



# Lusail Real Estate Development Company

Health, Safety, Security, Environment, Logistics & Quality  
Department

## Lusail Operation Safety Procedural Forms/Checklists – Legal & Other HSE Requirements Register

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### LEGAL & OTHER HSE REQUIREMENTS REGISTER

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Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
001	General	Federal/Royal Decree/National	Environment	Emir Decree No. 30 (2002) "The Environmental Protection Law"	<p>The law is comprehensive with sections regulating environmental impact assessment, emergency plans, public awareness campaigns, land pollution, hazardous substances and wastes, air pollution, and water pollution including groundwater, surface water and marine water. In addition, the law provides inspectors with police powers to investigate compliance.</p> <p>Punishments are stipulated for violations.</p> <p>Section 2 of this Law establishes a framework for EIA as a necessary requirement for the approval of permits for projects or project extensions that may have adverse environmental impacts, or are located in environmentally sensitive areas.</p> <p>Extract of an unofficial translation:</p> <p>(Article 6) The areas and sites having environmental importance have been defined as:</p> <ol style="list-style-type: none"> <li>1. Areas having high environmental value such as valleys, coastal lands, islands, coral reefs, unique areas for a particular group of plants or animals, including nature reserves;</li> <li>2. Antique and historic places having</li> </ol>	29-Sep-2002	Arabic & English

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
	General	Federal/Royal Decree/National	Environment	Emir Decree No. 30 (2002) "The Environmental Protection Law"	<p>3. Areas utilizing or using natural reserves especially the rare ones;</p> <p>4. Areas related to particular type of development such as industrial cities, industrial service areas and new outskirts.</p> <p>Projects which are covered by the regulation are detailed in Annex 1. For example big infrastructure projects, public places, tourism facilities and service utilities (such as highways, commercial centers, residential complexes, commercial and residential towers exceeding ten floors etc. Projects that may influence the soil and underground water such as irrigation or drainage projects.</p>		
002	Institutional	Federal/Royal Decree/National	Environment	Emiri Decree No. 1 (2008) on the restructuring of the ministries was replaced and repealed by Amiri Decree No. 4 of 2013.	<p>With this decree the Council of Ministers in the State of Qatar has been restructured along with the establishment of the Ministry of Environment (MOE).</p> <p>The MOE replaces the SCENR as the competent authority and regulatory body for environmental protection and management in the state as provided for within Law No. 11 of 2000. Decree No. 4 of 2013 named Mr. Ahmed Amer Mohamed Al Humaidi as the Minister of Environment.</p>	26-Jun-2013	Arabic only

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
003	General	Local Law/Ministerial Order	Environment	Law No. (4) of 2005 - Executive By-Laws for the Environmental Protection Law (Law No. 30 for 2002)	<p>Enforces the clauses of the Environmental Protection Law enacted through Emiri Decree No. 30 (2002).</p> <p>Articles (4) to (20) of Chapter 2 of the Executive By-Laws of 2005 clarified the EIA process as originally defined the Law No.30 and sets out the guidelines for the EIA process.</p> <p>The annexes list 54 project types which require an EIA before obtaining clearance. Infrastructure projects which are likely to cause environmental impacts include large construction projects such as highways.</p>	18-Apr-2015	Arabic & English
004	Endangered Species	Federal/Royal Decree/National	Environment	Law No. (5) of 2006 to regulate trade of endangered species and their products	<p>This law is intended to control international trading in endangered plants or animals or any product originating from them. The law is based on the Convention on International Trade in Endangered Species of Flora and Fauna. The law requires cooperation with other governments regarding the execution of the convention, the issuing of permits for import, export and re-export, and punishment of action that is not allowed under the law.</p>	21 February 2006	Arabic & English
005	Air Pollution	Federal/Royal Decree/National	Environment	Law No. 21 (2007) Regarding the Control of Substances Depleting the Ozone Layer	<p>Prohibits the use of ozone depleting substances on site.</p> <p>This law controls Ozone Depleting Substances (ODS) as required under the Vienna Convention and Montreal Protocol. The ODS are defined under the Montreal Protocol and the import, export and re-export of ODS is limited to States party to the Convention and Protocol. The law describes a process to distribute the allowed national ODS consumption limits to meet the targets of the Montreal Protocol.</p>		Arabic only

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006	Flora	Local Law/Ministerial Order	Environment	Law No. 32 (1995) Regarding Prevention of Damaging Plant Environment and Its Contents	This law provides protection to the plant environment and gives officials in the Ministry of Municipal Affairs and Agriculture policing authority. This law regulates many activities including grazing, agriculture, setting fires, driving vehicles in plant environment areas, dumping of wastes, and cutting trees and bushes.	26 July 1995	Arabic & English
007	Hunting	Federal/Royal Decree/National	Environment	Emiri Decree No. 4 (2002) "Organization of Wild Animals, Birds and Reptiles Hunting"	This law regulates the hunting of wild animals, birds and reptiles. The law prohibits hunting in sanctuaries and islands, and inside cities and villages. Under this law, MOE can set hunting regulations regarding the species, season, and hunting method. The hunter is encouraged not to interfere with marine turtles, birds and their eggs and nests, and not to harm meadows and wild plants.  MOE is given the powers of investigation and seizure.	2002	Arabic only

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
008	Biological Diversity	International Convention	Environment	1992 Convention on Biological Diversity (CBD) Implemented in Qatar by virtue of Decree No. 90 of 1996	<p>Article 1 of the CBD summarizes the objectives of the Convention as:</p> <ul style="list-style-type: none"> <li>- The conservation of biological diversity, the sustainable use of its components, and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources.</li> </ul> <p>Highlights of the convention includes articles such as: Article 6 of the CBD calls on all parties to:</p> <ul style="list-style-type: none"> <li>- Develop national biodiversity strategies and action plans;</li> <li>- Integrate the conservation of biodiversity into all the relevant sectors of the government as well as the national plans of the country.</li> </ul> <p>Article 8 of the CBD is devoted to in-situ conservation and requires that each contracting party shall, as far as possible and appropriate:</p> <ul style="list-style-type: none"> <li>- Establish a system of protected areas</li> </ul>	1996	Arabic only
	Biological Diversity	International Convention	Environment	1992 Convention on Biological Diversity (CBD) Implemented in Qatar by virtue of Decree No. 90 of 1996	<ul style="list-style-type: none"> <li>- Create economic incentives for conservation and sustainable use of biodiversity</li> <li>- Adopt procedures to assess the biodiversity impacts of proposed projects protect rights of indigenous and local communities.</li> </ul>		

