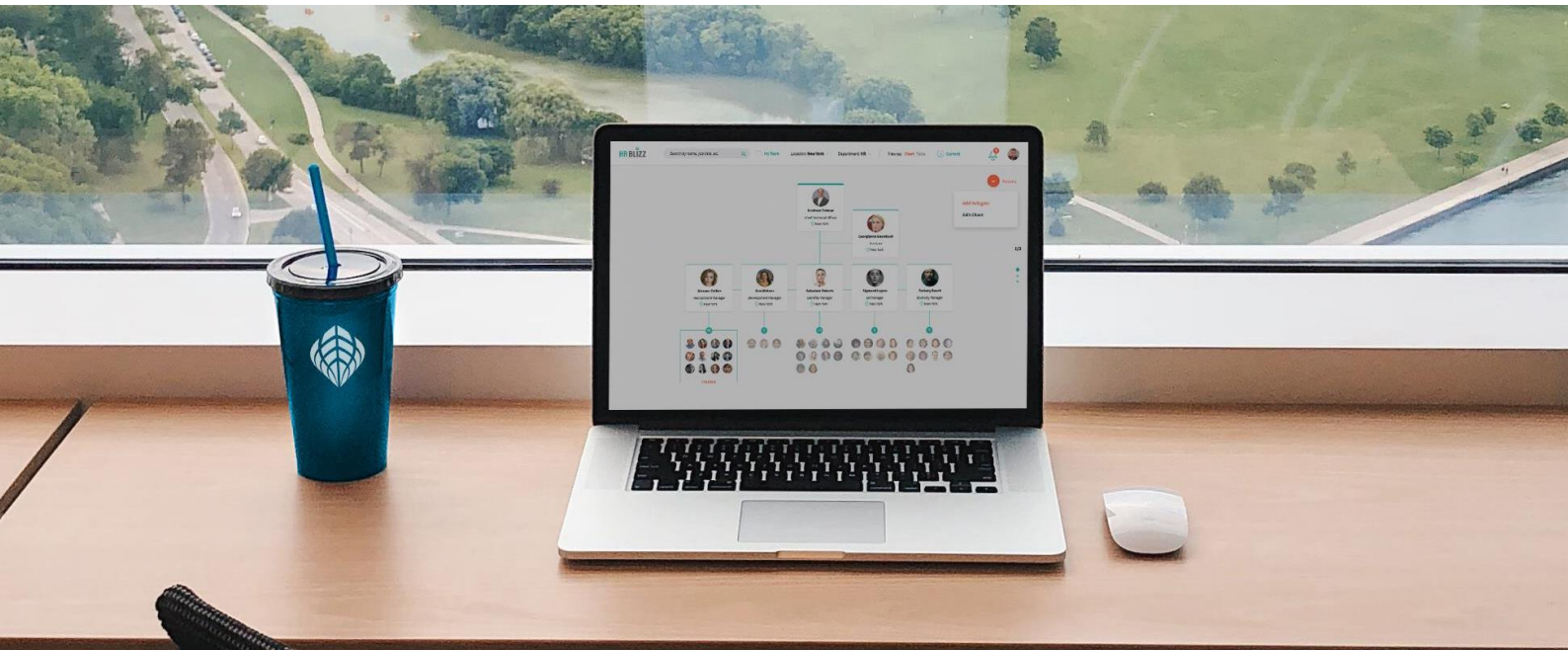




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Issuance of New Social Insurance law in Qatar from January 03, 2023



QATAR



13 December 2022

We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesaar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesaar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



Mercans at a Glance

160+ Countries	20 Years of Success	850+ Payroll and HR Specialists
8k+ Clients Worldwide	97% Client Retention Rate	1.5X Annual Revenue Growth
45k+ Largest Single Country Payroll	9M+ Pay Slips per Annum	0 Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security



certificate





New Social Insurance Law in Qatar effective January 03, 2023

The Amir issued Law No 1 of 2022 on the Social Insurance Law. The law is effective (January 03, 2023) six months after the date of its publication in the official gazette (July 03, 2022), with the exception of Article 4 (paragraph 5), Article 13 (paragraph 1) and Article 30 (paragraph 1) which shall be enforced starting from the date of the issuance of this law.

The New Social Insurance Law is applicable to all Qatari nationals, whether working in the public or private sector with a minimum age of 18 years and a permanent job of duration not less than 1 year. The law applies voluntarily to self-employed Qataris subject to income bracket system. The exception to the applicability are Military personnel subject to law relating to military retirement or employees/workers subject to retirement or private insurance scheme.

Pursuit to Article 11 of the new social security law, the contribution for the insured shall be calculated on the basis of the subscription calculation salary, not exceeding 100,000 QAR and the contribution shall be paid at the rate of 21% in the following manner:

Employer Rate	Employee Rate	Maximum value	Basis of calculation
14%	7%	100,000 QAR	Basic salary +social allowance+ Housing allowance (cap. 6,000 QAR)

Where the insured's subscription salary was in excess of 100,000 QAR before the effective date of this law, the insured is exempt from this maximum value and will continue to contribute based on the subscription salary that was applicable before January 03, 2023.

The introduction of a housing allowance is a new entitlement under the Social Security Law. Where an insured receives a housing allowance or housing benefit from their employer, the value of such allowance or benefit must be included in the subscription salary of the insured, up to a maximum of 6,000 QAR. This limit is applicable even if the insured's subscription salary was in excess of 100,000 QAR prior to the effective date of this law.

Upon retirement, subject to certain conditions, participants who have contributed to the fund for 15 years will be entitled to receive a housing allowance ranging in amount up to a maximum of 6,000 QAR. In addition to payment upon retirement, employers will remain liable to compensate eligible participants for their housing allowance entitlement for the first 15 years of



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the employee's service upon termination of employment caused by the employee's death or disability.

A minimum monthly pension allowance of 15,000 QAR is granted to eligible employees working in the public sector; however, no minimum amount has been determined for the private sector. Under the new Social Security Law, the minimum age of retirement has been increased from 40 years of age to 50 years. The minimal period required to qualify for a pension entitlement has been increased to 25 years of service, rather than 15 years. Those who complete 30 years of service or above are eligible to receive additional benefits.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change



They already trust Mercans





What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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