



Qatar

Payroll & Employment Law Guide

2026 Edition · Last updated June 2026

Labour Law No. 14/2004 · Social Insurance Law No. 1/2022 · Universal Minimum Wage Law No. 17/2020

Overview

A reference for employing in Qatar

Qatar combines a tax-free salary environment with two reforms that set it apart in the Gulf: it was the first Gulf state to introduce a universal, non-discriminatory minimum wage, and it has effectively abolished the kafala system by removing both the No Objection Certificate and the exit permit. Employers still carry clear obligations for working hours, leave, GRSIA social insurance, wage protection and end-of-service gratuity.

Payroll in Qatar is monitored electronically through the Wage Protection System, with AI-assisted deviation detection arriving in 2026. The heat-stress ban on midday outdoor work and the phased Qatarisation quotas are the two operational rules most often overlooked, and both are covered below.

0%	48 ^h	1,800 ^{QAR}	14%
PERSONAL INCOME TAX	MAXIMUM WORKING WEEK	MINIMUM TOTAL PACKAGE	GRSIA EMPLOYER RATE

WHAT THIS GUIDE COVERS

I	Company Setup	Entity structures, the separate QFC jurisdiction, and the Employer of Record route.
II	Working Hours & Leave	Hours, the summer heat-stress ban, and annual, sick, maternity and Hajj leave.
III	Social Security & Minimum Wage	GRSIA for Qatari nationals and the universal minimum-wage package floor.
IV	End-of-Service & WPS	EOSB entitlement, payment deadlines and WPS payroll operations.
V	Hiring, Termination & Mobility	Probation, notice, and the reforms that ended the kafala system.
VI	Practical Notes	The checks that prevent the most common and most costly Qatar payroll errors.

I —

Company Setup

Foreign employers can operate through a local entity or an Employer of Record. The limited-liability WLL is the most common structure, with 100% foreign ownership now permitted in many sectors. The Qatar Financial Centre is a separate jurisdiction with its own employment law and tax regime, so the framework should be confirmed before an offer is made.

STRUCTURE

WHEN IT IS USED

LLC / WLL

Most common; 100% foreign ownership permitted in many sectors

QFC (Qatar Financial Centre)

Separate jurisdiction with its own employment law and tax regime

Branch / Representative Office

Available with ministry approval

► EOR

Handles WPS, GRSIA and all compliance obligations without a local entity

A regional first

Qatar is the first Gulf state to introduce a **universal, non-discriminatory minimum wage** (Law 17/2020) covering all workers regardless of nationality, including domestic workers. It has also effectively **abolished the kafala system**, removing both the No Objection Certificate (NOC) requirement and the exit permit.

On jurisdiction

QFC-registered employers follow the QFC employment regime, not the Labour Law No. 14/2004 that governs mainland employment. The tables in this guide address mainland employment unless stated otherwise.

II

Working Hours & Leave

The Labour Law caps the working week at 48 hours and eight hours per day, reduces hours during Ramadan, and enforces a strict summer heat-stress ban on outdoor work. Annual leave begins after one year of continuous service, and unused leave is paid out on termination.

WORKING HOURS

- **Standard:** maximum 48 hours/week and 8 hours/day; minimum 1-hour break after 5 consecutive hours.
- **Ramadan:** 36 hours/week (6 hours/day). Friday work paid at 150% or a compensatory day off.

Heat-stress rule

From **1 June to 15 September**, outdoor work is prohibited **10:00–15:30**. Employers must provide shaded rest areas, water and PPE; violations can lead to partial or full worksite closure. Companies with 100+ employees must employ a full-time on-site nurse.

LEAVE ENTITLEMENTS

LEAVE	ENTITLEMENT
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Annual — under 5 years	3 weeks (21 calendar days); rising to 4 weeks (28 days) at 5 years+. Begins after 1 year; up to 50% may be carried over by agreement
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Sick leave	First 2 weeks full pay; next 4 weeks at 50%; next 6 weeks unpaid; beyond 12 continuous weeks the employer may terminate (EOSB retained)
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▶ Maternity	50 days paid (min. 35 after delivery); requires 1 year of service; 1 hr/day nursing break for up to 1 year; no termination during leave or maternity illness for up to 180 days
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Hajj	2 weeks paid, once per career (Muslim employees)
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Verify before payroll

Twins / disabled-child entitlement: sources cite 3 months, while at least one indicates 6 months. Verify against MADLSA guidance or the Labour Law text.

