

# Law No. 14 of 2004 on the promulgation of Labour Law 14 / 2004

Number of Articles: 150



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**We Hamad Bin Khalifa Al-Thani, Emir of the State of Qatar,**

Having perused the Amended Provisional Constitution, particularly Articles 23, 34 and 51 thereof;  
Labour Law No. 3 of 1962 and the amending Laws thereof;  
Law No. 11 of 1962 on the Establishment of the Commercial Registry System and the amending laws thereof;  
Law No. 3 of 1963 on Regulating the Entry and Residence of Foreigners in Qatar and the amending Laws thereof;  
Law No. 3 of 1984 on Regulating the Sponsorship of Residence and Exit of Foreigners, as amended by Law No. 21 of 2002;  
Law No. 14 of 1992 on the Regulation of the Recruitment of Workers from Abroad in favor of other parties;  
Law No. 23 of 1994 in respect of conciliation rules for offences set forth in Law No. 14 of 1992 on the Regulation of the Recruitment of Workers from Abroad for third parties;  
Law No. 7 of 1999 on Regulating the Ministry of Civil Service Affairs and Housing and assigning its authorities;  
The Commercial Companies Law promulgated by Law No. 5 of 2002;  
The Proposal of the Minister of Civil Service Affairs and Housing;  
The Draft Law submitted by the Council of Ministers; and  
After consulting the Shura Council,

## Have issued the following Law:

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### Issuance Articles

#### Article 1 - Introduction

The provisions of the Labour Law attached herewith shall come into force.

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Article 2 - Introduction (Amended By Law 6/2009) (Amended By Decree 22/2007)★

#### **(As amended pursuant to Article 1 of Law No. 6 of 2009)**

The Minister of Labour shall in coordination with the competent authorities, issue the necessary decisions for the implementation of the provisions of the attached Law. Without prejudice to its provisions, applicable decisions shall be in force until these decisions are issued.

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#### Article 3 - Introduction

Laws No. 3 of 1962, 14 of 1992 and 23 of 1994 referred to in this Law shall be repealed along with any provision contradicting the provisions of the attached Law.

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#### Article 4 - Introduction

All competent authorities, each within their jurisdiction, shall implement this Law within six months after the date of its publication in the Official Gazette.

## Chapter One

### Definitions and General Provisions

Article 1 (Amended By Law 6/2009) (Amended By Decree 22/2007) ★

For the implementation of the provisions of this Law, the following words and expressions shall have the meanings herein assigned to them, unless the context requires otherwise:

1	Ministry:	means the Ministry of Labour.
2	Minister:	means the Minister of Labour.
3	Department:	means the Labour Department at the Ministry, and in the application of the provisions of Articles 12, 15, 19, 20, 22, 23/2/1, and 27 of this Law, the Department of National Labour Force Development.
4	Employer:	means any natural or legal person who employs one or more persons for Remuneration.
5	Worker:	means any natural person who receives a Remuneration or to whom a Remuneration accrues in respect of services rendered under the Employer's management and control.
6	Trainee:	means any natural person who has a contractual relationship with the Employer to be taught the basics of a profession or a craft to increase his/her knowledge in the business of the Employer.
7	Juvenile:	means any natural person who has reached the age of sixteen but who has not reached the age of eighteen.
8	Work:	means any human effort, whether intellectual, technical or physical exerted in return for Remuneration.
9	Employment Contract:	means an agreement, whether for a fixed or an unfixed period, concluded between an Employer and Worker. The Worker undertakes to carry out certain Work for Remuneration on behalf of an Employer under his management and control.
10	Basic Wage:	means the Remuneration paid to the Worker, including only the annual allowance and no other payment, for the Work he performs in a certain period of time, or on the basis of piecework or production.
11	Remuneration:	means the Basic Wage in addition to all the allowances, compensations and the gratuities that are paid to the Worker for the Work or on its occasion, whatever its type and the method of its calculation.
12	Occupational Training:	means providing occupational training, improving occupational skills and advancing occupational skills of Workers.
13	Licensed Physician:	means a person who holds licence to be a medical practitioner in the State of Qatar.
14	Institution:	means any Establishment whose capitalization is not less than 51% of the total capitalization and is headquartered in the State of Qatar.
15	Establishment:	means any project that is managed by a natural or legal person that employs one or more people.
16	Continuous Service:	means an uninterrupted service of the Worker with the same Employer or his legal successor, and such service shall not be interrupted in case of having holidays or absence permitted legally or by agreement, or by the cessation of the Work in the Establishment for a reason beyond the Worker's control.

17	Temporary Work:	means the Work whose nature necessitates its execution within a limited period, or that focuses on a certain job and ends by the completion thereof.
18	Incidental Work:	means the Work that is not the regular activity of an Employer and which shall not continue for more than four weeks.
19	Occupational Injury:	means any occupational diseases listed in Schedule 1 of this Law, any other injury occurring while carrying out Work on behalf of an Employer, injury occurring while travelling to and from places where Work was conducted, provided there was no divergence and interruption from normal route and routine between the place where Work was performed and the Establishment.
20	Worker' Organizations:	means the Workers' committees, the general committees of the profession or industrial Workers, and the General Union of Qatar's Workers.
21	Competent Medical Authority:	means the authority determined by the National Health Authority.

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## Article 2

This Law applies to Employers and Workers. It determines their rights and duties and regulates their relationship.

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## Article 3 (Amended By Law 6/2009)★

**(amended as per Article 3 of Law No. 6 of 2009)**

Unless otherwise stated, the provisions of the present Law shall not apply to the following categories:

1. The employees and Workers in the ministries and other governmental bodies, public authorities and institutions , companies which Qatar Petroleum establishes or participates in their establishment, or has shares in, Workers of existing companies executing exploration agreements and sharing the production, and agreements of developing the fields and sharing the production, and the joint venture agreements in the field of petroleum operations and petrochemical industries, and also those whose employment affairs are regulated by special laws.
2. Officers and members of the armed forces, police forces, members of the military, and marine personnel.
3. Those who are employed in Incidental Work.
4. Domestic Workers, such as drivers, nurses, chefs and gardeners.
5. Members of the family of the Employer such as spouses, maternal and paternal forebears, descendants and Workers living in the Employer's house and complete dependents thereon.
6. Farming and grazing Workers, other than those working in agricultural

Establishments that process and market their own products, and those who are permanently employed to operate or repair mechanical equipment required for agricultural work.

All or some of the provisions of this Law may be applied to the categories stated in Articles 3, 4, 5, and 6 referred hereto, subject to a decision from the Council of Ministers, based on a proposal of the Minister.

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## Article 4

The rights prescribed by this Law represent the minimum rights of the Workers. Therefore any conditions contrary to the provisions of this Law, even if made prior to its effectiveness, shall be and void unless they are more advantageous to the Worker. Any release, compromise or waiver of the entitlements prescribed herein for the Worker shall be deemed and void.

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## Article 5

Any amounts of money due to the Worker or his heirs under this Law shall have priority over all movable and immovable properties of an Employer in lieu of monies payable. Furthermore, monies payable to Workers shall have priority over all other debts of the Employer, including his debts to the State.

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## Article 6

Should an Employer entrust to any natural or legal person entity to carry out part or all of his original Work, such person shall treat equally, in rights and privileges, the Workers he employs for execution of such Work and the Workers of the original Employer. And both shall be responsible jointly for fulfillment of Workers' entitlements, within the limits of the amounts to which the Employer is indebted to the person entrusted with the Work.

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## Article 7

Before commencement of the Work at their Establishments, Employers shall provide the following particulars in writing to the Department:

1. Name of the Establishment, location, type of activity, correspondence address and contact numbers.
  2. Nature of Work carried by the Establishment.
  3. Number of Workers to be employed by the Establishment, their professions and nationalities.
  4. Name of the authorized manager of the Establishment.
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## Article 8

Periods and dates utilized in this Law shall be based on the Gregorian calendar. One year shall be deemed to consist of 365 days, and a month of 30 days.

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## Article 9

Arabic shall be the official language utilized in drafting contracts, other documents and written instruments provided in this Law. The Employer may attach to the original contracts, documents or written instruments, translations into other languages. In the event of inconsistency, the Arabic text shall prevail.

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## Article 10

All lawsuits filed by Workers or their heirs claiming Worker benefits payable as required by this Law and their Employment Contract, shall be executed promptly free from judicial fees. Subject to the provision of Article 113 of this Law, a lawsuit brought for Worker benefits shall lapse if filed one (1) year from the date of the termination of the contract.

