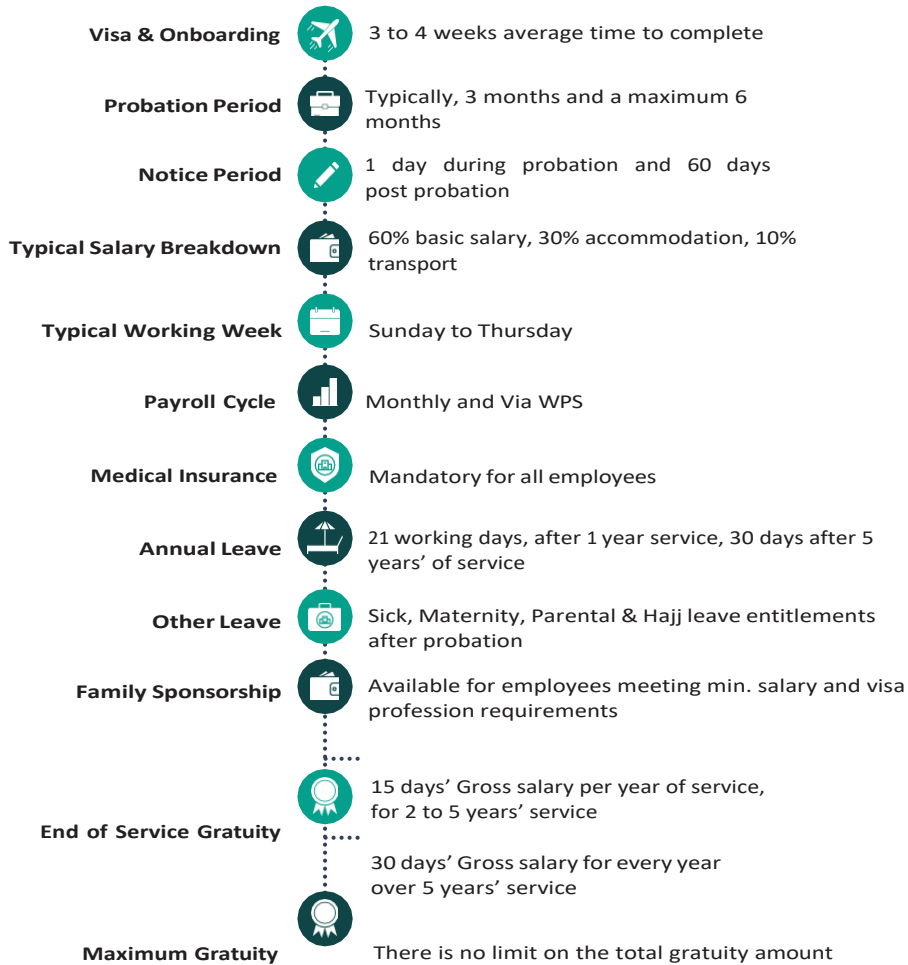




REGIONAL INSIGHTS | MIDDLE EAST
EXPANSION & EMPLOYMENT

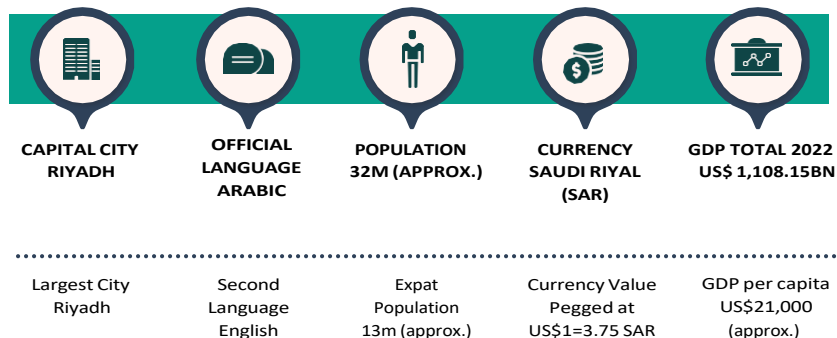
EMPLOYMENT IN SAUDI ARABIA



COMMON ADDITIONAL EMPLOYEE BENEFITS















KEY FACTS & FIGURES



Disclaimer

This information is for guidance only.







