



The Labour Law No. 3 of 1962

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We, Ahmad Ben Ali Al-Thani, Emir of the State of Qatar, hereby promulgate the following Law:

Part 1

Definitions and General Provisions

Article 1

This Law shall determine the respective rights and responsibilities of both employers and employees in the State Qatar and shall regulate the relationship between them.

Article 2

In the application of this Law, the following terms and expressions shall have the meanings assigned to each, unless the context requires otherwise:

“Employer” means a natural or juristic person that concludes an employment contract with an employee. Where the employer assigns the performance of certain works to a sub-contractor, such sub-contractor shall provide to his own employees the same privileges as those provided by the employer to his employees within the terms and limits of the sub-contractor's contract with his employees. The provisions of this paragraph shall apply only to contracts concluded after this Law has come into force.

“Employee” means any person who concludes an employment contract with the employer.

“Employee in training” means any employee, whether an adult or a minor, who is still in the course of learning a trade or a vocation.

“Juvenile” means any natural person who has reached the age of sixteen but not the age of eighteen.

“Basic salary” means the fixed sum of money paid by an employer to the employee in return for work performed in a specific period or by piece. The basic salary shall not include benefits or bonuses.

“Wage” means the basic salary plus all other entitlements, increments, allowances and bonuses paid to the employee in return for work performed, including payments for overtime work, allowances for cost of living and family needs, or any other periodic

increments, but not allowances for transportation or travel, or any grants, payments or subscriptions paid by the employer in any scheme aimed at benefiting the employee's interest. The calculation of such wage shall be made on a yearly, monthly, weekly, daily or hourly basis, or per piece of work performed.

“Employment contract” means an agreement between an employer and employee, whether for a definite or indefinite duration, whereby the employee undertakes to perform work for the employer under his direction or supervision in return for a wage.

“Licensed physician” means any person in possession of the qualifications required to practice the profession of a physician and who is licensed to practice this profession in Qatar.

“A national” means any person holding Qatari nationality or having acquired it through operation of the law.

“The national corporation” means any company or installation in which the Qatari share of the capital is not less than fifty-one (51) per cent

Article 3

Any condition that violates the provisions of this Law, even where agreed upon before this Law has come into force, shall be considered null and void, except where such condition is more beneficial to the employee than to the employer, in which case such condition shall remain effective from the date of its operation

Article 4

Any discharge or reconciliation regarding rights and obligations arising from the performance of work shall be null and void where such discharge or reconciliation has

taken place after this Law has come into force and violates its provisions, except where such discharge or reconciliation is deemed more beneficial to the employee than to the employer.

Article 5

Employment of children under the age of 15 shall be prohibited, irrespective of the type of work assigned to them. Children shall also not be permitted to enter workplaces.

Article 6

due to article 12

The provisions of this Law shall not apply to the following categories

Government employees and personnel irrespective of the type of work assigned.

Personnel of the public security service.

Persons employed temporarily for a duration of not less than four (4) weeks.

Family members of the employer who reside with him at the same residence and depend on him for their livelihood.

Domestic workers such as drivers, nannies, chefs, gardeners and the like.

Persons employed in small shops where no mechanical machinery are used and usually employ fewer than six (6) employees.

Article 7

Where the employer has become a debtor, the payment of any entitlements owed to the employee or his heirs under the provisions of this Law shall have priority over payment of debts to any other of the employer's creditors.

Article 8

1. All lawsuits filed by employees or their heirs under the provisions of this Law shall be dealt with as urgent cases and shall be exempt from judicial fees. Subject to the provisions of Article 64 of this Law, the right to file a lawsuit claiming any entitlements arising under the provisions of the employment contract shall prescribe if not filed within one year from the date of expiry of such contract.

Article 9

The Hijri Year shall be the official year but the employer may apply the Gregorian calendar for the purposes of complying with this Law.

Part 2

Employment and Work Permits

Article 10

1. Employers shall give priority to hiring Qatari nationals first, then to other Arab nationals, provided that such Qatari or Arab nationals are available and deemed fit for the requirements of the job.

Where a number of employees have become redundant and should be retrenched, the employer shall retrench non-Arab employees before Arab or Qatari nationals, and thereafter retrench Arabs before Qataris, provided that Qatari nationals or other Arabs can fulfill the requirements of the job.

