



Global Care Policy Index

Technical Report for Qatar

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Overview

The Global Care Policy Index (GCPI) is a composite index that provides a single numerical assessment of a country's support for and protection of home-based caregivers and careworkers who do the important but often invisible work of caring for the young, old, disabled, and infirm within the country. The GCPI incentivizes states to take an embedded economy approach, and recognize and reward the critical role that caregiving and carework within households play in supporting the reproduction of society and the functioning of the economy. This goal is in line with the 2030 UN Agenda for Sustainable Development and the ILO's Decent Work Agenda which aim for a future where everyone is able to access decent work. It recognizes that paying attention to, valuing, and dignifying (paid) carework and (unpaid) caregiving is essential if a society wants to improve the quality of life of its people.

For more detailed information about the GCPI, please visit globalcarepolicy.com.

Index Calculation

Each question in the index is scored on a scale of 0 to 1. Each sub-category score is calculated by summing the unweighted scores of all the questions in the sub-category and then converting that to a 0-to-10 scale. Each category score is calculated as an unweighted average of their respective sub-category scores. Each sub-index is calculated as an unweighted average of their respective category scores. Thus, all sub-categories, categories, and sub-indices are calculated out of 10. The overall GCPI score is calculated as an unweighted average of Sub-Indices A and B.

In the case of countries with decentralized legislation that varies from state to state, or province to province, a [two-step scoring logic](#) is used. This two-step logic takes into account the population coverage of any protective legislation (relative to the overall national population) and deducts points based on the average number of exclusionary conditions that exist in the various states/provinces where the relevant legislation is in force.

How to Cite this Technical Report

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No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
<Country Name>				
SUB-INDEX A: PROTECTIONS FOR FAMILY CAREGIVERS				
A1. Pregnancy and Maternity Leave Coverage				
A1.1	Are working women guaranteed maternity leave?	0.50	<p>Yes, according to the Qatari Labor Law Article 96, "a female worker who has been employed by an employer for a complete year shall be entitled to maternity leave with full pay for a period of fifty days."</p> <p>There are two exclusionary conditions: 1. Women are only entitled to maternity leave after one year of employment 2. Only married women may avail maternity leave (as premarital sex is outlawed)</p> <p>1-0.25-0.25=0.5</p>	<p>Qatar Labor Law, Article 96</p> <p>Qatar Penal Code, Law No. 11 of 2004, Article 281</p>
A1.2	Are all categories of working women guaranteed maternity leave?	0.20	<p>Maternity leave is guaranteed to all "female workers" according to the Qatar Labor Law. However, the following categories of workers are excluded from protections by the Qatar Labor Law.</p> <p>Article 3 of the Law states "Except as otherwise provided for in any other law the provisions of this law shall not apply to the following categories: 1. The employees and workers of the Ministries and other governmental organs, public institutions, corporations and companies which are established by Qatar Petroleum by itself or with others, and the workers whose employment affairs are regulated by special laws. 2. The Officers and members of the armed forces and police and the workers employed at sea. 3. The workers employed in casual works. 4. The persons employed in domestic employment such as drivers, nurses, cooks, gardeners and similar workers. 5. Working members of employer's family. These are the wife, ascendants and descendants who are residing with and wholly dependent on him."</p> <p>Given that "workers employed in casual works" are excluded from coverage under Qatar Labor Law, this is interpreted as only formal employees are covered and the other ILO-specified categories of workers - (2) Workers in temporary (including informal) employment, (3) Workers in part-time and on-call work, (4) Workers in temporary agency or multi-party employment relationships, (5) Workers in disguised employment and dependent self-employment - are not covered.</p> <p>As only 1 out of 5 categories of workers outlined by the GCPI criteria are covered, Qatar receives a score of 1/5 = 0.2</p>	<p>Qatar Labor Law, Article 96 and Article 2</p>
A1.3	How long a maternity leave are eligible working women guaranteed?	0.25	<p>Women are guaranteed fifty days of leave according to the Qatar Labor Law.</p> <p>Article 96 states "A female worker who has been employed by an employer for a complete year shall be entitled to maternity leave with full pay for a period of fifty days. Such maternity leave shall include the period before and after the delivery provided that the period following the delivery shall not be less than thirty five days."</p> <p>Given that 50 days of maternity leave amounts of just over 7 weeks, which is less than the ILO-recommended duration of 18 weeks, Qatar scores 0.25 for this question.</p>	<p>Qatar Labor Law, Article 96</p>
A1.4	Are eligible working women guaranteed extended prenatal maternity leave, if the actual date of childbirth is before or after initial predicted date of childbirth (indicated by a medical certificate) without any reduction in the postnatal maternity leave?	0.10	<p>There is no direct mention in any labor law of eligible women being automatically guaranteed extended prenatal maternity leave if the actual date of childbirth is different to the predicted date without any reduction in the postnatal maternity leave.</p> <p>However, if childbirth is delayed and a woman is left with less than thirty days of leave post-delivery, a woman may extend her leave by deducting days from other categories of annual leave she is granting. According to Article 96, para 3 of the Qatar Labor Law, "the remaining period of the leave after delivery is less than thirty days the female worker may be granted a complementary leave from her annual leave. Otherwise the complementary period shall be deemed to be a leave without pay."</p> <p>Given that there is some provision to allow eligible working women some extension of their maternity leave if childbirth is delayed, but only to reach the 30 day threshold, Qatar scores 0.1 for this question.</p>	<p>Qatar Labor Law</p>
A1.5	Are eligible working women guaranteed extended maternity leave in the case of simultaneous multiple births?	0.00	<p>No mention in the Qatar Labour Law if eligible women are guaranteed extended maternity leave in the case of simultaneous multiple births.</p>	<p>Qatar Labor Law</p>
A1.6	Are eligible working women entitled to freely choose when they wish to take the non-compulsory portion of their maternity leave - before or after childbirth?	1.00	<p>Yes. While women are required to take 35 days leave following childbirth, they are free to decide whether to take the remaining 15 days before or after delivery.</p> <p>Article 96 states "A female worker who has been employed by an employer for a complete year shall be entitled to maternity leave with full pay for a period of fifty days. Such maternity leave shall include the period before and after the delivery provided that the period following the delivery shall not be less than thirty five days."</p>	<p>Qatar Labor Law, Article 96</p>