EMPLOYMENT IN QATAR

- Visa & Onboarding**  2 to 3 weeks average time to complete
- Probation Period**  Typically, 6 months
- Notice Period**  Minimum 3 days during probation and 30 days post probation
- Typical Salary Breakdown**  60% basic salary, 30% accommodation, 10% transport
- Typical Working Week**  Sunday to Thursday
- Payroll Cycle**  Monthly and Via WPS
- Medical Insurance**  At present, private medical insurance not mandatory for all employees
- Annual Leave**  21 calendar days, after 1 year service, 30 days after 5 years' service.
- Other Leave**  Sick, Maternity, Parental & Hajj leave entitlements after probation
- Family Sponsorship**  Available for employees meeting min. salary and visa profession requirements
- End of Service Gratuity**  21 days' basic salary per year of service, for 1 to 5 years' service
4 weeks' basic salary for every year, from 5 to 10 years' service
5 weeks' basic salary for every year over 10 years' service
- Maximum Gratuity**  There is no limit on the total gratuity amount

COMMON ADDITIONAL EMPLOYEE BENEFITS

- 
Company accommodation
- 
Annual flight to home country
- 
Help with school fees
- 
Life insurance

KEY FACTS & FIGURES

- 
CAPITAL CITY
DOHA
 - 
OFFICIAL LANGUAGE
ARABIC
 - 
POPULATION
3.0M (APPROX.)
 - 
CURRENCY
QATARI RYIAL (QAR)
 - 
GDP TOTAL 2022
US\$237.30BN
 - 
CURRENTLY NO VAT
-
- Largest City
 - Second
 - Expat
 - Currency Value
 - GDP per capita
 - Time Zone

Disclaimer

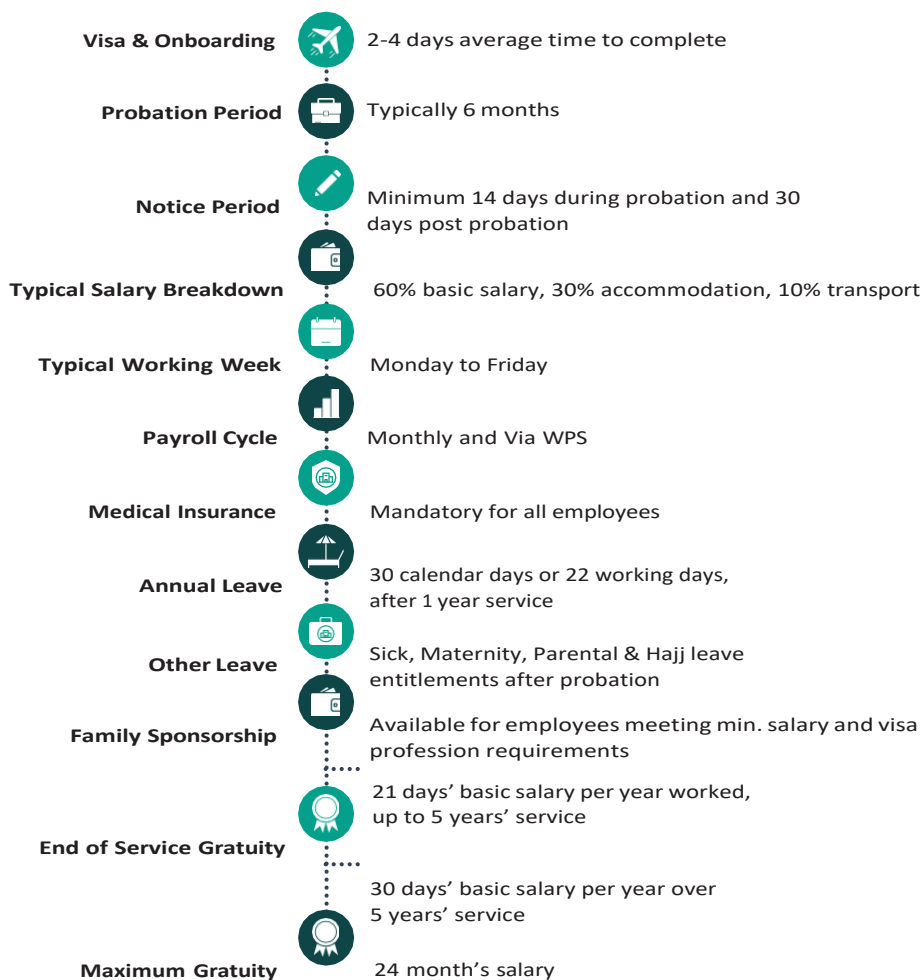
This information is for guidance only.

