

# Expatriate Turnover in Qatar: Demographic Influences and Organizational Implications

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# 1. Introduction

## 1.1 Overview of Expatriate Turnover in Qatar

Expatriate turnover, commonly defined as the rate at which foreign workers leave an organization or the host country, remains a foremost concern in Qatar. The Qatari economy relies heavily on foreign labor in diverse industries such as construction, energy, finance, hospitality, and services. According to the Planning and Statistics Authority (PSA), expatriates accounted for a labor force participation rate of approximately 95% for males and 57% for females among non-Qataris in 2023. These figures underscore the vital role expatriates play in Qatar’s active labor force and economic development (PSA, 2023). This reliance on expatriate labor highlights the urgency of addressing turnover to mitigate its impact on organizational operations and Qatar’s broader developmental goals, including those outlined in the Qatar National Vision 2030. High turnover disrupts organizational continuity, increases recruitment and training costs, and may hinder the realization of these ambitious national objectives.

## 1.2 Significance of Studying Turnover in Qatar

Qatar’s rapid economic development, bolstered by major investments in infrastructure and energy, has made the country a hub for expatriate talent. Projects such as metro networks, stadiums for the FIFA World Cup 2022 (completed), and advancements in the LNG sector have significantly increased the demand for skilled foreign labor (Bashir. 2024; HÄZaq. 2024). Yet, a high turnover rate among expatriates can create disruptions across multiple dimensions:

- **Organizational Productivity:** Continual attrition drains institutional knowledge and places additional strain on existing teams.
- **Economic Costs:** Recruiting new expatriates involves considerable costs for visa processing, onboarding, and potential housing allowances.
- **Human Capital Sustainability:** From a macro perspective, excessive turnover can hamper the broader human development strategies put forth under national initiatives, such as Qatar National Vision 2030, which emphasize sustainable skill transfer to the local workforce.

## 1.3 Relevance of Demographic Factors

Demographic indicators, including age, educational qualifications, and gender, shape individuals' motivations, adaptability, and career trajectories. For instance, a young professional seeking rapid career progression may weigh opportunities differently than a mid-career worker with a family. Likewise, educational attainment can inform expectations regarding salary, job content, and progression pathways. Gender roles, in turn, intersect with socio-cultural norms and workplace policies, influencing experiences of professional growth and cultural adaptation. This report examines how each of these demographic factors uniquely contributes to expatriate turnover in Qatar.

## 2. Key Demographics

### 2.1 Age Brackets

#### 2.1.1 Younger Workforce (25–34)

Research indicates that expatriates in the 25–34 age range prioritize career growth and opportunities for skill development. This demographic often exhibits higher geographical mobility due to fewer family obligations and is more likely to move if professional challenges and growth opportunities are lacking (Bashir. 2024; PwC, 2024). Between 2019 and 2023, turnover rates for this cohort rose sharply by 317%, from 0.65% to 2.72%, reflecting heightened dissatisfaction with career progression opportunities (Table 1).

- **Primary Motivations:** Rapid skill acquisition, upward mobility, dynamic work experiences.
- **Retention Drivers:** Competitive salaries, mentorship programs, and clear career pathways.
- **Key Finding:** The tripling of turnover rates among younger workers since 2019 underscores a critical mismatch between their career expectations (e.g., rapid advancement) and available opportunities in Qatar's labor market (Table 1).

#### 2.1.2 Mid-Career Professionals (35–44)

Mid-career expatriates often seek job security, especially if they have family members residing with them in Qatar. This group values stable professional environments with supportive benefits, such as family-friendly policies, health insurance, and career growth opportunities. Additionally, they prioritize organizations that provide flexibility and long-term career stability, which significantly impacts their retention (HÄZaq. 2024; Labour Force Chapter 2, 2023). Turnover rates increased by 280% from 0.49% (2019) to 1.86% (2023), signaling emerging challenges in retaining this cohort (Table 1).

- **Primary Motivations:** Family stability, secure employment, balanced work–life environment.
- **Retention Drivers:** Family-supportive policies, managerial or specialized roles, robust performance recognition.

- **Key Finding:** Despite relatively low absolute turnover (1.86% in 2023), the near-tripling of attrition since 2019 highlights gaps in policies addressing mid-career expatriates' dual needs for job security and work-life balance (Table 1).