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## **Chapter Two**

### **Occupational Training**

## Article 11

Occupational Training shall be conducted within the Establishments and at accredited Institutions. The Minister shall issue an order determining theoretical and practical programmes for training. The order shall also stipulate the maximum duration of the training, and the rules and conditions to be followed in such training. It shall also set the method of examination and types of certificates to be awarded after completion of the training.

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## Article 12

The Employer who employs fifty Workers or more shall provide technical training to 5% of the Qatari Workers in his/her Establishment. In accordance with the accredited training program by the Ministry, the candidates for training shall be nominated by the Department.

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## Article 13

Trainees shall conclude their contracts with the Employer. Trainees who are below eighteen years of age shall be represented by their custodians or trustees, as the case may be.

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## Article 14

The Occupational Training contract shall be in writing, and it shall specify the type of profession involved in that particular training, its duration and consecutive stages. Furthermore, it shall stipulate Remuneration, taking into account that such Remuneration, at the final stage, shall not be less than the minimum payment prescribed for similar Work. Payments of the Trainee shall not be determined on the basis of piecework or production.

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## Article 15

The Occupational Training contract shall be in three copies, and each of the two parties shall retain one copy, and the third copy shall be submitted to the Department for registration and approval within one week from the date of conclusion of the Occupational Training contract. The contract shall be considered approved if the Department makes no objection to the contract within ten days from the date of submission.

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## Article 16

Employers may terminate the training contract before the end of its duration in the following cases:

1. If it is proved that a Trainee is not fit for learning the profession or craft.
2. If a Trainee breaches any of the essential obligations stipulated in the contract.

Trainees or their custodians or trustees may terminate the training contract at any time subject to lawful reasons.

The party interested in termination of the contract shall notify, in writing, the other party at least seven days prior to the date of termination.

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## Article 17

Both parties in a training contract may agree to allow the Trainee to work with the Employer after the end of the training duration.

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## **Chapter Three**

### **Regulation of Workers' Employment**

#### **Article 18**

Qatari Workers shall be given priority in employment; only in cases of necessity should non-Qatari Workers be employed.

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#### **Article 19**

Employers shall furnish the Department every six months with a report detailing the following information:

1. Names of Workers in employment.
  2. Genders of Workers in employment.
  3. Nationalities of Workers.
  4. Job descriptions of the Workers.
  5. Remuneration packages of Workers.
  6. Ages of Workers and Work permits details where necessary.
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#### **Article 20**

In regulating the employment of Qatari Workers, the Department shall do the following:

1. Collect data concerning the supply and demand of the labour force, and prepare studies and reports on employment..
  2. Keep the register of Qatari nationals who are unemployed and those seeking better employment in a registry prepared for such purpose at their request. Applicants seeking employment shall be offered a certificate upon registration at no cost. The certificate shall detail the age of the applicant, profession of the applicant, qualification of the applicant and work experience.
  3. Suggest and nominate registered applicants for work suitable to their age, skills and qualifications to the Employers.
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#### **Article 21**

Qatari Nationals shall not be employed unless they obtain registration certificates referred to in the aforementioned Article. The persons who occupy senior positions and exercise the authorities delegated to them by the Employer along with casual Workers shall be exempted from the application of this Article.

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#### **Article 22**

Employers shall notify the Department regarding employment opportunities available. Employers shall include in the notification job descriptions, Remuneration payable and the starting date of employment within one month from the date of the vacancy or the creation or availability of Work. Employers shall return to the Department the registration certificate of Workers within seven days from the conclusion of their contracts with Workers.

The registration certificates of Workers shall be accompanied by a report detailing their job descriptions, Remuneration payable, and the commencement date of employment.

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#### **Article 23**

Non-Qatari Workers shall not be employed unless approved by the Department. Non-Qatari Workers shall also obtain Work permits in Qatar in accordance with the rules and procedures prescribed by the Ministry.

Work permits issued to non-Qataris shall be subject to the following conditions:

1. Non-existence of qualified Qatari Workers registered with the Department to perform the Work for which a permit is required.
2. Obtaining of residence permits.
3. Being medically fit.

The validity of the Work permit shall be in accordance with the residence period. Work permits shall not be for more than five years unless approved by the Department.

The provision of this Article shall be applied to the categories detailed in paragraphs 3, 4, 5 and 6 of Article 3 of this Law.

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## Article 24

The form of the Work permit and the necessary statements therein shall be issued by an order from the Minister.

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## Article 25

The Minister may cancel the Work permit granted to a non-Qatari Worker, in the following situation:

1. Failure to meet neither condition 2 nor 3 stipulated in Article 23 of this Law.
  2. Unjustifiable cessation of employment for a period of more than three months.
  3. Working with another Employer other than that for whose employment the permit was issued.
  4. Dismissal of the Worker following a disciplinary action.
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## Article 26

The proportion of Qatari Workers to non-Qatari Workers in various Work sectors shall be determined by a decision of the Minister. The Minister may prohibit, as the public interest requires, the employment of non-Qatari Workers in any of the sectors stated in the previous paragraph.

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## Article 27

Employers who employ non-Qatari experts or technicians shall train an appropriate number of Qatari Workers or employ Qatari Workers as assistants with an objective of imparting skills and expertise. The Department shall nominate these Workers.

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## Article 28

Employers may only utilize the services of an accredited qualified person to recruit Workers from abroad. The Department may, however, grant an approval to an Employer or his representative to directly recruit Workers from abroad. The recruitment of domestic Workers shall be excluded by this provision.

Employers may only utilize the services of an accredited qualified person to recruit Workers from abroad. As an exception to that, the Employer or his representative, based on the approval of the Department, may directly recruit Workers from abroad. Such exception shall include the recruitment of "domestic workers" and no approval of the Department shall be required.

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## Article 29

A natural or legal person may not recruit Workers from abroad for third parties without licences. The term of licences shall be for two years, renewable for another similar period or periods. The conditions of obtaining such licences shall be determined by a decision of the Minister.

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## Article 30

The application for the recruitment of Workers for others from abroad shall be submitted to the Department on the form issued by a decision from the Minister. The form shall be submitted together with supporting documentation as required by this Law and the implementing decisions thereof. The Department shall study the application and the supporting documentation and submit them to the Minister for a decision within thirty days from the date of submission. The expiry of the aforementioned period without a decision on the application shall be deemed to be a refusal thereof.

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## Article 31

Based on a decision by the Minister, the licence for recruitment of Workers for third parties from abroad shall be granted. The Department shall notify the concerned party of the approval or refusal of the application within one week from the date of its issuance.

Should the application be rejected or should the period provided in the aforementioned Article expire without a decision, the applicant may appeal to the Minister within 15 days from the notification date of the rejection of the application or the expiry of 30 days after the submission without response. The decision on the appeal shall be published within thirty days from the date of its submission. The decision of the Minister on the application shall be final and the expiry of this period without a decision on the appeal shall be considered as a rejection of the appeal.

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## Article 32

Persons who are licensed to recruit Workers from abroad on behalf of third parties shall obtain commercial licences necessary for this purpose.

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## Article 33

Persons who are licensed to recruit Workers from abroad on behalf of the third parties shall be prohibited from doing the following:

1. Collecting from the recruited Workers any sums of money as recruitment fees or other charges.
  2. Engaging in their offices in any other business save for that of recruiting Workers from abroad on behalf of third parties.
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## Article 34

Recruitment of Workers from abroad on behalf of third parties shall be based on a written contract between a recruiting agent and an Employer in accordance with the recruitment contract determined by a decision of the Minister. Without prejudice to the responsibilities specified in the recruitment contract, the responsibilities of a recruiting agent shall cease immediately upon arrival of the Worker(s) and delivering them to the Employer.

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## Article 35

Recruitment agents shall be subject to the supervision of the Ministry. They shall maintain in their offices reports and all documents specified as per the decision of the Minister.

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## Article 36

Based on a decision by the Minister, the recruitment licensing procedures, rules and regulations, and the terms of engagements of the recruitment agencies for recruitment from abroad for third parties shall be determined.

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## Article 37

Fees shall be charged for the following:

1. Granting of Work permits, and renewal and replacement thereof.
  2. Granting of licences to recruit Workers from abroad, and renewal and replacement thereof.
  3. Authentication of seals of companies, Establishments, Employment contracts, certificates and other documents needing attestation by the Ministry. The fixing of these fees and the exemption therefrom shall be made by a resolution of the Council of Ministers.
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## Chapter Four

### Individual Work Relationship

## Article 38

Employment contracts shall be in writing, authenticated by the Department and shall consist of three copies, with two copies for the parties to the contract and a third copy to be deposited in the Department.