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009	Marine	Regional Convention	Environment	1978 The Regional Convention For Cooperation on Protection of the Marine Environment from Pollution (ROPME) - Kuwait  Implemented in Qatar by Decree No. 55 of 1978 dated 28 December 1978	The objective of the convention is to prevent, abate and combat pollution of the marine environment. The member states are Bahrain, Iran, Iraq, Kuwait, Oman, Qatar, Saudi Arabia and UAE.	1979	Arabic & English
010	Archaeology, Historic and Cultural Heritage	International Convention	Environment	1972 UNESCO Convention Concerning the Protection of the World's Cultural and Natural Heritage Implemented in Qatar by Decree No. 21 of 1985	The World Heritage Convention provides the basis for international recognition for cultural or natural sites of outstanding global importance.	1984	Arabic & English
011	Biological Diversity	International Convention	Environment	1973 Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) Implemented in Qatar pursuant to Decree No. 19 of 2001	CITES ensures that international trade of wild animals and plants does not threaten their survival. Considered for protection are more than 30,000 species of fauna and flora where the level of protection is dependent on the type of trade and risk to species survival.  The types of regulated trade include live plants and animals and different types of products such	2001	Arabic only



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	Biological Diversity	International Convention	Environment	1973 Washington Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) Implemented in Qatar pursuant to Decree No. 19 of 2001	products, wooden musical instruments, timber, tourist curios, medicines and exotic leather and fur goods.  After joining CITES, an act on Trade of Wildlife and its Products was proposed to regulate trade in wildlife and wildlife products in Qatar.	2001	Arabic only
012	Terrestrial Environment	Regional Convention	Environment	1994 United Nations Convention on Combating Desertification (CCD) Implemented in Qatar by Decree No. 29 of 1999 dated 29 August 1999	For combating desertification and mitigating the effects of drought and/or desertification through effective action at all levels, with a goal of contributing to sustainable development in affected areas.	1999	Arabic only

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013	Hazardous Wastes	International Convention	Environment	<p>1989 Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal</p> <p>Decree No. 15 of 1996 confirms that the Basel Convention has the force of law in Qatar, as of 13 April 1996. Decree No. 22 of 2003 Dated 25 February 2003 relates to Qatar's approval of Decision 3/1 taken by States parties to the Convention at their 3<sup>rd</sup> Meeting in that regard.</p>	For the control of movement and dumping of hazardous wastes, especially were the route of the waste is from developed to developing countries. Wastes considered under the convention are those hazardous to humans or the environment because they are toxic, poisonous, explosive, corrosive, flammable, eco-toxic, or infectious.	1995	Arabic & English

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014	Air Pollution	International Convention	Environment	1985 Convention on the Protection of the Ozone Layer (Vienna Convention)  Original Convention of 1985, together with the 1990 amendment thereto, and with the 1987 Montreal Protocol (as amended in 1990 and 1992) issued pursuant to the original Convention, was implemented by virtue of Decree No. 23 of 1999 dated 14 July 1999  Law No. 21 of 2007 dated 14 August 2007 relates to the Vienna Convention 1985 and sets out further details relating to substances considered to pose a danger to the ozone layer	To promote protection of human health and the environment from adverse effects resulting from the depletion of the ozone layer.	1996	Arabic & English
015	Biological Diversity	Regional Convention	Environment	Convention on the Conservation of Wildlife and Natural Habitats in the Countries of the Gulf Cooperation Council	To promote conservation of natural habitats and wildlife based on sound principles and methods. Particular emphasis is on endangered species of wildlife that are found along boundary areas of two or more states, i.e. species that migrate across the airspace or territorial waters of the Gulf countries that are party to the convention.	Apr 2003	Arabic & English

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
015	Biological Diversity	Regional Convention	Environment	Implemented in Qatar by Law No. 43 of 2003 on 26 May 2003 Law No. 19 of 2004, dated 29 June 2004, relates to the said GCC Convention and sets out further detail in relation to protected species		Apr 2003	Arabic & English
016	Environmental Standards	Local Law/Ministerial Order	Environment	MOE Standards	Highlights the environmental standards serving as the sole basis for establishing condition for permitting regulated facilities and activities.	9 Jun 03	
017	Environmental Impact Assessment Procedures	Technical Guidance	Environment	Policy and Procedure for Environmental Impact Assessment	Establishes the EIA procedures in Qatar. It provides for the detailed stages of EIA and the process involved in obtaining permits and clearances for a project. The EIA must demonstrate that environmental control procedures will be applied to ensure the environmental criteria is adhered to. It shall also describe the proposals for testing, monitoring and reporting.	1998	
018	Waste	Federal/Royal Decree/National	Environment	Emiri Decree No. 30 (1995)	Amendment to the General Cleanliness Law.	1995	Arabic only

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019	Waste	Federal/Royal Decree/National	Environment	Emiri Decree No. 8 (1974) "General Cleanliness Law" Executive By-Laws issued there under and taking the form of Ministerial Resolution No. 5 of 1981 dated 17 September 1981	Regulates the management of waste in the State of Qatar. Most regulations concerning domestic waste disposal as prescribed for within the law has been issued by the MMAA.	1974	Arabic & English
020	Waste	Local Law/Ministerial Order	Environment	Law No. (4) of 2005 Executive By Laws of the Environmental Protection Law of 2002	<p>The Executive By-Laws states that owners, operators and associated contracted parties whose activities and facilities generating wastes including shall establish minimization programs for waste generation volumes and toxicities. Encouraging setting of targets to reduce, re-use and recycle wastes. This legislation also provides the general guidelines on waste management ensuring that the groundwater and surface waters are protected from contamination.</p> <p>Specific clause of the By-Laws pertaining to wastes is the following Articles:</p> <p>Article 68 of the By-Laws regulates the storage, movement, and disposal of construction, excavation and building debris. Also provided is the guidance in the location of waste dump sites</p>	2005	Arabic & English