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A1.7	Are eligible working women guaranteed a period of compulsory maternity leave after childbirth?	1.00	Yes. Women are guaranteed 35 days of compulsory maternity leave after childbirth.	Qatar Labor Law, Article 96
A1.8	How long is the compulsory maternity leave that eligible working women are guaranteed after childbirth?	0.83	Eligible working women are guaranteed 35 days (~5 weeks) of compulsory maternity leave after childbirth. Article 96 states "A female worker who has been employed by an employer for a complete year shall be entitled to maternity leave with full pay for a period of fifty days. Such maternity leave shall include the period before and after the delivery provided that the period following the delivery shall not be less than thirty five days. " As this is less than 6 weeks, Qatar scores a 0.83. (5/6 = 0.83)	Qatar Labor Law, Article 96
A1.9	Are eligible women guaranteed additional leave in case there is a documented medical illness, complications, or risk of complications arising out of pregnancy or childbirth?	0.75	Yes, women are granted additional leave in the case of medical problems. According to Article 96, para 4 of the Qatar Labor Law, "if the medical condition of the female worker prevents her from resuming her work after expiry of her leave referred to in the preceding paragraphs the female worker shall be deemed to be on leave without pay." Since this leave is without pay, Qatar scores a 0.75.	Qatar Labor Law, Article 96
A1.10	Do adoptive mothers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	No, there is no mention in any legislation of whether adoptive mothers have access to any parenting leave, benefits and employment protections.	Qatar Labor Law, Article 96
A2.	Protections during Pregnancy and Maternity Leave			
A2.1	Financial Protections			
A2.1.1	What proportion of their salary are eligible working women entitled to receive while on maternity leave?	1.00	Eligible working women are entitled to receive 100% of their salary while on maternity leave. Article 96 states "A female worker who has been employed by an employer for a complete year shall be entitled to maternity leave with full pay for a period of fifty days. Such maternity leave shall include the period before and after the delivery provided that the period following the delivery shall not be less than thirty five days."	Qatar Labor Law, Article 96
A2.1.2	Is the woman entitled to cash benefits during maternity leave out of social assistance funds if she does not qualify for wage replacement or the country does not offer wage replacements?	1.00	While there are programmes in place to improve the health of expectant women and mothers, there is no statutory provision in the Labor Law that entitles women to cash benefits during maternity leave if she does not qualify for wage replacement. However, there are provisions for social assistance funds (through Qatar's Law no. 38 of 1995) to low-income families which could also be used to aid women during their maternity leave.	Qatar Labor Law Social Protection: Qatar
A2.1.3	Does the government ensure that employers are not individually liable for the cost of providing cash benefits to working women during maternity leave either through compulsory social insurance or public funds?	0.00	No; employers are liable for the total cost of providing cash benefits to working women during maternity leave.	Social Security: Qatar
A2.1.4	Are taxes and contributions due under compulsory social insurance, utilised to finance maternity benefits, payable equally by men and women, without distinction of sex?	1.00	Yes, there is no mention of gender distinction between contributions to social security in Qatar.	Social Security: Qatar
A2.1.5	Are unemployment benefits protected from loss or suspension in situations when a worker refuses a job offer on the grounds of conflicts with their family responsibilities?	0.00	There is no mention in any legislation of whether unemployment benefits are protected when a worker refuses a job on the grounds of conflict with their family responsibilities. Furthermore, according to Easy Expat, only Qatari citizens are eligible for unemployment benefits.	Qatar Labor Law Unemployment Benefits in Qatar
A2.2	Employment Protections			
A2.2.1	Are working women guaranteed a right to return to the same job/position or to an equivalent position, paid at the same rate at the end of their maternity leave?	0.00	No, there is no mention in Article 98 of the Qatar Labor Law (which deals with employment protections during maternity leave) whether or not women are guaranteed a right to return to the same job/position at the end of their maternity leave. The Article states: "An employer may not terminate a worker's work contract because of her marriage or obtaining the leave stipulated in Article (96) of this law. He may not notify her of the termination of her work contract during this leave, or send her a notice expiring during this leave."	Qatar Labor Law, Article 98
A2.2.2	Are working women protected from dismissal from work while they are on maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	1.00	Yes. According to the Qatar Labor Law, the employer may not terminate employment due to a woman availing maternity leave, or notify of the termination during this leave. He also may not send her a notification which expires during the said leave. Article 98 states "The employer may not terminate the service contract of a female worker due to her marriage or obtaining the leave provided for in Article (96) of this Law. The employer may not notify of the termination of her service contract during this leave and may not send her a notification which expires during the said leave."	Qatar Labor Law, Article 98



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A2.2.3	Are working women protected from dismissal during a period following their return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	0.00	No, there are no specific protections to protect women from dismissal during the period following return to work after maternity leave in the Qatar Labor Law.	Qatar Labor Law, Article 98
A2.2.4	Are employers prohibited from requiring pregnancy tests of women applying for employment (except for work that is prohibited for nursing or pregnant women, or for work that poses significant risk to the health of the woman and the child) ?	0.00	No, there is no mention of any prohibition on employers requiring pregnancy tests of women applying for employment in the Qatar Labor Law.	Qatar Labor Law
A2.2.5	Are there laws to protect workers against direct or indirect job discrimination on the basis of their marital status or family responsibilities?	0.50	Yes. According to Article 98 of the Qatar Labor Law, "the employer may not terminate the service contract of a female worker due to her marriage." As there is a provision to protect discrimination on the basis of marital status but no provisions for protection on the grounds of family responsibilities, Qatar scores a 0.5 for this question.	Qatar Labor Law, Article 98
A3. Paternity Leave Policies				
A3.1	Are working men guaranteed paternity or parental leave?	0.00	No, there is no statutory paternity leave. However, many companies offer new fathers 3 to 5 days of paid leave.	Qatar Labor Law Qatar Employment - Globalization Partner's Report
A3.2	Are all categories of working men guaranteed paternity leave or parental leave?	0.00	Not applicable. There are no legal provisions of paternity leave in Qatar.	Qatar Labor Law
A3.3	How long a paternity or parental leave are eligible working men guaranteed?	0.00	Not applicable. There are no legal provisions of paternity leave in Qatar.	Qatar Labor Law
A3.4	What proportion of their salary are eligible working men entitled to receive while on paternity leave?	0.00	Not applicable. There are no legal provisions to enable eligible working men to receive paternity leave in Qatar.	Qatar Labor Law
A3.5	In the case of the death of the mother before the expiry of the postnatal leave, is the employed father of the child entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No. There are no legal provisions to allow a father to take a leave equivalent to the duration of the unexpired portion of postnatal maternity leave in the case of the death of the mother.	Qatar Labor Law
A3.6	In the case of sickness or hospitalisation of the mother after childbirth where the mother cannot take care of the child, is the employed father of the child entitled to leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No. There are no legal provisions to allow a father to take a leave equivalent to the duration of the unexpired portion of postnatal maternity leave in the case of the sickness or hospitalization of the mother.	Qatar Labor Law
A3.7	Do adoptive fathers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	No. There are no legal provisions to allow adoptive fathers access to protections regarding parenting leave, benefits and employment protection.	Qatar Labor Law
A4. Dependent Care Leave Policies				
A4.1	Are eligible workers entitled to leave to take care of their children?	0.00	No, there are no legal provisions to allow eligible workers leave to take care of their children.	Qatar Labor Law
A4.2	Are eligible workers entitled to leave to take care of immediate family members who may be suffering from an illness?	0.00	No, there are no legal provisions to allow eligible workers leave to take care of immediate family members who may be suffering from an illness.	Qatar Labor Law
A4.3	Are all categories of workers guaranteed dependent care leaves?	99.00	Not applicable; no worker is guaranteed dependent care leaves.	Qatar Labor Law
A5. Flexible Work Arrangements				
A5.1	Do employees with care responsibilities have the right to request reduced working hours?	0.00	No, there are no legal provisions to grant employees with care responsibilities reduced working hours.	Qatar Labor Law

