

# HIRING IN QATAR

A GUIDE TO BUILDING  
YOUR DREAM TEAM



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## 01. Introduction

Welcome to **Hiring in Qatar** - a guide to building your dream team.

This comprehensive guide is designed to support foreign investors and businesses in navigating the hiring process in Qatar.

This guide provides detailed information on the regulatory framework, available platforms and employment regulations to help you effectively manage your hiring needs and build a successful team in Qatar.

Whether you are looking to hire high-skilled professionals or entry-level workers, this guide will serve as your reliable partner in understanding the local labour market, recruitment support services and best practices.

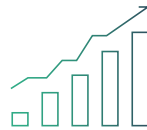
## Invest Qatar - Your Reliable Partner in Growth

The Investment Promotion Agency Qatar (Invest Qatar) is responsible for overseeing investment promotion activities aimed at attracting foreign direct investment into Qatar. Established in 2019, Invest Qatar's mission is to strengthen Qatar's position as an ideal investment destination, while facilitating investments that foster economic diversification and development.

Invest Qatar supports investors throughout their journey, from exploration and setup to expansion, ensuring their long-term growth by:



Providing comprehensive insights into Qatar's business landscape



Sector-specific market knowledge



Tailored investment facilitation

### 1.1 Licensing platforms

As the gateway to investment solutions, Invest Qatar connects investors to an integrated ecosystem of business and licensing platforms.



## 1.2 Qatar at a glance



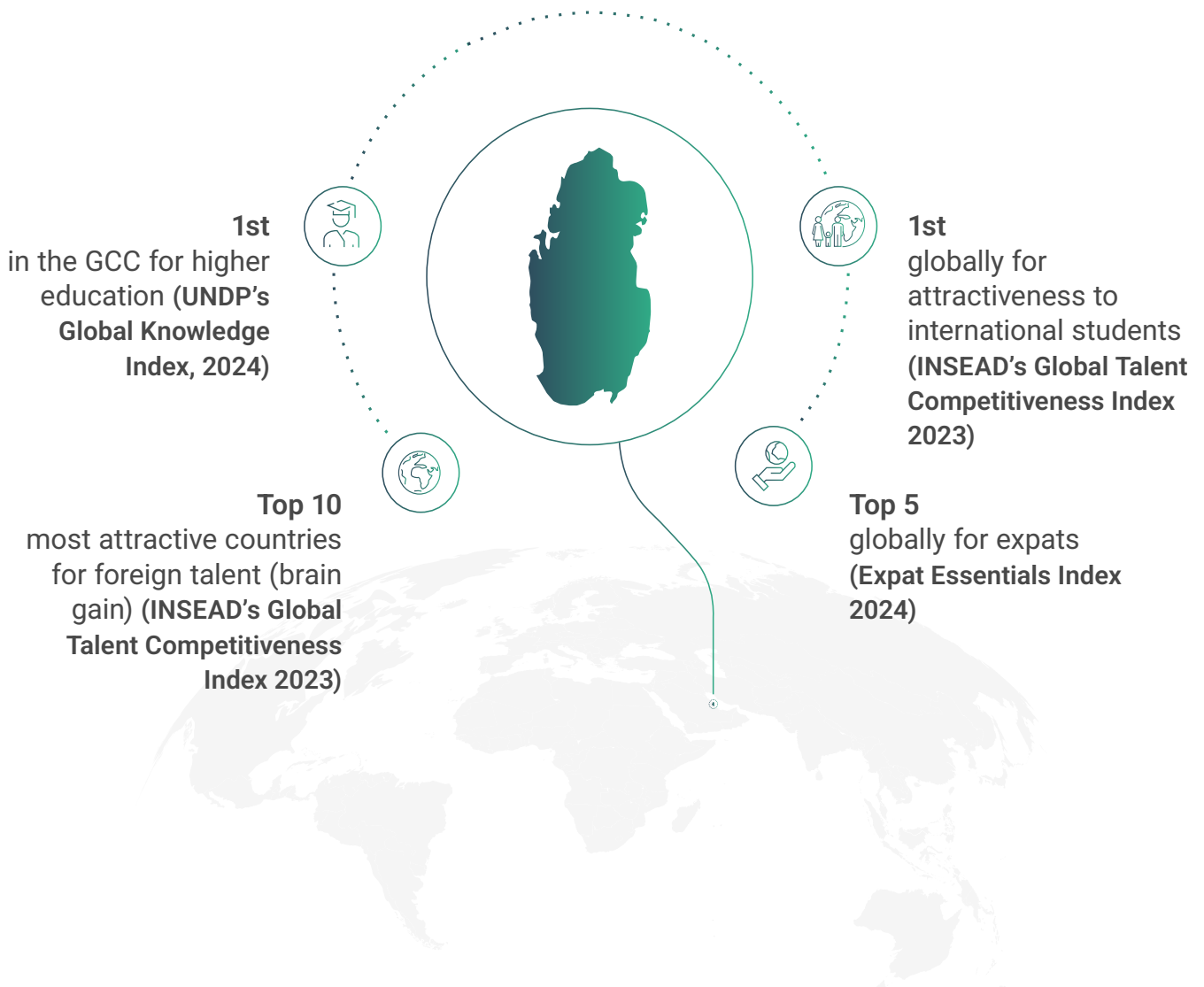
**Strategic location,**  
\$8 Tn in combined  
GDP within 3,000 km  
of Qatar