Article 11

1. Recruitment offices shall be established in the Department of Labour in order to undertake the following:

Assisting the unemployed in finding jobs, and assisting those already employed in finding better positions.

Assisting employers in their needs of hiring appropriate employees, in addition to directing such employers in applying the provisions of Article 10 of this Law.

Any unemployed person, or a person already employed but searching for a better job, shall have the right, free of charge and in accordance with the applicable rules and regulations, to register his name with a recruitment office and to receive an appropriate certificate of such registration.

Where an employer hires any person registered with a recruitment office, he shall notify the office thereof. Such notification shall include the registration certificate number of the employee, the type of work to be performed, and the wage to be paid.

Article 12

1. Employers may not employ persons other than Qatari or Arabnationals unless having first ascertained that such Qataris or Arabsare not registered with a recruitment office referred to above.

Non-Qatari nationals may not be employed unless having first obtained a permit to work in the State from the Department of Labour. This permit shall be issued after consulting the Department of Immigration. The categories stipulated in Article 6 (1),(3),(4),(5) and (6) hereof shall be subject to the provisions of this Article.

Article 13

1. Work permits shall be issued to non-Qataris in accordance with regulations applied by the Department of Labour and Social Affairs, provided that:

The applicant holds a valid passport.

The applicant holds a residence permit.

The applicant is of good character and reputation.

The work permit shall initially be issued for a period of two years, where after it shall be renewed for the same duration as the residence permit.

The Council of Ministers shall determine by a resolution the fees for the issue, renewal, substitution or exemption of work permits. The Council shall also determine the fees for attesting public and private corporations and firms, as well as attesting work contracts and other certificates and documents that require attestation by the Ministry of Labour and Social Affairs.

Article 14

The Department of Labour may cancel any work permit in the following cases:
Where the holder violates any of the conditions according to which the work permit was issued.
Where the holder stops work and fails to resume for more than three consecutive months.

Part 3

Contract of Employment

Article 15

1. The employment contract shall specify the commencement date, type of work, location, conditions, and wage.

The employment contract shall provide for an agreed probationary period not exceeding one year. No employee shall be subject to such probationary period more than once by the same employer. This period shall be deemed part of the employee's service.

The employment contract shall provide for an agreed training period which may vary according to the age of the employee and the type and requirements of the work to be performed. The training period shall be counted as a part of the employee's service where he continues his employment with the employer after completion of the training period. Without violating the provisions of paragraph 1 hereof, the employer and the employee shall agree on a basic salary less than the minimum salary as defined by Emiri resolution.

All work contracts, instructions, notices, schedules and other documents issued by the employer in applying the provisions of this Law shall be in the Arabic language. Translation into another language may be included in such documents, but where a disputes arise between the parties, the original Arabic text shall prevail. The director of the Department of Labour (hereinafter "the Director") may give the employer a reasonable period of time to allow him to take the appropriate measures to implement the provisions of this paragraph 4.

Article 16

Any condition in an employment contract, even if the contract was concluded before the date on which this Law entered into force, shall be considered null and void where it includes:

An undertaking by the employee not to practice his profession or craft after leaving the employer's service.

An undertaking by the employee to work for the employer in perpetuity.

Article 17

1. Where an employment contract is for a defined term, such term shall not exceed five (5) years. It may be renewed for an equal or shorter term by agreement between both parties.

Where the employee continues to work according to the contract after its expiry date but without an expected renewal, it shall be deemed renewed and valid but not for a defined term. In this case, the other terms and conditions of the contract shall remain in effect.

Where the contract is renewed, the renewal period shall be deemed a continuation of the original contract and the employee's service shall be counted from the first date of commencement. The applicable benefits and privileges shall accrue to the employee according to the length of his service.

Where a non-Qatari employee fails to continue his specified service before the contract has expired, and his wage was more than 300 Riyals per month, he may not work elsewhere for the remaining period of his contract and he shall leave the country. Such person shall then be subject to Article 2 of Law No. 3 for 1963 regulating the entry and residence of foreigners in Qatar.

Article 18

1. Where an employment contract specifies no period of service, the parties may agree that each shall have the right to terminate such contract without giving reasons. In this case, however, the party terminating the contract shall be required to notify the other party as follows:

In case of employees receiving annual wages, a notification shall be directed to the other party at least one month prior to the termination date where the employee's service is less than five years. Where such service is more than five years, the notification shall be given two months prior to the intended termination date.

