Sponsors refusal

(Article 7 - Law No. 21, 2015)

- The department concerned at the Ministry of Interior has to be informed about an expatriate's intention to leave the country at least three working days before the exit date. This request can be made either by the Employer or the employee himself.
- However, the worker may exit the country as soon as the Employer informs the department concerned about his approval of the request.

Exit Permit

(Article 7 - Law No. 21, 2015)

- In case of any objection to the exit of the worker by the Employer or the department concerned, the expatriate can approach the exit Grievance committee.
 - The Minister of Interior shall issue a decision to form such a committee and specify its jurisdictions and the procedures to be followed by it, in addition to its mechanism of work.
- In case of an emergency for the worker, the Grievance committee shall take a decision on his exit request within three working days.

Changing Jobs

Art 22 - Law No.4 of 2009: Transfer of sponsorship procedures

Article 21 - Law No. 21, 2015 - Changing of jobs

- Before expiry of the contract - approval of the employer, the department concerned at the Ministry of Interior and the Ministry of Labour and Social Affairs
- Definite Contract - the worker may take up a job with another employer with the approval of the departments concerned on expiry of the period
- Indefinite Contract - Five years
- Death or Liquidation
- Employment Law & Terms of contract



Art 24: Repatriation Obligation / Funeral expenses & costs of transportation of mortal remains

(Article 19 - Law No. 21, 2015)

- **Notify competent authority within 14 days of leaving job**

Art 39: punishable by a fine of not more than (QR.50,000) Whoever violates the provisions of Article (19 / 1).

Art 37: Deportation Order - Residence proves threatening to state security and public safety:

Art 43 - Law No.4 of 2009: Residence permit without sponsor

- Investors - Law No. 13 for the year 2000 - Owners and users of real estate and residential units in accordance with the provisions of Law No. (17) for the year 2004 - Any other categories designated by the Council of Ministers (**Article 30 - Law No. 21, 2015**)

QATAR LABOUR LAW

Law No.14 of 2004



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

The Law Regulates the Relations, the Rights and Obligations of Employers and workers

Continuous Service : Art 1 (16)

- Original employer / Legal successor, Sanctioned leave - Legally accepted absence - Interruption beyond worker's control

Work Injury : Art 1 (19)

- Occupational diseases - Table 1
- Injury due to an accident - During the performance of the work - Arising out of work - During commutation

Art 3: Exclusions

Special category - Special laws Law No.3 of 2014

Art 4: Minimum secured Rights

- *Any contrary provisions in the employment contract shall be void unless the said stipulation is more advantageous to the workers and any release, compromise or waiver shall be deemed void.*

Art 5: Preferential Claim

- *Priority - over creditors including the State Employer's fixed or liquid assets*

Art 10: Court Fee & Period of Limitation

- *Labour Cases are Court Fee exempted - Period of Limitation for filing case: One year*

Employment of Workers

Priority to Qatari nationals - unemployment rates among Qataris is 0.5% - lowest in the world

- **Art 12** - those employing fifty or more employees must provide technical training to at least 5% of its Qatari workforce nominated by the Department of Labour.
- **Art 20** - The Department of Labour will act like a Job Centre - regulating the employment of Qataris
- **Art 23** - non-Qataris may only be employed after approval of the Department of Labour and the possession of a valid work permit. The conditions for obtaining a work permit include non-availability of a Qatari worker.

Recruitment Agencies

Recruitment agencies are prohibited from deducting recruitment fees or any other costs from workers

- Art 34 provides that recruitment from abroad shall be in accordance with a model contract provided by the Minister.
- Overseas Recruitment - only through Licence holder
- Direct Recruitment - with appropriate approvals
- Recruitment of Domestic workers - exempted from approvals

Employment Contracts



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

Employment of Workers

- There are two types of employment contract employers can issue to employees; limited term or unlimited term contracts (**Specific project contracts*).