Employment Contracts shall govern the terms of Work and a Work relationship between parties to the contract. The Employment Contract shall specify in particular the following information:

1. The name of the Employer and the place of Work.
2. Name of a Worker, qualification of a Worker, nationality of a Worker, profession of a Worker, place of residence of a Worker, and other necessary information to verify his/her identity.
3. Date of conclusion of the Employment Contract.
4. Nature and type of Work and the place of contracting.
5. Date of commencement of work.
6. Period of the Employment Contract, if applicable (in the case of a fixed period).
7. Agreed Remuneration, date and method of payment.

In the absence of a written Employment Contract, the Worker may prove the Work relationship and the rights arising therefrom by all admissible means of evidence.

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## Article 39

Employment Contracts may provide conditions that put the Worker under a probation period agreed upon by both parties to the Employment Contract. The probation period shall not exceed six months from the date of commencement of the Work. Employers may not put Workers under probation, with the same Employer, more than once.

Employers may terminate the Employment Contract before the expiry of the probation period if the Worker fails to carry out his/her duties as per the Employment Contract. Employers shall notify Workers of this decision within at least three days from the termination date of the contract.

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## Article 40

If the Employment Contract is for a fixed period, the duration thereof shall not be more than five years, renewable for a similar period or periods by the agreement of the two parties.

If the contract is not renewed and the two parties continued in execution thereof without clear agreement after the expiry of its period, the contract shall be considered renewed for an unlimited time with the same conditions provided therein.

The renewal period shall be considered as an extension of the previous period, and service of the Worker shall be counted as from the date of commencement of Work with the Employer at the beginning.

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## Article 41

If the subject matter of the Employment Contract is the performance of specific Work, the Employment Contract shall end by the execution thereof. If the Work is, by its nature, capable of being renewed and the execution of the Employment Contract continues after the performance of the agreed Work, the Employment Contract shall be considered to have been renewed for similar periods by the agreement of the two parties.

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## Article 42

The Worker shall undertake the following:

1. To perform the Work by himself and to exert the ordinary man's care in its performance.
  2. To carry out the Employer's orders concerning execution of the Work, provided that they are not contrary to the Employment Contract or the law, and obeying the same will not subject the Worker to danger.
  3. To not to Work for third parties, with or without payment.
  4. To maintain the raw materials, means of production, and products etc., which are in his possession or at his disposal and to take the necessary steps for their safekeeping and maintenance.
  5. Carry out the safety and professional health instructions prescribed by the Establishment.
  6. Cooperate in the prevention of accidents in the place of Work or in the alleviation of the results thereof.
  7. Procure continuously, subject to availability, the professional and cultural development of his skills and expertise in accordance with the rules and procedures which the Employer sets forth, in collaboration with the competent authorities.
  8. Not to disclose the secrets of the Employer even after the end of the contract.
  9. Not to use the Work tools outside the place of Work without permission of the Employer and to keep such tools in the places designated therefore.
  10. Not to accept gifts, Remuneration, commission or sums in respect of performance of his duties other than from the Employer.
  11. Return at the end of the Employment Contract the unused tools or materials at his disposal.
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## Article 43

Any condition stipulated in the Employment Contract, even if the Employment Contract precedes the enforcement date of this Law, shall be considered and void if it included an undertaking from the Worker to work for life with the Employer, or abstain from carrying out for life any other craft or profession that could be practised after leaving the employment.

If the nature of the Work allows the Worker to know the clients of the Employer or the secrets of the business of the Establishment, the Employer may stipulate a condition that the Worker shall not compete with him or participate in any competing project after expiry of the Employment Contract. Such stipulation shall be confined in its duration and place and type of the Work to the extent necessary for protection of the lawful interests of the Employer, and shall not exceed two years.

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## Article 44

The Employer shall undertake to enable the Worker to perform the Work and provide all the necessary requirement therefore and if the Worker attends the place of Work and is ready to do the Work but he fail for reasons beyond his control to do the Work, he shall be considered to have actually done the Work and so be entitled to the advantages accruing therefrom.

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## Article 45

The Employer may not ask the Worker to perform Work other than the Work agreed upon unless for the prevention of an accident or to correct the consequences therefrom or in the case of force majeure, provided that the Worker shall be paid the entitlement accruing therefrom.

As an exception to the foregoing, the Employer may ask the Worker to perform Work other than the Work agreed upon if it is Temporary Work or if the Work is not essentially different from the original Work and entails no insult to the Worker on condition that the Remuneration of the Worker shall not be reduced

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## Article 46

The Employer who employs ten or more Workers shall set a handbook of rules for the Work in the Establishment. Such rules and their amendments shall come into force after being submitted and approved by the Department. If the Department does not approve them within a month from date of its submission to it, the rules shall then be considered approved.

The rules shall be posted in a conspicuous place in the Establishment for the Workers to be informed thereof, and shall come into force after fifteen days from the date of their announcement.

The Minister may issue an order to determine the form of such rules as guidance to the Employers.

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## Article 47

The Employer shall keep a special file for each Worker wherein all papers and certificates concerning the Worker shall be deposited along with the decisions and instructions related thereto.

The Employer shall keep the said file for a period of at least one year after the termination of the Employment Contract of the Worker.

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## Article 48

The Employer shall maintain the following registers:

1. The Workers' register, which contains in particular the names, nationalities, nature of jobs, amounts of Remuneration, date of commencement of work, marital status, academic and professional qualifications, holidays of the Workers and the penalties imposed upon him.
  2. The Remuneration register, wherein names of the Workers are recorded, in accordance with the date of commencing employment, the daily, weekly or monthly pay, or piecework or production Remuneration and its supplements for each Worker, the additional Remuneration paid to them, the amounts deducted from Remuneration, and the net Remuneration received by each of them.
  3. Penalties register, wherein the financial penalties imposed on each Worker and the result shall be recorded.
  4. The registry of Occupational Injuries to record the Occupational Injuries sustained by every Worker.
  5. The end of service register wherein the names of the Workers whose services have been terminated, the dates and reasons for their termination and the entitlements paid to them or to their heirs shall be stated.
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## Article 49

If the Employment Contract is for a fixed period in duration, any of the two parties thereof may terminate it, without giving reasons. In this case the party interested in termination of the Employment Contract shall notify the other party in writing as follows:

1. 1. As for the Workers who are paid their Remuneration annually or monthly, the notification shall be made before one month from the date of termination of the Employment Contract if the service period is five years or less. If the service period is more than five years, the period of

notification shall be two months at least.

2. In all other cases the notice shall be given in accordance with the following periods:

2. If the duration of employment is less than one year, the notice period shall be at least one week.
3. If the period of duration of employment is more than one year and less than five years, the notice period shall be at least two weeks.
4. If the period of duration of employment is five years or more, the notice period shall be at least month.

If the Employment Contract is terminated without observing these periods, the party terminating the Employment Contract shall be obliged to compensate the other party for an amount equivalent to the full Remuneration for the notice period or the remaining part thereof.

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## Article 50

The Employer shall pay to the Worker his full Remuneration for the notice period stated in the preceding Article, if the Worker performs his Work in the usual manner during the said period.

The Employer shall give permission to the Qatari Worker to be absent from Work for reasonable times to enable him to register his name in the register of the Department to find a new job. Upon obtaining new employment, the Worker shall notify the Employer immediately, and stay regularly in the Work up to the end of the notification period.