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021	Waste	Local Law/Ministerial Order	Environment	Final MOE Standards	<p>Outlines the guidelines for the management of non-hazardous wastes, such as:</p> <ul style="list-style-type: none"> <li>- Owners and operators of facilities and activities that generate waste and their contractors shall establish procedures to fully characterize and analyze waste.</li> <li>- Waste management, storage and treatment requirements shall be established in the terms of permits issued by the MOE. To the extent feasible, waste should be treated to a non-hazardous condition by the generating facility prior to shipment or disposal.</li> <li>- All waste transportation from a generator's facility to the waste final disposition shall be tracked and documented using a manifest system.</li> </ul>	09 Jun 03	
022	Waste	Local Law/Ministerial Order	Environment	Final MOE Standards	<ul style="list-style-type: none"> <li>- All transporters, treatment and disposal facilities of municipal, industrial or hazardous waste outside of an industrial area shall obtain operating licenses from MOE.</li> </ul>	09 Jun 03	
023	Hazardous Wastes	Local Law/Ministerial Order	Environment	Law No. (4) of 2005 Executive By Laws of the Environmental Protection Law of 2002	<p>Annex 7 shows the list of hazardous waste and materials considered for control.</p> <p>The Law provides the regulations for the generation, storage, transportation, treatment and disposal of hazardous waste and materials. Articles 22 to 60 of the By-Laws stipulate the State of Qatar's policy and lay out the guidelines on the management of hazardous waste and materials.</p>	2002	

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024	General	Regional Convention	Environment	The General Environmental Law of the Gulf Cooperation Council of 09/05/2000	Sets out the basic rules for the protection of the environment in member states (i.e. GCC member countries). The Law sets out the obligations of the Public Authorities and individuals, and lays the principles of preservation, rationalization and planning related to the environment. The implementation of the regulations is monitored by a special GCC body, responsible for the affairs and management of the environment. This body is empowered to penalize infringements of the law and may prepare and apply additional standards for protecting the environment.	9 May 00	
025	Biological Diversity	Federal/Royal Decree/National	Environment	Law No. (19) of 2004 Protection of wildlife and natural resources	The Law defines the responsibilities of Qatar's Supreme Council for the Environment and Natural Reserves:  Rehabilitation and management of the wildlife habitat; Ban or restriction of human activities that lead to the distortion of the natural habitat; protection of the endangered wildlife species; Control of the exploitation of fungal living organisms; Development of record system for the endangered species. The law defines also the duties of the wildlife conservation department.	26 Sept 04	Arabic & English
026	Biological Diversity	Federal/Royal Decree/National	Environment	Law No. (19) of 2004 Protection of wildlife and natural resources	The law forbids: the hunting, the fishing or the transport of wildlife species; the damage of shells and coral reefs; the destruction of plants inside the natural reserves; the destruction of geological formations and animals habitat; the introduction of any alien species to the protected areas; the water and air pollution inside the reserves; the construction of buildings and facilities inside protected areas. The offences to be applied in case of disrespect of the provisions of this Law are specified in the text.	26 Sept 04	Arabic & English

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027	Radiation/ Radioactive Materials	Federal/Royal Decree/National	Environment	Law No. (31) of 2002 Protection from Radioactivity Executive By-Laws issued there under and taking the form of Ministerial Resolution No. 4 of 2003 dated 8 October 2003	This Law consists of 5 Sections divided into 99 articles. Section I deals with terms and definitions, field of application, exemptions from the provisions of this implementing Regulation, prevention principles, right protection and emission standards, etc. (arts. 1-6). Section II deals with the following matters: licensing and inspection; license application; types of licenses; licenses for persons; licenses for firms and installations; licenses for the sites; licenses for practicing the activity; registration; licenses for big nuclear installations; steps and measures for licensing; necessary documents for obtaining licenses; revocation and modification of licenses; specific requirements and conditions for undertaking radiation activities; inspection of installations; reasons and times of inspection; and, inspection instructions. Section III refers to the prevention against radiation exposure, radioactive operating zones, radioactive control zones, specific requirements for the environment, specific requirements for pregnant women, radioactivity limits, monitoring of work places, radioactivity measurements, obligations of the license holder in prevention against radiation, registers for	29 Sept 02	Arabic & English



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	Radiation/ Radioactive Materials	Federal/Royal Decree/National	Environment	Law No. (31) of 2002 Protection from Radioactivity Executive By-Laws issued there under and taking the form of Ministerial Resolution No. 4 of 2003 dated 8 October 2003	for sanitary control, rights of workers in the radioactivity field, personal protection equipment and instruments, protection against exposure to medical radiation, requirements and conditions for protection against nuclear radiation, requirements and conditions for protection against treatment exposition, specific requirements for regulating the protection of habitants, radioactive materials drainage and environmental monitoring. Section IV provides for security requirements against radioactive sources, instructions and precautionary measures for the prevention and security from radioactive sources, regulation of protection measures in installations, registers for sources and operations, accident management, emergency plans, and directives for safe and secure transportation of radioactive materials. Section V deals with radioactive waste management, liabilities, control and inspection, classification of radioactive waste, recycle and reuse of radioactive materials, drainage of radioactive materials in the environment, storage of radioactive waste, registers and reporting, and emergency plans for radioactive waste.	29 Sept 02	Arabic & English