Art 38: Employment Contracts

- Language: Written - in Arabic - Translation allowed
- No. of Copies - 3 & Authentication
- Contents, Validity of Oral Contracts & Burden of proof
- Probation & Termination

Duties & Obligations



Art 42: Employees' Duties

- Duty of due care and diligence & Obey the employer's lawful instructions
- Not to work for others (paid or unpaid)
- Duty of care to protect/safeguard employer's materials/means of production
- Follow workplace health and safety instructions & help to prevent workplace accidents
- Continuously aim to improve his professional and cultural development as such facilities are provided for by the employer.
- Duty of confidentiality & not to use work tools outside of the workplace without permission
- not to accept gifts, remuneration, commissions, sums for doing his job - other than from his employer
- to return all work tools/materials at the end of the contract

Employers' Duties: Arts. 44 to 48

- Not requiring employees to carry out work other than that they were employed for, except where required for health and safety reasons or where the employee agrees to do so for a temporary period (so long as the employee receives at least the same salary and the temporary work is not demeaning).
- Additionally, those employing ten or more employees shall be required to issue by-laws governing the workplace which must be displayed in a prominent location.
- Maintain personal file on each employee regardless of the number of employees.
- Files must be kept for at least one year after termination of employment. The details to be kept include injuries at work and end of service benefit records.



Restrictive Covenants



Art 43: Restrictive Covenants

- If the nature of the employee's work is such that he liaises with clients and/or learns secret information about his employer's business then the employer may stipulate in the contract of employment that the employee does not compete against or work for a company that competes with the employer after termination of his contract
- Restrictive covenants will be valid only if the restriction is limited as to **duration, place and type of work** and is no wider than is necessary to protect the legitimate interests of the employer. In any event, such restrictive covenants **cannot be for a period longer than two years.**

Constructive Dismissal



Art 51: Constructive Dismissal

The instances where an employee may leave before the end of a fixed term contract or leave without giving notice under an unlimited duration contract and still retain the right to ESB include circumstances where the employer is aware of and has not taken steps to rectify circumstances where the continuance of working would endanger the employee's health and safety.

- Breach of contractual or legal obligations
- Physical assaults & Immoral acts
- Deceive on any matter related to the nature of the work
- Threat to safety or health & Employer aware - failed to take steps

End of Service Benefits



Art 54: End of Service Benefits

- The employer and employee can agree on the amount of EOS provided the amount equals to or is higher than three weeks of the employee's termination basic salary for every full year that he has worked for the employer -
Provided the employee has worked for the same employer for a period of one year or more.
- Part years are pro rated.
- If an employee was employed by an employer prior to the Law No.14 of 2004 taking effect, ie. 06 January 2005 - applicable Law - No.(3) of 1962
- More Beneficial Scheme - to be recalculated
- Death of worker - payment of entitlements in 15 days -
Non identification of inheritors: 3 years > State Treasury

Art 57: Repatriation Obligations

- Repatriation within two weeks - on transfer - duty of repatriation shifts to the new employer.
- Carriage of mortal remains: Employer - Failure of Employer - Department of Labour
- Terminal Entitlements: A notice period or payment in lieu - Unutilized leave payments - Overtime or any balance of wages - End of service gratuity - Repatriation expense

Disciplinary Penalties



Disciplinary Regulations - Table of Penalties

- **Warning:** A warning shall be issued in writing to the employee and shall include the nature of violation and a caution against repeating it, stating clearly that the employee may face severe penalties, if repeated.
- **Salary Deductions:** Maximum of five days
- **Suspension:** with loss of pay - five days for each violation.
- **Suspension:** till investigations into a criminal accusation
- **Suspension of Annual benefits:** six months
- **Suspension of Promotions:** one year
- **Termination:** with / without the end-of-service benefits

Art 61: Termination Without Notice & ESB

- Impersonation, false documents
- Gross financial losses for the employer
 - Inform Department of Labour before the end of the next working day
- Violation of safety instructions, contractual obligations / law
- Divulges vital secrets of the organization
- Intoxication and influence of narcotics
- Physical assault - employer / colleagues
- Absenteeism - without legitimate cause - 7 consecutive days or 15 days in one year
- convicted in a crime related to his personal honour

Art 62: Enforcement of Penalties

- Notify the employee within 15 days of the violation / aware except in criminal offences
- Restricted to work related violations - Restricted to penalty regulations
(Non work related issues - On duty / workplace / outside)
- Opportunity to be heard - Notify - Written explanations - Oral explanations - Minor violations - one day salary deduction.
- One penalty for a single violation - Penalties signed by the employer, authorised representative, manager

Art 64: Appeal

- Prior to court - seek review by Employer - Seven days Labour - Seven days: Decision of Department of Labour Final.
- Employee may Appeal against termination from service before a competent court - Reinstatement - Entitlement of lost pay - Compensation.