Doha	Language English	Population 2.6m (approx.)	Pegged at US\$1=3.64QAR	US\$88,046 (approx.)	UTC +3.00
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Disclaimer

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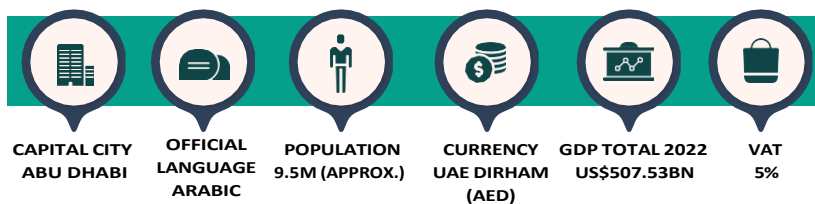
EMPLOYMENT IN UAE



COMMON ADDITIONAL EMPLOYEE BENEFITS



KEY FACTS & FIGURES

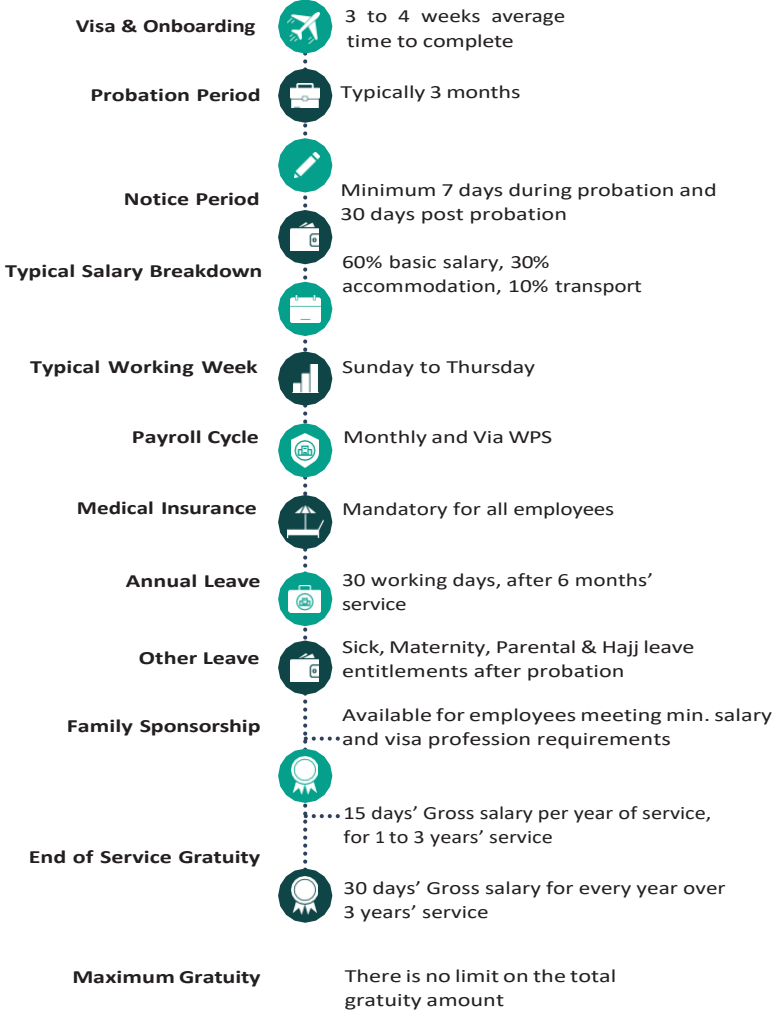


Largest City	Second	Expat	Currency Value	GDP per capita	Time Zone
Dubai	Language English	Population 8.5m (approx.)	Pegged at US\$1=3.6725 AED	US\$53,758 (approx.)	UTC +4.00

Disclaimer

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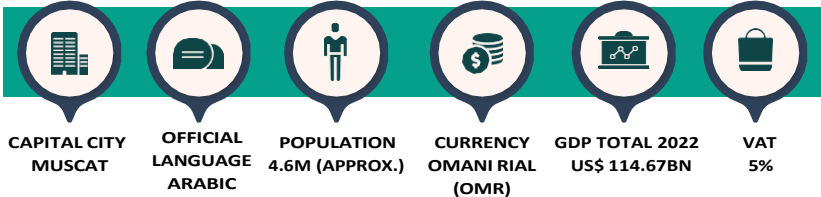
EMPLOYMENT IN OMAN



COMMON ADDITIONAL EMPLOYEE BENEFITS



KEY FACTS & FIGURES



..... Largest City M u s c at

Disclaimer

This information is for guidance only.

Second Language English

Expat Popul ation 1.8m (approx.)	Religion Islam	GDP per capita US\$ 18,856 (approx.)	T i m e Z o n e U T C + 4 . 0 0
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Disclaimer

This information is for guidance only.







EMPLOYMENT IN BAHRAIN

- Visa & Onboarding**  2-4 days average time to complete
- Probation Period**  Typically 3 months and maximum of 6 months
- Notice Period**  Minimum 1 day during probation and 30 days post probation