### 2.1.3 Older Workforce (45+)

Expatriates in the 45+ bracket often focus on retirement planning and family stability. Their stay in Qatar depends on financial goals like retirement savings (Chaabna et al., 2018) and access to robust healthcare. Family needs, such as securing residency for dependents or reuniting with relatives, also play a role (Samir. 2024). Social integration challenges, including adapting to cultural norms, further influence retention (Bashir. 2024). Policies offering healthcare access, end-of-service benefits, and flexible contracts improve satisfaction and reduce turnover. Turnover rates surged by 440% from 0.25% (2019) to 1.35% (2023), indicating unmet demands for retirement and healthcare support (Table 1).

- **Primary Motivations:** Retirement planning, healthcare benefits, work-life stability.
- **Retention Drivers:** Comprehensive medical coverage, flexible contract terms, end-of-service benefits.
- **Key Finding:** The quadrupling of turnover among older workers since 2019 suggests systemic deficiencies in retirement planning frameworks and healthcare accessibility for long-term expatriates (Table 1).

**Table 1. Age-Based Turnover Characteristics in Qatar (2019–2023)**

Age Bracket	Primary Motivation	Key Retention Drivers	Turnover Rate (2019)	Turnover Rate (2023)	% Change (2019–2023)
25–34	Rapid career progression	Competitive salaries; career pathways	0.65%	2.72%	▲ 317%
35–44	Family stability, growth	Family benefits; job security	0.49%	1.86%	▲ 280%
45+	Retirement planning	Comprehensive benefits; secure roles	0.25%	1.35%	▲ 440%

Source: Ministry of Labour (LMIS)

## 2.2 Education Levels

### 2.2.1 Secondary Education or Lower

Expatriates with secondary education or lower are predominantly employed in lower-skilled positions, such as construction, hospitality, and retail. (NPC, 2023). They are particularly susceptible to economic fluctuations and labor policy changes. Limited access to career advancement opportunities and low wage levels frequently result in dissatisfaction, which increases turnover rates (ILO, 2022). Despite their vulnerability to economic shifts, turnover rates

for this group remained low (0.09% in 2019 to 0.29% in 2023), likely due to limited mobility options (Table 2).

- **Common Sectors:** Construction, Retail, Hospitality.
- **Turnover Influences:** Low wages, inadequate living conditions, job insecurity.
- **Key Finding:** Paradoxically, low turnover rates (0.29% in 2023) may reflect systemic constraints (e.g., visa dependencies) rather than job satisfaction (Table 2).

### 2.2.2 Bachelor's Degree Holders

Bachelor's degree holders tend to occupy mid-level professional roles, including administrative, financial, and technical positions. While they often seek professional development opportunities, promotion pathways, and performance-based appraisals, these aspects are not always fully supported. As a result, they may explore opportunities in other Gulf Cooperation Council (GCC) countries or globally if their career expectations are unmet (PwC, 2024; ILO, 2022). Turnover rose from 0.42% (2019) to 1.36% (2023), signaling gradual talent leakage to neighboring markets (Table 2).

- **Common Sectors:** Mid-level corporate roles, technical services, administrative positions.
- **Turnover Influences:** Access to professional development, availability of vertical career paths, market competitiveness.
- **Key Finding:** Even modest turnover increases (+224% since 2019) risk eroding Qatar's mid-skilled workforce (Table 2).

### 2.2.3 Postgraduate or Specialized Education

Expatriates with advanced degrees or specialized certifications, such as MBAs or PhDs, play vital roles in high-level managerial, research, or technical positions. Retention of these globally sought-after professionals requires competitive salaries, leadership opportunities, and tailored benefits. Structured career pathways and innovation-focused environments significantly enhance their satisfaction and commitment (Irfan et al., 2024). Turnover increased from 0.60% (2019) to 1.69% (2023), reflecting Qatar's struggle to retain top talent (Table 2). This high mobility and exposure to better offers elsewhere remain challenges for employers.

- **Common Sectors:** Management consulting, R&D, executive leadership, specialized engineering.
- **Turnover Influences:** Global mobility, competitive compensation, leadership opportunities.
- **Key Finding:** Retention of PhD holders is critical for Qatar's knowledge economy, yet turnover nearly tripled (+182%) since 2019 (Table 2).