Disciplinary Action: Limitations

- Follow Penalty regulations - Only by Employer, authorised representative or Manager
- Only for **Work related issues** - Only one punishment for one violation
- Opportunity to be heard - Record statement and defense and the punishment imposed - Personal file
- Inform in writing of the punishment imposed - Amount, Reason etc.
- **No accusation after 15 days of its discovery except criminal offences.**

Ministerial Decision - Decision 7

- **Employers right to approach a local court** or file a civil case against workers who are accused of violating the law.
- Any worker who **causes wanton damage**, partial or total destruction of any equipment at the workplace shall be liable to pay the entire cost to the employer.
- **Deduction** from the salaries - **Seven days** a month
- Aggrieved worker - Labour dept.

Wages & Wage Protection



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

Art 65: Wages

- Wages shall be paid according to the employment contract.
- In cases where the wage is not stated in the contract, the employee will be entitled to payments according to by-laws organising work activities / equivalent to the same as offered for similar work within the establishment / if standards are not available, the judge in an appropriate court may calculate the entitlements.

Wage Protection System: Art 66 Amended Law No.1 of 2015 - Decision No. 4 of 2015

- In November 2015, the Qatari government via an amendment to Article 66 of the Labour Law introduced the **mandatory wages protection system (“WPS”)** designed to ensure the timely and efficient payment of salaries to all workers in Qatar.
- Under WPS, all employers are obliged to **transfer electronically from their Qatari bank accounts** the salaries of their workers in local currency into the workers’ personal bank accounts in Qatar. **Breach of WPS carries both civil and criminal penalties.**

Wage Protection System

Law No.1 of 2015 - Decision No.4 of 2015

Penalty for every employer who fails to comply with Article 66 - Either:

- **imprisonment of up to one month**, and/or
- a fine of a sum between **QR 2,000 and QR 6,000** per employee
 - In order for an imprisonment penalty to be issued to a corporate employer, an individual would need to be joined as a party to the claim
 - The individual would usually be the general manager or an authorised signatory of the employer
 - An unpaid employee will also remain entitled to submit a claim to the Labour Court

Wage Protection System

Law No.1 of 2015 - Decision No.4 of 2015

- If an employer **fails to transfer** its employees' salaries via WPS within **seven days** of the salary due date, the Minister may either **suspend** the issuance of any new work permits to the employer; and/or suspend all of the employer's transactions with the Ministry, provided that the suspension shall not include the authentication of any employment contracts.
- In such instances, **suspension shall only be removed** by a decision of the Minister, or his designee, once the **employer submits proof** that all unpaid salaries have been **transferred and received**.
- Ministry has established a **separate inspection unit** in order to monitor compliance with the WPS.



Wage Protection System

Law No.1 of 2015 - Decision No.4 of 2015

- **Handing the wages** to the employees or their attorneys is **no longer an acceptable** option.
- Compulsory requirement to **transfer** the employees' wages **to the employees' bank accounts**.
- In **Qatari currency**
- Must be transferred to the employees' bank account at one of the financial institutions operating in the State of Qatar thus permitting the employees to have access to their wages on the due date.

Salary Attachments



Art 70: Attachment / withholding of Salary

- No portion of the salary of the employee shall be attached or withheld by the employer without a court order - Limit: 35 per cent of the salary - Priority Legal alimony.
- The employer shall not benefit from any loans availed by the employee and shall not deduct more than 10 per cent of the salary against any amount owed to the establishment - Limit: 50 per cent of the salary. If the amount exceeds 50 per cent in one month, the balance amount shall be collected in following months.

Art 71: Compensation for Damages

- If the employee causes any losses or destruction of any machinery, equipment or other items due to negligence or mistakes - liable to compensate the employer.
- The employer may deduct compensation from the payment of the employee in portions not exceeding seven days salary per month - proper investigation to be conducted.
- The employee may appeal within seven days and if the Department revokes or reduces the compensation amount, the employer shall reimburse all amounts that were collected in excess of this amount, within seven days.



Working Hours & Overtime



Art 73: Working Hours

- Normal: working week of 48 hours per week over a six day week with eight working hours allotted to each day.
- Ramadan: working hours are reduced by two hours each day with 36 hours being the most that can be worked in any given week.

Labour Law does not draw a distinction between fasting and non-fasting employees, the reduced working hours apply to all employees.