In other cases, the following order shall be followed:

Where the completed service period is less than one year, the notification shall be at least one week prior to the termination date.

Where the completed service period is more than one year but less than five, the notification shall be at least two weeks prior to the termination date.

Where the completed service period is more than five years, the notification shall be at least one month prior to the termination date.

Where a foreign employee notifies the employer of his intention to terminate an open contract but fails to perform his contractual duties before the date specified in the notification, or otherwise stopped working without giving notice, he shall leave the country and become subject to Article 2 of Law No. 3 for 1963 regulating the entry and residence of foreigners in Qatar.

Article 19

1. Except in cases stated under Article 20 of this Law, the employer shall pay the employee his full wages for the notification period stated under Article 18 above. The employee shall perform his duties during the notification period if requested by the employer.

Where the employee requests to continue his duties during the notification period, he shall be allowed to leave his work for a reasonable time during official working hours in order to register in one of the aforesaid recruitment offices for the purpose of searching for a new position. Where the employee finds new employment, he shall inform his current employer and continue to perform his duties until the termination of the notification period.

Article 20

The employer may dismiss an employee without prior notice and without payment of his end-of-service gratuity or other benefits in the following cases:

Where the employee has falsified his identity, nationality, documents or certificates, or obtained them by illicit or illegal means.

Where the employee's actions result in substantial material loss to the employer, provided that the employer notifies the Director thereof no later than the close of business of the next day.

Where the employee has violated the safety rules of the workplace, provided that these rules are in writing and conspicuously displayed or have been conveyed orally to illiterate employees.

Where the employee failed to perform his duties under his employment contract despite having received reasonable instructions from the employer and after having received a written warning to follow such instructions.

Where the employee violated the conditions of confidentiality relating to the entity he works for.

Where the employee is convicted of a crime committed in the workplace or related to his work, or that violates public morals and honour.

Where the employee was found drunk or under the influence of illegal drugs during official working hours.

Where the employee was physically offensive toward his employer, manager or colleagues during working hours, even though he was warned in writing to refrain from such aggressive conduct.

Where the court concludes that the employee was arbitrarily dismissed or his dismissal was in violation of the provisions of this Law, it may order the employer to reinstate the employee or to compensate him appropriately, in addition to fulfilling any other rights and benefits to which the employee was entitled according to the provisions of the law. The court shall have supreme authority in estimating the damages sustained by the employee in such cases.

Article 21

The employee may, without prior notice, stop working before the end of his contract while still remaining entitled to his end-of-service gratuity, in the following cases:

Where the employer failed to fulfill his obligations under the employment contract, or violated the provisions of this Law.

Where the employer or site manager was physically offensive to the employee or any of his family members, or perpetrated a morally indecent act against the employee or any of his family members.

Where the employer or his authorized representative acted fraudulently or with the intent to deceive regarding the work rules and conditions or type of work, provided that the employee proves such acts within one month after the beginning of his employment.

Article 22

Where the employee duly completes his service, he shall receive, free of charge, a certificate stating the type of work he carried out, the duration of his service and his last wage. He shall also be entitled to take with him any documents, certificates or tools belonging to him that he may have left behind at his workplace

Article 23

1. Where the employee's service is terminated, the employer shall return the

employee, at the employer's expense, to the place from where he was recruited or to any other agreed location.

Where the employee is a non-Qatari citizen, he shall start the procedures for his return not later than four weeks prior to the termination date.

Where the employee was first recruited by another employer and his return was to be undertaken by that first employer, but the employee moved to the service of another employer, the latter employer shall bear the costs of returning the employee upon termination of his service with him.

Part 4

End-of-Service Benefits

Article 24

1. In addition to any amount due to the employee at the end of his service, the employer shall pay him a gratuity for the period of his service in accordance with this Law, for a minimum period of one year of service.

This gratuity shall be calculated as follows:

A basic salary plus a cost of living allowance, if any, for three weeks against each year for the first five years of the employee's continuous service.

A basic salary plus a cost of living allowance, if any, for four weeks against each year of service for the second five years of his continuous service.

A basic salary plus a cost of living allowance, if any, for five weeks against each year of the next ten years of his continuous service.