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## Article 51

The Worker may terminate the Employment Contract before its expiry date if the Employment Contract is is for a fixed term and without giving reasons. If the Employment Contract is unlimited, the Worker may terminate the Employment Contract and shall retain his full right to obtain the end of service gratuity in the following cases:

1. If the Employer breaches his obligations under the Employment Contract or the provisions of this Law.
  2. Physical assault or an immoral action occurred to the Worker or to one of his/her family members from the Employer or the manager.
  3. The Employer or his representative has misled the Worker at the time of contracting, with regard to the terms and conditions of the employment.
  4. Existence of a gross danger threatens the health and safety of the Worker provided that the Employer is aware of the danger and does not take the necessary actions to remove it.
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## Article 52

The Employment Contract shall not be terminated in any of the following two cases:

1. Death of the Employer, unless the Employment Contract has been concluded for consideration related to the personal or professional activities of the Employer which cease upon his death.
  2. Merging of the Establishment into another or transfer of its ownership or its right of management to other than the Employer, for whatever reason. The successor shall be jointly liable, with the former Employer, for fulfilment of all entitlements of the Workers accruing from the latter.
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## Article 53

At the end of the Employment Contract, the Employer shall:

1. Give the Worker upon his demand, free of charge, a service certificate indicating the date of commencement of Work, the date of expiry of his employment, the type of Work he was performing and the amount of Remuneration he received.
  2. Return to the Worker the certificates, documents, etc., which he deposited with the Employer.
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## Article 54

The Employer shall pay at date of termination the end of service gratuity in addition to any amounts due to the Worker who spent one year or more in employment. This gratuity shall be agreed upon by the two parties, provided that it is not less than a three-week Remuneration for every year of

employment. The Worker shall be entitled to gratuity for the fractions of the year in proportion to the duration of employment. The Worker's employment shall be considered continuous if it is terminated in cases other than those stipulated in Article 61 of this Law and is returned back to Work within two months of its termination. The last Basic Wage shall be taken as the basis of the calculation of the gratuity.

The Employer shall be entitled to deduct from the service gratuity the amount owed to the employer by the Worker.

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## Article 55

If the Worker dies during the employment for whatsoever reason, the Employer shall, within a period not exceeding fifteen days from the date of death, deposit with the court any Remuneration or entitlements due to the Worker in addition to the gratuity. The minutes of depositing should contain a detailed report indicating the method of calculating the aforesaid amounts. A copy of the report shall be delivered to the Department.

The court shall distribute the deposited amount amongst the heirs of the deceased Worker in accordance with the provisions of the Islamic Sharia or the personal law applicable in the country of the deceased. The court shall transfer the said amounts to the public fund of the State after the lapse of three years from the date of depositing if the entitled person is not identified.

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## Article 56

The Employer who maintains a retirement system or a similar system securing for the Worker a greater benefit than the end of service gratuity, which he deserves by virtue of Article 54 of this Law, shall not be obligated to pay to the Worker the end of service gratuity along with the benefit available to the Worker under the said system.

If the net benefit accruing to the Worker under the said system is less than the end of service gratuity the Employer shall pay to the Worker the end of service gratuity and return to him any sum whereby the Worker has contributed to the said system. The Worker may choose to receive either the end of service gratuity or the benefit accruing to him under the said system.

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## Article 57

Upon termination of the Worker service, the Employer shall at his cost return the Worker back to the place from where he was procured at the time of commencing the Work or to any other place as agreed upon between the parties.

The Employer shall complete the proceedings of returning the non-Qatari Worker within a period not exceeding two weeks from the expiry date of the Employment Contract. If the Worker joins another Employer before his departure from the State, the obligation to return the Worker back to the country or other place shall shift to the latter Employer.

The Employer shall bear the expenses of preparation and transport of the body of the deceased to his home country or to his place of his residence upon a request of his relatives

If the Employer does not return the Employer or transport his body after death as the case may be, the Department shall return the Worker or his body on behalf of the Employer and recover the said costs through the administrative means.

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## **Chapter Five**

### **Disciplinary Authority of the Employer**

## Article 58

The Employer who employs ten or more Workers shall set penalty rules, including the violations and the disciplinary penalties, to be imposed on the Workers who commit such violations and the conditions and procedures on which such violations are imposed.

The Minister may issue models for such disciplinary rules as per the nature of the Work in various sectors as guidance for the Employers to prepare their own rules.

Such disciplinary rules and the amendments thereto shall be subject to the approval of the Department within a month from the date of their submission thereto, and they shall be deemed approved if this period expires without objection.

The Employer shall post these rules at the place of Work to be perused by the Workers. The regulations shall only come into force upon the expiry of

## Article 59

The disciplinary penalties which may be imposed on the Workers are:

1. Notice, which shall be deemed achieved by a written letter to the Worker containing a notification of the violation he has committed, asking him not to repeat it and warning of a severer penalty in the event of repetition.
  2. Deduction from the Remuneration of the Worker for a period not exceeding five days for one violation.
  3. Suspension from Work, as well as non-payment of the Remuneration, for a period not exceeding five days for one violation.
  4. Suspension from Work without payment or with reduced payment pending the adjudication on the criminal charge attributed to the Worker and if the Worker is acquitted or if the charge against him has been dropped, the suspension shall be deemed as if it has never taken place and the Worker shall be paid his entitlements during the suspension period.
  5. Postponement of annual increment for a period not exceeding six months or non-payment thereof in the Establishments which maintain increment systems.
  6. Postponement of promotion for a period not exceeding one year in the Establishments which maintain promotion systems.
  7. Dismissal from Work with retention of the right to the end of service gratuity.
  8. Dismissal from Work and non-payment of the end of service gratuity.
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## Article 60

It shall not be permitted for the amount to be deducted from the Remuneration of the Worker in execution of penalties inflicted on him and the reduction therefrom exceeds his Remuneration for five days per month. The Employer shall record the total penalties imposed upon the Worker in the register of penalties. The said register shall contain the name of the Worker, the amount of deductions and the reason for and the date of the penalty. The said register shall be subject to the inspection of the Work Inspection Authority. The total of the amount deducted from the Workers shall belong to the Authority specified by an order of the Minister. The order shall specify the manner of disposal of the deductions.

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## Article 61

The Employer may dismiss the Worker without notice and payment of the end of service gratuity in the following cases:-

1. If the Worker assumes a false identity, alleges a nationality other than his or submits false certificates or documents.
  2. If the Worker commits a mistake which causes gross financial loss to the Employer provided that the Employer shall notify the Department of the mistake within twenty-four hours from the time of awareness thereof.
  3. If the Worker violates more than once the written instructions of the Employer concerning the safety of the Workers and the Establishment despite being notified in writing of the violation on condition that such instructions shall be written and posted up in a conspicuous place.
  4. If the Worker fails more than once to carry out his essential duties under the Employment Contract or this Law despite being notified in writing thereof.
  5. If the Worker discloses the secrets of the Establishment where he is employed.
  6. If the Worker is found during the working hours in a clear state of drunkenness or under the influence of a drug.
  7. If the Worker assaults the Employer, the manager or one of his supervisors in the workplace during the working day or by reason thereof.
  8. If the Worker repeats the assault on his colleagues in the workplace despite being warned in writing thereof.
  9. If the Worker absents himself from Work without legitimate cause for more than seven consecutive days or fifteen interrupted days in one year.
  10. If the Worker is convicted by a conclusive judgment in a crime of dishonour or dishonesty.
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## Article 62

Where penalties are to be imposed upon violating Workers, the following matters shall be observed:

1. The Worker shall not be accused of a violation after fifteen days of the Employer being aware of its commission, with the exception of the violations constituting criminal offences.
2. The Worker shall not be penalized otherwise than for a violation directly related to the Work, whether committed during the Work and in its place or outside.
3. The Worker shall not be penalized before being informed of the accusation against him and investigated in writing. The investigation may be oral in the case of minor violations, of which a notice or deduction of one day's Remuneration is prescribed in the penalties rules, provided that the report

shall be recorded and filed in the Worker's special register.

4. No more than one penalty shall be imposed on the Worker for a single violation.

5. The disciplinary penalties, which the Employer is authorized to impose, may not be inflicted on the Workers except by the Employer, his authorized representative or the manager of the Establishment.

6. A penalty may not be inflicted for an act not stated in the penalties rules.

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## Article 63

The Worker shall be notified in writing of the penalty imposed upon him. Such notification shall be published in a conspicuous place in the place of Work if he declines to receive the notification.

A notice stating the Worker's penalty shall be sent to the Worker by a registered letter to his permanent address stated in the special file if he is absent from work.

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## Article 64

The Worker shall, prior to objecting to the penalty imposed on him before the competent court, file a grievance with the Employer, within seven days of being informed of that, whereupon the deciding on such claim shall be within seven days from the date of its submission. The expiry of this period without deciding on the claim shall be considered refusal thereof.

In the case of refusal of the grievance, or there being no decision thereon within the aforesaid period, the Worker may file a claim with the Department against the penalty levied on him within seven days from the refusal date.

The Department shall decide on the Worker's grievance within seven days from its submission, and its decision shall be conclusive, and expiry of this period without deciding on the claim shall be considered refusal thereof.