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A5.2	Do employees with care responsibilities have the right to request flexitime, telecommuting, etc.?	0.00	No, employees with care responsibilities are not granted the right to request flexitime/telecommuting by any legislation.	Qatar Labor Law
A5.3	Are the special needs of workers with family responsibilities taken into account in shift-work arrangements and assignments to night work?	0.00	No, there is no legislation that mandates the consideration of family responsibilities in assigning shift-work arrangements.	Qatar Labor Law
A5.4	Is a woman allowed to leave the workplace, if necessary, after notifying her employer, in order to undergo medical examinations related to her pregnancy?	0.00	No, there is no legislation that mentions women being allowed to leave work in order to undergo pregnancy-related medical examinations.	Qatar Labor Law

A6. Mother-Friendly Workplace Policies

A6.1 Nursing Support in the Workplace				
A6.1.1	Is the mother guaranteed daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child?	1.00	Yes. According to Article 97 of the Qatar Labor Law, "the nursing female worker shall be entitled in addition to her entitlement to the rest interval provided for in Article (73) of this law during the year following the year of delivery to a nursing interval which shall not be less than one hour per day. The fixing of the nursing times shall be made by the female worker."	Qatar Labor Law, Article 97
A6.1.2	Are these breaks counted and compensated as working time?	1.00	Yes. According to Article 97, para 2 of Qatar Labor Law, "the nursing interval shall be calculated as part of the working hours and shall not result in a deduction of wage."	Qatar Labor Law, Article 97
A6.1.3	On the production of a medical certificate, can the frequency and length of these nursing breaks be adapted to particular needs?	1.00	There is no mention of whether the length of nursing breaks can be increased on the production of a medical certificate. However, the Qatar Labor Law does not lay down an upper limit on rest intervals for nursing. It only states in Article 97 that these intervals "shall not be less than one hour per day" in the year of delivery. In addition, the Article states that "the fixing of the nursing times shall be made by the female worker" which implies that nursing break frequencies can be adapted to suit the particular needs of the female worker.	Qatar Labor Law, Article 97
A6.1.4	Are employers required to provide infrastructural provisions/facilities at or near the workplace that mothers may use to nurse or pump milk?	0.00	No, there is no mention in any legislation for provisions to be made for mothers to nurse or pump milk at the workplace.	Qatar Labor Law

A6.2 Workplace Safety for Pregnant and Nursing Women

A6.2.1	Are employers required to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children?	0.00	No, there is no requirement in Qatar Labor Law for employers to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children.	Qatar Labor Law, Article 94
A6.2.2	Is a pregnant or nursing woman exempt from performing work that has been determined to be prejudicial to the health of the mother or the child?	0.75	<p>There is no specific requirement to exempt pregnant or nursing women from work that may be prejudicial to the health of the mother or the child.</p> <p>However, according to Article 94 of Qatar Labor Law, "women shall not be employed in dangerous arduous works, works detrimental to their health, morals or other works to be specified by a Decision of the Minister."</p> <p>While this is a general clause applying to all women, pregnant or nursing women are nonetheless afforded some protections, hence Qatar scores a 0.75.</p>	Qatar Labor Law, Article 94
A6.2.3	Is the woman entitled to eliminate risk elements from work (if possible), adapt the conditions of her work, or transfer from harmful labor to other kinds of work that do not pose risks to her health?	0.75	<p>According to Article 94 of Qatar Labor Law, "women shall not be employed in dangerous arduous works, works detrimental to their health, morals or other works to be specified by a Decision of the Minister."</p> <p>As this is a general, overarching clause that does not pertain specifically to pregnant or nursing women, Qatar scores a 0.75</p>	Qatar Labor Law, Article 94
A6.2.4	On the production of a medical certificate, is the woman exempt from doing night work if it may be incompatible with her pregnancy or nursing?	0.75	<p>No, there are no explicit provisions to exempt women from doing night work on the provision of a medical certificate if it may be incompatible with her pregnancy or nursing. However, according to Article 94 of Qatar Labor Law, "women shall not be employed in dangerous arduous works, works detrimental to their health, morals or other works to be specified by a Decision of the Minister."</p> <p>As this is a general, overarching clause that does not pertain specifically to pregnant or nursing women, Qatar scores a 0.75</p>	Qatar Labor Law, Article 94

SUB-INDEX B: PROTECTIONS FOR DOMESTIC WORKERS

B1. Coverage under National Labor Laws				
B1.1	Are domestic workers covered under national labor laws?	1.00	Yes. While domestic workers are explicitly excluded from coverage by the Qatar Labor Law, the Qatar Law No. 15 of 22 August 2017 is a key law that provides labor protections for domestic workers.	Qatar Labor Law Qatar Law No. 15