Commuting time excluded - Intervals - Min: 1 Hour - Max: 3 Hours - Intervals excluded from duty hours - Max hours of work without rest: 5 - Continuous work without rest - Ministerial decision.

Working Hours - Summer timings - No.16/2007

Bar employers from deploying workers on sites between 11.30 am and 3 pm from [*June 15 to August 31*]

- The working hours in the morning session cannot exceed five hours or go beyond 11.30 am. In the afternoon session, work cannot start before 3 pm.
- Display the time-table of working hours at a place visible to labour inspectors at worksites.
- Establishments violating the decree would face closure for up to a month.

Art 74: Overtime

- If an employer requires workers to work above the regular working hours per day, then this should not exceed 10 hours unless the work is necessary to prevent gross loss or dangerous accident or for repair/alleviation of the consequences of said loss/accident.
- The overtime compensation should not be less than the basic wage plus not less than 25% thereof for normal hours. For work between 9 pm and 3 am otherwise than shift workers the rate minimum @50 %.

Weekly Rest & Holidays



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

Art 75: Weekly Paid Rest

- Employees are entitled to a weekly paid holiday of not less than 24 hours. Friday is the normal weekly holiday for all employees except those working in shifts and no employee shall be work on two Fridays consecutively.
- If work conditions requires that the employee work on a holiday, the leave shall be given on an alternative day and shall be compensated for the work performed on the holiday which includes the basic salary and an addition of 150 per cent of that salary, except for those working on shift basis.

Decision No. 11 of 2005

Categories of works that are exempted from rules related to working hours:

Articles 73, 74 and 75 of the Labour Law shall not be applicable for:

- Chairman of Board of Directors and Managing Directors
- General Managers & Heads of Departments
- Persons that hold honorary positions at establishments
- (holding executive powers and mandated authority)

Decision No. 11 of 2005

Jobs that require completion of the work on an urgent or regular basis such as:

- Repair and maintenance work on machinery, boilers, ovens, kilns and mobile repair units.
- loading and unloading ships and aircraft and other vehicles crucial to import and export.
- industrial operations that cannot be deferred due to technical reasons.
- watchmen and security crew at worksites and other premises.
- Firefighters and rescue operators that require highly specialized skills.
- Sanitation and public cleanliness work conducted by specialized personnel.

Art 78: Holidays

- Eid Al Fitr - Three days
- Eid Al Adha - Three days
- National day - One day
- Three days of casual leave decided by the employer
 - **National sports day - Decree No. 80 of 2011**
 - second Tuesday in February
- Work on holidays - Overtime

Leave Entitlements



Art 79 - 80 - 81: Annual Leave

- **Eligibility** - After one continuous year in service - employee will be entitled to an annual paid leave period of:
 - At least 3 weeks if his service is less than 5 years
 - At least 4 weeks, if his service is more than 5 years
- **Split Leave** - Not more than two periods; **Leave schedule:** By Employer; **Leave accumulation:** Carry forward allowed for Half of the entitlement.

No waiver of entitlement allowed;

Payment in lieu - on termination of employment.

Art 85: Prohibitions

- Termination / Notice of Termination during vacation - Notice of Termination ending vacation also prohibited.

Working continuously without vacation / holiday: Ministerial Decision No. 10 of 2005

- An employee may continue working at specified jobs without a break:
 - Telecommunications; Power generation and water supply companies
 - Hospitals, healthcare, Pharmacies and drugstores
 - Bakeries; and Jobs requiring continuing attendance in shifts
 - Airline and airline offices, airports and seaports, Transport of passengers, baggage and cargo on air, land and sea.
- The employer has to offer workers employed in such jobs with amenities including - Time for prayers and Time for meals and refreshments according to a suitable schedule

Art 82: Sick Leave

- **Eligibility:** 3 months of continuous service and Confirmation of the sickness by a certified physician approved by the employer
- **Benefits:** Two weeks - Full pay; Four weeks - Half pay; and Six more weeks without pay - until resumption / resignation / termination - Resignation due to sickness with the agreement of certified physician prior to the expiry of the six weeks - Death due to sickness prior to the expiry of six weeks

Uninterrupted service and other benefits not affected

Social Health Insurance Scheme:

Law No.7 of 2013

Mandatory Health Care to all by 2016

2013 - The first phase covered Qatari females aged 12 and above

2014 - The second phase covered all Qatari citizens

2016 - The third and last phase cover all residents comprising employees, workers, domestic helpers and visitors

- Employers will pay the cost of insurance for their staff and the premium will not be deducted from their salaries

<<On hold - Cabinet Meeting dated December 23, 2015>>



Art 83: Haj Leave

- 20 days without pay once in service - Number of Employees & who - Employer's discretion - Priority for long service.

