

APPENDIX A
**MANDATORY STANDARDS OF MIGRANT
WORKERS' WELFARE**

(1) Working Hour Regulations

Sub-section 12.8.1

The basic working hours shall not exceed eight in the day and forty-eight in the week except for the month of Ramadan when the maximum working hours shall not exceed six per day and thirty-six per week.

Sub-section 12.8.2

The rest interval shall not be less than an hour and a half per day.

Sub-section 12.8.3

A weekly paid rest day shall be at least twenty-four consecutive hours.

Sub-section 12.8.4

Workers may work overtime only upon their consent provided that the working hours shall not exceed sixty in the week on average unless the overtime work is necessary for the prevention of gross loss or dangerous accident or for the elimination of consequences of such a loss or accident.

Sub-section 12.8.5

Workers shall be paid overtime the rate of not less than their basic wage plus not less than 25% thereof.

Sub-section 12.8.6

Wherever the circumstances of work require the employment of a Worker on a rest day, the Worker shall be compensated for the rest day by another rest day and shall be paid for having worked on the rest day the rate of his basic wage plus an increase of not less than 150%.

**(2) Living Units Regulations, sub-section in General
Requirements and Sleeping Rooms**

Sub-section 14.2.1.2

Each Living Unit shall accommodate a maximum of 12 persons.

Sub-section 14.2.1.8

Air Conditioning is mandatory for all buildings. Only rooftop package units or split systems will be allowed – through-wall AC units are not acceptable.

Sub-section 14.2.2.1

Max. 4 beds per room.

Sub-section 14.2.2.2

No bunk beds allowed.

APPENDIX B
LAW NO. 4 OF 2009

Regulation of the Expatriates' Entry, Departure, Residence,
and Sponsorship

Article 1

In this Law, unless the context indicates otherwise:

“Expatriate” means any person who enters the State of Qatar and who is not a Qatari national.

“Residence Sponsor” means the employer, head of a household, or a visitor recruiter who acts as a sponsor, where sponsorship includes granting an exit permit for the sponsored person.

“Exit Sponsor” means he person who undertakes to fulfill all obligations incurred by an Expatriate prior to departure from the country, and whose liability expires on the exit of the said Expatriate from the country.

Article 9

Any expatriate entering the state of residence shall first obtain the relevant visa from the competent authority. The sponsor shall accomplish the residence procedures and its renewal, provided that such renewal shall be done within 90 (ninety) days from the expiry date of the visa.

The sponsor shall deliver the passport or travel document to the sponsored person once the procedures for issuing or renewing the residence permit are accomplished.

Article 12

The Minister or his nominee shall transfer the sponsorship of any expatriate worker on a temporary basis if there are any suits filed between the sponsor and the Expatriate worker.

The Minister or his nominee may approve the transfer the sponsorship of any Expatriate worker not governed by the Labor Law to any other employer in the event of abuse by the employer or as required by the public interest.

For the same reasons, with the consent of the Minister or his nominee and on demand by the worker and the approval of the Ministry of Labor, the sponsorship of a worker governed by the Labor Law may be transferred to any other employer.

Article 18

Every expatriate granted a visa to enter the state shall have a sponsor.

Article 26

The exit permit shall be signed by the residence sponsor or by his agent before the competent authority. The signature of the sponsor or his agent on the exit permit shall be identical to his signature maintained by the Competent Authority or shall be certified by the relevant authorities.

Article 41

The expatriate shall leave the State if he did not obtain a Residence permit or if such permit expired and he may return if he succeeds to satisfy the conditions of such return in accordance with the provisions of this Law.

Article 52

Every person violating the provisions of Articles 5/1, 6, 7, 8, 9 and 17/1 shall pay a penalty not exceeding QR 10,000.

APPENDIX C
LAW NO. 21 OF 2015

On the Entry, Exit, and Residency of Foreign Nationals

Article 1

For the purposes of this law's implementation, the following words and terms shall each carry its corresponding definition, unless the context requires otherwise:

Recruiter: The party, employer, head of household, or host who recruits the Foreign National, or who receives transfer of his Residency in accordance with the provisions of this law.

Foreign National: Any non-Qatari who enters the country to work, reside, visit, or for any other purpose.

Article 4

The Competent Authority, or any other body determined by the Minister, shall issue Entry Visas in accordance with the provisions of this law. These Visas may be terminated after their issuance for reasons related to the general welfare.

The Entry Visa does not permit the Foreign National seeking work anything except for what is stipulated in his agreed-upon labor contract in accordance with the legal conditions and regulations.

Article 7

The Foreign National laborer or the Recruiter must notify the Competent Authorities each time the Foreign National leaves the country, prior to his leaving by at least three days.

In the event that the Recruiter or the Competent Authorities obstruct the Foreign National laborer's departure, the Foreign National may seek recourse at the Foreign Nationals Exit Grievances Council, whose formation, purview, organizational structure, and official proceedings shall follow in accordance with a decree from the Minister.

Barring this occurrence, a Foreign National laborer is permitted to leave the country immediately after the Recruiter has notified the Competent Authorities of his agreement that the Foreign National take a vacation.

In the event of an emergency situation facing the Foreign National laborer, the Council must take action on the request within three working days of the request's submission.

Article 8

Foreign Nationals residing in the country for whatever purpose must obtain a Residency Permit from the Competent Authorities.

The Recruiter must undertake the licensing procedures and renew the permit within 90 days of its expiration.

The employer must give the Passport or Travel Document to the Foreign National after completing the licensing or renewal procedures unless the Foreign National has requested in writing that the employer retain the Passport or Travel Document. However, the employer must give the Foreign National his Passport or Travel Document upon request.

Article 21

The employer, the Competent Authorities, and the Ministry of Labor and Social Affairs may agree to transfer the Foreign National laborer to another employer before the time limit in the contract has been reached, or after five years of working for the employer if the contract did not specify a time period.

The Foreign National laborer may, with authorization from the Competent Authorities and the Ministry of Labor and Social Affairs, transfer to another employer in the event of the Recruiter's death or dissolution of the body corporate for any reason.

Article 39

Without prejudice to any other law carrying a more severe penalty:

Anyone who violates the provisions of Article (8) Paragraph (3) of this law shall be subject to a fine not in excess of twenty-five-thousand (25,000) Riyals.