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028	Aquatic Resources	Federal/Royal Decree/National	Environment	<p>Law No. (4) of 1983 Utilization and protection of aquatic resources</p> <p>Amended on six occasions, by Decree Nos. 4 of 1989, 17 of 1993, 31 of 1995, 24 of 2001, 19 of 2003 and 11 of 2010</p> <p>Executive By-Laws were promulgated under this Law, in the form of Ministerial Resolution No. 2 of 1985, dated 2 July 1985</p>	<p>The Law applies to fishing in "inland waters, seabed and subsoil of the State of Qatar (art. 2).The 32 articles are divided into 6 Parts: Definitions (I); Regulation of Fishing (II); Conservation and Development (III); Handling, Marketing and Processing (IV); Offences and Penalties (V); General Provisions (VI).The Minister may, upon approval of the Council of Ministers, establish a "Board of Living Aquatic Resources". The Board shall include representatives of government and non-government bodies (art. 4). Regulation-making powers of the Minister are specified in article 5. Articles 7 to 15 make provision for licenses including for foreign fishing vessels. The competent authority shall announce close seasons (art. 16). Activities needing special permission from the Minister are listed in articles 17 and 18. The competent authority shall determine areas suitable for aquaculture (art. 19).</p>	1983	
029	Institutional	Federal/Royal Decree/National	Environment	<p>Emiri Decree No. 16 (2019) Determining Ministries Specialties was repealed and replaced by Amiri Decision No. 16 of 2014</p>	<p>Article 17 of Amiri Decree No. 16 of 2014 entitled the Ministry of Environment with competence to recommend and execute the general policy to protect the environment, develop and protect national wild life and to monitor the activities in relation to the same. The Ministry of Environment is also entitled to review fiscal studies for sustainable development projects before licensing the same and to monitor chemical and radiant materials and disposal of related waste, the peaceful use of nuclear energy, and to protect and develop agricultural, wild aquatic and fishing resources in Qatar including</p>	20 Feb 14	Arabic only

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030	Archaeology	Federal/Royal Decree/National	Environment	State of Qatar – Law No. 2 of 1980 on Antiquities Amended by Decree No. 23 of 2010	Antiquities are property owned by the State. Article 17 of the law regulates the protection of any archaeological site in case of planned construction as well as the consultation of the responsible authority, the Qatar Museum Authority (QMA) prior to construction activities.	1980	Arabic only
031	General	Federal/Royal Decree/National	H&S	Law No 1 of 1988 Regulation of Groundwater Wells Drilling Amended by Decree No. 29 of 1995. Ministry of Environment Decision No. 24 of 2014 regulating the Terms and Conditions required to obtain Ground water Drilling Permit was issued in relation with Law No. 1 of 1988 (as amended) (the "Regulations")	It is prohibited to drill a well, to extract groundwater, prior to obtaining a license. The driller must be a licensed contractor provides Provides conditions for obtaining a drilling license, its duration and renewal Licenses to drill are granted to only 6 companies Requirements of the drilling company before commencement of drilling Requirements to keep and display drilling license at the drilling site Requirement to take drilling samples Stoppage of drilling for non-compliance to license Requirement to submit a report to the Ministry within 15 days of completion of drilling It is prohibited to drill and new well, to carry out any changes such as deepening or cleaning or modifying any related device for the purpose of increasing the amount of water permitted to be extracted prior to obtaining a drilling license from the Ministry. Arrangements for applying for a license and requirements of competent Discusses penalties if drilling commences or recommences without a drilling license Right of entry by staff of the Ministry Public and private entities owned by the State may be excluded from all or part of the provisions of this law.	19 Jan 98 Reg. 25 Mar 14	Arabic & English

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
					The Regulations set out, among other things, the conditions required in order for the applicant to obtain or renew a license to drill groundwater.		
032	General	Federal/Royal Decree/National	H&S	Law No 13 of 1997 (Civil Defence)  Amended by Decree Nos. 35 of 2005 and 9 of 2012	Provides information on definitions Covers Civil Defence Measures.  The officials of public utilities and vital institutions, landlords and owners of commercial and industrial activities are required to implement the measures of Civil Defence, from their own expenses and on the dates determined by the Department  Offenders who breach the law or issued resolutions shall be punished by imprisonment and face a fine  Authority to shut down facilities for failing to implement measures set out by Civil Defence  Appeals must be made within 15 days	20 May 97	Arabic only

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
032	General	Federal/Royal Decree/National	H&S	Law No 14 of 2004 (Labour Law) as amended by Law No. 6 of 2009, Law No. 22 of 2007 and Law No. 3 of 2014.	<p>Definitions and General Requirements</p> <p>This law is applicable to employers and employees. It determines their rights and obligations</p> <p>Covers the requirements to provide training to Qatari workers and relevant provisions for contracts</p> <p>Provides details on what the worker shall undertake and includes carrying out his work safely along with other requirements.</p> <p>Worker may terminate their work contract for a number of reasons, one of these is if there exists a severe danger that threatens the safety or health of the worker that the employer is aware of but takes no action to eliminate it</p> <p>Provides information on punitive penalties that can be imposed on workers and includes written notices, deductions of pay, dismissal and delays in</p>	19 May 04	Arabic & English

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
033	General	Federal/Royal Decree/National	H&S	Law No 14 of 2004 (Labour Law)	<p>How the worker is informed of any penalties and their right of appeal</p> <p>Gives information on working hours and rest periods.</p> <p>Exemptions to Article 73 – 75 on persons who occupy main positions along with cleaners, security personnel and work activities that must be carried out before or after normal working hours</p> <p>Covers employment of juveniles</p> <p>Requirement to inform workers on risk and other dangers that may occur and the controls to be implemented.</p> <p>Employer's requirement to protect workers from injury and sickness that may result from the works.</p> <p>If workplace is unsafe the minister may partially or totally stop the works</p> <p>Workers shall not do or avoid doing anything to affect or hinder the employer's instructions to safeguard the health and safety of the workers. This includes deactivating safety systems, equipment etc</p> <p>Workers must use the safety appliances, clothing etc. prepared or issued for this purpose</p> <p>Requirements for the employer to provide ventilation, lighting, drinking water, clean workplace, drainage</p> <p>Provisions for first aid boxes, nurses, physician and clinics, these are dependent on number of workers on site</p> <p>Requirements to provide periodic medical tests to workers who may be exposed to occupational health and requirements to keep a record of tests.</p> <p>Employers are required to inform the administration of workers who contract an occupational disease within 3 days of knowing</p>		