Art 84: Work for others during their leave prohibited

- Violation - Suspend the leave salary / Recovery

Women At Work



Women at work Art 93 - 98

- Male and female employees - to be treated fairly and equally - no discrimination in terms of responsibilities at work or the benefits.
- **Maternity leave:** After the completion of one year of service- 50 days on full pay - the period following the delivery shall not be less than 35 days - extendable (on the basis of unpaid leave) if sickness prevents the employee returning to work on the due date of return.
- **Nursing period:** In the year following her delivery, female employees can take an additional hour-long break during the day to nurse children. This will be included in the working hours and no wages should be deducted for this.

Termination of employment on reason of marriage or maternity leave prohibited.

Safety, Health and Social care



Art 99: Notification of risks

- The employer or his representative shall notify every worker at the beginning of the service about the work-related risks involved and acquaint him/her with safety measures and shall post at a prominent place the steps to ensure vocational health and safety from the hazards that they are exposed to during work.

Art 100: Employer obligations

- The employer shall take the necessary precautionary measures to protect workers while at work from any injury or work related disease or any incidents, defaults or failures in machineries or equipment, or fire - shall not burden workers.
- Employer's breach: the Labour Department shall inform the Minister to issue a decision on the partial or complete closure of the workplace or stop the operation of machineries - workers' wage rights protected.

Art 101: Worker safety obligations

- The worker shall not carry out or refuse to carry out any task with the intention of hindering the implementation of the safety instructions.
- The worker shall use protective equipment and clothes provided by the employer and shall follow all the instructions.

Art 104: First Aid

- The employer must provide first aid box or boxes at workplace. A full time nurse to be engaged when number of workers exceed 100; and services of a medical practitioner or a clinic to be designated when 500 or more workers are at work.

Art 105: Periodic Medical Tests

- Periodic medical examinations for workers exposed to hazardous work aim to detect susceptible workers for whom corrective actions are required before they develop overt occupational diseases.
- The frequency of periodic medical examinations, type of tests etc depends on the nature of the occupational hazards.
- If the results of the check-up shows the infliction of the worker with one of the occupational diseases the employer shall notify the Department of Labour within three days from the date of its knowing the result of the check-up.

Employment injuries and Compensation



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

Work injury

- When an accident occurs, the Police and Labour authorities should be immediately notified: *Brief description of the accident / Circumstances and Measures taken for rescue or treatment.*
- Injured worker will be entitled for entire treatment expenses and full wages for the period of medical treatment or six months whichever is less. Where the treatment exceeds six months; employee should receive half wages until cured or proved to have a permanent disability.

Art 110: Work injury Compensation

- **Compensation:** The Labour Law also includes compensation as per Islamic Shariah payable to injured employees or the heirs of those deceased.
- **Diyah - Blood money:** is currently set at QAR 200,000. Percentages of Diyah payable in respect of such injuries to an employee are set out in Schedule 2 of the Labour Law.

(exceptions under Article 111 of the Labour Law: had intended to injure himself, intoxication, disregard for safety standards, refused to follow the treatment instructions etc).

Art 113: Limitation for court case

- One year from the date of final medical report / death.

Art 114: Payment of Disability Compensation

- To be paid within 15 days From the date of disability or from the date of investigation report proving the disability as work-related

Payment of death Compensation

- To be paid within 15 days deposit with the court from the date of death or from the date of investigation report confirming the work-related death.

Disbursement by court

- As per Islamic shariah or personal law of the diseased. If no claimants for three years, deposited at State Treasury.



Thank You

Kochery & Partners LLP
Attorneys at Law
Office 20B
Al Mana Business Tower
Suhaim Bin Hamad Street
C – Ring Road
PO Box 55751
Doha, State of Qatar

+974 55813105 - M
+974 44501063 - O
+974 44630866 - F

www.kochery.in



KOCHERY
&PARTNERS

LEGAL
EXPERTISE
BEYOND
BORDERS

This presentation should be used as a guideline / research tool only,
and not in lieu of any professional legal advice on individual client matters.