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B1.2	Do the legislations for domestic workers cover all categories of domestic work and contractual arrangements?	1.00	Qatar's Law No. 15, Section 1 defines domestic workers as "a natural person who carries out domestic work, under the employer's management and supervision, in return for a wage such as a driver, governess, cook, gardener and workers in a similar occupation." As there is no explicit exclusion of any category of domestic workers, it is implied that the legislation covers all categories of domestic work and contractual arrangements.	Qatar Law No. 15, Article 1
B2.	Fair Employment Process			
B2.1	Standard Terms of Employment			
B2.1.1	Is there a requirement for domestic workers to be informed of their terms of employment, preferably through written contracts, though verifiable verbal contracts are allowed?	0.75	Yes. According to Qatar's Law No. 15, "a domestic worker may not be employed other than by virtue of a labour contract, which is written and certified by the department, in three copies." A 0.25 deduction is made as the contract is to be in Arabic. While according to the law, "a translation thereof in another language may be annexed, if there is a difference in both texts, the text drafted in Arabic shall be considered to be the authentic text."	Qatar Law No. 15, Article 3
B2.1.2	Are domestic workers' contracts required to include standard information about the employment relationship?	1	Yes; According to Qatar's Law No. 15, Section 3, "The labour contract shall include provisions relating to the employment relationship between both parties. It shall include in particular the following data: 1. Name of employer, nationality and place of residence. 2. Name of domestic worker, nationality and place of residence. 3. Date of the contract's conclusion. 4. Type and nature of work entrusted to a domestic worker. 5. Date on which work started, and the probationary period. 6. The contract's duration, conditions of renewal, and end. 7. Wage agreed upon, and manner and date of its payment. 8. Any provisions or data specified in this law." Given that all ILO-recommended terms are required to be included in the contract, Qatar scores full points for this question.	Qatar Law No. 15, Article 3
B2.1.3	Are domestic workers' contracts required to include information about working hours, rest and leave?	0.17	The Qatar Law No. 15 section 3 states,"The labour contract shall include provisions relating to the employment relationship between both parties. It shall include in particular the following data: 1. Name of employer, nationality and place of residence. 2. Name of domestic worker, nationality and place of residence. 3. Date of the contract's conclusion. 4. Type and nature of work entrusted to a domestic worker. 5. Date on which work started, and the probationary period. 6. The contract's duration, conditions of renewal, and end. 7. Wage agreed upon, and manner and date of its payment. 8. Any provisions or data specified in this law." However, there is no requirement to include hours of work, daily and weekly rest, paid annual leave and sick leave. As 1 out of the 6 conditions outlined by the GCPI criteria - (1) type of work to be performed , (2) normal hours of work, (3) daily rest, (4) weekly rest, (5) paid annual leave, and (6) sick leave - to obtain a score of 1 have been met, Qatar scores $1/6 = 0.166$	Qatar Law No. 15, Section 3
B2.1.4	Are domestic workers' contracts required to include information about their wages?	0.29	The Qatar Law No. 15 section 3 states,"The labour contract shall include provisions relating to the employment relationship between both parties. It shall include in particular the following data: 1. Name of employer, nationality and place of residence. 2. Name of domestic worker, nationality and place of residence. 3. Date of the contract's conclusion. 4. Type and nature of work entrusted to a domestic worker. 5. Date on which work started, and the probationary period. 6. The contract's duration, conditions of renewal, and end. 7. Wage agreed upon, and manner and date of its payment. 8. Any provisions or data specified in this law." Hence, as only 2 out of the 7 criteria outlined by the GCPI - (1) wage , (2) method of calculation, (3) periodicity of payments , (4) rate of pay for overtime, (5) rate of pay for standby, (6) any payments in kind given and their monetary value, (7) any authorized deductions from the wage by employers - are met, Qatar scores $2/7 = 0.286$	Qatar Law No. 15, Section 3
B2.1.5	Are domestic workers' contracts required to include information about living conditions for live-in workers?	0.00	No, there is no requirement for domestic workers contracts to include conditions about living conditions for live-in workers. Qatar Law No. 15 Article 7 states that the employer is obligation "1- To provide the employee with adequate food and housing" but no further details about living conditions are mentioned.	Qatar Law No. 15
B2.2	Regulations for Recruitment and Employment Process			