**Business-friendly policies**  
liberal foreign ownership  
laws, strong and efficient  
legal framework

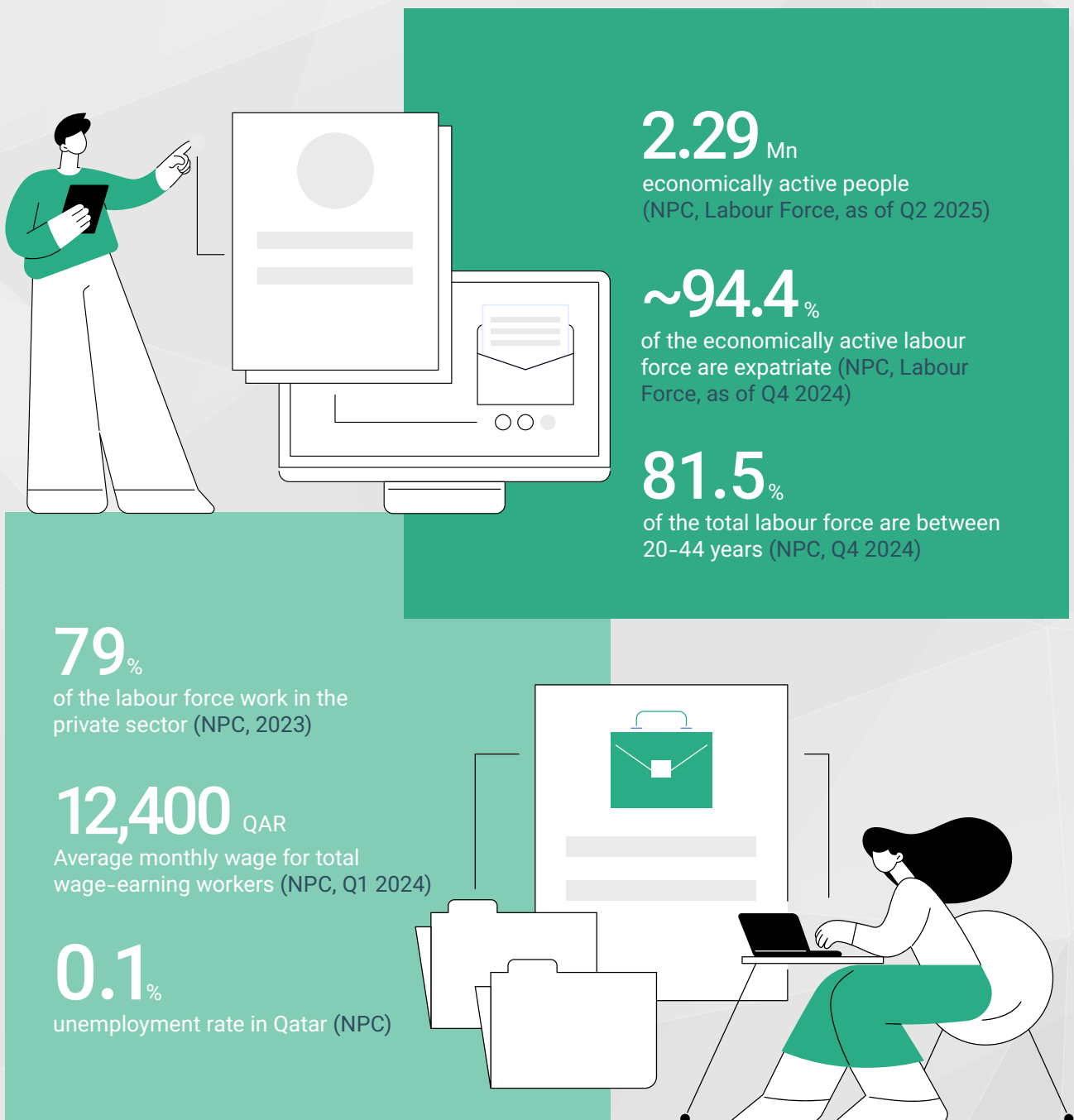


**Advanced infrastructure**  
3rd globally for general  
infrastructure (Global  
Innovation Index 2024)



## 1.3 Talent pool

Qatar's talent pool is strong, with a highly active and predominantly expatriate workforce, low unemployment and a significant presence in the private sector.



## 02. Visas and work permits



The Ministry of Labour (MoL) defines the rules and procedures for processing work permits. Non-Qatari workers can be employed after obtaining a work permit as per the rules and procedures prescribed by the Ministry of Labour (MoL).



The Ministry of Interior (MoI) set up Visa Centres to provide seamless and efficient service for residency procedures on its behalf in eight countries. These countries include India, Sri Lanka, Pakistan, Bangladesh, Philippines and Nepal. Individuals must complete a biometric enrolment, medical examinations and sign work contracts in their home countries through the Qatar Visa Centres (QVCs) before coming to Qatar.<sup>1</sup>

The MoL has launched new e-services to streamline work permit management, including applications, renewals, cancellations and labour recruitment approvals. Work permits are valid from one to five years, subject to MoL approval. An e-service is available for work permits for residents sponsored by their families, Gulf citizens, investors and others. This is part of a broader strategy to modernise over 80 services.<sup>2</sup> Qatar's digital services also include the National Authentication System (NAS) for verifying digital identities.<sup>3</sup>

Qatar promotes **Fair Recruitment Practices**, primarily through engagement with the private sector, under the Ministry of Labour (MoL) and the ILO cooperation programme. Fair recruitment practices significantly reduced recruitment fees and related costs and the debt incurred by workers, facilitated informed decision-making around migration and addressed contract deception and led to an effective grievance mechanism reducing the risks of disputes.