A basic salary plus a cost of living allowance, if any, for six weeks against each year of service exceeding twenty years of his continuous service.

3. After the first year of continuous service, the employee shall become entitled to the said gratuity for any part of the next year and prorated accordingly.
4. Where the employer terminates the employee after eleven (11) months of continuous service under conditions other than those stated in Article 20 above, and then reappoints him within two months from the date of terminating him, the employee's service shall in this case be considered continuous and uninterrupted for the purposes of applying this Article.
5. The employer shall have the right to deduct from the employee's gratuity any amount owed by the employee to the employer

Article 25

1. The provisions of Article 24 above shall not apply to the employee in the following cases:

Where he has lost his gratuity in accordance with the provisions of Article 20 of this Law.
Where he left service under conditions other than those stated in Article 21 above, and without submitting to the employer the notice stipulated in Article 18 above.

Where he is a foreigner working for a national enterprise, in which case the agreement signed between both parties shall prevail.

Where the employee resigns and has given notice to the employer in accordance with Article 18 of this Law, his gratuity shall be calculated as follows:

One third of the gratuity where his service is more than two years but less than five years.

Two thirds of the gratuity where his service is more than five years but less than ten

years.

A complete gratuity where his service is more than ten years.

Article 26

1. Where the employee dies during his service for reasons relating to the carrying out of his duties or otherwise, the employer shall, not later than fifteen (15) days after the date of death, deposit at the appropriate court any wages and other entitlements due to the employee, in addition to the gratuity defined according to Article 24 of this Law.

The employer shall submit to the court a detailed report showing the calculation of all of the deceased employee's entitlements, and a copy thereof to the Director.

The court shall distribute such entitlements between the deceased employee's heirs in accordance with the Islamic Sharia or with the relevant laws applicable in his country of nationality. Where his heirs are not identified for a period of one year, his entitlements shall be returned to the employer

Article 27

1. Where the employer provides his employees with a retirement scheme or similar system that offers better benefits than the gratuity and end-of-service benefits stipulated in Article 24 above, he shall not pay such gratuity and end-of-service benefits.

Where the net benefit received by the employee from the employer's retirement scheme is less than the gratuity and end-of-service benefits, the employer shall pay the gratuity and benefits to the employee according to Article 24 and return to him any subscriptions he would have paid in the said retirement scheme. The employee shall have the right to weigh the two options and decide which is appropriate to him.

Part 5

Wages

Article 28

Without violating the provisions of Article 15 (1) hereof, the employer and the employee may not conclude an agreement on a basic salary less than the minimum wage determined by an Emiri resolution.

Article 29

1. Wages shall be paid in the official currency of Qatar. They may also be paid in any other currency in accordance with the Government's financial system where agreed upon in writing between the employer and the employee.

Employers shall pay those employees appointed against annual or monthly salaries at

least once a month, and shall pay all others at least once every two weeks.

The salary shall be paid directly to the employee during official working hours and at his normal workplace or any other place accepted by the employer. It may also be deposited in the employee's bank account or be paid to his duly authorized agent.

Where the employee is a minor, his wage may be paid to his legal guardian or closest adult relative, provided that the guardian or relative submits a written request to that effect to the employer.

Article 30

Where the employer terminates an employee's service before the end of his contract, or the employee terminates his employment in accordance with Article 18 hereof, the employer shall pay the employee his salary and any other entitlements due to him before the end of the next working day. Where, however, the employee stops working without notifying the employer in accordance with Article 18, his salary and other benefits shall be paid to him within seven days from the date of such stoppage.

Article 31

The employer shall, before the employee takes his annual leave, pay him all outstanding entitlements plus his salary for the leave period in accordance with the provisions of Article 47 of this Law

Article 32

The employer shall not compel the employee to buy foods or other goods from specified stores or from among his own products.

Article 33

1. Except where approved by the Director in accordance with Article 72 below, no portion of the employee's salary shall be deducted or withheld unless ordered by a court or by agreement with the employee himself.

Where a portion of the employee's salary is withheld by court order, the settlement of Islamic Sharia's family expenditure debts shall take priority over all other debts. The total amount withheld from the employee shall not exceed thirty-five (35) per cent of his salary.