In exception of that, the Worker may object to the penalty of dismissal from Work before the competent court.

If it becomes clear to the court that dismissal of the Worker from the Work was arbitrary or in violation to the provisions of this Law, it shall decide either the cancellation of the dismissal penalty and return the Worker to the Work and order his entitlements due for the suspension period as an execution of this penalty or provide appropriate compensation to the Worker. The Remuneration and the other privileges during the suspension period as a result of this dismissal shall be included in the assessment of the said compensation.

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## **Chapter Six**

### **Remuneration**

## Article 65

The Worker shall be entitled to the Remuneration identified in the Employment Contract. And if the Employment Contract does not determine it, the Worker shall be entitled to that specified in the Work Organization Regulations.

If the Remuneration is not specified in accordance with the preceding paragraph, the Worker shall be entitled to a Remuneration equivalent to what is specified for Work of a similar type in the Establishment, or otherwise in accordance with the custom applicable to the profession at the place where the Work is performed, and if this does not exist, the judge will assess the Remuneration in accordance with the requirements of justice.

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## Article 66

The Remuneration and the other amounts due to the Worker shall be paid in the Qatari currency.

Remuneration of the Workers appointed on the basis of an annual or monthly Remuneration shall be paid, at least, once in the month. Remuneration of all the other Workers shall be paid, at least, once every two weeks. The Remuneration shall be paid to the Worker personally in the Work day during the working hours at the usual place or any other place the Department agrees to.

The Remuneration may be transferred to the account of the Worker at the bank agreed upon by the two parties, or be paid to the authorized representative of the Worker, specified by him in writing. The Employer shall not be discharged from the Worker's wage, unless he actually transfers it to the bank, or the Worker or his representative signs what confirms receipt of the wage, in the applicable register, or the pay slip prepared for the same purpose, provided that these documents include the details of the Remuneration.



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## Article 67

Upon termination of the Employment Contract, for whatever reason, the Employer shall pay the Remuneration of the Worker and all other due amounts before the end of the working day after the termination date of the Employment Contract unless the Worker has left the Work without giving notice as provided in Article 49 of this Law. In such case, the Employer shall pay the Remuneration of the Worker and all other dues within a period not later than seven days from the date of leaving the Work.

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## Article 68

The Employer shall pay to the Worker prior the date of his annual leave due Remuneration for the Work he performed up to the date of the annual leave in addition to the due leave allowance.

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## Article 69

It shall not be permitted to obligate the Worker to purchase food or commodities from certain places or from the products of the Employer.

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## Article 70

Retention of any part of the Remuneration due to the Worker or stoppage of payment thereof shall not be allowed, except in execution of a judicial judgment. In the case of retention in the execution of a judicial judgment, priority shall be for payment of the legitimate alimony over all other payments. The total of the retained amounts shall not exceed 35% of the full Remuneration of the debtor Worker.

The Employer shall not charge any interest on the loan he may grant to the Worker. The Employer shall also not deduct from the Remuneration of the Worker more than 10% in fulfilment of the money he may lend to the Worker.

The total of the deducted amount from the Worker's Remuneration for settlement of the deductions and debts owed by him shall not exceed 50% of the total Remuneration. If the amount to be deducted within a month is above the said percentage, the excess amount shall be postponed to the following month or months.

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## Article 71

If the Worker, as a result of his fault, caused loss, damage or destruction to machines, products or equipment of the Establishment, he shall be obliged to compensate the Employer for the damage resulting therefrom, provided that an investigation shall precede the obligation of the Worker for such compensation.

The Employer may deduct the value of the compensation from the Remuneration of the Worker on condition that such deduction does not exceed the Remuneration of seven days in a month.

The Worker may file before the Department a complaint against the assessment of the compensation made by the Employer, within seven days from the date of notification of such assessment. If the Department cancelled the Employer's decision, or assessed a lower compensation, then the Employer shall return to the Worker within a maximum of seven days the excess amount he deducted without lawful grounds.

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## Article 72

The Remuneration of the Worker for the annual or sick leave and the end service gratitude shall be calculated on the basis of his Basic Wage on the due date. If the Worker works on a piecework basis, the calculation shall be based on the Worker's average Remuneration for the three months preceding the maturity date.

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## **Chapter Seven**

### **Organization of Hours of Work and Holiday**

#### **Article 73**

The maximum ordinary working hours shall be forty-eight hours per week, at the rate of eight hours per day throughout all months of the year, except for the month of Ramadan, when the maximum working hours shall be thirty-six hours per week at the rate of six hours per day.

The time spent by the Worker in travel to and from the place of Work and his residence shall not form a part of the working hours.

The working hours shall include one or more intervals for prayer, rest and the taking of meals which shall not be less than one hour and not more than three hours. These intervals shall not be counted in the calculation of the working hours or taken into consideration in specifying intervals or intervals of rest, and the Worker shall not Work for more than five consecutive hours.

A resolution from the Minister shall be issued in respect of the type of Work which may require continuity without rest interval.

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#### **Article 74**

The Workers may work additional hours more than the working hours specified in the preceding Article, provided that the actual working hours per day shall not exceed ten hours, unless continuation of the Work is necessary for the prevention of gross loss or dangerous accident or for mitigation of the consequences of the said loss or accident. The Employer shall pay the Worker for the additional working hours at the rate of not less than the Basic Wage plus not less than 25% thereof. The Employer shall pay the Worker for the additional hours not less than the Basic Wage due for the ordinary working hours plus an increment of not less than 25% thereof.

With the exception of the shift Workers, the Workers who work between 9 pm and 6 am shall be paid the Basic Wage plus an increase of not less than 50% thereof.

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#### **Article 75**

The Worker shall be offered a paid weekly rest, not to be less than twenty-four consecutive hours. Friday is the usual weekly rest day for all the Workers, except the shift Workers.

If the Work circumstances necessitate Worker to work on the weekly rest day, he shall be compensated for the rest day by another day, and be paid for such Work what is payable to him on the weekly rest day or the due Basic Wage plus an increment of at least 150% thereof.

With exception of the shift Workers, it shall not be permitted to employ the Worker for two consecutive Fridays.

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#### **Article 76**

The provisions of Articles 73, 74, 75 of this Law shall not apply to persons occupying senior positions, if such positions provide them with enjoyment of the authorities of the Employer over the Workers. The provisions of the aforesaid Article 73 shall not apply to the following categories:

1. The Workers who carry out preparatory and complementary Work that shall be performed before or after the working hours.
2. Guarding and cleaning Workers.
3. The other categories of Workers to be specified by an order of the Minister.

And the maximum working hours for such Work shall be specified by an order of the Minister.

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## Article 77

The Employer shall post up at the main entrance gates used by the Workers and also in a conspicuous place in the workplace a table showing the closure or weekly rest day, the working hours and the rest intervals for all categories of the Workers, and shall furnish the Department with a copy of such table.

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## Article 78

The Worker shall be entitled annually to leave with full Remuneration as follows:

1. Three working days for Eid El-Fitr.
2. Three working days for Eid Al-Adha.
3. One working day for the Independence Day.
4. Three working days to be specified by the Employer.

If the circumstances of the Work require the employment of the Worker during any such leave days, the provisions of Article 75 of this Law shall be applied in this respect.

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## Article 79

The Worker who has completed a continuous whole year in the service of the Employer shall be entitled to annual leave with the Remuneration stipulated in Article 72 of this Law. This leave shall not be less than three weeks for the employment of less than five years, and four weeks for the employment of five years or more. The Worker shall be entitled to a leave for fractions of the year in proportion to the period of his service.

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## Article 80

The Employer shall determine the date of the annual leave for the Worker in accordance with the Work requirements and may divide the leave with the consent of the Worker provided that the division shall not be into more than two periods.

The Employer may, by virtue of a written request from the Worker, postpone not more than half of the annual leave to the next year following its maturity.

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## Article 81

The Worker may not waive his right to the annual leave. Any agreement to the contrary shall be void. If the Employment Contract ended, for any reason, before taking such leave, the Worker shall be entitled to a cash alternative equivalent to his payment for the due leave days.

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## Article 82

The Worker shall be entitled to sick leave with pay for each year of his service. This sick leave shall not be granted unless after the expiry of three months from the date of commencement of his work for the first time, provided that the Worker proves his sickness by a medical report issued by the competent physician approved by the Employer.

