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Introduction

- This 11th cycle NPRP (11S-1205-170065) project is a comprehensive survey project that assesses changes and continuity in perceptions and attitudes about Qatar's Labour Law among Qatari nationals, high-income and low-income expatriate workers.*
- Additionally, Qatari & expatriate businessmen are screened and asked specific questions about the impact of the reforms on their businesses, recruitment and hiring practices as well as entrepreneurial aspirations.

Objective

The research's main objective is related to Qatar's efforts to develop local manpower resources in support of its burgeoning knowledge-based economy. The project aims to provide a conceptual map to face the continued challenges of employing expatriate labor and attenuate any associated problems.

The research agenda for this project is:

- To have better understanding of what underlying factors drive citizens' and residents' perceptions of the new system for recruiting and employing foreign workers.
- To provide policymakers with feedback and information from major stakeholders that would allow them to fine-tune & calibrate labour policies for a sustainable future.

Methodology

- The sample consisted of 2,760 respondents, of whom 857 were Qatari nationals, 1,012 high-income expatriates and 891 low-income expatriates.**
- Due to Covid-19 pandemic, the survey was conducted via telephone interviewing (CATI) from September 22, 2020 to January 19, 2021.***
- The interviews were conducted in Arabic, English, Tagalog, Urdu, Bengali, Nepali, Malayalam, Tamil and Hindi.
- Respondents were asked questions about their attitudes and perceptions of Qataris and expatriate workers on the recent Qatar Labor Law changes.

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** Response rate (43.4%), Sampling error (± 2.5 percentage points)

*** QU-IRB 1012-A/19

Results

Awareness

Since 2016, Qatar has been introducing changes to the Labor Law. How familiar are you with the new labor law changes?

	Whole sample	Qataris	Higher-income expats	Lower-income expats
Very familiar	9%	9%	12%	7%
Somewhat familiar	60%	48%	61%	61%
Not at all familiar	31%	43%	27%	32%

Minimum wage

Should the minimum wage be increased, maintained at 1000 QAR or decreased?

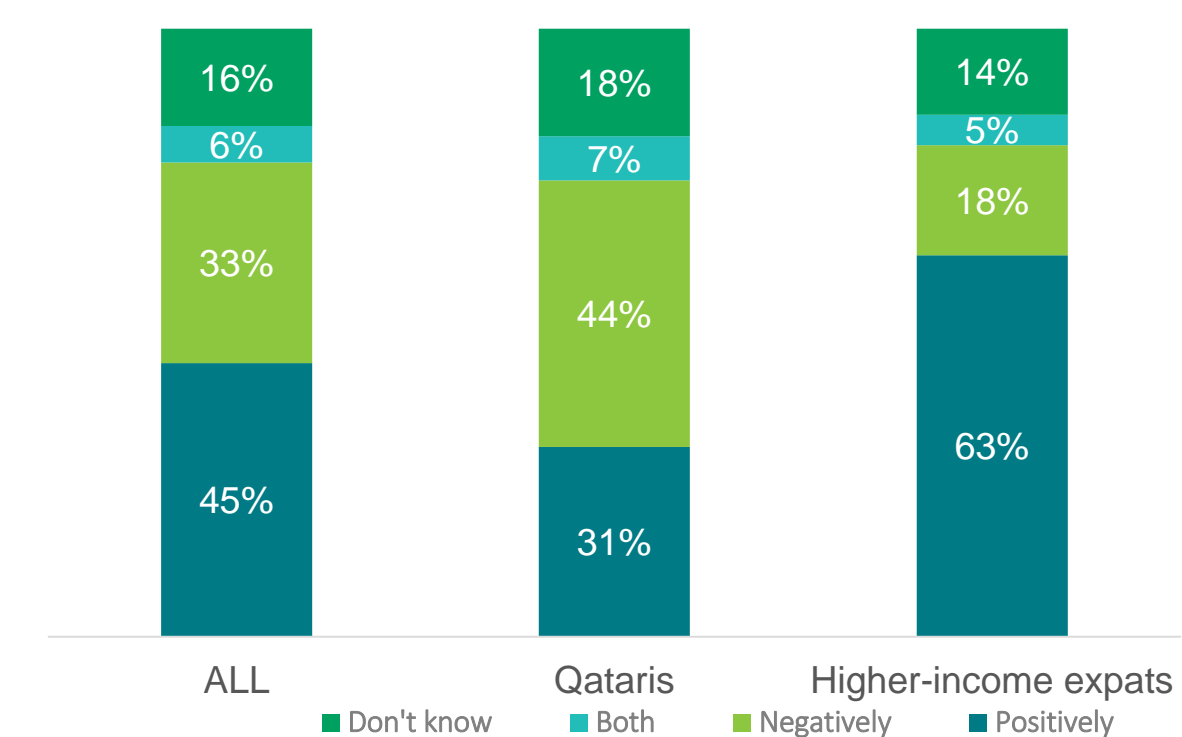
	Qataris	Higher-income expats	Lower-income expats
Increased	34%	78%	77%
Maintained at 1000 QAR	58%	21%	23%
Decreased	8%	1%	0%

Impact

In the future, do you think these new Labor Law changes will make your life?