The employer shall not collect interest on any loan made to the employee. The employer also shall not deduct more than ten (10) per cent from the employee's salary as an installment for settling such loan, unless a higher percentage is stipulated in a written agreement between the two parties. In any case, no deduction for this purpose shall exceed thirty-five(35) per cent of the employee's salary.

Article 34

Entitlements due to the employee as a gratuity or end-of-service benefit or compensation for disability or death, or as salary for his normal or sick leaves, shall be calculated as basic salary plus cost of living allowance, if any. Where the employee's wage is designated on a piece bases, thus, the basis for calculating the said entitlements shall be according to the employee's average wage plus his cost of living allowance, if any, for the past three months before the date that such amounts have become due.

Part 6

Working Hours and Overtime

Article 35

1. No adult employee shall work more than eight hours per day or forty-eight hours per week. The exception shall be the month of Ramadan, where the regular work period shall not exceed six hours per day or thirty-six hours per week. The regular hours for employees working on shift rotation shall not exceed eight hours per day, except for the month of Ramadan, where the regular shift shall not exceed six hours per day.

Travel time between the employee's residence and his workplace shall not be counted as part of his working hours.

Article 36

1. Where actual working hours exceed the regular working hours stated in Article

35 (1) above, the additional time shall be considered as overtime and the employee paid for those hours at the same rate as he is paid for regular hours plus an additional rate of at least twenty-five per cent for overtime.

Except for employees working on shift orders, employees working at night between 9.00 pm and 3.00 am shall be paid their regular salary plus at least an additional fifty per cent thereof.

Actual working hours shall not exceed ten hours per day, unless the situation requires additional hours to prevent loss or the occurrence of a dangerous accident, or to repair or reduce the harm resulting from such accident.

Article 37

1. Friday shall be the weekend holiday for all employees except shift rotation employees.

Where the employee is not paid for a weekend holiday and his services were required on such a day, he shall be compensated with an additional rest day or be paid the wage for a regular day plus at least an additional fifty per cent thereof.

Where the employee is paid for the weekend rest day and his services were required that day, he shall be given an additional paid rest day or be paid his regular wage plus at least fifty per cent of the regular pay of the additional rest day.

Except for shift rotation employees, no employee shall be required to work two consecutive Fridays.

Article 38

Where work conditions require an employee to work on official holidays as stated in Article 46 of this Law, he shall be paid in the same manner as if he had worked on a paid weekend holiday, plus a bonus as specified in Article 37 (3) above.

Article 39

Working hours shall include one or more rest periods for lunch or prayers so that an employee shall not work more than five continuous hours without rest, except during the month of Ramadan. Rest times shall not be counted as part of regular working hours.

Article 40

1. The provisions of this Part 6 shall not apply to special professionals such as physicians, engineers, or those in high administrative and supervisory positions. Except for the provisions prescribing payment for overtime work, the provisions of this Part 6 shall not apply to the following:

Crews of marine vessels.

Offshore crews, except for port personnel, who work under special conditions due to the special nature of their work

Part 7

Employment of Juveniles

Article 41

1. Juveniles shall not be employed without permission from their fathers or guardians, and only after obtaining the respective permit from the Director of Labour and Social Affairs and the approval of the Minister of Labour and Social Affairs.

Where the juvenile is a Qatari student, he shall obtain the approval of the Minister of Education and Youth.

Article 42

1. No juvenile may be employed without first being medically examined by a licensed physician who shall certify that the juvenile is physically fit to work.

A medical examination for working juveniles shall be conducted periodically and at least once a year.

Article 43

Juveniles shall not be allowed to work between sunset and sunrise, or on weekends and official holidays, or overtime.

Article 44

1. Working hours for juveniles shall not exceed six hours per day and thirty six hours per week, except for the month of Ramadan where regular working hours for juveniles shall not exceed four hours per day and twenty hours per week.

Travel time between the juvenile's residence and his workplace shall not be counted as part of his regular working hours.

Working hours shall include one or more rest periods for lunch or prayers so that the juvenile shall not work more than three continuous hours without rest, except for the month of Ramadan. Rest periods shall not be counted as part of regular working hours.

A juvenile shall not be allowed to remain at his workplace for more than nine continuous hours.

Article 45

Each employer who employs juveniles shall:

Submit to the Director a statement indicating the names of juveniles working for him, the nature of their work, and the date of commencement thereof.