The Worker shall receive his full Remuneration if the period of the sick leave did not exceed two weeks. If the sick leave extends thereafter the Worker shall be paid half of his Remuneration for other four weeks. The extension of the sick leave thereafter shall be without Remuneration until the Worker resumes his Work or resigns or his service is terminated for health reasons.

The service of the Worker may be terminated at the end of the twelfth weeks of the sick leave if it has been proved by a report issued by the Licensed Physician that the Worker is unable to resume his Work at that time.

If the Worker resigned by reason of sickness, and with the approval of the Licensed Physician, before the end of the six weeks to which the Worker is

entitled as sick leave with pay, the Employer shall pay to him the balance of his entitlements. This provision shall also apply in the event of death by reason of sickness before the end of the aforesaid six weeks.

The previous provisions shall not prejudice the right of the Worker in his entitlements to an end of service gratuity. The sick leave for the twelve-week period taken by the Worker shall not be deemed to constitute an interruption of his Continuous Service.

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## Article 83

The Muslim Worker shall be entitled to have a special leave without Remuneration not exceeding twenty days for the performance of the pilgrimage duty once throughout his service period. The Employer shall determine annually the number of Workers offered such leave, in accordance with the Work requirements, subject to giving priority to the Worker who has spent the longest continuous period in service.

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## Article 84

The Worker shall not be allowed to work with another Employer during any of his leave period, and if it has been proved to the Employer that the Worker has violated this stipulation, he may deprive him of the Remuneration for the leave period and recover what he has already paid in lieu of such leave.

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## Article 85

The Employer shall not terminate the Employment Contract or notify the Worker of the termination thereof, during any of his periods of leave stated in this Law.

The Employer shall also not notify the Worker of the termination of the Employment Contract, if the notice period ends during any of those periods.

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## **Chapter Eight**

### **Employment of Juveniles**

## Article 86

A Juvenile who has not attained the age of sixteen may not be employed in Work of whatever nature and shall not be permitted to enter into any of place of Work.

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## Article 87 (Amended By Law 6/2009)

### **(As amended by virtue of Article 2 of Law No. 6 of 2009)**

A Juvenile may not be employed without the consent of his father or guardian and the issuance of a special permission from the Department.

If the Juvenile is a Qatari student, approval of the Minister of Education & Higher Education shall be obtained.

Juveniles shall not be appointed in Work in which the nature and circumstance of the performance may harm their health or safety or morals. An order determining such Work shall be issued by the Minister.

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## Article 88

The Juvenile shall not be employed before he has been medically examined by the Competent Medical Authority, and confirmation of his fitness for the Work has been approved. The Employer shall repeat the medical examination at least once a year.

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## Article 89

The Juvenile shall not work between sunset and sunrise or in the rest days or in the official holidays or more than the normal working hours. He shall not stay at the place of the Work site for more than seven consecutive hours.

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## Article 90

The ordinary working hours for the Juvenile shall not exceed thirty-six hours per week at the rate of six hours per day, except for the month of Ramadan when the working hours shall not exceed twenty-four hours per week at the rate of four hours per day.

The time spent by the Juvenile in movement to and from the place of Work and his residence shall not form a part of the working hours.

The working hours shall include one or more intervals for rest and the taking of meals and the Juvenile shall not work for more than three consecutive hours. Such interval or intervals shall not be calculated in the working hours.

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## Article 91

The Employer shall keep in the Juvenile's special file his birth certificate, the health fitness certificate and the periodical medical examination reports, which are signed by the Employer.

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## Article 92

Any Employer who employs one or more Juvenile shall be obliged to do the following:-

1. Submit to the Department a statement showing the name and Work of the Juvenile along with the date of employment.
  2. Post up in a conspicuous place a clear statement of the working hours, the Juveniles employed by him and their intervals of rest.
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## **Chapter Nine**

### **Employment of Women**

## Article 93

A female Worker shall be offered a Remuneration equivalent to a male Worker when she performs similar work and she shall be entitled to the same opportunities of training and promotion.

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## Article 94

A female Worker shall not be employed in dangerous or hard or arduous Work or Work which harms their health or morals, or any other Work specified by a Decision of the Minister.

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## Article 95

A female Worker shall not work other than at the times determined by a resolution passed by the Minister.

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## Article 96

A female Worker who has spent a whole year in service with the Employer shall be entitled to maternity leave with full Remuneration for a period of fifty days including the prenatal (antenatal) and postnatal periods, provided that the postnatal period is not less than thirty-five days. This leave shall be granted upon a medical report issued by a Licensed Physician stating the expected date of delivery.

If the remaining period of the leave after delivery is less than thirty days, the female Worker may be granted a complementary leave from her annual leave. Otherwise, the complementary period shall be deemed to be leave without pay.

If the health situation following delivery does not allow the female Worker to return back to work after the end of the leave referred to in the preceding paragraphs, she will be deemed to be on leave without Remuneration provided that the period of her absence from Work shall not exceed sixty consecutive or interrupted days, and provided that a medical certificate of her medical condition shall be produced from a Licensed Physician.

The receipt of the delivery leave shall not prejudice the female Worker from entitlement to any other leave.

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## Article 97

The nursing female Worker, in addition to her right to the rest period provided for in Article 73 of this Law, shall be entitled to one hour daily for nursing for a period of one year, which shall start after the end of the maternity leave. Determination of such break period shall be left for the female Worker. The nursing period shall be calculated in the working hours, and shall not result in any reduction in the Remuneration.

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## Article 98

The Employer may not terminate the Employment Contract of a female Worker by reason of her marriage or receiving the leave provided for in Article 96 of this Law.

The Employer may not notify the female Worker of the termination of her service Employment Contract during this leave, or send her a notification which ends during the said leave.

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## **Chapter Ten**

### **Safety, Occupational Health and Social Care**

## Article 99

The Employer or his representative shall inform each Worker, on commencement of work, of the risks of Work, and what may develop thereof, and shall inform him of the preventive measures to be taken for the protection thereof. Detailed instructions shall be affixed in a conspicuous place stating the professional health and safety means for protection of the Workers from the dangers to which they may be exposed during the performance of their Work.

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## Article 100

The Employer shall take all precautionary measures for protecting the Workers during the Work from any Occupational injury or disease that may arise from the Work performed in his Establishment or from any accident, fire, defect or breakdown in the machinery and equipment.

The Employer shall not charge his Workers or deduct from their Remuneration any amount for providing these precautions.

In the event that the Employer refrains from taking the aforesaid precautions or in the case of existence of forthcoming danger which threatens the health or safety of the Workers, the Department shall raise the matter to the Minister to pass a resolution for partial or total closure of the Work site or to suspend of one or more machines from work until the causes of the danger cease to exist. In this case, the Employer shall be obliged to pay the Remuneration of the Workers in full during the closure or suspension period.

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## Article 101

The Worker shall not commit any action or omission with the intention of obstructing the execution of the instructions of the Employer concerning safeguarding the health of the Workers or securing their safety or with the intention of damaging or causing the breakdown of any appliances or equipment prepared for this purpose.

The Worker shall use the protection equipment and the uniform prepared and provided to him by the Employer and shall obey all the Employer's instructions aimed at protecting the Worker from injuries and diseases.

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## Article 102

The Minister shall, after coordination with the competent authority, issue the necessary decisions for regulating the appliances relating to occupational health and safety in the Establishments as well as specifying and regulating the services and precautionary measures for protecting the Workers during the course of Work from the dangers of work and machinery, methods and complexity thereof and organizing of preventive measures for occupational diseases.

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## Article 103

The Employer shall take the measures which guarantee the securing of hygiene and good ventilation in the places of Work, and shall provide suitable lighting and potable water for drinking and cleanliness and drainage systems, in accordance with the regulations and decisions to be issued by the competent authorities in this regard

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## Article 104

The Employer who employs a number of Workers ranging from five to twenty-five shall prepare for them a first aid box supplied with the medicines, tools and equipment to be specified by the Competent Medical Authority. The box shall be placed in a conspicuous location in the Establishment and close to the hands of the Workers. The use of the box shall be entrusted to a Worker trained in providing medical first aid.

If the number of the Workers exceeds twenty-five, a box shall be allotted for each group of a number ranging from five to twenty-five Workers. If the number of the Workers of the Establishment exceeds one hundred, the Employer shall appoint a full-time medical nurse in the Establishment in addition to the first aid boxes.

If the number of the Workers in the Establishment exceeds five hundred, the Employer shall arrange for them a clinic wherein at least one physician and medical nurse shall be employed.

