QATAR · BUYING GUIDE

Best Payroll Software in Qatar: An Honest 2026 Shortlist

Last verified: 2026-10-28 · Published: 2026-10-28 · 4 min read · Sources: Qatar Ministry of Labour; Qatar Ministry of Justice (Al Meezan): Labour Law No. 14 of 2004; Qatar News Agency: Law No. 9 of 2026 amending the Labour Law

IN SHORT

For Qatar payroll in 2026 the shortlist is Keka, ZenHR, Bayzat, Odoo with a Qatar localization add-on, and ERP HRM Solution (our product). Judge each on four Qatar-specific tests: a WPS SIF file in the Ministry of Labour / Qatar Central Bank layout, handling of the Decision 50/2026 deadlines (wages due the 1st, deposited within 7 days), Article 54 gratuity, and GRSIA contributions for Qatari employees.

Last verified: 2026-10-28 · Source: Qatar Ministry of Labour

Disclosure: ERP HRM Solution is our product. The other tools listed are real competitors, described from their own published pages (checked 28 October 2026) without scores or rankings. All trademarks belong to their owners; none of the companies named is affiliated with us or has endorsed this page.

What "good" means for Qatar payroll in 2026

Qatar payroll is not generic GCC payroll with the flag changed. Four requirements are specific to the country, and they are the comparison that matters more than any feature grid:

- **The WPS SIF file.** Salaries are evidenced through the Wage Protection System, which takes a SIF file in the Ministry of Labour / Qatar Central Bank layout — employer EID, payer bank short name and IBAN, and each employee's QID (or visa ID), bank and IBAN
- **The 2026 deadlines.** Under Minister of Labour Decision No. 50 of 2026, monthly and annual wages are due on the 1st of the following month and must be deposited within 7 days of the due date, through a financial institution in Qatar — so a payroll tool that closes runs late in the month is now a compliance risk
- **Article 54 gratuity.** At least 21 days' basic wage per year after one full year of service, pro-rata, no cap, not reduced on resignation (Labour Law 14/2004)
- **GRSIA.** Social-insurance contributions for Qatari employees (and the open question of how gratuity interacts with GRSIA coverage — a tool should flag it, not guess)
- There is no VAT in Qatar, so invoice-tax features are irrelevant here — but accounting integration still decides whether payroll cost reaches your books without retyping

The five options

Every claim below about a competitor comes from that vendor's own published pages, checked on 28 October 2026; capabilities change, so confirm the current state in a demo. Pricing is quote-based across the board in Qatar, so no prices are printed.

PAYROLL SOFTWARE OPTIONS FOR QATAR (VENDOR SELF-DESCRIPTIONS, CHECKED 2026-10-28)

Product	What it is	Qatar payroll, per its own pages
Keka	HR and payroll platform (India-origin, GCC editions)	Qatar pages describe WPS SIF file generation validated against Qatar Central Bank standards and gratuity under Qatar labour law
ZenHR	MENA-focused HR management system	States support for the Qatar WPS salary file alongside its KSA, UAE and Bahrain WPS coverage
Bayzat	HR, payroll and benefits platform, strongest in the UAE and KSA	Listed with WPS support and quote-based pricing in third-party Qatar roundups; Qatar-specific detail on its own site is thin — ask directly
Odoo + add-on	Open-source ERP; Qatar payroll comes from third-party localization modules	Community and partner add-ons advertise Qatar WPS SIF export; quality and maintenance vary by module author, so vet the specific add-on
ERP HRM Solution (our product)	Cloud ERP with accounting, HR and payroll in one ledger	Exports the WPS SIF CSV in the QCB/MOL layout after a run is approved; Article 54 gratuity and GRSIA rate tables built in; approving a run posts it to the general ledger

How to tell them apart in a demo

The table above is what vendors say. These five demo requests reveal what the tools do:

- Ask to see a **real SIF export** for a sample company — then check the layout columns against your bank's WPS template before you buy, not during your first live run
- Ask how the tool handles an employee **without a QID yet** (the file should take the visa ID)
- Ask for a **final settlement** for a resigning employee with 3 years and 4 months of service — the right answer is pro-rata 21-day gratuity with no resignation reduction
- Ask how a Qatari employee under GRSIA is treated for gratuity — the legally honest answer is "flagged for review", because the overlap is unresolved; a tool that silently pays or silently skips it has decided a legal question for you
- Ask where the payroll cost goes after approval — into an integrated ledger, or into a CSV for your accountant to re-enter