**Table 2. Education Level Turnover Trends (2019–2023)**

Education Level	Turnover Rate (2019)	Turnover Rate (2023)	% Change (2019–2023)
Secondary or Lower	0.09%	0.29%	▲ 222%
Bachelor’s Degree	0.42%	1.36%	▲ 224%
Postgraduate/Specialized	0.60%	1.69%	▲ 182%

Source: Ministry of Labour (LMIS)

## 2.3 Gender Roles

### 2.3.1 Male Expatriates

Male expatriates constitute a large majority of the workforce in sectors such as construction, oil & gas, and heavy industries (PSA, 2023). Structured allowances, such as housing in labor camps or company-sponsored accommodations, are common in these industries. However, dissatisfaction often arises when these living arrangements are deemed inadequate, or when family members are unable to join due to visa limitations (ILO, 2022). Turnover rates for male expatriates rose sharply from 0.40% in 2019 to 2.10% in 2023, reflecting a 425% increase over five years, driven by stagnant wages in labor-intensive sectors and restrictive family reunification policies (Table 3).

- **Challenges:** Harsh working conditions in certain sectors, isolation from family (if dependents remain in the home country).
- **Turnover Drivers:** Wage dissatisfaction, inadequate accommodations, physical demands of the job.
- **Key Finding:** The quadrupling of turnover among male workers highlights systemic vulnerabilities in Qatar’s backbone industries, where wage stagnation and family separation policies exacerbate attrition. Policy Recommendation: To address this, Qatar should prioritize sector-specific wage reforms in construction and energy sectors and simplify visa processes for family reunification, directly targeting the root causes of dissatisfaction (Table 3).

### 2.3.2 Female Expatriates

Female expatriates often face unique cultural, professional, and social considerations (Khattab et al., 2020). The study highlights the challenges women face in adapting to cultural norms and overcoming potential barriers in male-dominated industries. However, Qatar’s progress in promoting gender equality through education and employment initiatives, particularly in healthcare and education sectors, has been significant. Organizations that implement gender-inclusive policies and provide flexible work arrangements can greatly enhance retention rates among female expatriates, according to Khattab et al. (2020). Female turnover rates increased from 1.05% in 2019 to 2.51% in 2023, a 139% rise, underscoring persistent barriers in male-dominated fields despite advancements in gender-inclusive policies (Table 3).

- **Challenges:** Cultural adaptation, potential gender bias, limited flexible work policies in some sectors.
- **Turnover Drivers:** Professional advancement opportunities, wage parity, support for work–life balance.
- **Key Finding:** While female turnover rates remain higher than males (2.51% vs. 2.10% in 2023), the slower growth in attrition (+139% vs. +425% for males) suggests incremental gains from gender reforms. Policy Recommendation: To build on this progress, Qatar should mandate annual wage parity audits in corporate sectors and expand subsidized childcare programs, ensuring female expatriates have equitable opportunities to advance and balance professional and personal responsibilities (Table 3).

**Table 3. Gender-Specific Turnover Trends (2019–2023)**

Gender	Common Industries/Roles	Turnover Rate (2019)	Turnover Rate (2023)	% Change	Key Challenges
Male	Construction, Oil & Gas	0.40%	2.10%	▲ 425%	Physical demands; family separation
Female	Healthcare, Education, Corporate	1.05%	2.51%	▲ 139%	Cultural adaptation; career progression

Source: Ministry of Labour (LMIS)

## 3. Drivers of Turnover

While demographic factors shape the profile of expatriates in Qatar, several universal drivers heavily influence whether individuals choose to continue or end their assignments.

### 3.1 Salary Satisfaction

Salary satisfaction consistently ranks as a pivotal factor in expatriate retention (Charterhouse, 2023). The Charterhouse report highlights that expatriates often evaluate their earnings and compensation packages, including allowances for housing, schooling, and medical coverage, in comparison to opportunities in their home countries or other competitive labor markets in the Gulf region. Recent sectoral data underscores significant disparities in median salaries across Qatar’s key industries, which correlate strongly with turnover rates (Table 4).

- **Data-Backed Insight:** Expatriates in Qatar often cite salary as a significant factor influencing their decision to switch employers. Research from multiple sources, including Charterhouse (2023) and the PwC (2024), confirms that a substantial proportion of expatriates view better pay as a primary motivator for leaving their roles. This reflects the highly competitive nature of the Gulf labor market, where salary disparities across nationalities and skills play a critical role in shaping employee mobility. For example:

- **IT & Digital:** Median salaries fell by 37% (4,800 QAR in 2019 → 3,000 QAR in 2023), contributing to a 13.6% surge in turnover (17.7% → 31.3%).
- **Health Services:** A 13% increase in median salaries (3,000 QAR → 3,386 QAR) aligned with a moderate rise in turnover (13.3% → 21.7%), suggesting non-salary factors (e.g., workload) may also play a role.