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B2.2.1	Is there any regulation around how private employment agencies recruit and place local and migrant domestic workers?	1.00	Yes, there is regulation surrounding the operations of private employment agencies that recruit and place migrant workers, including domestic workers. Qatar Law No. 14 of 1992 regulates the recruitment of workers from abroad. Since all domestic workers in Qatar are migrants, Qatar scores 1 for this question. All agencies can only operate if they have a license from the government, have paid a deposit, and follow a variety of stipulations laid out in the Law.	Qatar Law No. 14 of 1992
B2.2.2	Are there measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers?	1.00	Yes, Article 6 of Qatar Law No. 14 of 1992 states that "The licensee is prohibited from charging the recruited worker any amounts in the form of fees, recruitment expenses, or other costs borne by the employer. "	Qatar Law No. 14 of 1992, Article 6
B2.2.3	Are there any measures to prohibit discrimination in employment of domestic workers on the basis of medical testing results?	0.00	No, there are no measures to prohibit discrimination in employment of domestic workers on the basis of medical testing results.	Qatar Law No. 15
B3.	Decent Working and Living Conditions			
B3.1	Working Hours and Environment			
B3.1.1	Is there a requirement of normal hours of work for domestic workers?	0.75	According to Qatar's Law No. 15, the normal hours of work are 10 hours per day. Article 12 states "The maximum hours of work shall not exceed ten hours a day, unless there is an agreement to the contrary, interrupted by periods for worship, rest and food. Such periods shall not be included in the calculation of the hours of work. " One step point is deducted as the maximum hours of work per day are higher for domestic workers than other categories of laborers (eight hours per day): $1-0.25=0.75$	Qatar Law No. 15, Section 12
B3.1.2	Are periods during which domestic workers remain to respond to possible calls required to be regarded as hours of work?	0.00	There is no mention in any legislation of whether periods during which domestic workers remain to respond to possible calls are regarded as hours of work.	Qatar Law No. 15
B3.1.3	Is there a limit to the number of hours of standby work domestic workers can be given, and are they entitled to compensation for this standby work?	0.00	There is no mention in any legislation of the maximum number of standby work domestic workers can be given.	Qatar Law No. 15
B3.1.4	Is there a requirement that hours of work be accurately recorded and the records freely accessible to the domestic worker?	0.00	There is no mention in any legislation of whether hours of work must be accurately recorded and the records freely accessible to the domestic worker.	Qatar Law No. 15
B3.1.5	Is there a requirement to provide domestic workers with a safe and healthy working environment?	1.00	Yes. According to Qatar's Law No. 15 Section 7, "An employer shall be responsible for the following: 1. Provide suitable housing and food to a domestic worker, appropriate medical care, medicine, and medical equipment in the case of sickness, or injury during the performance of his/her duties, or as a result therefrom, without incurring any financial burdens on the domestic worker. 2. Treat domestic workers well, in a manner which will safeguard their dignity and wellbeing. 3. Avoid exposing a domestic worker's health or life to danger, or harm him/her physically or morally in any manner whatsoever."	Qatar Law No. 15, section 7
B3.2	Rest and Leave			
B3.2.1	Is there a requirement to provide daily rest for domestic workers?	1.00	Yes, according to Section 12 of Qatar's Law No. 15, "The maximum hours of work shall not exceed ten hours a day, unless there is an agreement to the contrary, interrupted by periods for worship, rest and food. Such periods shall not be included in the calculation of the hours of work."	Qatar Law No. 15, Section 12
B3.2.2	Is weekly rest at least 24 consecutive hours for domestic workers?	1.00	Yes, according to Section 13 of Qatar's Law No. 15, "A domestic worker shall be entitled to a paid weekly rest holiday, which is not less than twenty four consecutive hours. The timing of the weekly rest shall be determined based on the agreement between both parties as indicated in the labour contract."	Qatar Law No. 15, Section 13
B3.2.3	Are there defined exceptions when domestic workers may be asked to work during periods of rest, and is compensatory rest mandatory?	0.00	There is no mention in any legislation of defined exceptions when domestic workers may be asked to work during periods of rest. Section 13 of Qatar's Law No. 15 only states, "A domestic worker shall be entitled to a paid weekly rest holiday, which is not less than twenty four consecutive hours. The timing of the weekly rest shall be determined based on the agreement between both parties as indicated in the labour contract."	Qatar Law No. 15, Section 13
B3.2.4	Is paid annual leave at least 3 weeks per year for domestic workers?	1.00	Yes, Section 14 of Qatar's Law No. 15 entitles domestic workers to three weeks of paid annual leave. Section 14 states "A domestic worker shall be entitled for every year spent in service, to paid annual holidays, whose duration is three weeks. A worker can divide such holidays, select its timing and the place where it shall be taken, unless there is an agreement to the contrary, and provided that this is not in conflict with the worker's interests."	Qatar Law No. 15, Section 14



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B3.2.5	Is there a requirement that time spent by domestic workers accompanying household members on holiday should not be counted as part of paid annual leave?	0.00	There is no mention in any legislation of whether time spent by domestic workers accompanying household members on holiday should not be counted as part of paid annual leave.	Qatar Law No. 15
B3.3	Wages			
B3.3.1	Is the minimum wage for domestic workers at least the national minimum wage?	1.00	Yes. Qatar's Law No. 17 sets a non-discriminatory minimum wage that applies to all workers, and specifically includes domestic workers. Article 4 states "Employers shall adjust wages of their workers and domestic workers if these wages are inferior to the minimum wage, in line with the minimum wage prescribed in this law, without prejudice to wages that exceed the minimum wage. If a worker does not receive a fixed wage, and if the aggregate rate of what he/she earns monthly is inferior to the minimum wage prescribed in this law, employers shall reimburse the worker an additional amount that is equivalent to the difference between the earnings of the worker and the minimum wage."	Qatar Law No. 15
B3.3.2	Is the overtime compensation rate for domestic workers at least 1.25 times their regular rate?	0.00	No. Qatar's Law No. 15 does not lay out any provisions for overtime pay, or what the overtime compensation rate would be.	Qatar Law No. 15
B3.3.3	Is there any limitation placed on wages paid in the form of payments in kind for domestic workers?	1.00	Yes, there are limitations placed on the possibility of wages paid in kind. Article 8 of Qatar's Law No. 15 states: "The employer is obligated to pay the agreed monthly wage to the employee in Qatari currency at the end of the Gregorian month, and not later than the third day of the following month. The employer shall not be discharged from the employee's wages unless it is proven that it has been deposited in the employee's bank account, or that it is delivered to him in cash by virtue of a clearance signed by him stating that he has received the full wage. The employer is prohibited from deducting any fees, fees or expenses from the wage owed to the employee for the procedures of bringing him to the state."	Qatar Law No. 15
B3.3.4	Is there a requirement to provide at least a monthly payment of wages in cash for domestic workers?	1.00	Yes. According to Qatar's Law No. 15, Article 8, "an employer shall be responsible for paying the monthly wage in Qatari Riyals agreed upon with the domestic worker at the end of the month, or at the latest on the third day of the consecutive month."	Qatar Law No. 15
B3.3.5	Is there a requirement that domestic workers be given an understandable written account of the total wages due to them at the time of each payment?	0.00	No, there is no requirement that domestic workers be given an understandable written account of the total wages due to them at the time of each payment.	Qatar Law No. 15
B3.3.6	Is there a requirement that upon termination of employment, any outstanding payments should be made promptly to domestic workers?	0.00	No, there is no specific requirement that upon termination of employment, any outstanding payments should be made promptly to domestic workers.	Qatar Law No. 15
B3.4	Social Security			
B3.4.1	Are domestic workers eligible for healthcare coverage?	1.00	Yes; domestic workers are entitled to carry a health card, entitling residents to free healthcare. Qatar's Labour Relations Department of the Ministry of Administrative Development, Labour and Social Affairs' Booklet for Domestic Workers states that "You have a right to have and hold a health card in your possession, paid for by the employer. " Section 7 of Law No. 15 also states "An employer shall be responsible for the following: 1. Provide appropriate medical care , medicine and medical equipment in case of sickness or injury during the performance of his/her duties, or as a result thereof, without incurring any financial burden on the domestic worker. "	Labour Relations Department of the Ministry of Administrative Development, Labour and Social Affairs Domestic Workers Rights Manual - Qatar, page 6
B3.4.2	Are domestic workers eligible for paid sick leave?	0.00	There is no specific mention in any legislation of whether domestic workers are eligible for paid sick leave. However, according to Qatar's Law No. 15, "a domestic worker shall not work during his/her sick leave." However, because there is no specific provision for a certain number of sick leave days per year, Qatar is not given any points for this question.	Qatar Law No. 15, Section 7
B3.4.3	Are domestic workers eligible for unemployment benefits?	0.00	Unemployment benefits are not provided to foreign workers in Qatar. They are provided only to Qatari citizens, who make up 0 percent of the domestic worker population and only 5 percent of the total labor force. Hence, Qatar scores a 0.	Law No. 21, Article 20
B3.4.4	Are domestic workers eligible for old-age benefits (if they have completed the required number of years of active economic contributions)?	0.00	Domestic workers are explicitly excluded from old-age benefits under Qatar's social security framework. According to the legislation, "household, family, and foreign workers" are not eligible for old-age benefits.	Social Security Programmes Around the World



