

[UNOFFICIAL ENGLISH TRANSLATION]

Law No. (17) of 2020 Determining the National Minimum Wage for Workers and Domestic Workers

We, Tamim bin Hamad Al Thani, Emir of the State of Qatar,

Having perused:

The Constitution,

Labour Law promulgated by Law No. (14) of 2004, and the laws amending it,

Law No. (15) of 2017 on Domestic Workers,

The Proposal of the Minister of Administrative Development, Labour and Social Affairs,

The Bill submitted by the Council of Ministers,

After consulting the Shura Council,

Have hereby promulgated the following law:

Article (1)

For the purposes of this Law, the following terms and expressions shall have the meanings hereunder assigned thereto, unless the context otherwise requires:

“Ministry”: the Ministry of Administrative Development, Labour and Social Affairs.

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“Employer”: any natural or legal person who employs one worker or more for wage, and any natural person for whom the domestic worker works.

“Worker”: any natural person working with pay for and under the management or supervision of an employer.

“Domestic Worker”: any natural person performing remunerated domestic work under the management and supervision of an employer, such as drivers, nannies, cooks, gardeners, or those legally assimilated to this status.

“Minimum Wage”: the lowest amount that workers and domestic workers can receive by virtue of this law regardless of their tasks, earnings or skills levels.

Article (2)

The national minimum wage level shall be prescribed in a decision by the Minister and shall be reviewed once a year at least, while taking into account economic factors, including economic growth, competitiveness and productivity as well as the needs of the workers and their families.

Article (3)

The wage earned by workers or domestic workers shall not be less than the amount specified in the previous article and any agreement made otherwise is deemed invalid.

Article (4)

Employers shall adjust wages of their workers and domestic workers if these wages are inferior to the minimum wage, in line with the minimum wage prescribed in this law, without prejudice to wages that exceed the minimum wage.

If a worker does not receive a fixed wage, and if the aggregate rate of what he/she earns monthly is inferior to the minimum wage prescribed in this law, employers shall reimburse the worker an additional amount that is equivalent to the difference between the earnings of the worker and the minimum wage.

Article (5)

A Minimum Wage Commission shall be established at the Ministry. Its establishment, rules of procedure and remuneration shall be determined by a decision of the Council of Ministers, upon the Minister's proposal.

The Secretariat of the Commission shall consist of one or more Ministry staff, whose appointment, mandate and remuneration shall be determined by a decision of the Minister.

Article (6)

The Commission mentioned in the previous article shall be competent to examine and review the minimum wage for workers and domestic workers in line with the parameters stipulated in article (2) of this Law and to provide its recommendations to the Minister for adoption.

Article (7)

In the event of a violation of the provisions of this law by a natural person, the Ministry may suspend the person's operations that are similar to the operation subject of this violation.

In the event of a violation of the provisions of this law by a legal person, the Ministry may suspend any operations related thereto.

Article (8)

All the competent authorities, each within its remit, shall implement the provisions of this law, which shall enter into force the day after its publication in the Official Gazette.

Tamim bin Hamad Al Thani

Emir of the State of Qatar

Issued at the Emir's Diwan on 11/1/1442 A.H.

Corresponding to 30/8/2020 A.D.