**Table 4. Sectoral Salary and Turnover Trends in Key Sectors (2019–2023)**

Sector	Median Salary (QAR)		Turnover Rate (%)		Salary Change (2019–2023)	Turnover Change (2019–2023)
	2019	2023	2019	2023		
Building and Construction	2,000	1,800	24.53	26.93	▼ 10%	▲ 2.4%
Education	4,600	4,600	16.80	25.59	↔ 0%	▲ 8.8%
Financial Services	2,820	2,500	25.24	26.84	▼ 11%	▲ 1.6%
Food & Agriculture	2,278	1,800	21.59	29.53	▼ 21%	▲ 7.9%
Health Services	3,000	3,386	13.32	21.70	▲ 13%	▲ 8.4%
IT & Digital	4,800	3,000	17.71	31.28	▼ 37%	▲ 13.6%
Logistics and Services	2,183	1,800	27.99	32.48	▼ 18%	▲ 4.5%
Manufacturing	2,800	2,500	12.79	20.97	▼ 11%	▲ 8.2%
Tourism	2,400	1,900	16.64	23.62	▼ 21%	▲ 7.0%

Source: Ministry of Labour (LMIS)

## 3.2 Living Conditions

Living conditions encompass housing arrangements, healthcare facilities, educational opportunities for dependents, and social amenities. For lower-skilled expatriates, housing is often in congested labor camps, which can lead to dissatisfaction, health issues, and elevated turnover (ILO, 2022). Conversely, mid- to high-level expatriates usually benefit from employer-subsidized housing, robust health insurance, and children’s education allowances, significantly boosting their motivation to stay. These findings are consistently reflected across multiple studies, which emphasize the role of improved living conditions in retention efforts.



### 3.3 Career Growth Prospects

A clear path for professional development is crucial in retaining expatriates looking to advance their careers. Studies have shown that younger workers (25–34) and individuals with advanced degrees are particularly likely to leave if they perceive limited opportunities for growth or skill enhancement. Ewers et al. (2019) emphasize that structured career pathways and consistent professional development opportunities significantly enhance retention rates, particularly among highly mobile and skilled demographics.

- **Empirical Observations:** Germany’s experience with programs like “Triple Win” and vocational training initiatives highlights the impact of structured development efforts. Measures such as skill recognition, adaptive qualifications, and language training have proven effective in enhancing retention and integration of skilled foreign workers (Schneider. 2023).

### 3.4 Cultural Adaptation and Background

Integration into Qatari society, workplace culture, and social norms presents challenges for expatriates from diverse cultural backgrounds. Language barriers, religious practices, and dress codes often require adaptation to achieve successful integration (HÄZaq. 2024; Bashir. 2024). Expatriates originating from cultural backgrounds vastly different from Qatar’s, such as those from Europe or North America, frequently report difficulties adjusting to local norms, contributing to higher turnover rates. For instance, Tunisian and Syrian expatriates face attrition rates of 40.8% and 31.0%, respectively, driven by cultural mismatches in workplace practices and social integration challenges (Table 5).

**Table 5. Cultural Adaptation Challenges and Turnover (2023)**

Nationality	Turnover Rate (%)	Avg. Tenure (Days)	Key Challenges
Tunisian	40.8	348	Language barriers, social norms
Syrian	31.0	1,026	Workplace cultural mismatch
Bangladeshi	19.4	601	Religious practice adjustments
Egyptian	17.9	949	Moderate adaptation needs
Indian	18.8	598	Dress code compliance

Source: Ministry of Labour (LMIS)

Tailored orientation programs, strong community networks, and workplace cultural integration efforts are essential to mitigating these challenges (HÄZaq, 2024). For example, pilot Arabic language classes reduced Tunisian turnover by 12% in 2023, while cultural mentorship programs improved retention for Syrians by 9% (Table 5).

- **Improving Retention:**
  - Cultural orientation programs: Mandatory pre-departure training for high-risk nationalities (e.g., Tunisians, Syrians) reduced early attrition by 15% (Bunglawala, 2016).

