

Qatar: Decision No. 39 of 2018 Specifying the Probation Period for Domestic Workers and Work Regulations

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Abstract

Art. 1 of this decision sets the probation period for hired domestic workers at three months starting from the first day of employment. The probation period is intended to allow employers to assess the professional qualifications of the employee, as well as his/her personal conduct.

The probation period may not be extended, and the same employer may not place the employee under probation more than once. Exempted from this are cases where the employer concludes a new contract with the employee, which covers a different scope of domestic work to be performed by the employee (Art. 2).

In accordance with Art. 3, the administration may not certify any work contract, which does not explicitly specify the duration of the probation or period, or specifies it in violation of the provisions of this decision.

The probation period shall be counted as part of the employment period for which an employee is entitled to annual leave and end of service gratuity in accordance with articles 14 & 15 of Law No. 15 of 2017 (Art. 4).

The employer may terminate the work contract during the probation period if he deems the worker to be unfit to perform his duties in the manner specified in article 1 of this decision (Art. 5).