1. Qatar Visa Center, "Visa Center (QVC)," [www.qatarvisacenters.com](http://www.qatarvisacenters.com), accessed August 23, 2024.

2. Ministry of Labour, "Ministry of Labour launches e-service package to process work permits", Ministry of Labour, Accessed August 23, 2024.

3. National Authentication Service (NAS), Tawtheeq, National Authentication Service | Ministry of Communications and Information Technology ([mctgov.qa](http://mctgov.qa)), accessed September 2024.

More information regarding the e-services for issuance of visa and work permits can be found on the [MoL e-services and e-forms website](#).

In order to reside and work in the State of Qatar, employees are required to acquire a Resident Permit (RP). Under reformed labour laws, the process of securing these permits has become more streamlined and is governed by the MoL<sup>4</sup> alongside the Mol. For employment in the QFC, an exclusive QFC employment regulations body overlooks legislation related to employment, to which the State Labour Law does not apply.<sup>5</sup> The QFC employment standards are in line with international best practices and the International Labour Organisation (ILO)'s framework.



4. Ministry Of Labour, "Services E-Services & E-Forms," mol.gov.qa, August 23, 2024.

5. Qatar Financial Centre (QFC), "Operating with QFC," www.qfc.qa, accessed August 23, 2024.

## 03. Labour Laws on Working Hours and Leaves

Qatar's Labour Law No 14 of 2004 as amended constitutes a comprehensive framework of rules and regulations that outline the legal rights, responsibilities and limitations of employees, employers and workers' committees. It is imperative that all related parties fully comply with the provisions set forth in this law. Under these regulations, the maximum regular working hours shall be forty-eight hours per week, equivalent to eight hours per day for all months of the year except for the month of Ramadan when it shall be thirty-six hours per week, equivalent to six hours per day.