Display clearly and conspicuously in every part of the workplace a notice indicating the working hours and rest periods.

Article 45 - BIS

A resolution from the Minister of Labour and Social Affairs shall determine the work that juveniles may not perform. The resolution shall take into account the nature of such work or the surrounding conditions, particularly relating to the health and safety of such juveniles.

Part 8

Regular Holidays and Sick Leave

Article 46

1. The following shall be paid official holidays for employees:

Eid-Al-Fitr (After Ramadan Eid) - 3 days

EidAl-Adha (pilgrimage period) - 3 days

Independence day - 1 day

In addition to the abovementioned holidays, three days with full pay shall be granted to employees, the dates of which shall be determined by the Government or the employer.

Article 47

1. Where an employee completes one full year in the service of the employer, he shall be entitled to paid annual leave as stipulated in Article 34 above. Such leave shall be computed as follows:

Two weeks where the balance of service is not less than five continuous years.

Four weeks where the balance of service is more than five continuous years.

The employee's years of service calculated up to the day on which this Law came into force shall be considered as part of his balance of service in the computation of the annual leave to which he is entitled

Article 48

The employer may determine the date on which the employee may take his leave. The employee may not divide his leave into more than two parts.

Article 49

Where the employee has the right, as specified in Article 23 of this Law, to return to the country from which he was recruited, he may accumulate his annual leave with the approval of the employer and in accordance with the provisions of Article 47.

Article 50

1. An employee who has completed six months of continuous service shall have the right to the following paid sick leave, provided that his sickness is certified by a licensed physician approved by the employer:

- a. Two weeks with full pay as stated in Article34.
- b. Four weeks with half pay thereafter.

2. Where the employee exhausts his paid sick leave, he may continue his sick leave without pay until he is able to return to work, or he resigns, or his employment is terminated for health reasons in accordance with paragraph 3 below.

3. The service of the employee may be terminated at the end of the fourteenth week of sick leave where it was evident from a licensed physician's diagnosis, approved by the employer, that the employee is unable to return to his work.

4. Where an employee resigns due to illness with the consent of a licensed physician approved by the employer, and such resignation occurs before the end of the sixth week, he shall be entitled to paid sick leave in accordance with the provisions of this Article, and the remaining part of the pay due to him shall be paid. This provision shall also apply where the employee dies because of the illness prior to the end of the sixth week.

5. The provisions specified herein shall not violate the employee's right to his end-of-service gratuity and benefits. In addition, the employee's sick leave for a duration of twelve weeks shall not be considered an interruption of his continuous service.

6. For the purposes of applying this Article, the employee's years of service calculated up to the day on which this Law came into force shall be considered as part of his balance of service.

Article 51

1. A Moslem employee shall have the right to unpaid leave for four weeks to

perform the pilgrimage (Hajj).

The employer shall determine the number of employees to be granted the pilgrimage (Hajj) leave each year as may be appropriate to the operation of his business. Priority shall be given according to seniority based on the employee's length of continuous service as long as work conditions permit.

Article 52

An employer shall not terminate an employee or furnish notice to that effect while the employee is on leave. The employee also shall not terminate his employment while he is on his annual leave unless he had declared his intention to do so before taking such leave.

Part 9

Safety, Health and Welfare of Employees

Article 53

- 1- The employer or his representative shall explain to the employee the hazards of each job and all available means of protection and safety.

The employer shall display clearly and conspicuously at the workplace detailed instructions regarding the prevention of fires and the protection of employees from any hazards they may face while performing their duties

Article 54

The employer shall take all possible precautions to protect his employees from any injury or illness which may be caused by hazards associated with their job, as well as from fires, accidents or malfunctions of machinery and equipment.

Article 55

1. Employers who employ fifty or more employees shall provide first aid equipment to each employee. Such equipment shall include medicines, bandages and disinfectants.

Such equipment shall be kept within easy reach of all persons. One employee qualified in the administration of first aid shall be entrusted with administering such aid whenever and to whomever necessary.

Article 56

1. The employee shall in no way perform or refuse to perform any activity that interferes with the employer's instructions regarding the safety and health of the staff. The employee shall also take no action that would damage or disable equipment or machinery provided for safety or other general purposes.

The employee shall use protective gear, equipment and clothing provided by the employer and shall comply with all safety instructions.