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034	General	Federal/Royal Decree/National	H&S	Law No 14 of 2004 (Labour Law)	<p>the results of the tests.</p> <p>Employers requirements to provide transport or accommodation or both, provisions of drinking water and food or the means to obtain them from areas far from the work locations.</p> <p>Where more than 50 workers are employed the employer must provide social services</p> <p>Requirements to immediately report to the Police if a worker is infected or a fatality occurs as a result of an occupational accident.</p> <p>Provide information of details to be submitted to the Police</p> <p>Requirement of the Police to undertake an investigation and produce minutes</p> <p>Worker's rights to receive medical treatment at the expense of the employer.</p> <p>The worker is entitled to receive full wage during his treatment for a period of 6 month, if treatment extends beyond 6 months he is entitled to receive half his total wage until he is treated or proven permanently disabled.</p> <p>Right of the workers or heirs in the case of a fatality to receive payments in accordance with Islamic Sharia Law</p> <p>The provisions of Articles 109 &amp; 110 will not be applicable if the worker intended to hurt himself, was under influence of alcohol or drugs, violated health and safety rules, refused professional medical treatment</p> <p>Conflicts between employer and worker concerning ability to work shall be referred to competent medical authority and its decision shall be final</p> <p>Timescale for rights to demand indemnity is restricted to one year from date of final medical report</p> <p>Details of when and how to pay indemnity for disability and fatalities</p>		

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035	General	Federal/Royal Decree/National	H&S	Law No 14 of 2004 (Labour Law)	<p>Employers requirements to submit statistics to the administration relating to occupational accidents and diseases</p> <p>Provides details on the powers of work inspectors</p> <p>The texts of Articles 3 (Item 1) and 37 of the Labour Law, referred to above, shall be replaced with the following texts:</p> <p>“Article 3/Item 1</p> <p>The employees and workers in the ministries and other governmental bodies, public authorities and corporations, companies which the Government establishes or participates in their establishment that engaging in petroleum fields and in marketing and sale of the petroleum, chemical and petrochemical products and their derivatives, companies which Qatar Petroleum establishes or participates in their establishment or has shares in, workers of existing companies executing exploration agreements and sharing the production, and agreements of developing the fields and sharing the production, and the joint venture agreements in the field of petroleum operations and petrochemical industries, and also those whose employment affairs are regulated by special laws.</p> <p>Article 37</p> <p>Fees shall be charged for the following:</p> <p>Granting of work permits, and renewal and replacement thereof.</p> <p>Granting of licences to recruit workers from abroad, and renewal and replacement thereof.</p> <p>Authentication of seals of companies, establishments, employment contracts, certificates and other documents needing attestation by the Ministry.</p>		



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036	General	Federal/Royal Decree/National	H&S	Law No 14 of 2004 (Labour Law)	Change profession. Article 2 All competent authorities, each within their competence, shall execute this law, which shall be published in the Official Gazette		
037	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 15 of 2005 – Works Forbidden by Juveniles	Provides a list of work that is forbidden to be done by juveniles, it includes activities that will be undertaken on the Qatar Rail Program such as: <ul style="list-style-type: none"> <li>- Works related to chemical substances as stipulated in the occupational diseases table attached to the Labor Law No 4</li> <li>- Welding (arc and oxy-acetylene)</li> <li>- Painting</li> <li>- Carpentry (powered machinery)</li> <li>- Civil engineering (see paragraph 17 for full details)</li> <li>- Manual handling (carrying more than 20kg)</li> </ul>	25 Sept 05	Arabic & English
038	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 16 of 2005 – The Medical Care of the Workers of the Institutions	Gives details on what medical care the employer must provide for the workers Requirement to provide first aiders and first aid boxes. A first aider and first aid box must be provided for each group between 5 – 25 workers. Where there are more than 25 workers a first aider and first aid box must be provided for each group of 5 – 25 workers). A full-time nurse must be appointed where there are more than 100 workers. If the workforce exceeds 500 workers the employer must provide a clinic in the workplace and at least one doctor and one nurse in addition to a first aid room.	25 Sept 05	Arabic & English

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
					<p>Requirements for the clinic and recovery rooms are provided in this article.</p> <p>Medical clinics shall be subjected to inspection by the national corps for health and work administration to ensure requirements are being adhered to.</p> <p>A list of contents for first aid boxes is shown at the end of this Resolution</p>		
039	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 17 of 2005 – Conditions and Descriptions of the Expedient Workers Residences	<p>Employer must provide accommodation outside of the construction area if the type of work requires it.</p> <p>Provides information on the requirements of the worker rooms such as space, maximum number of people to a room, restrictions on where workers can lodge; ventilation and light.</p> <p>Requirements employers must follow when furnishing workers rooms.</p>	25 Sept 05	Arabic & English

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
040	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 17 of 2005 – Conditions and Descriptions of the Expedient Workers Residences	<p>Requirements to provide a kitchen and the minimum requirements to be met relating to equipment and facilities</p> <p>Forbids the preparing of food and use of cookers or other similar equipment in rooms.</p> <p>Employer must provide one toilet per 8 workers and the requirements for the toilets such a wall and floor coverings, provision of soap, water heater outside toilets and ventilation and lighting.</p> <p>Requirement to undertake periodic maintenance in general and specifically:</p> <ul style="list-style-type: none"> <li>- Ceilings, walls, floor if they are exposed to humidity</li> <li>- Electrical equipment and connections</li> </ul> <p>Facilities to be provided in relation to dining rooms, first aid and medical, drainage and waste disposal.</p>	25 Sept 05	
041	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 17 of 2005 – Conditions and Descriptions of the Expedient Workers Residences	<p>It is forbidden to use workers dwelling for other than their specified purposes. Food must be stored in accordance competent authorities' instructions.</p> <p>Requirement to provide firefighting equipment and fire alarm systems.</p> <p>Requirements to supply first aid boxes in dwellings.</p> <p>Employer must appoint a supervisor to manage the workers accommodation including guarding it and maintaining it.</p> <p>The employer must also appoint workers to clean to accommodation.</p> <p>Employer is prohibited from charging workers for provision of accommodation</p>		