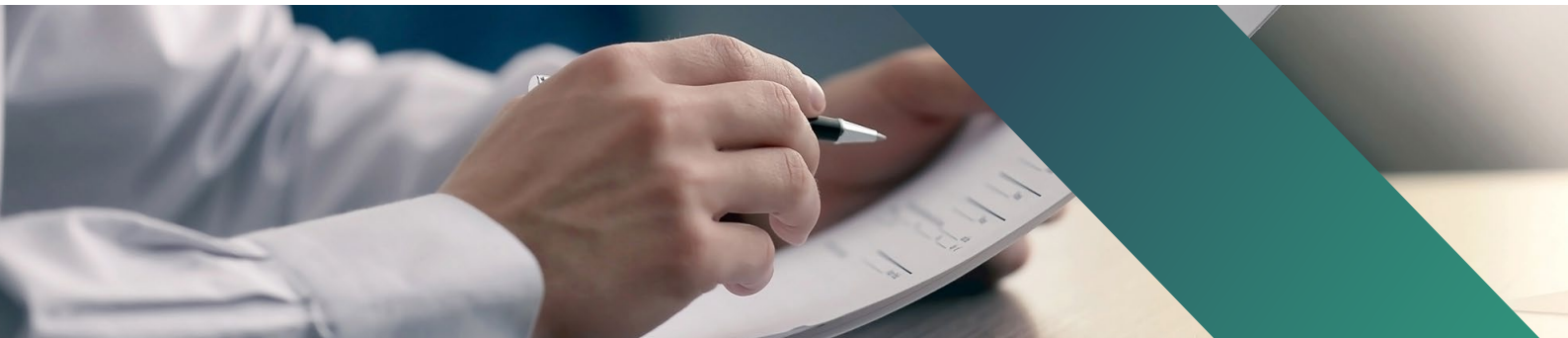
**The worker shall be entitled annually to leave with full pay for public holidays as follows:**

1. Three working days on the occasion of Eid Al-Fitr.
2. Three working days on the occasion of Eid al-Adha.
3. One working day on the occasion of Qatar's National Day (18<sup>th</sup> December).
4. Three working days to be determined by the employer.

If the working conditions require the worker to be on duty on any of these leaves, the provisions of Article 74 of the labour law on overtime shall apply in respect thereof.

Workers also have right to another one-day paid leave on the occasion of the National Sports Day held annually on the second Tuesday of February (Emiri Decree No. 80/2011).

On the other hand, Article 79 of the labour law states that a worker who has been in the service of the employer for a full continuous year shall be entitled to annual leave with the pay not less than three weeks for a worker whose service is less than five years and four weeks for a worker whose service period is five years or more.



6. Qatar Law No. 14/2004 on the Promulgation of the Labour Law as amended. Qatar Emiri Decree No. 80/2011, on the National Sports Day



مركز قطر للمال  
Qatar Financial Centre

#### Under the QFC:

- ▼ Annual and other leaves: Employees who have completed one year of employment are entitled to an annual paid leave of a minimum of 20 working days each year and public holidays mentioned above.
- ▼ Sick leave: 60 days of paid sick leave.
- ▼ Maternity leave: Female employees who have completed one year of employment are entitled to paid maternity leave for 14 weeks. For employment periods less than a full year, female workers are entitled to unpaid maternity leave for the same period.

### Qatar Financial Centre's Employment Standards Office (ESO)<sup>7</sup>

The QFC employment regulations are administered by the Employment Standards Office established in 2015 under Article 6 of the QFC employment regulations, which plays a crucial role in the QFC labour market and deals with all aspects of employment, including prevention and resolution of workplace conflict and labour disputes. ESO's mission is to create and maintain a healthy, fair and balanced work environment for higher productivity through adequate and tailored labour-oriented reforms and the implementation of services in line with the Qatar National Vision 2030, in particular the human development pillar.

For further information, visit the [ESO office](#).