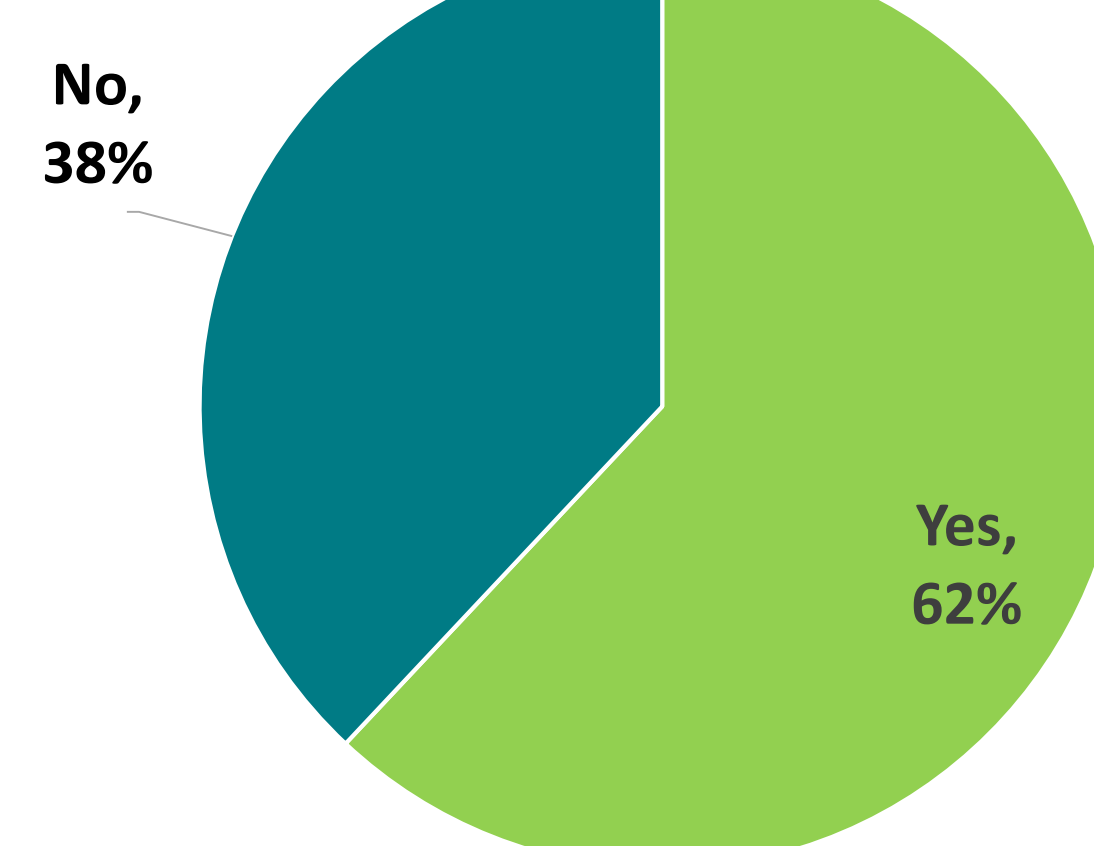
	Qataris	Higher-income expats	Lower-income expats
Much better	38%	52%	50%
Somewhat better	27%	33%	42%
Somewhat worse	12%	2%	1%
Much worse	6%	1%	0%
Made no difference	17%	12%	7%

Has your business been positively or negatively affected by the recent changes in the Qatar Labor Law



Inspection of businesses

Has your business or place of work ever been subject to a labor inspection?



How do your employees receive their salary?

	Businesses without inspection	Businesses with inspection
Direct bank transfer	80%	92%
Cash	16%	5%
Other	4%	3%
Total	100%	100%

Recommendations

- Awareness campaigns about the reforms for Qatari nationals, expatriates (high & low-income) due to low levels of awareness.
- Increase inspections across businesses for effective implementation of reforms as inspection pushes businesses to abide by the reforms.
- Follow-up study on the impact of the minimum wage, businesses' hiring practices, and impact of the reforms.