III

Social Security & Minimum Wage

There is no personal income tax in Qatar. GRSIA social insurance covers Qatari nationals only, under Law No. 1/2022 effective January 2023. Every worker, regardless of nationality, is protected by the universal minimum wage, a package floor that contracts cannot fall below.

GRSIA — QATARI NATIONALS (LAW NO. 1/2022)

ITEM	EMPLOYER	EMPLOYEE	DETAIL
► Civil pension (pension/disability/death)	14%	7%	Cap QAR 100,000/mo
Contribution base	—	—	Basic salary + housing allowance
Housing cap (employer calc.)	—	—	QAR 6,000/month
Payment deadline	—	—	5th of the following month

UNIVERSAL MINIMUM WAGE (LAW 17/2020)

COMPONENT	QAR / MONTH	CONDITION
Basic wage	1,000	Mandatory for all workers
Housing allowance	500	If adequate accommodation is not provided
Food allowance	300	If meals are not provided
► Minimum total package	1,800	If no in-kind benefits are provided

IV —

End-of-Service & WPS

End-of-service gratuity is calculated on the last basic wage only, after a minimum of one year's service. Salaries are paid and monitored through the Wage Protection System overseen by MADLSA and the Qatar Central Bank, with automatic detection of payment deviations.

EOSB ENTITLEMENT (BASIC WAGE ONLY)

TENURE	ENTITLEMENT PER COMPLETED YEAR
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Less than 5 years	3 weeks' (21 days') basic wage
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► 5 years and above	4 weeks' (28 days') basic wage
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PAYMENT DEADLINES

- **Employer dismissal:** all dues by the next business day.
- **Employee resignation:** final settlement within 7 days.
- **Repatriation ticket:** within 2 weeks if the employee cannot secure a new visa within 90 days.

WPS & PAYROLL OPERATIONS

- Salaries in QAR by bank transfer; monthly salary paid by the 7th of the following month; SIF submitted to MADLSA.
- **Late payment:** up to QAR 10,000 fine, work-permit suspension, and business closure for repeat violations. AI-assisted detection from 2026.
- Passport confiscation is strictly prohibited.

V

Hiring, Termination & Mobility

Probation runs to a maximum of six months. Notice depends on tenure, and Qatar's labour-mobility reforms have removed the historic barriers to changing employer, making the market considerably more flexible than its Gulf neighbours.

PROBATION & NOTICE

ITEM	RULE
Probation	Maximum 6 months; termination during probation requires 1 month's notice
Notice — up to 2 years' service	1 month (both parties)
▶ Notice — over 2 years' service	2 months (both parties)

JOB-MOBILITY REFORM (STATUS IN 2026)

REFORM	STATUS
NOC requirement	Abolished (2020 reform)
Exit-permit requirement	Abolished (2020 reform)
Employer change	Free via mol.gov.qa notification
Annual work-permit fee	Standardised at QAR 100/year (MD 32/2025)
Workers' Support & Insurance Fund	Active; covers unpaid wages on insolvency

VI —

Practical Notes

The obligations in this guide reduce to a short list of checks that prevent the most common and most costly Qatar payroll errors. Each should be settled before the first pay run.

Universal minimum wage Applies to ALL nationalities, including domestic workers. Contracts below the QAR 1,800 package floor are void.

Basic-wage structuring EOSB is calculated on basic wage only; package structuring must account for this from the outset.

WPS deviation detection The system flags payment deviations automatically. Submit the salary file at least two days before transfer.

Arabic contracts Contracts must be in Arabic (3 copies) and registered with MADLSA.

Heat-stress ban The 10:00–15:30 outdoor ban (1 Jun–15 Sep) is enforced by worksite closure; plan outdoor operations accordingly.

Qatarisation Law No. 12/2024 (effective April 2025) phases in sector quotas; verify your sector at mol.gov.qa.



EOR & PAYROLL, HANDLED

Manage your Turkey & MENA payroll & employment from one center with Datassist.

WPS filing by the 7th, GRSIA contributions, universal minimum-wage compliance, EOSB and Qatarisation tracking, plus in-country EOR. Datassist runs payroll and employment for international employers across Turkey, Qatar and the wider MENA region from a single center.

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MENA MARKETS COVERED

1

SINGLE COMPLIANCE OPERATION

0%

MISSED WPS DEADLINES