7. Qatar Financial Centre (QFC), "Employment Standards Office," [www.qfc.qa](http://www.qfc.qa), accessed May 23, 2022.

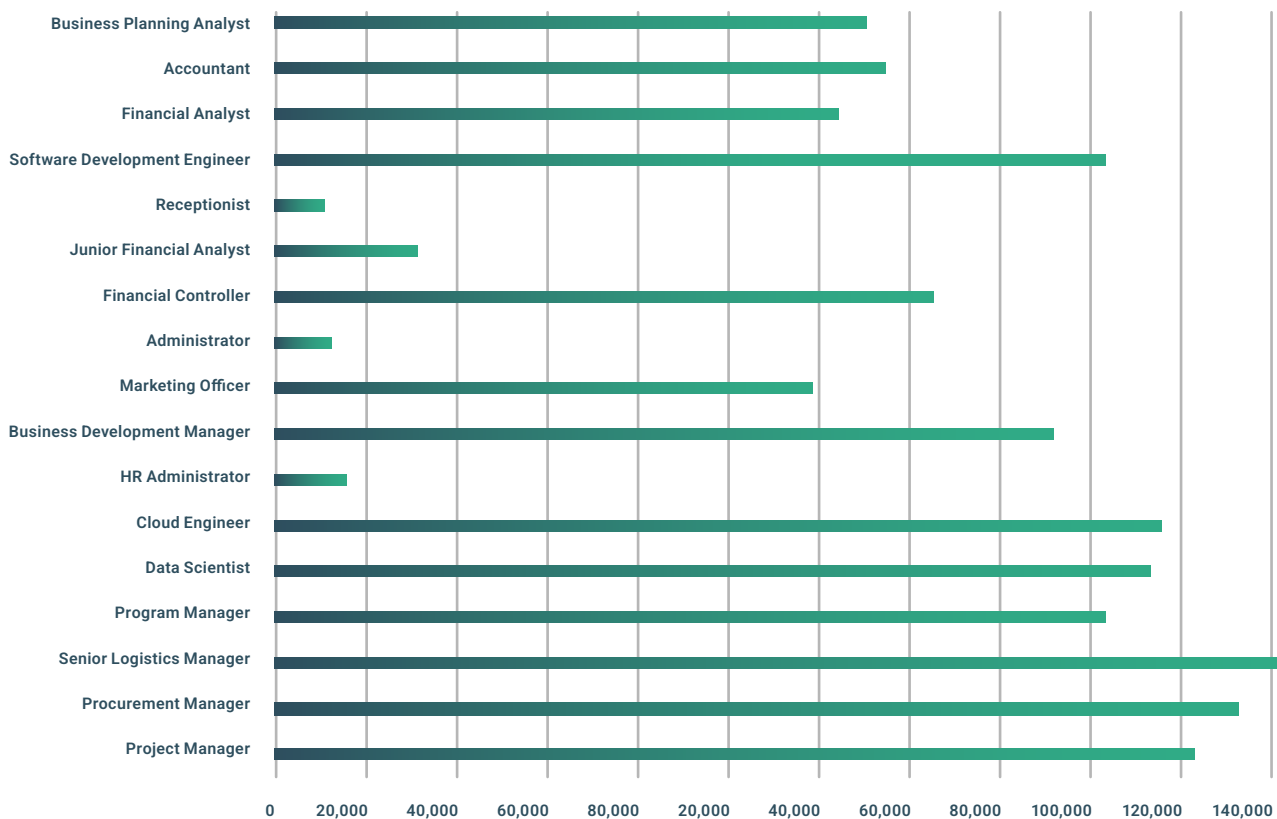
### 3.1 Salaries

A properly documented payroll process is essential for companies in Qatar due to the Wage Protection System (WPS), an electronic salary transfer system developed by the Qatar Central Bank and MoI to ensure timely wage payments through authorised banks.<sup>8</sup>

Qatar’s Law No. 17 of 2020 established a non-discriminatory minimum wage for all workers, including domestic workers, at 1,000 QAR (275 USD) per month, with additional allowances of 300 QAR for food and 500 QAR for housing if not provided directly.<sup>9</sup> This reform is expected to benefit over 400,000 workers (20% of the private sector).<sup>10</sup>

The NPC reports that the average monthly wage for all workers is approximately QAR 12,400 (3,400 USD). A summary of salaries for different professions is provided below.

Graph 1: Average Labour Cost in Qatar (Annually in USD)



Source: fDi Benchmark (2024, accessed August 2025)

8. Ministry of Administrative Development, Labour & Social Affairs, "An Explanatory Leaflet on WPS," [www.adlsa.gov.qa](http://www.adlsa.gov.qa), 2019.  
 9. Hukoomi E-Government Services, "MADLSA Announces Starting the Implementation of Minimum Wages as of 20 March," <https://hukoomi.gov.qa>, March 21, 2021.  
 10. International Labour Organization (ILO), "Qatar's New Minimum Wage Enters into Force," [www.ilo.org](http://www.ilo.org), March 19, 2021.

