



وزارة التنمية الإدارية والعمل والشؤون الاجتماعية
Ministry of Administrative Development Labor & Social Affairs

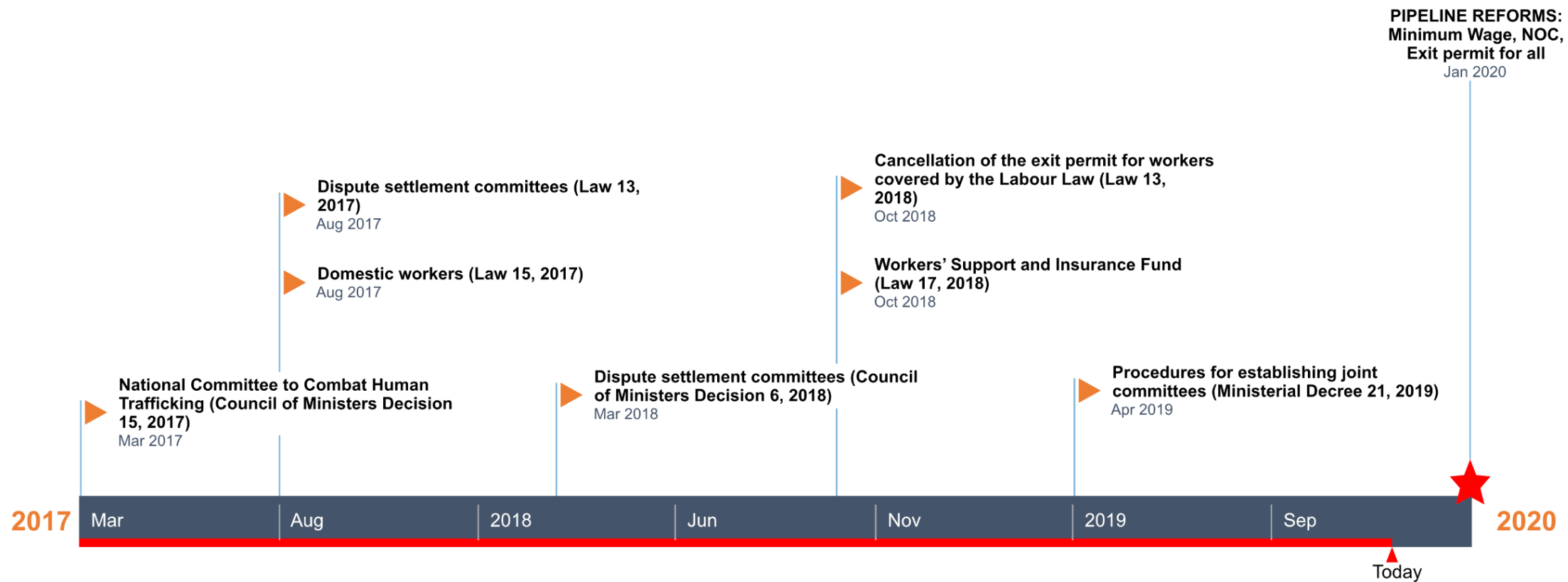
EFFORTS TO PROTECT THE RIGHTS OF MIGRANT WORKERS IN QATAR

November 2019



THE GLOBAL GOALS
For Sustainable Development

A comprehensive legislative reform agenda



Selected elements of the reform agenda

1. Qatar Visa Centers
2. Enhanced internal job mobility
3. A non-discriminatory minimum wage
4. Protection of domestic workers
5. Establishment of joint committees
6. Consultations on violence and harassment at work

1. Qatar Visa Centers

14 QVCs have opened in 6 countries since December 2018

Increased efficiency in cost and time in visa application process

Electronic contracts eliminate contract substitution



Abolishment of the Exit Permit

Law No. 13 of 2018 allowed workers covered by the Labour Law to leave the country without obtaining prior permission. Employers may apply to retain the exit permit requirement for a maximum of 5% of their workforce, due to the nature of their work.

In October 2019, the Council of Ministers approved the issuance of a draft law which abolishes the exit permit, for workers not subject to the Labor Law, including domestic workers.

2. Enhanced internal job mobility

Workers can already change employers in case of a breach of contract.

In October 2019, the Council of Ministers approved a draft Decision of the Ministry of Interior to facilitate the transfer of a worker to another employer during the contract period in a manner that preserves the rights of both parties.