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B3.4.5	Are domestic workers eligible for employment injury benefits?	1.00	Yes. Article 19 of the Qatar Law No. 15 covering domestic workers states that "Compensation to the employee for work injuries shall be in accordance with the provisions of the aforementioned Labor Law" indicating that the Labor Laws provisions will be extended to cover the workplace injuries of domestic workers. Meanwhile, Article 109 of the Labor Law states that "A worker who sustains a work injury has the right to receive treatment appropriate to his condition, at the expense of the employer , in accordance with what is decided by the competent medical authority. The worker shall receive his full wages for the duration of the treatment or for a period of six months, whichever is earlier . If the treatment continues for a period of more than six months, the worker shall receive half of his full wages until he is cured or his permanent disability is proven, whichever comes first."	Labor Law 14, Article 109 Law No. 15
B3.4.6	Are domestic workers eligible for invalidity benefits?	1.00	Yes. Article 19 of the Qatar Law No. 15 covering domestic workers states that "Compensation to the employee for work injuries shall be in accordance with the provisions of the aforementioned Labor Law" indicating that the Labor Laws provisions will be extended to cover the workplace injuries of domestic workers. Meanwhile, Article 110 of the Labor Law states that "The heirs of a worker who dies as a result of work, and a worker who sustains a work injury that results in permanent or partial disability, has the right to receive compensation . The amount of compensation in case of death due to work is calculated in accordance with the provisions of Islamic Sharia. A work injury that results in permanent total disability is considered as a death sentence. The percentage of partial disability to the percentage of permanent total disability is determined according to Table No. (2) attached to this law. The amount of compensation in this case is calculated on the basis of this percentage of the amount of compensation stipulated in the previous paragraph."	Labor Law 14, Article 110 Law No. 15
B3.4.7	Are domestic workers eligible for survivors' benefit?	1.00	Yes. Article 19 of the Qatar Law No. 15 covering domestic workers states that "Compensation to the employee for work injuries shall be in accordance with the provisions of the aforementioned Labor Law" indicating that the Labor Laws provisions will be extended to cover the workplace injuries of domestic workers. Meanwhile, Article 110 of the Labor Law states that "The heirs of a worker who dies as a result of work , and a worker who sustains a work injury that results in permanent or partial disability, has the right to receive compensation. The amount of compensation in case of death due to work is calculated in accordance with the provisions of Islamic Sharia . A work injury that results in permanent total disability is considered as a death sentence. The percentage of partial disability to the percentage of permanent total disability is determined according to Table No. (2) attached to this law. The amount of compensation in this case is calculated on the basis of this percentage of the amount of compensation stipulated in the previous paragraph."	Labor Law 14, Article 110 Law No. 15
B3.4.8	Is there protection of domestic workers' claims in the event of the employer's insolvency or death?	0.00	There is no mention in any legislation of protection of domestic workers' claims in the event of an employer's insolvency or death.	Qatar Law No. 15
B3.5	Living Conditions for Live-in Workers			
B3.5.1	Are there measures to ensure that domestic workers are free to decide whether or not to live in the household?	0.00	No, there is no specific legislation to ensure that domestic workers are free to decide whether or not to live in the household.	Qatar Law No. 15
B3.5.2	For live-in workers, is there any requirement for the employer to provide accommodation that offers privacy?	0.25	No specific mention in any legislature for live-in workers to be provided private accommodation. Qatar's Law No. 15 only states that "suitable" accommodation be provided. Article 7 stipulates that the employer needs to: "1- To provide the employee with adequate food and housing , adequate health care, medicines and medical supplies in the event of illness or injury during or because of the performance of work, without obligating the employee to any financial burdens. 2- Treating the employee in a good manner that preserves his dignity and the safety of his body. " As there is mention of preserving the dignity and safety of the domestic worker, Qatar scores a 0.25	Qatar Law No. 15
B3.5.3	For live-in workers, is there any requirement for the employer to provide access to suitable sanitary facilities?	0.00	No mention in any legislature for live-in workers to be provided suitable sanitary facilities.	Qatar Law No. 15
B3.5.4	For live-in workers, is there any requirement for the employer to provide accommodation that has adequate lighting, heating, and air conditioning?	0.25	No, there are no specific requirements for the employer to provide accommodation that has adequate lighting, heating, and air conditioning. Qatar's Law No. 15 only states that "suitable" accommodation be provided. As there is no mention of adequate lighting, heating, and air conditioning, Qatar scores a 0.25	Qatar Law No. 15, Section 7
B3.5.5	For live-in workers, is there any requirement for the employer to provide appropriate meals of good quality and sufficient quantity?	0.50	According to Qatar's Law No. 15, an employer shall be responsible for providing "suitable food" to a domestic worker. As there is no mention of quality and quantity, a deduction of 0.5 is made.	Qatar Law No. 15, Section 7
B3.5.6	Are there measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave?	0.00	No mention in any legislature of measures to ensure live-in workers are not obliged to remain in the household during rest or leave.	Qatar Law No. 15