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## Article 105

Periodical medical examinations shall be made of the Workers exposed to the risk of occupational diseases in different activities. These examinations shall be made at intervals commensurate with the risk of the Work, in accordance with the rules decided by the competent authorities. Such rules shall specify the types of examinations and the intervals at which they are made.

The Employer shall keep the results of these examinations in the special files of the Workers. And if the medical examination reveals infection of the Worker by any occupational disease, the Employer shall notify the Department thereof within three days from date of knowing the result of the checkup.

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## Article 106

The Employers employing Workers in places distant from the cities to which the normal means of transport do not reach shall provide the following services:

1. Suitable means of transportation or suitable accommodation or both.
2. Potable water.
3. Suitable food supply or means of obtaining the same.

Such places shall be determined by an order from the Minister.

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## Article 107

The Employer who employs fifty or more Workers shall provide them with the social services to be specified by a Decision of the Minister, taking into consideration the location of the work, the circumstances thereof and the number of the Workers in the Establishment.

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## **Chapter Eleven**

### **Employment Accidents and their Compensation**

## Article 108

If the Worker dies during the Work or by reason thereof, or suffers an Occupational Injury, the Employer or his representative shall report the accident immediately to the police and the Department.

The report shall include the name of the Worker, his age, profession, address, nationality, a brief description of the accident and its circumstances and the aid or treatment procedures taken.

The police, on delivery of the report, shall immediately carry out the necessary investigations and take the statements of the witnesses and the Employer, or his representative, and the statement of the injured Worker, if his situation allows, shall be recorded in the minutes. The proceedings shall particularly clarify the relation of the accident with the Work.

The police, immediately on completion of the investigations, shall send a copy of the proceedings to the Department and another to the Employer. The Department may request the completion of the investigation, if it deems necessary.

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## Article 109

The Worker who sustains an Occupational Injury shall have the right to receive treatment appropriate to his situation at the cost of the Employer in accordance with the decision of the Competent Medical Authority.

The Worker shall receive full Remuneration throughout the period of treatment or for a period of six months, whichever of the two is less. If the treatment continues for more than six months, he shall receive half of his Remuneration until proof of cure or permanent incapability is stated, whichever of the two is earlier.



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## Article 110

Heirs of the Worker who dies by reason of the Work, and the Worker who suffers an Occupational Injury resulting in whole or partial disability, shall have the right to receive compensation. The amount of the compensation, in the case of death, shall be calculated in accordance with the provisions of the Islamic Law (Shariah). The Occupational Injury resulting in permanent whole disability shall be considered as death.

The proportion of the partial disability to the whole permanent disability shall be determined in accordance with Schedule2 attached hereto. The amount of compensation, in this case, shall be calculated, on basis of this proportion, from the amount of compensation provided for in the previous paragraph.

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## Article 111

The provisions of the two previous Articles shall not be applied if any of the following is proved:

1. The Worker harmed himself intentionally.
  2. The Worker was under the influence of a drug or drunkenness at the time of the occurrence of the injury or death and such influence was the cause of the injury or death.
  3. The Worker intentionally violated the instructions of the Employer regarding the safeguarding of the occupational health and safety, or committed gross negligence in execution of these instructions.
  4. If the Worker, without a genuine reason, refuses to undergo medical examination or follow up the treatment prescribed by the Competent Medical Authority.
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## Article 112

If a dispute arises between the employee and the Worker regarding the ability of the Worker to resume his Work or as to any other medical issue related to the injury or disease or the prescribed or current treatment, the Department shall refer the matter to the Competent Medical Authority, the decision of which, regarding the issues within its jurisdiction, shall be conclusive.

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## Article 113

The right of the Worker to claim compensation for disability or death shall be prescribed by the lapse of one year from the date of the final medical report including the occurrence of the disability resulting from the injury, or confirmation of the occurrence of the disability as a result of one of the occupational diseases recorded in Schedule 1, attached to this Law, or as from the date of the death.

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## Article 114

The Employer shall pay the compensation for the disability, within a period not exceeding fifteen days from the date that the disability of the Worker is proved, or from the date of announcing the result of the inquiries supporting the occurrence of the disability by reason of the Work.

The Employer shall deposit the compensation at the treasury of the competent court, within a period not exceeding fifteen days from the date of death, or from the date of the announcement of the result of the investigation which supports the occurrence of the death by reason of the Work. The court shall distribute the compensation amongst the heirs of the deceased, in accordance with the provisions of the Islamic Law (Shariah) or the personal law adopted in the country of the deceased. The compensation shall accrue to the public treasury of the State if three years lapse without determining the beneficiaries thereof.

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## Article 115

The Employer shall furnish the Department, every six years, with statistics of the Work injuries and the occupational diseases, in accordance with the forms prepared for this purpose and in accordance with the procedures issued by an order of the Minister.

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## **Chapter Twelve**

### **Workers' Organizations**

#### **Article 116**

The Workers working in an Establishment where the number of Qatari Workers is not less than one hundred may form a committee among themselves to be named the "Workers Committee", and no more than one committee in the Establishment shall be formed.

The Workers' committees in the Establishments working in one trade or industry, or in trades or industries that are similar or connected to each other, shall have the right to form a general committee among themselves to be named "the general committee for workers of the trade or industry".

The general committees of the workers of different trades and industries may form amongst themselves a general union to be called the "General Union of Qatari Workers".

Membership in the two aforesaid committees and the General Union of Qatari Workers shall be limited to Qatari Workers. The Minister shall determine the terms and procedures for the formation of the aforesaid Workers' Organizations, membership therein, the way of carrying out their business and the similar or connected trades and industries.

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#### **Article 117**

The Workers Organizations shall have legal entity upon their formation in accordance with the provisions of this law.

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#### **Article 118**

The Workers Organizations shall assume the taking care of the interests of their members, the protection of their rights and the representation of them in all matters related to the Work affairs.

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#### **Article 119**

The Workers' Organizations shall be prohibited from the following:

1. Exercise of any political or religious activities.
2. Preparation, printing or publishing, or distribution of leaflets offensive to the State or the existing situations therein.
3. Entering into any financial speculations of whatsoever nature.
4. Acceptance of gifts or donations, except by approval of the Ministry.

The Minister may dissolve the Workers' Organization if it commits any of the foregoing prohibited matters or Work outside the purposes for which it is established.

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#### **Article 120**

If amicable settlement of the dispute between them and the Employer becomes impossible, the Workers may go on strike in accordance with the following

measures:

1. There is approval of three quarters of the general committee of the Workers of the trade or industry.
2. The Employer is given notice of a period of not less than two weeks before the commencement of the strike and the approval of the Ministry is obtained after coordination with the Minister of Interior Affairs in respect of the time and place of the strike.
3. There is no prejudice to the State belongings, or possessions of the individuals or their security and safety.
4. Strikes in vital public utilities such as petroleum and gas related industries, electricity, water, seaports, airports, transportation and hospitals shall be prohibited.

Resort to strike action shall only be made if amicable settlement between the Workers and Employer through conciliation or arbitration according to the provisions of this Law becomes impossible.

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## Article 121

The Workers' Organizations shall set out their statutes in accordance with the forms issued by a decision from the Minister, and which shall particularly include the following:

1. Terms of membership and cases of termination.
  2. The rules and procedures of nomination and election.
  3. The sources of financing the organization and the amount of subscriptions by the members.
  4. Methods of disposal of the fund control over their financial transactions and the registers that shall be maintained for this purpose.
  5. The rules and procedures of dissolution thereof, and disposition of their fund.
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## Article 122

The Employer shall be prohibited from compelling the Worker to join or not to join any of Workers' Organizations, or to refrain from implementing any of their decisions

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## Article 123

The General Union of Qatar Workers may, after approval of the Ministry, join any Arab or International Organizations working in the field of the Workers' Organizations.

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## **Chapter Thirteen**

### **Joint Committees, Collective Negotiation and Joint Agreements**

## Article 124

Any Establishment where thirty or more Workers are working may form a "joint committee" embodying representatives of the Employer and Workers. Members of the joint committee shall be four in number if the number of the Workers of the Establishment is two hundred or less, and shall be six if the number of the Workers is more than two hundred and less than five hundred, and shall be eight if the number of the Workers is five hundred or more. Half of the members shall represent the Employer and the other half shall represent the Workers.

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## Article 125

The Employer shall nominate his representatives in the committee from amongst the Workers who legally represent him or to whom he delegates some of

his management powers.