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
042	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 18 of 2005 – Regarding Models of Work Related Injury Statistics, Occupational Diseases & Their Reporting Procedures	<p>Provides definitions for work injury, serious accident and occupational disease.</p> <p>Employers requirements to notify the Labour Department of incidents of fire, collapse or explosion that leads to the work being stopped for one working day or more. The report must be made within 24 hours of its occurrence</p> <p>Employer must also report any occupational disease within 3 working days of being informed by the competent medical authority.</p> <p>Requirements to inform Police, Labour Department and competent medical authority of any fatality or injury at work immediately on Form 2. Also covers requirements for completion of the form.</p> <p>Employer is required to submit any information which has been located, produced, provided by other concerned authorities (police etc.) including causes of the accident and the cost of human and financial loss as soon as the data becomes available.</p>	25 Sept 05	Arabic & English
043	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 18 of 2005 – Regarding Models of Work Related Injury Statistics, Occupational Diseases & Their Reporting Procedures	<p>Employer is required to submit accident and injury statistics to the Labour Department every 6 months using Forms 3, 4 and 5 in this Resolution.</p> <p>Shows formulas for calculating injury frequency rates and injury intensity rates.</p> <p>Employer's requirement to maintain records of accidents, incidents and occupational diseases.</p> <p>Forms 1 – 5 are located at the rear of this Resolution.</p>		

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
044	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 19 of 2005 – The Periodic Medical Examination For Workers Exposed to the Occupational Diseases Risks	<p>Provides details to the employer about their duties to perform a primary medical examination on every worker who has been exposed to an occupational disease as stated in Article 2 at their expense.</p> <p>Requirements to perform a medical examination at 6 monthly intervals on workers who have been exposed to a disease identified as First.</p> <p>Requirement to perform an annual medical on workers who have been exposed to the diseases identified as Second.</p> <p>Requirement to perform an 2 yearly medical on workers who have been exposed to the remaining other diseases stated in Table 1 of the occupational diseases attach to the Labor Law,</p> <p>Give the list of tests to be carried out as part of a periodic medical.</p> <p>Requirement to keep medical records for each worker.</p> <p>Requirement to notify the administration within 3 days of the results of a medical examination any occupational diseases contracted by the worker(s).</p>		

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
					<p>Rights of medical authority to re-examine workers who has been exposed to an occupational disease and their health deteriorates irrespective of the time limits set in Article 2.</p> <p>Provides details on when an employer can and cannot put a worker who have contracted an occupational disease back to work.</p> <p>Requirements to keep medical records 'confidential'.</p>		

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
045	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<p>Employer's obligation to ensure a workplace is safe for workers and visitors.</p> <p>Requirements to inform workers prior to commencing work of the health and safety risk and the controls to be used to mitigate these risks.</p> <p>Instruction to be in Arabic or the language of the workers and signed by said workers.</p> <p>Employer's requirements to provide suitable PPE, tools etc. Training must be given on the use of tools and how to maintain PPE and equipment.</p> <p>The employer is prohibited from charging workers for these provisions.</p> <p>The employee is forbidden to interfere with any safety system with the intention to cause damage or harm or that may cause damage or harm to others.</p> <p>Worker must take care of tools and equipment provided to them.</p> <p>Faults or deficiencies must be reported.</p>	25 Sept 05	Arabic & English

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046	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<p>Employer must clearly display signs, posters etc. warning of risk and hazard at the worksite.</p> <p>Requirement to maintain registers covering accidents, first aid and medical with occupational and chronic sickness and any medical examinations.</p> <p>Register to be present to inspectors on request.</p> <p>Employer basic precautions for health and safety in relation to permanent and temporary buildings and ceilings.</p> <p>Open areas containing equipment and machines must provide protection from the weather (sun and rain), unless the type of work and the nature of the place requires otherwise.</p> <p>Requirement to provide separate traffic and pedestrian routes.</p> <p>Cover requirements to prevent slips, trips and falls at ground level or into excavations. Also requirement to protect against sharp tools, other obstacles and cleaning of channels and containers.</p> <p>Information on disposal of industrial waste and requirement to prevent leakage of hazardous substances that may pollute sewers, sea water or the environment in general.</p> <p>Requirement to protect open excavations with protective barriers.</p> <p>Requirements for working at height, protective barriers and safe means of access/egress.</p> <p>Requirements for fixed and mobile ladders and use of scaffolds</p>		



Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
047	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<p>Requirement to reduce noise and vibration to a minimum using shock-absorbing or vibration-absorbing mounts and to take all other measures to reduce the severity of exposure.</p> <p>Specific work areas to be provided for processes, machinery etc. that emit harmful gases, dusts along with requirements to extract these from the environment using vacuuming, extraction equipment.</p> <p>The employer must protect workers from pressure vessels; compressed, liquefied and dissolved gas cylinders by ensuring they are certified, transported, used and stored safely.</p> <p>Employer is required to provide equipment and hand tools and undertake period examination.</p> <p>Employer is required to inform workers of the risk from machinery and the needs for protection such as guards and emergency stop buttons etc.</p> <p>The employer must not request a worker to use machinery if it is not fitted with correct safety/protection devices.</p> <p>Workers must not operate machinery without proper protection and must not disable or remove said protection.</p> <p>Sufficient space must be provided around machinery to allow workers to pass through, undertake their work and carry out maintenance.</p> <p>All moving parts of machinery must be protected using guards or other safety devices.</p> <p>It is prohibited to remove guard or other safety devices unless the machine has been stop and/or taken out of service for maintenance or</p>		

