



The new MINIMUM WAGE

Key information FOR WORKERS

The Government of Qatar has adopted a minimum wage. The new minimum wage has been introduced to improve living standards for workers and their families back home. It will also lead to a more skilled and productive workforce in the country.

What is the new minimum wage?

When the new minimum wage comes into force, your employer will be legally required to pay you a basic wage of no less than QAR 1,000 a month and provide you with decent accommodation and food.

However, your employer may prefer to pay you more money so you can arrange your own food and choose your own accommodation.

So, there are three different rates for the minimum wage:

- If your employer provides you with decent food and accommodation (that is, you do not pay for food and accommodation), you are entitled to a basic wage of at least QAR 1,000.
- If your employer provides you with decent accommodation, but does not provide you with food, you are entitled to a food allowance of no less than QAR 300 on top of a basic wage of at least QAR 1,000. In this case, you should receive at least QAR 1,300 per month.
- If your employer does not provide you with accommodation or food, you are entitled to allowances of no less than QAR 300 for food and QAR 500 for accommodation on top of a basic wage of at least QAR 1,000. In this case, you should receive at least QAR 1,800 per month.

Does the minimum wage apply to all workers in Qatar?

Yes. The minimum wage applies to all workers regardless of which country they come from, and whatever job they are doing. This includes women and men employed by households.

When will the minimum wage come into force?

The minimum wage will come into force on Saturday 20 March 2021.

What are the minimum accommodation and food standards?

If your employer is providing you with accommodation, they need to follow the standards in Ministerial Decision No. 18 of 2014. If they provide you with food, you should have three meals per day, that are culturally appropriate, nutritious and provide sufficient calories.

How will my overtime be calculated?

When the new minimum wage comes into force, the overtime rate must be based on no less than the new minimum basic wage. It could be higher, depending on the terms of your contract.

See Articles 74 - 76 of the [Labour Law](#).

How will my end of service gratuity be calculated?

If your contract ends after the new minimum wage comes into force, your end of service gratuity should be calculated based on no less than the new minimum basic wage (Article 72 of the [Labour Law](#)).

Under my current contract I am receiving less than the new minimum wage. Does the new law apply to me?

Yes, after the new minimum wage comes into force, the new law applies to you regardless of the amount stated in your current contract. From 20 March 2021, your employer is legally required to pay you at least QAR 1,000 per month, even if your contract states a wage under this amount.

The law does not require you and your employer to sign a new contract in order for you to receive the new wage. However, it is good practice for an employer to communicate in writing any changes to pay and conditions brought about by the new legislation.

Will I be affected if I am already receiving more than the new minimum wage?

Not necessarily. If your basic wage, food and accommodation are already above what is required by law, your employer is not obliged to increase your pay. You can try to negotiate a higher salary or more benefits, but it would have to be agreed to by your employer.

Can my employer reduce my pay to the new minimum wage?

If your employer attempts to reduce your pay to the minimum wage level, this would constitute a breach of contract, and you could lodge a complaint. Article 4 of the new Ministerial Decree (No. 17 of 2020 Determining the Minimum Wage for Workers and Domestic Workers) states that your employer cannot use the new legislation as a justification to lower your salary and offer you conditions that are less favourable than the conditions in your existing contract.

What should I do if I am receiving less than the minimum wage after it comes to effect?

You could raise this with your employer, and/or notify the Ministry of Administrative Development, Labour and Social Affairs. You can submit a complaint at the Labour Relations Department in person, on the hotline 16008 or by email info@adlsa.gov.qa