The nomination of the representatives of the Workers shall be as follows:

1. If there is a "workers' committee" in the Establishment, it shall undertake choosing of the Workers for the joint committee from among its members.
2. If there is no "workers' committee" in the Establishment, the Workers of the Establishment shall undertake choosing of their representatives for the joint committee by way of direct election.

The Minister shall issue a resolution regulating the terms and procedures of this election.

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## Article 126

The joint committee shall undertake the study and discussion of all the matters related to the Work in the Establishment, in particular:

1. Regulation of the work.
2. Means of increasing and developing the production and enhancing the productivity.
3. Training programmes for the Workers.
4. Means of protection from dangers and the improvement of the standards of compliance with the rules of occupational health and safety.
5. Development of the general culture of the Workers.
6. Development of the level of social services in the Establishment.
7. Hearing of the individual and collective disputes and attempting the amicable settlement thereof.

The committee shall submit its recommendations on these matters to the Employer to consider the possibility of execution.

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## Article 127

The Employers and Workers shall have the right to conduct collective negotiation and conclude common agreements on all of the matters related to the Work.

The Minister shall issue an order regulating the rules and procedures of collective negotiations, the method of representation of the parties therein, and the rules regulating the common agreements, with regard to conclusion, content, joining them, periods thereof, interpretation, and the disputes that arise upon the execution thereof.

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## Chapter Fourteen

### Collective Disputes

## Article 128

A collective labour dispute is any dispute between the Employer and the whole of his Workers or some of them thereof or between a group of Employers and their Workers or a group of them, the subject matter of which is related to an interest common to all Workers or to a group of them in a certain Establishment, professional or craft or in a certain professional sector.

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## Article 129

If any dispute arises between the Employer and some or all of his Workers, the two parties of the dispute shall attempt to settle it between themselves, and if there is a joint committee in the Establishment the dispute shall be referred to it for settlement.

If the two parties fail to settle the dispute, the following steps shall be taken:

1. The Workers shall submit their complaint or claim in writing to the Employer with a copy thereof to the Department.
2. The Employer shall reply, in writing, to the complaint or claim of the Workers within a week from the date of receiving the same and shall simultaneously send a copy of the reply to the Department.
3. If the Employer's reply does not provide a settlement to the dispute, the Department should endeavour through its mediation to settle the dispute.

## Article 130

If the mediation of the Department does not lead to the settlement of the dispute, within fifteen days from date of the Employer's reply to the Workers, the Department shall refer the dispute to a conciliation committee to decide thereon.

The conciliation committee shall be formed from:

1. A chairman to be appointed by a resolution of the Minister.
2. A member to be nominated by the Employer.
3. A member representing the Workers, to be chosen in accordance with the provision of the second paragraph of Article 125 of this Law.

The conciliation committee may seek the opinion of any of the experts prior to deciding on the dispute. It shall issue its decision in respect of the dispute within a week from the date of referral.

This decision shall be binding upon the dispute parties, if they had agreed in writing to refer the dispute to the committee before its meeting to decide on the dispute. If no written agreement had been made between them in this regard, the dispute shall be referred to an arbitration committee within fifteen days and the arbitration shall be binding upon the two parties.

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## Article 131

The arbitration committee shall be formed under the chairmanship of one judges, and membership of each of:

1. A representative for the Ministry, to be chosen by the Minister.
  2. A representative from the Chamber of Commerce and Industry of Qatar, to be chosen by the chairman of the Chamber.
  3. A representative of the Workers to be nominated by the "General Union of the Workers of Qatar".
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## Article 132

The arbitration committee shall judge on the collective work disputes and deliver a final award on a majority basis. In the case of equality of votes, the chairman of the committee shall have a casting vote.

The arbitration committee, for the performance of its work, shall peruse the papers and documents and all the evidence, and oblige those holding them to present the same, and enter into the Establishment to conduct the necessary investigation and take such procedures it deems necessary for settling the disputes.

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## Article 133

The Employer shall not close the place where the Workers work, stop the Work or refuse to continue to employ any Worker because of any dispute before deciding on this dispute with knowledge of the conciliation or arbitration committee.

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## Article 134

The Minister shall issue the decisions regulating the work of the conciliation and arbitration committees.

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## **Chapter Fifteen**

### **Work Inspection**

## Article 135

An authority shall be established within the Department to be named the "Work Inspection Authority", to observe the application of the legislations related to protection of the Workers, and shall have branches throughout the country. This Authority shall comprise an adequate number of the Department officials, determined by a decision issued by the Minister, to be called "work inspectors". It shall be allowed to seek support of the experts in the different specializations, whenever the work in the Authority so requires.

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## Article 136

The work inspectors, before commencement of their duties, shall take an oath before the Minister that they shall respect the law and perform their duties with honesty and sincerity and not disclose any secret or industrial patents or other secrets of which they may have knowledge by virtue of their positions even after termination of their employment.

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## Article 137

The work inspectors, who are delegated by an order issued by the Attorney General, in agreement with the Minister, shall have the capacity of the judicial commissioners, with regard to execution of the provisions of this Law and implementing orders. They shall bear identity cards proving their capacity and shall produce such cards to the Employers when carrying out the inspection.

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## Article 138

The work inspectors shall have the following authority:

1. Enter the workplaces during the working hours, by day or night, without previous notification, for inspection of the registers, books, files or any other documents related to the Workers to ensure their compliance with the applicable legislations, and to detect and affirm any violation acts therein.
  2. Obtain samples of the materials used and dealt with in the Establishment and inspect the machinery and various fittings to assure the availability of sufficient and effective means for protecting the Workers from health harms and Work dangers, and notify the Employer or his representative of any samples or materials taken or used for this purpose.
  3. Inspect the accommodation of the Workers to assure its compliance with the required health conditions.
  4. Inquire from the Employer or his representative or any of the Workers individually or in the presence of witnesses as to any of the matters related to the implementation of this Law.
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## Article 139

The Employer, or his/her representative, shall facilitate the task of the work inspectors and present to them the correct data about all that is related to their mission, and shall positively respond to attendance requests whenever requested to do so.

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## Article 140

The work inspectors may take any of the following actions:

1. Advise and guide the Employer or his representative how to prevent the violation.
2. Address a warning to the Employer for removal of the violation, wherein the type of the violation and the time limit to eliminate it shall be stated.
3. Produce a report on the violation and submit it to the Department to take the appropriate action in this regard.

## Article 141

The Ministry shall prepare an annual report about the work inspection in the State including all matters concerning the control of the Ministry over implementation of the provisions of this Law and in particular the following matters:

1. Statement on the provisions regulating the inspection.
2. Statement by a number of the work inspectors.
3. Statistics of the Establishments which are subject to inspection and the number of Workers therein, the number of inspection visits carried out by the work inspectors and the number of violations held, penalties imposed in its regard and the Occupational Injuries.

The Ministry shall publish the report in the manner it deems appropriate.

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## Article 142

The Minister shall issue a decision regulating the work inspection and its procedures. The Department shall prepare the forms of the inspection, visits, reports of detection and affirmation of the violations, warnings, and the inspection records, etc.

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## **Chapter Sixteen**

### **Penalties**

## Article 143

Without prejudice to any severer penalty stipulated by any another law, the penalties stated in the following Articles shall be imposed for the offences provided for in each of them.

The penalty of fine shall be multiplied by the number of the Workers against whom the offence was committed.

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## Article 144

Whoever violates the provisions of Articles 7, 12, 19, 21, 22, 23, 27,28,35, 39(2), 46, 47, 48, 57, 58, 73, 74, 75, 77, 91, 92, 95, 97, 99, 106, 115 and 139 of this Law shall be punished with a fine of not less than two thousands Qatari Riyals and not more than five thousand Qatari Riyals.

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## Article 145

Whoever violates the provisions of Articles 29, 33, 86, 87, 88, 89, 90, 93, 94, 103, 104, 105, 108, 122 and 133 of this Law shall be punished with imprisonment for a period not exceeding one month and with a fine of not less than two thousand Qatari Riyals and not more than six thousand Qatari Riyals or with any of these two punishments.

In respect of the violations relating to the recruitment of Workers from abroad on behalf of another, the court may, in addition to the punishment provided for in the previous paragraph, order the closure of the office and cancellation of the licence.

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## Article 146

Whoever refuses to implement the conciliation or arbitration committee award shall be punished with a fine of not less than five thousand Qatari Riyals and not exceeding ten thousand Qatari Riyals.

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