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048	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<p>repair. All protection devices must be in place before re-starting the machinery</p> <p>Machinery must be fitted with an emergency cut off device that is easily accessible</p> <p>The employer is obliged to undertake periodic maintenance of machinery; this must be carried out by a competent mechanic.</p> <p>It is prohibited to undertake maintenance of machinery that is operating unless it is equipped with automatic means which prevent accidents to workers.</p> <p>Precautions must be taken to prevent the ejection of sparks, flying fragments etc by the fitting of appropriate safety devices designed for that purpose.</p> <p>The employer is prohibited from using machinery whose hazardous parts do not have enough means of protection.</p> <p>Raw materials must not pose a safety or health concern to workers.</p> <p>The employer must provide plant, cranes and other lifting devices with:</p> <ul style="list-style-type: none"> <li>- Suitable lifting gear that are inspected weekly and tested annually</li> <li>- A notice showing the safe working load in a conspicuous location</li> <li>- A register showing the date of manufacture, its maximum lift/load capacity, its periodic dates for tests and inspections and any maintenance or repair work completed.</li> </ul>		

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049	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<ul style="list-style-type: none"> <li>- A means of communication in the cab</li> <li>- The provision of notices, goalposts etc. to warn crane operators of dangers ahead</li> <li>- Plant and equipment must only be operated a person who has a license issued by a competent authority</li> </ul> <p>Requirement to periodically inspect plant and vehicles</p> <p>Requirements for storage of materials. Signs showing hazards are to be displayed</p> <p>Requirement to fit easily accessible emergency switches to machinery and tools</p> <p>Covers the requirements for electrical distribution boards</p> <p>Requirements for electrical extensions and connections</p> <p>Requirement for periodic examination of electrical equipment and cables (PAT)</p> <p>Requirements that personnel undertaking electrical work are competent.</p> <p>Electrical power to be disconnected before undertaking works on electrical systems and requirements for working on electrical systems.</p> <p>Prohibits storing of material or equipment at the front or rear of distribution boards.</p> <p>All plant and equipment to be grounded to earth. All non-conducting parts that may be easily eclectically charged are to be connected to ground plugs.</p> <ul style="list-style-type: none"> <li>- location, signage and lighting</li> </ul>		

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050	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<ul style="list-style-type: none"> <li>- Requirements for fire precautions including: Requirements for fire precautions including:</li> <li>- Use of fire-resistant materials and fire-doors in buildings</li> <li>- Number of emergency exits, location, signage and lighting</li> <li>- Exits to be kept clear and open outwards</li> <li>- Leaving space between buildings to prevent the spread of fire</li> <li>- Storage of flammable materials to be clear of buildings</li> <li>- Insulation of exhausts to prevent heat radiation</li> <li>- Installation of fire walls and automatic fire doors and extinguisher systems</li> <li>- Protect against fire when undertaking hot works</li> <li>- Housekeeping in relation to removal of waste and combustible materials</li> <li>- Banning of smoking in the workplace</li> <li>- Train workers in risk of fire and how to use the primary means of fire control</li> </ul> <p>Requirement to prevent explosions including:</p> <ul style="list-style-type: none"> <li>- Comply with requirements in paragraph 43 above</li> <li>- Storage, use and transportation of compressed gases</li> <li>- Storage of explosives</li> <li>- Storing of detonators is separate location from explosives</li> <li>- Providing adequate ventilation to prevent a build-up of explosive gases or</li> </ul>	25 Sept 05	

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051	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<ul style="list-style-type: none"> <li>- Record inspections of pressure vessels vulnerable to risk of explosion</li> <li>- Use of intrinsically safe tools, equipment and connections in explosive atmospheres</li> <li>- Educate workers on risk of explosion and controls</li> </ul> <p>Requirement to consult with Civil Defence of fire precautions.</p> <p>Requirements for provision of fire extinguishers suitable to the risks and provision of a water source. Firefighting equipment to undergo regular inspection and examination.</p> <p>Requirement to install fire alarms and test at least once per month, these are to be recorded.</p> <p>Requirement to develop an evacuation plan and train the workers on actions to take in the event of an emergency.</p> <p>Requirement to install a team made up of a proper number of workers to combat fire, train them on means of controlling the fire, how to activate the alarm and ensure workers are informed of how to use fire extinguishers.</p> <p>Requirements for lighting (natural or artificial):</p> <ul style="list-style-type: none"> <li>- Use of windows, skylights etc should allow distribution of light in the workplace</li> <li>- Artificial or natural light should prevent glare or reflecting light and not lead to shadows</li> </ul> <p>Requirements to protect workers from excessive noise and vibration that are dangerous to their health and provision of protection.</p>		

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052	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<p>Requirement to avoid high temperatures in the workplace. If work is in the open that exposes the worker to direct sunlight the employer must supply PPE and cold drinking water.</p> <p>Air conditioning must be provided for workers to rest on the dates specified.</p> <p>During cold and rainy season the employer must provide safety jackets and heavy wool clothing or fur lined clothing that covers the whole body as well as other PPE. They must also provide a means of heating.</p> <p>Requirements for natural or artificial air flow to prevent stagnation of air or spread of odours.</p> <ul style="list-style-type: none"> <li>- Barriers must be provided to prevent thermal radiation when work is being carried out in boilers, cauldrons etc</li> </ul> <p>Requirement to protect workers against risk of hazardous environment and that exposure limit of chemicals are not exceeded.</p> <p>Requirement to provide exhaust ventilation equipment or other engineering means where there is a known hazard.</p> <p>Use of vacuuming equipment for the removal of dusts.</p> <p>Requirement to protect the worker from exposure hazardous substances including elimination or substitution harmful materials.</p> <p>Rights of Labour Inspector to review use of chemicals to determine the safety levels.</p> <p>Requirement to prevent accumulation of dust on the floor and machinery on a continual basis by</p>		

