Passport confiscation is illegal!

During a labour inspection visit...

...Under the law you should provide your workers with lockers to store their personal belongings safely.

Passport confiscation is illegal!

Our passports are held by our employer.

Moments later, at the supermarket manager’s office...

Why are you holding your workers’ passports? Don’t you know it is illegal!

But I am looking after them to keep them safe. The workers signed a form allowing me to do so.

DID THE WORKERS HAVE A CHOICE WHEN THEY SIGNED? HOLDING A WORKER’S PASSPORT RAISES SUSPICIONS OF POSSIBLE FORCED LABOUR...

...Under the law you should provide your workers with lockers to store their personal belongings safely.

Well they do have lockers in their rooms. I’ll give them back their passports immediately.

Great. I’ll be back to check up on this.
**DID YOU KNOW?**

- **Passport Confiscation is Illegal.** Article 8 of Law No. 21 of 2015 Regulating the Entry, Exit, and Residence of Expatriates requires employers to return passports to workers once procedures for issuing or renewing a residence permit have been completed, unless the worker requests in writing that the employer keeps it with him/her, provided that he/she returns it to the worker upon request. Violating this provision is punishable by law with a fine of up to QR 25,000, according to Article 39 of the same law.

- **Article 3 of the Ministerial Order No. 18 of 2014 Determining the Requirements and Specifications of Adequate Housing for Workers obliges employers to provide workers with lockable storage space that workers can access freely at any time, in which they can store their documents and personal belongings.

- **Retention of identity documents or other valuable personal possessions is a clear indicator of forced labour and trafficking.** It is a red flag that will trigger questions about whether the worker is in a position to leave the job freely. Such crimes carry heavy penalties including imprisonment for up to fifteen years and a fine of up to QR 300,000 according to Article 15 of Law No. 15 of 2011 on combating trafficking in persons.

National Committee for Combating

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