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How a **Switzerland- Based Company Hired in Qatar**

Without Setting Up an Entity





Background

A Switzerland-based company with international operations identified a skilled professional in Qatar for a key role. Without a local setup, they were looking for a quick and lawful way to move forward. The company wanted to avoid long procedural delays and keep business activities on track.

Challenges



No Local Entity in Qatar

The company had no formal presence in Qatar, which restricted them from directly employing the individual. Creating a new legal setup would have taken considerable time and effort.



Urgent Hiring Requirement

The selected candidate was critical to an active project and needed to be brought on board immediately. Delays in hiring would have affected project continuity and delivery.



Country-Specific Legal Barriers

The company was unfamiliar with employment regulations in Qatar. This raised concerns about legal errors and financial risk.



The Solution

01

Quick Hiring via EOR

We offered an Employer of Record solution to help the company proceed without establishing a business entity.

The arrangement allowed the company to move forward with the hire in a fully compliant manner.

We took over all responsibilities tied to employment and contract setup.

02

Drafting Contracts and Offer Letter

Our team reviewed employment terms and created documents that met local law requirements.

Contracts were built on agreed conditions between the client and employee. This approach ensured clarity and legal soundness from day one.

03

Managing Employee Benefits

We handled the setup of health coverage for the employee and their family members.

Other essentials such as workmen compensation and social contributions were included. This gave the employee access to the benefits typically offered in Qatar-based roles.

04

Payroll and Expense Handling

We processed monthly payroll in full compliance with local labor regulations and internal policies.

All employment-related expenses, such as allowances and reimbursements, were accurately tracked and reconciled with the client. This enabled clear financial visibility and minimized administrative effort for the internal teams.



Results at a Glance

100% Compliance

with Qatar's employment regulations, without establishing a legal entity.

100% Accuracy

in monthly payroll, tax filings, and statutory submissions.

0 Days Lost

in project timelines, as the employee was onboarded immediately after EOR confirmation.

Seamless Employee Onboarding

Faster production timelines, achieved through streamlined operations and improved logistics.



By choosing an EOR route, the Switzerland-based company successfully hired in Qatar without setting up a local business.

The solution helped them avoid delays and stay fully aligned with local requirements.

Talk to Our Experts

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