## 3.2 Health insurance

The Ministry of Public Health (MOPH) has announced that health insurance will be mandatory for all non-Qatari nationals and visitors in Qatar must have private health insurance for the duration of their stay to receive basic medical services.<sup>11</sup> Employers must enrol their non-Qatari employees and their family members in the mandatory health insurance scheme through contracts concluded with insurance companies registered with [the MOPH](#).

Under QFC Regulations, employers are required to obtain and maintain insurance cover for health and disability – providing periodic payments in respect of lost income due to an illness or injury.

## 3.3 Taxes

In the State of Qatar, employees benefit fully from their wages as there is no tax on personal income. Whereas companies are subject to a corporate income tax levied at a flat rate of 10%.

## 3.4 Termination

The 2020 amendments to Labour Law No. 14 of 2004 (Article 49)<sup>13</sup> allow either the employer or employee to terminate a contract after the probation period without stating a reason. During probation, only the employer can terminate for poor performance, while the employee can switch jobs or return home. The notice period is at least one month for service under two years and two months for over two years, unless otherwise specified.

Additionally, non-Qatari nationals no longer need a “No-Objection Certificate” to change employers or an exit permit to leave Qatar, effectively ending the kafala system and making Qatar more attractive for global talent.<sup>14</sup>

At the QFC, employees have a probation period of up to 6 months and a termination period of 2 weeks to 3 months, depending on employment duration. The QFC ESO, along with the ILO and MoL, is working to implement best practices in line with Qatar National Vision 2030.

11. Ministry of Public Health (MoPH), “Press Release on Promulgation of Law No. (22) of 2021 Regulating Health Care Services in the Country,” [www.moph.gov.qa](http://www.moph.gov.qa), 2021.

12. Article 49, Labor Law No. 14 of 2004 as amended, Qatar Legal Portal.

13. Article 49, Labor Law No. 14 of 2004 as amended, Qatar Legal Portal

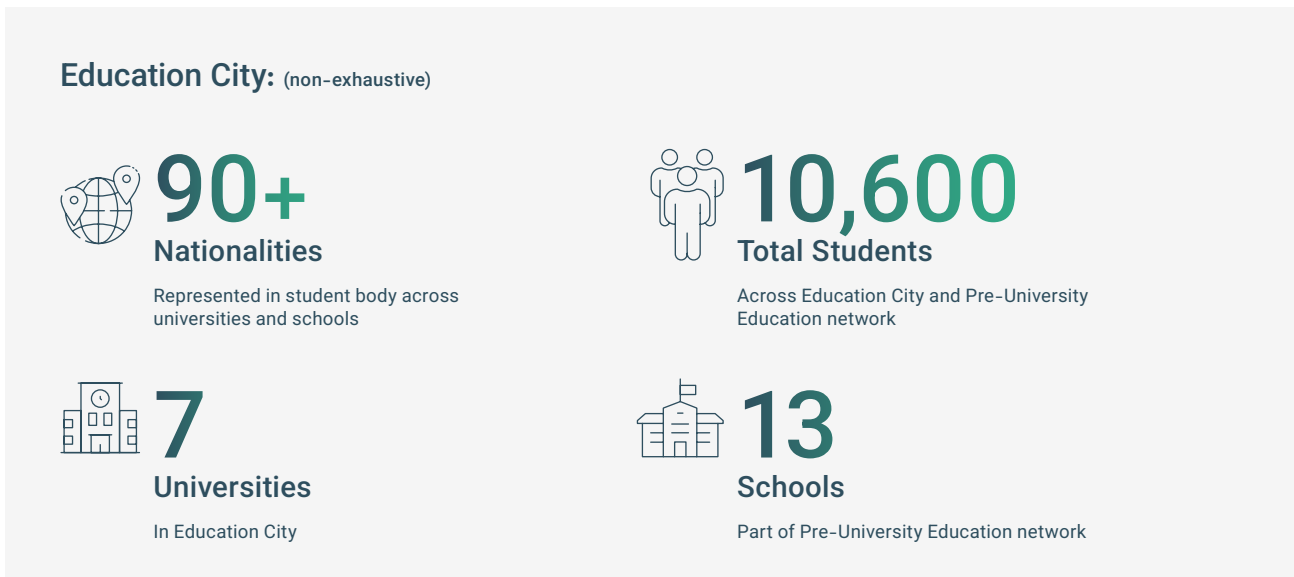
14. International Labour Organization (ILO), “Qatar’s New Minimum Wage Enters into Force” March 19, 2021.

