

Qatar

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Doha). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Qatar scores 35.6 out of 100.0**. The overall score for Qatar is lower than the regional average observed across the Middle East and North Africa (54.7). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

Qatar - Scores for Women, Business and the Law 2024



Relative Strengths

Qatar does not attain a perfect score on any of the WBL2024 indicators. There is room for improvement across all eight indicators.

Areas for Improvement

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Qatar could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Qatar is on the indicator measuring laws affecting women's decisions to work (the WBL2024 Workplace indicator). To improve on the Workplace indicator, Qatar may wish to consider allowing a woman to get a job in the same way as a man, prohibiting discrimination in employment based on gender, enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

Recent Reforms

During the past year (October 2nd, 2022 to October 1st, 2023), Qatar equalized the ages at which a woman and a man can retire with full and partial pension benefits.



Further data details for Qatar are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/qatar/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Family Law, Arts. 65 and 69(1)
	Can a woman travel outside her home in the same way as a man?	No	Family Law, Arts. 69(2) and (4)
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Passports, Art. 1
	Can a woman travel outside the country in the same way as a man?	No	Family Law, Art. 69(4)
Workplace	Can a woman get a job in the same way as a man?	No	Family Law, Art. 69(5)
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Law, Art. 94
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	No	Family Law, Arts. 58 and 69
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Family Law, Arts. 109, 118 and 134
Parenthood	Does a woman have the same rights to remarry as a man?	No	Family Law, Arts. 156 and 161
	Is paid leave of at least 14 weeks available to mothers?	No	Labor Law, Art. 96
	Does the government pay 100% of maternity leave benefits?	No	Labor Law, Art. 96
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Art. 49
	Can a woman register a business in the same way as a man?	Yes	Commercial Companies Law, Arts. 22 and 69
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Family Law, Arts. 3 and 57(4); Civil Code, Art. 49
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Family Law, Art. 256
	Do female and male surviving spouses have equal rights to inherit assets?	No	Family Law, Arts. 253 and 254
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Law, Arts. 3 and 57(4)
Pension	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Law No. 1 of 2022, Art. 24
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located