

11 AUG 2015

Qatar

Act No. 1 of 2015, taken by the Emir of Qatar

It relates to the amendment of several provisions of the Labour Code promulgated by Act No 14 of 2004

We, Tamim Bin Hamad Al Thani

Having reviewed the Constitution,

The Labour Code promulgated by Act No 14 of 2004 and its amending laws;

The Law on Qatar Central Bank, and the regulation of financial establishments promulgated by Act No. 13 of 2012;

Order No. 29 of 2014 which relates to the organizational structure of the Ministry of Labour and Social Affairs,

The proposal by the Minister of Labour and Social Affairs,

The bill submitted to the Council of Ministers, and

After having solicited the views of the Shoura Council,

hereby decrees the following:

Section 1

Section 2 of the abovementioned Act No 14 of 2004 shall be replaced by the following:

The Minister of Labour and Social Affairs shall promulgate the necessary Orders so as to put to effect the provisions of the annexed law, in coordination with the competent bodies. The Orders which are in force shall continue to be applied until the promulgation of the new Orders, in a manner which is not contrary to its provisions.

Section 2

Sections 1 (1), (2), (3), and (21) and 66 of the abovementioned Labour Code shall be replaced by the following sections:

Section 1 (1), (2), (3), and (21)

1. Ministry: It is the Ministry of Labour and Social Affairs.
2. Minister: Minister of Labour and Social Affairs.
3. Department: the competent administrative unit at the Ministry.
21. Competent medical body: It is the body which is set down by the Supreme Council of Health.

Section 66

Wages and other entitlements shall be paid to workers in Qatari currency.

Workers who are appointed on annual or monthly wages shall be paid wages at least once a month. The wages of all other workers shall be paid at least once every two weeks.

An employer shall transfer the wage to a worker's account at one of the financial institutions in the State in order to ensure its payment at the specified deadline in accordance with the two previous paragraphs. An employer would be considered to have paid a worker's wage only after having fulfilled the above.

The necessary rules governing the protection of workers' wages shall be promulgated by virtue of a Ministerial order.

Section 3

Section 145 bis shall be added to the abovementioned Labour Code, whose text shall read as follows:

Section 145 bis

Any person who violates any of the provisions of section 66 of this law shall be sentenced to a maximum imprisonment of one month, and to a minimum fine of two thousand Riyals and a maximum fine of six thousand Riyals or to either penalty.

Section 4

Employers shall rectify their situation in accordance with the provisions of this law within six months as of the day of its entry into force.

This deadline may be extended for one period or several similar periods, by virtue of a Ministerial Order.

Section 5

All competent bodies, each with its mandate, shall implement this law. This law shall be published in the Official Gazette.

Sheikh Tamim Bin Hamad Al Thani,

Emir of Qatar