Article 57

1. Where an employer uses the services of staff in remote sites that have no access to normal or public transportation, he shall provide his employees with the following:

Appropriate transportation or living quarters, or both.

Potable water.

Appropriate food or the means to obtain food.

The director of the Department of Labour shall determine the sites which shall be subject to the provisions of paragraph 1 above. Please refer to Ministerial Resolution No.2of 1978 which defines such remote areas as indicated in the Labour Law.

Article 58

1. The employer shall take all appropriate measures to provide hygienic conditions and proper ventilation in the workplace. He shall also provide appropriate lighting, water, sewerage, potable water, and bathroom and cleaning facilities. All such facilities shall be according to the instructions and directions of

the Department of Public and Municipal Health.

The Director may offer employers a reasonable period of time to enable them to comply with the provisions of this Article.

Part 10

Compensation for Disability and Death

Article 59

1. Where an employee is injured or falls ill with any of the work-related illnesses listed in Schedule No.2 attached hereto, such employee shall have the right to receive, free of charge, any appropriate and necessary medical treatment or surgery according to the diagnosis of a licensed physician approved by the employer. The employee shall also be entitled to claim transportation expenses incurred in receiving such treatment.

The employee shall also have the indisputable right to receive his salary in full, and in accordance with the provisions of Article 34, for the entire duration of his treatment or for six months, whichever is shorter. Where the treatment exceeds six months, the employee shall receive half of his salary until he recovers, or dies, or his disability proves to be permanent, whichever occurs first.

Article 60

1. The employer shall pay worker's compensation to any employee who has been partially or completely disabled during the course of his employment. The employer shall also pay worker's compensation any employee who dies as a result of the performance of his duties.

The amount of such worker's compensation shall be calculated in accordance with Schedule No.1 attached hereto. Where the employee is completely disabled and unable to earn the minimum level of subsistence, he shall receive the same compensation as for an employee who dies as a result of the performance of his duties.

Where the employee is a Moslem, the amount of compensation shall be calculated in accordance with the provisions of the Islamic Sharia.

Article 61

The provisions of Articles 59 and 60 hereof shall not apply if an investigation committed by the competent authorities proves that:

The employee purposely injured himself or committed suicide in order to receive sick leave or compensation;

The employee was under the influence of drugs or intoxicated at the time of injury or death;

The employee purposely violated the instructions of the employer regarding health and safety or grossly neglected to implement such instructions;

The employee, without good cause, refused a medical examination or to follow the treatment prescribed by a licensed physician approved by the owner of the business or by the medical committee formed by the chief physician in accordance with Article 63.

Article 62

Where an employee dies or is seriously injured or ill in the course of performing his duties, the employer shall immediately submit a full report thereon to the police and the Ministry of Labour.

Article 63

Where a dispute arises regarding the employee's ability to resume his duties or a medical question arises regarding his injury, illness, or current or future treatment, the matter shall be referred to the Government Chief Physician, through the Director, who shall form a joint medical committee, including one or more government physicians and one or more licensed private physicians approved by the employer, to discuss the matter and take appropriate decisions thereon. The committee's decision shall be final and binding. The committee shall submit its report to the Director for the appropriate action.

Article 64

The right to claim compensation for injury or death shall prescribe after the lapse of one year from:

The date of the accident which caused the disability;

The date of the final medical report, which shall include proof that the disability was due

to one of the occupational illnesses listed in Schedule 2 attached hereto; or

The date the employee's death

Article 65

1. The employer shall pay the compensation due to the employee within fifteen days from the date on which his disability has been proved, or from the date of completion of the competent authorities' investigation as stated in Article 61 of this Law.

The employer shall deposit the amount of compensation for the employee's death at the competent court within fifteen days of the date thereof or from the date on which the said investigation's results have been declared by the authorities. In addition, the employer shall submit to the court a detailed report about the method used to calculate the said compensation, a copy of which shall also be submitted to the Director. The court shall distribute the compensation to the employee's heirs in accordance with the Islamic Sharia or the relevant laws applicable in his country of nationality. Where a year elapses without the legitimate heirs of the employee having been identified, the amount of compensation shall be returned to the employer.

Part 11

Joint Committees, Disputes and Proceedings

Article 66

1. Representatives of the employer and his employees may form committees in order to promote cooperation between the parties regarding such matters as:

- a. Regulation of work and production.
- b. Workplace conditions.
- c. Training and development.
- d. Implementation of workplace safety and protection.