- Typical Salary Breakdown**  60% basic salary, 30% accommodation, 10% transport
- Typical Working Week**  Sunday to Thursday
- Payroll Cycle**  Monthly and Via WPS
- Medical Insurance**  Mandatory for all employees
- Annual Leave**  30 working days, after 1 year service
- Other Leave**  Sick, Maternity, Parental & Hajj leave entitlements after probation
- Family Sponsorship**  Available for employees meeting min. salary and visa profession requirements
- End of Service Gratuity**  15 days' gross salary per year of service, up to 3 years' service
- Maximum Gratuity**  30 days' gross salary per year of service, over 3 years' service
- Maximum Gratuity**  There is no limit on the total gratuity amount

COMMON ADDITIONAL EMPLOYEE BENEFITS

- 
Company accommodation
- 
Annual flight to home country
- 
Help with school fees
- 
Life insurance

KEY FACTS & FIGURES

- 
CAPITAL CITY
MANAMA
- 
OFFICIAL LANGUAGE
ARABIC
- 
POPULATION
1.5M (APPROX.)
- 
CURRENCY
BAHRAINI DINAR (BHD)
- 
GDP TOTAL 2022
US\$ 44.39BN
- 
VAT
10%

.....

Largest City Manama	Second Language	English	Expatriate Population	n 0.8m (approx.)	Religion Islam
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Disclaimer

This information is for guidance only.