The Ministry of Administrative Development, Labor and Social Affairs has launched an electronic notifications service on its website. The service is accessible to workers should s/he need to change employers or to leave the country.

Benefits of greater job mobility



Job Matching ↑

- ▶ Easier to find the right worker
- ▶ Improved skills and experience lead to higher wages
- ▶ Number of workers needed decreases



Skills ↑

Incentives to improve skills and learn on job increase



Job Satisfaction ↑

Labour mobility fosters motivation at work



Retention Rate ↑

Retention of workers with local experience increases



**Labour Productivity
Increases**



Worker-Employer Relationship

Fewer disputes at work



Speed of Recruitment & Worker Deployment

Development of local labour market leads to quicker recruitment processes



Competitiveness

Creation of level playing field benefits best companies



Recruitment & Repatriation Costs

Increased opportunities to recruit workers on local labour market with fewer intermediaries



Attracting Talent

Increased appeal of Qatar labour market to high-skilled workers



Reputation

Positive impact on image and reputation

3. A non-discriminatory minimum wage

In October 2019, the Council of Ministers approved a draft law to adopt a minimum wage. The law obliges employers to provide a minimum wage + decent accommodation and food, including for domestic workers.

The law also establishes a Minimum Wage Commission, to monitor the impact of the minimum wage and propose adjustments on a periodic basis.

Wage protection

Legal measures to be taken by the Ministry against entities that violate the Wage Protection System:

- Prevent employers from recruiting new workers.
- Referral to security authorities.
- Granting workers the permission to transfer to another employer.

4. Protection of domestic workers' rights

A **written contract** approved by the Ministry of Administrative Development, Labor and Social Affairs.

Obligation to ensure decent work: The employer must ensure good treatment of the worker, including respect, preservation of dignity, physical integrity, etc. The employer should also provide workers with adequate food and housing, appropriate health care, etc.

Working hours: Maximum of ten hours per day, including breaks for worship, rest and mealtimes. The law granted the workers a paid weekly leave, not less than twenty-four consecutive hours, and annual leave of three weeks for each calendar year served.

End of service indemnity: The law also obliged the employer to pay the employee at the end of his/her service, an end of service indemnity as well as any other amounts due to the employee.

Awareness programs: Awareness raising is served through manuals and videos for domestic workers and employers. Awareness raising events have been organized in cooperation with the International Domestic Workers Federation.



5. Joint Committees and Workplace Cooperation

Taawon: Community of practice on workplace cooperation in Qatar

- Promote knowledge sharing on workplace cooperation
- Improve the governance of workplace cooperation in Qatar
- Promote workplace cooperation in priority sectors
- Propose sustainable solutions to recurrent items echoed in JCs, WWCs, WWFs across Qatar

Tashawor QF: Central Labour Management Consultation Committee for QF Main Contractors (CLMCC-QF)

- Address worksite-related issues
- Inform QF mandatory standards
- Escalate concerns that have not been addressed through JCs (or WWCs)
- Prepare 2 semi annual reports for discussion during Taawon's semi-annual policy consultations. Report will point to recurrent issues echoed in JCs and recommend solutions for Taawon's consideration.

Tafahom: Enterprise-level Joint Committees (or WWC) of QF main contractors

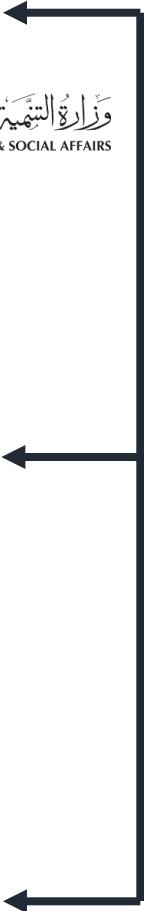
- Study and discuss all matters related to work in the establishment: the organization of work, production and productivity, training programmes for workers, occupational safety and health, awareness raising for workers, social services.
- Engage in joint negotiations and conclude agreements.
- Support workers and managers in handling individual grievances and managing collective disputes.



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مؤسسة قطر
Qatar Foundation



Campaigning, elections and monitoring



6. Participation of the Ministry of Administrative Development, Labor and Social Affairs on the workshop on gender-based violence, organized by the BWI in Doha in November 2019



**Thank you for your
kind attention**