The committees shall be formed with the approval of the Minister of Labour and Social Affairs or his representative. The employer shall inform the Minister about any changes made to the committees. The Ministry may mandate any member of its personnel to attend committee meetings as an observer.

Article 67

1. A committee (hereinafter “the Committee”) shall be formed to settle any dispute between the employer and his employees according to the provisions of article 68

The Committee shall be comprised of:

- a. A permanent chairman appointed by Emiri decree.
- b. A member designated by the employer.

Article 68

Where a dispute arises between the employer and some or all of his employees, both parties shall endeavour to settle the dispute amicably. Where they fail to settle the dispute, they shall take the following steps:

The employees shall submit their complaints or demands to the employer in writing and a copy thereof to the Director.

The employer shall respond in writing to the complaints or demands within six days of receipt thereof and furnish a copy of the response to the Director.

Where no response is submitted by the employer, the Director shall attempt to mediate the dispute.

Where the Director's mediation fails to settle the dispute within six business days, he shall refer it to the Committee.

The Committee may seek the advice of a specialist or expert prior to issuing its decision, which shall be issued within six business days of receiving the case.

The Committee's decision shall be final and binding on both parties where they agreed in writing to refer the case to it for settlement. Where no such agreement has been reached, the Committee's decision shall be considered only a recommendation.

Part 12

Strikes and Work Stoppages

Article 69

The employee may not strike before the Committee issues its decision under Article 68

(6) above, nor shall the employer prevent employees from entering the workplace, or stop his operations, or dismiss any of his staff before the Committee issues such decision.

Article 70

1. Striking employees shall not attack, or threaten to attack, the employer or his representatives or other employees who continue with their work. Striking employees shall not cause any loss or damage whatsoever to property in or on the workplace.

Striking employees shall not enter the workplace except for the purpose of resuming their normal duties.

Article 71

1. Except in circumstances justifying a notification under Article 18 of this Law, no employee working in facilities that supply water, electricity or gas, or that contain equipment relating to health and safety, firefighting, cooling or communications, whether wired or wireless, shall conduct a strike or a work stoppage.

Striking employees shall be required to take into consideration that their actions may endanger the public by depriving them of vital services or may cause loss or damage to public or private property.

Part 13

Penalties, Inspection and Execution

Article 72

1. No employer shall impose a penalty on an employee unless he has displayed clearly and conspicuously in the workplace a description of all penalties approved by the Director.

In determining these penalties, the following principles shall be taken into account:

All violations and their respective penalties shall be defined.

No penalty shall be imposed on the employee for a violation not related to his work.

No more than a single penalty shall be imposed for any violation.

Any deduction from the employee's monthly salary shall not exceed the proportion of his wage for a maximum of five days.

No penalty shall be imposed on the employee where a period of fifteen days has elapsed from the date of such violation without a penalty having been imposed.

Article 73

Where an employer employs ten or more employees, he shall:

Keep a record for each employee indicating his name, work, nationality, residence, marital status, date of commencement of service, annual and sick leave taken, and any penalties imposed on him.

Display clearly and conspicuously in the workplace the official working hours and rest

periods.

Keep a record showing terminated employees, the dates of termination, and the reasons for such termination.

Article 74

1. Authorized inspectors entrusted with inspections in accordance with a resolution of the Minister of Labour and Social Affairs shall be responsible for supervising the application of the provisions of this Law. For this purpose, they shall be permitted to enter workplaces to inspect registers, books, schedules and instructions stated in this Law in accordance with the Ministry's directives.

Such inspectors shall be vested with the powers of judicial law enforcement officers in proving violations of this Law.

Such inspectors shall carry proof of identification at all times.

The Director shall regulate by a resolution the methods that ensure the proper management of the inspection process referred to in paragraph 1 above.

Employers, their representatives or agents shall facilitate the work of the inspectors and furnish them with true and correct data for the proper performance of their tasks.

Article 75

Notwithstanding any penalty prescribed by another law, any person convicted of violating this Law shall be sentenced to a fine of two thousand (2000) Rubees.

Article 76

All competent authorities, each in its respective jurisdiction, shall enforce this Law. Resolutions required for its implementation shall be issued by the Director.

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