



Global Immigration alert

September 2024

Qatar

Qatar issues new law to attract and retain Qatari nationals

Executive summary

According to an [announcement](#) on the official website of the Amiri Diwan of Qatar, on 1 September 2024, His Highness The Amir Sheikh Tamim bin Hamad Al Thani issued Law No. (12) of 2024 (i.e., "the Law") that seeks to create new employment and career opportunities for Qatari nationals. The Law is expected to be effective six months after its publication in the Official Gazette.

Key developments

A [Qatar News Agency](#) article clarifies that the Law aims to boost the participation of the national workforce in private sector institutions and companies by creating new employment and career opportunities. The private sector institutions and companies that will be subject to the Law include:

- ▶ Employers that manage private establishments registered in the commercial register
- ▶ Commercial companies that are state-owned, state-participated or privately owned
- ▶ Private non-profit institutions, sports institutions, associations and similar entities

The Ministry will develop an employment nationalization plan by categorizing private sector entities on the basis of their size, workforce and job types. The plan will also include policies for training, employment and university scholarship programs.

In addition, the Law aims to enhance the labor market's interest in the national workforce, increase companies' ability to attract

and integrate citizens, and ensure job stability for Qatari nationals by:

- ▶ Granting financial incentives to beneficiaries, including Qatari nationals and the children of Qatari women
- ▶ Empowering the Ministry to offer various benefits, facilities and privileges to entities covered by the nationalization scheme under the Law and sponsor Qatari nationals who are pursuing university studies, so as to support them in preparing for private sector roles
- ▶ Employing and training qualifying Qatari nationals and the children of Qatari women who seek employment in accordance with the policies, plans and programs established by the Ministry

To enable job security for Qatari nationals and provide a stable work environment, entities subject to the Law's provisions will be required to use standard employment contract templates issued by the authorities.

Impact on employers

The Law is expected to benefit employers in Qatar by providing them access to a wider pool of local talent. It is possible that Qatari employers may be required to hire a minimum number of Qatari nationals once the Law takes effect.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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