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B3.5.7	Is there a requirement that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination of employment at the initiative of the employer?	0.00	No, there is no requirement for live-in workers to be given a period of notice and time off to seek new employment and accommodation in the event of termination of employment.	Qatar Law No. 15
B3.5.8	Are live-in domestic workers legally entitled to keep in their possession their travel and identity documents?	1.00	Yes. According to Qatar's Law No. 21, "the employer shall return the passport or travel document to the expatriate worker after finalizing the permit procedure or its renewal unless the expatriate worker requests in writing that the employer keeps it with him."	Law No. 21, Article 8
B4. Labor Rights and Protections				
B4.1 Freedom of Association and Access to Collective Bargaining				
B4.1.1	Are there legislative provisions for domestic workers to establish their own organizations or join the workers' organizations, federations, or confederations of their own choosing?	0.00	No. There is no mention in Qatar Law No. 15 regarding such a right. Migrant workers in Qatar are not allowed to establish or join workers' organizations, federations or confederations. Amnesty International notes in their report on Qatar migrant workers that "Joining and forming a trade union is a fundamental right for workers, a right enshrined in international treaties that Qatar has ratified. Yet migrant workers in Qatar are still not allowed to do this." 100% of domestic workers in Qatar are migrants, so Qatar scores a 0 for this question.	Amnesty International Report, page 25 Labor Force Survey - Government of Qatar , page 12
B4.1.2	Are there legislative provisions to recognize domestic workers' rights to collective bargaining?	0.00	No. There is no mention in Qatar Law No. 15 regarding such a right. Migrant workers in Qatar have no legal provisions that recognise their right to collective bargaining. Amnesty International notes in their report on Qatar migrant workers that "Joining and forming a trade union is a fundamental right for workers, a right enshrined in international treaties that Qatar has ratified. Yet migrant workers in Qatar are still not allowed to do this." As all domestic workers in Qatar are migrants, Qatar scores a 0 for this question.	Amnesty International Report, page 25 Labor Force Survey - Government of Qatar , page 12
B4.2 Access to Complaint Mechanisms				
B4.2.1	Are there complaint mechanisms for domestic workers to report non-compliance with labor protections?	1.00	Yes. According to the ILO's Qatar manual on domestic worker rights, if the employer is not fulfilling rights, domestic workers can file a complaint with the Labour Relations Department of the Ministry of Administrative Development, Labour and Social Affairs. To lodge a complaint, the Ministry has a 24-hour hotline service to receive complaints and remarks from workers on the numbers 40280661 and 16008. Work complaints can also be sent via SMS to 92727 by entering number 5 then QID number or visa number. Work complaints can also be sent to the ministry's email: info@adlsa.gov.qa . Workers can also use the Ministry's electronic Unified Platform for Complaints and Whistleblowers.	ILO Domestic Workers Rights Manual - Qatar , page 29
B4.2.2	Are there measures to ensure that domestic workers have access to courts, tribunals or other dispute resolution mechanisms?	1.00	In March 2018, Qatar established the Committees for the Settlement of Labour Disputes which can hear cases from migrant workers, including domestic workers. These fast-track judge-led courts promised judgments in just six weeks of a complaint being made. Upon lodging a complaint using the Ministry of Administrative Development, Labour and Social Affairs hotline or website, a mediation meeting is set up with the employer by the Ministry. If this fails, the case is then referred to the Committees.	ILO Domestic Workers Rights Manual - Qatar , page 29 Amnesty International Report, page 26
B4.3 Enforcement and Protection Mechanisms				
B4.3.1	Are conditions specified, under which access to household premises must be granted for on-site labor inspections of the employers of domestic workers?	0.00	There is no mention of specific conditions under which access to household premises must be granted for labor inspections. According to the Ministry of Administrative Development, Labour and Social Affairs, it cannot conduct inspections in private homes unless the Public Prosecutor provides written permission, so instead it periodically inspects labour recruitment agencies.	Qatar Law No. 15 Amnesty International Report, p. 55
B4.3.2	Are there penalties for private employment agencies for non-compliance with domestic worker protection laws?	0.10	No, there is no mention in either Law No. 15 pertaining to domestic workers or Law No. 21 pertaining to expatriate workers on what penalties exist for employment agencies that do not comply with domestic worker protection laws. However, the offices of labor recruiters are subject to inspection. Article 7 of Law No. 14 of 1992 states "The owner of the office or its responsible manager shall keep for the purposes of inspection the records, records and other papers that are specified by a decision of the Minister of Labor, Social Affairs and Housing." In addition, Article 10 states "Anyone who violates the provisions of this law or the decisions implementing it, and anyone who obstructs or prevents one of the employees charged with its implementation from performing an act of his job, shall be punished with imprisonment for a period not exceeding one month and a fine of no less than one thousand riyals and not more than six thousand riyals, or one of these two penalties . In addition to the penalty stipulated in the first paragraph, the court may order the closure of the premises or the cancellation of the license for the period it specifies."	Qatar Law No. 15 Qatar Law No. 21 Law No. 14 on Foreign Worker Employment Agencies