## 04. Education and Talent

### 4.1 Education

Qatar’s vibrant ecosystem of globally renowned educational institutions, research and training organisations have placed it on a fast track to becoming a knowledge-based economy. There are over 30 higher education institutions in Qatar.<sup>15</sup> Qatar places a strong emphasis on education as part of its Third National Development Strategy (NDS3), with significant government focus on talent availability, development and training.

Education institutions in Qatar are committed to developing talent through high-quality academic programs, while specialised occupational training programs, such as Jusour, play a key role in equipping individuals with industry-specific skills, supporting both economic growth and the vision of a knowledge-based society.



#### Universities in Qatar:



Non - Exhaustive

15. Ministry of Education and Higher Education, "Higher Education in Qatar," MoEHE, accessed August 23, 2024. [مؤسسات التعليم العالي.pdf \(edu.gov.qa\)](https://edu.gov.qa/مؤسسات%20التعليم%20العالي.pdf)

## Government led initiatives and programmes for talent development

### Qatar Digital Academy (QDA)

Launched by the Ministry of Communications & Information Technology, QDA offers specialised digital-skill programs—both in-person and virtual—covering areas such as data analytics, cybersecurity, AI and cloud computing. It aims to prepare Qatar’s workforce for the demands of a digital economy under the Digital Agenda 2030.

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### Erada Programme

Run by the Ministry of Labour, the Erada Programme focuses on developing national talent in artificial intelligence and digital transformation. Through targeted workshops and hands-on projects, participants gain practical AI skills to support Qatar’s digital government strategy

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### Qatar Finance and Business Academy

QFBA offers specialised training, certification and professional development programs to build local expertise in finance, banking and business management. It supports Qatar’s human capital strategy by equipping professionals and graduates with skills aligned to the country’s economic diversification goals.

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### Digital Skills Framework Initiative

The Digital Skills Framework Initiative, launched by MCIT establishes a comprehensive national standard for digital capabilities by defining 19 key skill domains broken into 115 discrete competencies, mapped across four proficiency levels, Awareness, Knowledge, Ability and Transformation. It provides open-access resources for self-assessment and gap analysis. The initiative is aligned with the “Future Leading Digital Society” pillar of Digital Agenda 2030, serving as a foundational reference for talent acquisition, workforce planning and curriculum design to accelerate Qatar’s digital transformation.

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### Institute of Public Administration (IPA) Training

The IPA under the Civil Service & Governmental Agencies Bureau delivers professional development for public-sector employees, covering leadership, governance, project management and policy analysis to strengthen government capacity and efficiency.

## 4.2 Recruiting talent

Aligned with Qatar National Vision 2030’s (QNV2030) human development goals<sup>16</sup>, Qatar offers a rich talent pool from renowned institutions and attracts one of the largest expatriate workforces globally. The country facilitates recruitment for both high- and low-skilled jobs through job sites and agencies. Invest Qatar and the MoL collaborates to nurture a high-skilled workforce, ensuring alignment with Qatar’s vision to meet its evolving economic demands.<sup>17</sup>

**Mentioned below are a few direct and indirect recruitment services:**

### A. Direct Hire

#### Government Recruitment Services

Services	Brief description
 Kawader	Launched by the Ministry of Labour to facilitate the recruitment of Qatari citizens in either public or private sector.
Ouqoul	Launched by MoL, Ouqoul aims to provide exceptional recruitment services for graduates from universities in Qatar and companies in the private sector.
 Jusour	Jusour facilitates visas and job opportunities for students, entrepreneurs and talented individuals to work and live in Qatar.
Basher	Launched by MoL, Basher is a service to streamline registration of national workforce employment in the private sector

#### International and Regional Job Portals (non-exhaustive)

Services	Brief description
 Invest Qatar Gateway	Apart from giving you access to business opportunities, Invest Qatar gateway enables you to find recruiting companies that hire both local and international talent.
 Bayt.com	A job site in the Middle East and North Africa, connecting job seekers with employers looking to hire.
 Glassdoor	A global job site with 54mn unique visitors monthly and personalised salary estimates based on each job seeker’s work experience.
 Gulf Talent	A job site for professionals in the Middle East.
 Indeed	A job site providing free access to search for jobs, post resumes and research companies.
 LinkedIn	The world’s largest professional network with more than 830 million users in over 200 countries and territories worldwide.
 Management Solutions International	A multinational recruitment company, working with prominent Government / Semi-Government, MultiNational Companies as well as SMEs.
 Vistas Global	A multifaceted company that provides managed solutions and services in human capital and recruitment.