Where each option tends to fit

Read with the disclosure in mind — this is our honest read, not a ranking:

- **Keka** fits teams that want a full HR suite (performance, attendance) with Qatar payroll inside it, especially those already using Keka elsewhere
- **ZenHR** fits MENA-wide HR teams standardising one HRMS across several Gulf entities
- **Bayzat** fits UAE/KSA-centred companies with a smaller Qatar presence, if its Qatar coverage matches your needs on inspection
- **Odoo with a Qatar add-on** fits companies already on Odoo with a partner who will own the module's maintenance
- **ERP HRM Solution** fits SMEs that want payroll, HR and double-entry accounting in one system — the SIF file, the gratuity provision and the P&L come from the same approved run. That integration is our actual differentiator; if you only need standalone payroll, the HR-first tools above deserve your shortlist too

Whatever you pick: the Decision 50/2026 calendar

The 2026 rule change is operational, not technical. Wages agreed by the month are due on the

1st of the following month, and the deposit must land within 7 days of the due date through a Qatari financial institution. The decision took effect in September 2026 — verify the exact effective date and any penalty amounts with the Ministry of Labour.

Practically: close and approve the payroll run before month-end, export the SIF immediately, and leave the 7-day window for the bank, not for payroll corrections. Law No. 9 of 2026 also moved part-time and self-employed workers outside the Labour Law from 11 June 2026, so their pay sits outside these WPS deadlines.

Frequently asked questions

What is the best payroll software in Qatar?

There is no single best — it depends on whether you need standalone HR-first payroll (Keka, ZenHR, Bayzat), payroll inside an Odoo stack (via a localization add-on), or payroll integrated with accounting in one ledger (ERP HRM Solution, our product). Test any candidate on the WPS SIF layout, the Decision 50/2026 deadlines, Article 54 gratuity and GRSIA.

What does a Qatar WPS SIF file contain?

A CSV in the Ministry of Labour / Qatar Central Bank layout: the employer EID, payer bank short name and IBAN, and per employee the QID (or visa ID for workers without one yet), bank short name, IBAN and salary details.

When must salaries be paid in Qatar in 2026?

Under Minister of Labour Decision No. 50 of 2026, wages agreed by the month or year are due on the 1st day of the following month and must be deposited within 7 days of the due date through a financial institution in Qatar. Verify the exact effective date with the Ministry of Labour.

How is gratuity calculated in Qatar?

Under Labour Law 14/2004 Article 54: at least 21 days' basic wage per year for employees with one full year of service, pro-rata, with no cap and no reduction on resignation. Dismissal under Article 61 forfeits it.

Does Qatar have VAT?

No. Qatar has no general VAT in force, so payroll and accounting software for Qatar needs no VAT return — the compliance load sits in WPS, gratuity and social insurance instead.

Sources

- Qatar Ministry of Labour
  https://www.mol.gov.qa/
- Qatar Ministry of Justice (Al Meezan): Labour Law No. 14 of 2004
  https://api.moj.gov.qa/api/v1/Legislation/800cf3cc-7799-4405-a5eb-c16408300d73
- Qatar News Agency: Law No. 9 of 2026 amending the Labour Law
  https://qna.org.qa/en/News-Area/Special-News/2026-7/5/labour-law-amendments-establish-legislative-framework-to-boost-economic-competitiveness-balance-labour-relations-report
- Keka: payroll software for Qatar (vendor page, accessed 2026-10-28)
  https://www.keka.com/qa/payroll-software
- ZenHR: WPS salary transfers in the GCC (vendor blog, accessed 2026-10-28)
  https://blog.zenhr.com/en/wps-salary-transfers-in-the-gcc-ksa-uae-bahrain-qatar
- HONO: WPS-compliant HR and payroll software in Qatar (third-party roundup, accessed 2026-10-28)
  https://www.hono.ai/blog/best-wps-compliance-hr-and-payroll-software-in-qatar-2026

If the one-ledger approach fits you, see **Qatar payroll in ERP HRM Solution**: approve the run, export the QCB/MOL-layout SIF, and the gratuity provision and salary cost post to the same books your accountant closes.
https://erphrmsolution.com/guides/best-payroll-software-qatar