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B4.3.3	Are there penalties for employers for non-compliance with all domestic worker protections?	1.00	<p>Yes. According to Section 21 of Qatar's Law No. 15:</p> <p>"Without violating any harsher penalty which is specified in another law, the following shall be imposed:</p> <ol style="list-style-type: none"> 1. A maximum fine of five thousand Riyals shall be imposed on any person who violates any of sections nos. 3 (1), 4, 7, 9, 12, 13, 14, and 15 of this law. 2. A maximum fine of ten thousand Riyals shall be imposed on any person who violates any of sections nos. 5, and 8 of this law." <p>The higher fine of 10,000 QAR (USD 274.65) applies to Section 5, which states only migrant workers aged between 18 and 60 years may be recruited, and Section 8, which pertains to the timely and full payment of wages.</p> <p>The lower fine of 5,000 QAR (USD 137.32) applies to the following sections: Section 3, which details the requirements of a labor contract; Section 4, which states "The recruitment of domestic workers from abroad shall be undertaken by one of the recruitment offices certified in accordance with the Labour Law"; Section 7, which states the responsibilities of an employer such as suitable living conditions and food, rest and leave and avoiding any harm to the worker; Section 9, which prohibits employers from employing a domestic worker outside the country without the worker's approval; Section 12, which states the maximum daily hours of work; Section 13, which mandates one day of rest per week; Section 14, which explains workers' right to rest and an annual flight back home at the employer's expense; Section 15, which details end of service benefits.</p> 	Qatar Law No. 15, Section 21
B4.3.4	Are domestic workers legally protected against all forms of workplace abuse, harassment, and violence?	1.00	<p>According to Article 36 of the Constitution of Qatar, employers may not subject their employees to inhumane treatment, such as denying food, confining them to a space forcefully or causing physical or sexual harm.</p> <p>Furthermore, Qatar's Law No. 15 states employers must "avoid exposing a domestic worker's health or life to danger, or harm him/her physically or morally in any manner whatsoever."</p>	Qatar Law No. 15, Section 7. Qatar Constitution, Article 36
B5. Protections for Forced/Under-age Domestic Workers				
B5.1 Protections against Forced/Compulsory Labor				
B5.1.1	Is illegal extraction of forced or compulsory labor of domestic workers punishable as a penal offence?	1.00	<p>Yes. Qatar's Constitution criminalises forcing a person to work with or without a salary and also criminalises slavery or bonded labor.</p> <p>According to Article 322 "One is convicted to no more than six months in prison and to a fine of no more than three thousand riyals, or to one of these two penalties, in case of forcing a person to work with or without a salary."</p> <p>According to Article 321, "One is convicted to no more than seven years in prison in case of entering or taking out of Qatar a person as a slave, or buying, selling, donating a person as a slave."</p>	Qatar Constitution, Article 321 and 322
B5.1.2	Are domestic worker victims of forced labor provided with any protection?	0.00	No, there are no specific measures in place to provide domestic worker victims of forced labor with protections.	
B5.1.3	Are domestic worker victims of forced labor provided with any access to remedies?	0.00	<p>No, there are no specific measures in place to provide domestic worker victims of forced labor with access to remedies.</p> <p>However, a positive step towards this was seen when on 30 July 2019, the authorities inaugurated the first government-run shelter for survivors of abuse including domestic workers, the Human Care Home.</p>	Amnesty International Report
B5.2 Protections for Under-age Laborers				
B5.2.1	Is the minimum age for domestic workers 16 or higher, or the age of completion of compulsory schooling (if this is age 16 or higher)?	1.00	<p>According to Qatar's Law No. 15 "recruitment from abroad of domestic workers of both sexes, under the age of eighteen years old or over the age of sixty, shall be prohibited."</p> <p>Since domestic workers comprise entirely of foreign workers, all domestic workers are covered and Qatar scores a 1.</p>	Qatar Law No. 15, Section 5
B5.2.2	Are domestic workers, who are under the age of 18 and above the minimum age of employment, still able to access compulsory education, or opportunities for further education or vocational training?	99.00	As the minimum age for the employment of domestic workers is 18, this is not applicable.	Qatar Law No. 15, Section 5
B5.2.3	Are there extra limitations of hours of work of domestic workers who are under the age of 18 and above the minimum age of employment?	99.00	As the minimum age for the employment of domestic workers is 18, this is not applicable.	Qatar Law No. 15, Section 5



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B5.2.4	Are there measures to prohibit domestic workers who are under the age of 18 and above the minimum age of employment to work at night?	99.00	As the minimum age for the employment of domestic workers is 18, this is not applicable.	Qatar Law No. 15, Section 5
B5.2.5	Are there extra measures to restrict/limit work that is excessively demanding (whether physically or psychologically) for domestic workers who are under the age of 18 and above the minimum age of employment?	99.00	As the minimum age for the employment of domestic workers is 18, this is not applicable.	Qatar Law No. 15, Section 5
B6. Protections for Migrant Domestic Workers				
B6.1 Employment Support				
B6.1.1	Are mdws required to receive a written job offer, or enforceable contract of employment, prior to crossing national borders?	1.00	Yes, migrant domestic workers are required to have a written contract before entering Qatar in order to apply for and obtain their work permit, which grants them entry to the country. While according to Law No. 15, "a domestic worker may not be employed other than by virtue of a labour contract", there is no explicit mention of whether this is to be prior to crossing national borders.	Qatar Law No. 15, Section 3 Work Visa Requirements - Globalization Partners
B6.1.2	Is there a national hotline for migrant domestic workers with interpretation services?	1.00	Yes. The 24/7 hotline set up by the Ministry of Administrative Development, Labour and Social Affairs as well as 11 electronic kiosks set up in locations across Qatar support workers in 11 languages. These services are intended to support migrant workers, including domestic workers.	Qatar Government Communications Office - Labor Reform
B6.2 Support after Termination of Employment				
B6.2.1	Are there measures to ensure that the loss of employment should not in itself imply the withdrawal of the migrant domestic workers' authorization of residence?	1.00	Workers have 90 days following the expiry of their Qatar ID (residence permit) to find new employment. Qatar's Labour Relations Department of the Ministry of Administrative Development, Labour and Social Affairs' Booklet for Domestic Workers states that " Workers can change jobs within 90 days following the expiry of the QID (unless the QID expired for reasons beyond the worker's control)."	Qatar's Labour Relations Department of the Ministry of Administrative Development, Labour and Social Affairs' Domestic Workers Rights Manual - Qatar, page 22 Law No. 4 of 2009 Regarding Regulation of the Expatriates Entry, Departure, Residence and Sponsorship
B6.2.2	If it is established that the termination of employment was not justified, are the mdw entitled to reinstatement, to compensation for loss of wages or of other payment which results from unjustified termination, to access to a new job with a right to indemnification, or sufficient time to find alternative employment, with conditions no less favourable than other workers?	0.00	There is no mention in any legislation of the course of action that would be taken if it is established that the termination of employment was not justified.	Qatar Law No. 15
B6.2.3	Are mdws entitled to the right of appeal before an administrative or judicial instance if they face expulsion order or termination of their employment and should be allowed sufficient time to obtain a final decision?	0.00	There is no mention in any legislation of migrant domestic workers' right of appeal if they face expulsion or termination of employment.	Qatar Law No. 15
B6.2.4	Are migrant domestic workers entitled to repatriation at no cost on the expiry or termination of the employment contract?	1.00	Yes, a worker is entitled to a ticket back to the country of origin at the employer's cost. Article 14 of Qatar Law No. 15 states "A domestic worker shall also be entitled, for every two years in service, to a return air ticket to his/her country of origin or place of residence to go on holidays or the remaining holidays. A worker shall only be entitled to a one way ticket back to the country of origin or place of residence if the return trip is final. "	Qatar Law No. 15, Article 14



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B6.2.5	After termination of employment AND departure from the country of employment, can MDWs still access complaint mechanisms and pursue legal civil and criminal remedies?	0.00	There is no mention in any legislation of whether migrant domestic workers can access complaint mechanisms after termination of employment and departure from the country of employment.	Qatar Law No. 15