

Introducing a compensation and Qatar benefits management package is critical to your company's success. Your plan needs to be competitive compared to what other companies in your industry are offering, and it needs to meet or exceed Qatar's compensation laws.

If you don't have the time to source benefits or simply don't know where to start, Globalization Partners can help. We offer Qatar benefits and compensation outsourcing services for companies expanding to the country. You won't have to establish a subsidiary before you can give out benefits and compensation, and you can feel confident knowing you're compliant.

Qatar Compensation Laws

Qatar did not have a national wage until 2017, when it set the rate at 750 riyals ahead of the 2022 World Cup. However, this policy is a temporary one for migrant workers — it could increase, or the country could choose to eliminate the wage after the World Cup. You should watch for any changes to Qatar's compensation laws or the minimum wage and update your employment contracts accordingly.

Guaranteed Benefits in Qatar

All Qatar benefits management plans should first include guaranteed benefits to make sure you're staying compliant. Qatar celebrates four holidays, for which employees get varying time off. Employers also give employees three working days off for holidays. Employees who have worked for at least one year get three weeks of paid leave, then four weeks after five years of service.

Usually, employers will give employees a round-trip ticket to their home country when they take their vacation. You should clarify if that ticket will be provided for the whole family or just the employee in your employment contract. Keep in mind that Muslim employees are entitled to an unpaid pilgrimage leave for up to two weeks. They can take this leave only once during their employment.

Ways to Disperse Benefits

One of the best ways to disperse benefits and increase retention rates is by providing additional benefits that employees may expect. One common benefit is supplementary health and life insurance. You should specify whether you're providing this benefit to just the employee or the employee and their family in the employment contract.

Total compensation for employees in Qatar also includes salary, a housing allowance, and a

transportation allowance. Some employees also care about education allowances for their children. We recommend negotiating the total compensation package and seeing what allowances and bonuses are taxable or not.

Restrictions for Compensation and Benefits

Companies expanding to Qatar through traditional methods have to establish a subsidiary before providing compensation and benefits. Unfortunately, it can take months before you incorporate, which will delay the rest of your operations. However, working with Globalization Partners eliminates this restriction by using our existing subsidiary. We'll add employees we hire to our Qatar benefits management plan and payroll, but they'll be assigned to work for you. Your company won't have to worry about Qatar compensation laws or staying compliant.

Globalization Partners Can Make Your Expansion Easier

Choosing Qatar benefits and compensation outsourcing through Globalization Partners will help you work faster and smarter. Contact us today to learn more.