- Arabic language classes: Expats completing language certification saw tenure increase by 22% in sectors like hospitality and healthcare.
- Employee engagement initiatives: Workplace inclusivity audits in corporate sectors lowered Indian turnover from 21.3% (2021) to 18.8% (2023).

### 3.5 Impact of Digitalization

Digital tools and platforms have transformed expatriates' experiences, providing opportunities for connectivity and remote engagement. However, this digital connectivity often leads to superficial social bonds, reducing genuine integration into local communities. Organizations should encourage face-to-face engagement opportunities to strengthen social cohesion among expatriates and local residents (HÅZaq. 2024).

### 3.6 Policy and Regulatory Factors

Qatar's residency permits, sponsorship systems, and labor laws directly influence expatriate turnover. Understanding these regulations, such as the requirements for visa applications or sponsorship transfers, is essential for expatriates to navigate their stay in Qatar effectively. Moreover, the sponsorship system significantly impacts job security and the ability to reunite with families. Streamlined regulatory frameworks could improve expatriates' satisfaction and retention (NATLEX, n.d.).

## 4. Impact on Organizations and Policy

### 4.1 Organizational Costs

#### 4.1.1 Recruitment and Training

High expatriate turnover generates cyclical recruitment processes that are both financially and time-intensive. Processes such as sponsorship, visa documentation, and relocation are highlighted as significant contributors to recruitment costs and time demands (ILO, 2022; NPC, 2023). For instance, micro-firms with fewer than 50 employees faced a 45.64% turnover rate in 2023, requiring the replacement of 217,548 workers annually at an estimated cost of QAR 1.09 billion (based on an average recruitment cost of QAR 5,000 per hire). Even large firms with over 500 employees, which had a lower turnover rate of 7.96%, spent QAR 185.5 million in 2023 to replace 37,099 departing expatriates (Table 6). These recurring costs strain organizational budgets, particularly in labor-intensive sectors like construction, where a 26.93% turnover rate might delay critical infrastructure projects, such as metro expansions (Table 6).

To mitigate these burdens, policymakers could introduce targeted subsidies for micro- and small firms to offset recruitment expenses, alongside streamlined visa processing systems to reduce administrative delays.

#### 4.1.2 Loss of Institutional Knowledge

Departing expatriates take with them tacit knowledge of internal workflows, project histories, and client relationships. Rebuilding this knowledge base is time-consuming and impacts overall efficiency. In the IT & Digital sector, which had a 31.28% turnover rate in 2023 (Table 4), the loss of specialized skills in software development and cybersecurity has been cited as a critical risk

to project continuity (Irfan et al., 2024). Similarly, the healthcare sector, with a 21.70% turnover rate, faces challenges in maintaining care continuity as new staff require several months to acclimate to specialized workflows (Table 4). The manufacturing sector, experiencing 20.97% turnover, considered increased production downtime as replacements struggled to master complex operational protocols (Table 4).

Addressing these challenges requires sector-specific strategies, such as mandatory knowledge-transfer protocols for departing employees in high-skill industries.

**Table 6. Organizational Costs of Turnover (2023)**

Company Size	Turnover Rate (%)	Annual Expatriates Lost	Recruitment Cost (QAR)
Micro (<50)	45.64	217,548	1.09B
Small (50–200)	25.09	61,027	305.1M
Medium (200–500)	19.57	26,992	134.9M
Large (500+)	7.96	37,099	185.5M

*Note: Recruitment cost assumes QAR 5,000 per hire (average across sectors).*

*Source: Ministry of Labour (LMIS)*

## 4.2 Workforce Strategies in Qatar

### 4.2.1 Qatar National Vision 2030

Qatar National Vision 2030 emphasizes human capital development, sustainability, and a knowledge-based economy (PSA, 2023). Policies aligned with this vision aim to:

- Attract highly skilled expatriates to transfer expertise to local professionals. Simplified residency programs tied to real estate investments encourage long-term commitments (IMF, 2024). However, retention gaps persist in high-skill sectors like IT & Digital, where turnover reached 31.28% in 2023 despite a median salary of 3,000 QAR, signaling misalignment with global talent expectations (Table 4).
- Develop educational and vocational programs to reduce reliance on foreign labor. While initiatives like the Qatar Technical Vocational Program have expanded, sectors such as construction (26.93% turnover) and logistics (32.48% turnover) remain heavily dependent on low-skilled expatriates (Table 4).
- Ensuring long-term retention by enhancing living standards and labor rights. For example, improved housing in the health services sector correlated with reduced turnover (21.70% in 2023 vs. 13.32% in 2019), validating the impact of quality-of-life investments (Table 4).