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053	General	Federal/Royal Decree/National	H&S	Resolution of the Minister of Civil Service and Housing Affairs No 20 of 2005 – Regarding Necessary Precautions & Requirements in Work Areas & Places to Protect Workers & Operators Therein & Visitors Against Risks of Work	<p>Requirement for the employer to provide:</p> <ul style="list-style-type: none"> <li>- Places to rest, eat at all workplaces</li> <li>- Places to change clothing and storage cupboards to store work clothing</li> <li>- Provision of showers suitable to the number of workers along with soap or other cleaning materials to remove any pollution relevant to the workplace</li> <li>- Supply of sufficient cold drinking water</li> <li>- Supply of sufficient toilets suitable to the number of workers, toilets must be provided with soaps and detergents and have sufficient ventilation and lighting</li> <li>- Provide suitable waste discharge facilities where there is no sewers or draining reservoirs</li> </ul> <p>Personnel specialised in implementing the Labor Law, are obliged to inform the competent authority to cease operations where safety is being compromised or there is an imminent risk of danger to workers until measures have been taken to remove this risk.</p>		

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054	General	Federal/Royal Decree/National	H&S	Ministry of Civil Service and Housing Affairs Decision No. 16 of 2007 (please note that the Minister of Civil Service and Housing Affairs is currently the Minister of Labour)	The Decision provides for limited working hours for workers' during the period from 15 June until 31 August of each year to five (5) morning hours not to go beyond 11.30am. The evening shift shall not start before 3:00pm. Work premise may be closed for a period not to exceed one month in the event an employer breaches the above. This Decision shall not apply in respect of companies operating in oil and gas projects.  Employers must display a schedule of work hours in a place that can easily be seen by the workers and any work inspectors.	13 May 07	Arabic only
055	Introduction 1.4.5	QCS 2010	H&S	Specification	Defines the term 'The Engineer'.	2010	English
056	Section 1 2.2.1	QCS 2010	H&S	Specification	Worksite areas must not be used for the housing of labour.	2010	English
057	Section 1 3.3.1	QCS 2010	H&S	Specification	Contractor to advise Engineer 14 days in advance before starting works.  Inventory of traffic management arrangements to be provided by contractor to Engineer.	2010	English
058	Section 4 4.3.1	QCS 2010	H&S	Specification	The contractor must advise Engineer immediately of any property damage or injury as a result of work.	2010	English
059	Section 6 6.2.1	QCS 2010	H&S	Specification	The Engineer to set the date for the pre-construction meeting and advise the contractor	2010	English
060	Section 6 6.3.1	QCS 2010	H&S	Specification	The Engineer shall prepare progress meeting agenda and submit to contractor three days in advance (monthly).	2010	English



Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
061	Section 6 6.6.1	QCS 2010	H&S	Specification	The Engineer to record the minutes of progress meetings.	2010	English
062	Section 11 1.1.3.9	QCS 2010	H&S	Specification	Duty of Client/Engineer to ensure contractor is competent.	2010	English
063	Section 11 1.1.8.8	QCS 2010	H&S	Specification	Duty of Client to provide H&S information to contractor and ensure adequate site welfare is available.	2010	English
064	Section 11 1.1.8.28	QCS 2010	H&S	Specification	Duty on Engineer to manage safety information flow.	2010	English
065	Section 11 1.5.1.3	QCS 2010	H&S	Specification	Duty of Client to provide information on site hazards to contractors – including buried services.		English
066	General	Federal/Royal Decree/National	Env	Ministry of Environment Decision No. 45 of 2013	This law sets out the rules and obligations in relation to administrating natural radioactive waste resulting from the oil and gas industry.	17 Mar 13	Arabic
067	General	Federal/Royal Decree/National	Env	Ministry of Environment Decision No. 116 of 2013	This law sets out certain rules and licenses that are required in order to protect the public from electromagnetic radiations.	10 Jul 13	Arabic
068	General	Federal/Royal Decree/National	H&S	Ministerial Decision No. 2 of 1989	This law requires, inter alia, contractors to fence the area where construction activities are being conducted after obtaining the relevant license from the competent authority.	1 Jan 89	Arabic

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069	General	Federal/Royal Decree/National	H&S	Minister of Labor and Social Affairs decision No. (18) for the year 2014	<p>The purpose of this agreement is to regulate the recruitment of Tunisian workers in Qatar.</p> <p>Art. 3 requires the Qatari Ministry of Labour and the Macedonian Ministry of Labour and social Affairs to forward requests submitted to them by employers in Qatar to hire Macedonian workers to which the latter Ministry shall respond.</p> <p>Art.4 stipulates that requests must include all pertinent information necessary to enable the workers to make an informed decision about the employment offer. This includes working conditions, wages, end of service rewards...etc.</p> <p>According to Art. 8 of the agreement, the employer must bear all travel expenses incurred by the worker when travelling from</p>	2014	Arabic & English

Ser. No	Regulatory Index	Type of Regulation	Department	Citation	Description	Date Enacted	Language Available
070	General	Federal/Royal Decree/National	H&S	Minister of Labor and Social Affairs decision No. (18) for the year 2014	<p>to Macedonia and back to Qatar when on leave. The employer is exempt from paying the return cost if the worker resigns before the end of his contract or he is fired for committing an error without being given a warning or receiving end of service benefits in accordance with Qatari Labour Law.</p> <p>Individual employment contracts must regulate the hiring of Macedonian workers in Qatar. The contract must follow the template provided in this agreement. The basic working conditions including the rights and obligations of each party must be defined in accordance with the terms of this agreement and the requirements of the Qatari Labour Law (Art.9).</p> <p>Art. 15 grants Macedonian workers the right to remit to Macedonia any of their saving in accordance with Qatari financial laws.</p> <p>Art. 16 requires the establishment of a Joint Committee which shall have the following functions: coordinate between the governments of Qatar and Macedonia, resolve any disputes arising under the agreement, and review available</p>		