

WAGES & PAYMENTS

IN QATAR

MINIMUM WAGES	OVERTIME CALCULATION
<ul style="list-style-type: none"> » QR 750 for expatriate workers is set temporarily (2017). » Some countries have established minimum referral wages for their nationals (<i>see table below</i>). 	<ul style="list-style-type: none"> » Basic salary plus not less than 25% thereof. » Basic salary plus not less than 50% if conducted between 9 a.m. and 3 p.m. » Overtime may not exceed two hours except in rare circumstances
WORKING HOURS	END OF SERVICE GRATITUDE
<ul style="list-style-type: none"> » Maximum 8 hrs/day or 48 hrs/week. » Security guards, cleaning workers, and others are exempt from Article 73 working hours and break regulations. » All workers guaranteed a weekly paid rest of at least 24 consecutive hours. » The worker shall not work for more than 5 consecutive hours per day, with the rest period being between 1 - 3 hours long and not counted towards working hours. Ministry may determine jobs exempted from rest requirements. Transportation time is not included in working hours. 	<ul style="list-style-type: none"> » Employees who completed one year or more are entitled to three-week's wage for every year of employment using the worker's last basic wage, and gratuity for the fractions of the years in proportion to the duration of employment. » An employer may dismiss the worker without notice and without end of service gratuity in case of gross misconduct and other serious valid reasons mentioned under Article 61 of the Labour law.

COUNTRY	BLAS	MINIMUM REFERRAL WAGES
India	1980 & 2007	QR1400 + depending on occupation
Sri lanka	2008	USD 300
Philippines	1988 & 2007	QR 1460 for all sectors
Nepal	2007	QR 300 + 900 for food (for "low and semi-skilled workers")

Minimum referral wages set separately from bilateral agreements (BLAs)

WAGE PROTECTION SYSTEM COVERAGE

- » Applies to all institutions and companies in all sectors and industries covered by the labour law; domestic workers and agricultural workers are excluded.
- » The employer shall transfer the salary to the employee's bank account at a financial institution in the state of Qatar.
- » Any employer who violates the above will be punished by imprisonment for a period not exceeding 1 month, or a fine of no less than QAR 2,000 and no more than QAR 6,000 or both.

WAGE DEDUCTIONS

- » The law prohibits any deductions for recruitment fees and visas.
- » The law is silent in relation to deductions from stated wages for food and accommodation.
- » However, WPS flags deductions of 50% or more and the Ministry will contact the employer for a justification. Deductions are permitted for the following reasons:
 - * *Disciplinary penalties — Articles 59 to 64 of the Labour Law;*
 - * *Execution of a judicial decision — Article 70 of the Labour Law;*
 - * *Compensation to the employer for damage caused, such as destruction of a machine - Article 71 of the Labour Law;*
 - * *Sick leave — Article 82 of the Labour Law*
 - * *Pilgrimage — Article 83 of the Labour Law*

IN-KIND PAYMENTS

- » No clear salary structure is prescribed by law, however the law refers to basic salary and allowances separately throughout.
- » The employer employing workers in locations distant from the cities are obliged to provide them with (i) suitable means of transportation; or (ii) suitable accommodation; or both and potable water; and suitable foodstuff — *Article 106 Qatar Labour Law*

ENTITLEMENTS

ANNUAL LEAVE

- » Workers who have completed one continuous year with an employer are entitled to paid annual leave of at least 3 weeks for 1-5 years of service and 4 weeks for 5 or more years of service — *Article 79 Qatar Labour Law*
- » Workers may not waive annual leave entitlements and any agreement to the contrary is void. If the contract is terminated for any reason before a worker takes their leave, they are entitled to payment equivalent to their wage for the leave days. — *Article 81 Qatar Labour Law*

HEALTHCARE & SICK LEAVE

- » The law is silent in relation to the requirement for employers to provide health insurance to employees, as a matter of practice some governments, for e.g. The Philippines, will not approve a worker's employment contract unless insurance is put in place.