16. Government Communications Office, “Qatar National Vision 2030,” 2016.

17. Invest Qatar, “Invest Qatar and Ministry of Labour partner to connect public and private sectors to support talent development,” invest.qa, 2023.

## B. Indirect Hire:

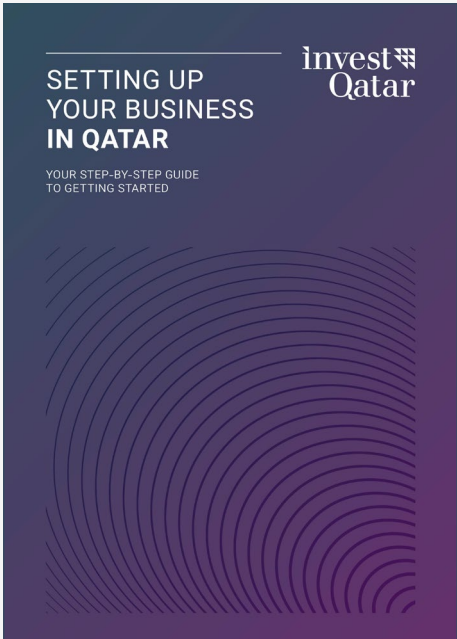
Outsourcing is also an alternative to hiring an individual permanently in Qatar. Outsource companies provide various services including mass recruitment and project-based recruitment, immigration support, in-country payroll, management, security and logistical support. Before hiring through an outsourcing company:

- 1.** Ensure that the Labour laws and entry laws highlighted by the MoL and MoI are followed when hiring through an outsourcing company.
- 2.** Ensure that the outsourcing company is recognised by the Ministry of Commerce and Industry (MoCI) or the governing body of the company.
- 3.** Study the reviews of the outsourcing company to check their credibility and performance.
- 4.** Ensure the expertise and skills required for employment are among the manpower solutions that the outsourcing company offers.
- 5.** Contact Invest Qatar for further information about key licensing platforms and hiring regulations in Qatar.

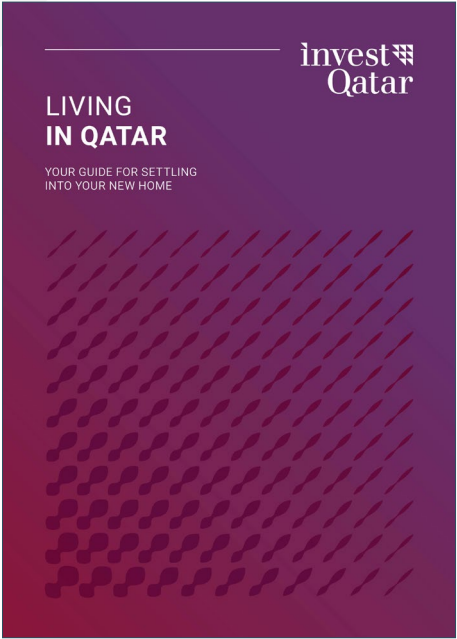
Under QFC, an authorised firm may enter into an outsourcing arrangement only if the firm's governing body has approved the firm's outsourcing policy and the arrangement is permitted by the policy.



# Other helpful Invest Qatar guides



**Setting Up Your Business in Qatar**



**Living in Qatar**

# HOW INVEST QATAR CAN HELP YOU

Invest Qatar works closely with you to understand your objectives, connect you with the right stakeholders and resources and support you through the investment process to ensure your long-term success in Qatar.

## Our Services



Information on the business and regulatory environment



Information on investment opportunities



Connections to relevant organisations in the investment ecosystem



Support for investors, from set-up assistance to facilitation of incentives



Introduction to strategic partners

# QATAR, EXCITING OPPORTUNITIES AWAIT



info@invest.qa | +974 4496 7575 | www.invest.qa



**Investment Promotion Agency Qatar (Invest Qatar)**

Tornado Tower, 13th and 14th Floor  
P.O. Box 11381, Doha, Qatar

For more information, please contact us at  
[info@invest.qa](mailto:info@invest.qa) | [www.invest.qa](http://www.invest.qa)

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