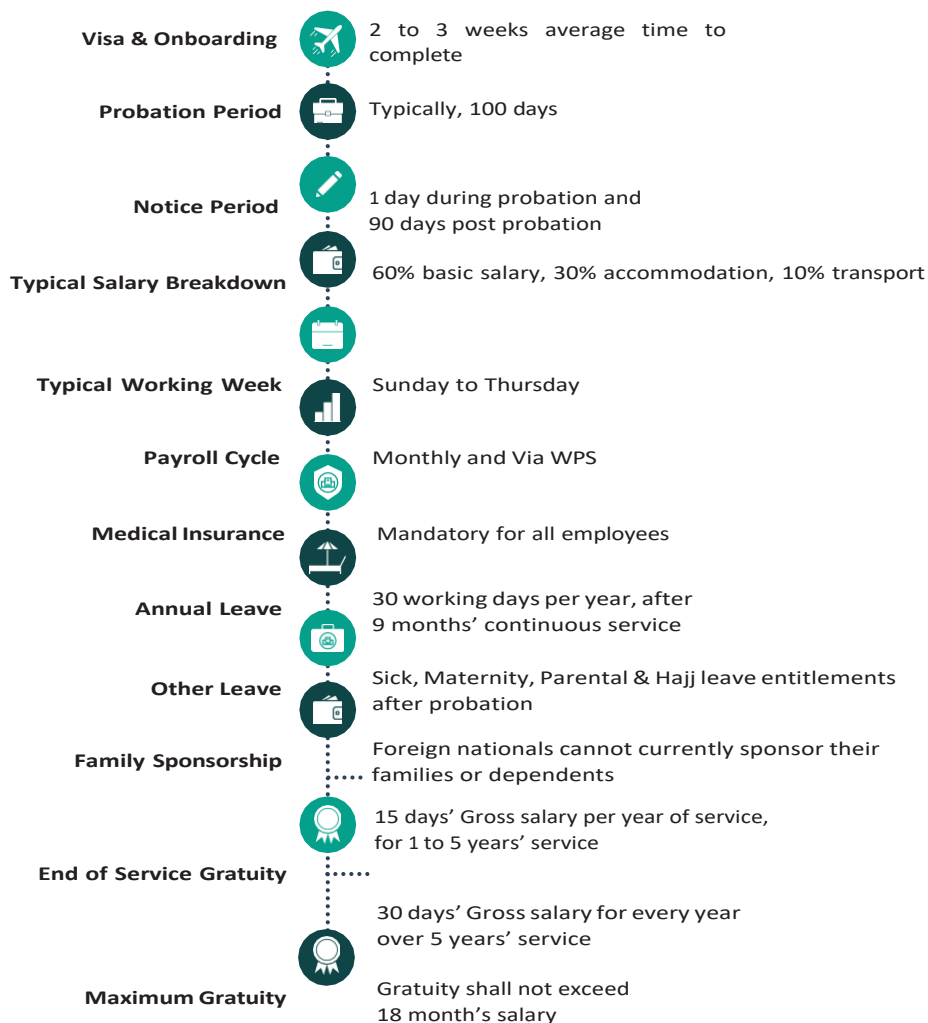
GDP per capita US\$ 24,395
(approx.)

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Disclaimer

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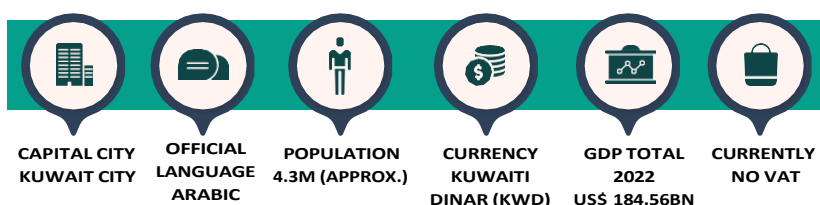
EMPLOYMENT IN KUWAIT



COMMON ADDITIONAL EMPLOYEE BENEFITS



KEY FACTS & FIGURES



Largest City Kuwait City	Second Language English	Expat Population 2.9m (approx.)	Religion Islam	GDP per capita US\$ 26,787 (approx.)	Time Zone UTC +3.00
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Disclaimer

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