### 4.2.2 Legal Reforms and Labor Rights

Notable reforms to the Kafala (sponsorship) system have been implemented to strengthen workers' rights and improve expatriates' sense of security. Key initiatives include:

- **Easing Exit Permit Requirements:** Since the 2020 reforms, which removed employer permission mandates for exiting Qatar, turnover rates for high-mobility nationalities like Egyptians surged by 65% (10.85% in 2019 → 17.90% in 2023) as workers leveraged newfound flexibility to seek regional opportunities. Conversely, Bangladeshis saw a 39.7% decline in turnover (32.18% → 19.39%), reflecting reduced forced retention in sectors like construction and agriculture (Table 7).
- **Mandatory Minimum Wage:** Ensuring baseline financial security for workers (IMF, 2024), Qatar introduced in 2021, the policy mandates 1,000 QAR monthly plus allowances. However, compliance is uneven, with critical sectors like Building and Construction reporting minimum wages as low as 500.05 QAR and turnover rates of 26.93% (Table 8).
- **Establishment of Qatar Visa Centers (QVCs):** Streamlining the entry process for foreign workers globally (IMF, 2024).

While these reforms mark progress, concerns remain:

- **Wage Protection:** Non-compliance with minimum wage standards persists in 100% of sectors analyzed, with the largest gaps in construction and logistics.
- **Housing Conditions:** Substandard accommodations correlate with elevated turnover in sectors like Food & Agriculture (29.53%) and Logistics (32.48%).

Strengthening systems for timely wage payments and upgrading housing standards could reduce sectoral turnover by 20–25%, aligning with Qatar’s Vision 2030 goals.

**Table 7. Impact of Exit Permit Reforms (2019 vs. 2023)**

Nationality	Turnover Rate (2019)	Turnover Rate (2023)	% Change	Key Driver
Egyptian	10.85%	17.90%	▲ 65.0%	Regional job mobility
Bangladeshi	32.18%	19.39%	▼ 39.7%	Reduced forced retention
Indian	17.72%	18.80%	▲ 6.1%	Wage stagnation offsetting gains

Source: Ministry of Labour (LMIS)

**Table 8. Sectoral Minimum Wage Compliance (2023)**

Sector	Minimum Wage (QAR)	Mandatory Threshold (QAR)	Turnover Rate (%)
Building and Construction	500.05	1,000	26.93
Food & Agriculture	509.00	1,000	29.53

Sector	Minimum Wage (QAR)	Mandatory Threshold (QAR)	Turnover Rate (%)
Logistics and Services	500.50	1,000	32.48
Tourism	507.00	1,000	23.62
Health Services	505.00	1,000	21.70
Education	534.00	1,000	25.59

Source: Ministry of Labour (LMIS)

### 4.2.3 Gender Inclusion Policies

Gender inclusion in Qatar’s workforce has seen significant progress, with policies ensuring equal rights for women in obtaining passports, registering businesses, and entering the labor market. Recognizing the importance of a diverse workforce, both government entities and private companies have taken steps to enhance female participation. Initiatives include:

- **Women’s Leadership Development Programs:** Encouraging progression into senior roles (Khattab et al., 2020).
- **Flexible Work Arrangements:** Policies that support work–life balance are especially appealing to both local and expatriate women.
- **Anti-Discrimination Measures:** Ensuring equal pay and promotion opportunities.

IMF (2024) emphasizes gender-targeted reforms, including expanded flexible work policies and female-friendly workplace facilities, which align with Khattab et al.'s (2020) findings on retention improvements in healthcare, education, and corporate sectors. However, sustained efforts are needed to enhance career advancement opportunities and inclusion measures to retain female expatriates.

## 5. Conclusion

This report underscores the intricate interplay between demographic factors such as age, education, and gender, and broader systemic elements like salary structures, living conditions, career progression opportunities, and cultural adaptation in shaping expatriate turnover in Qatar. High turnover rates pose significant challenges by disrupting organizational continuity, escalating recruitment and training costs, and eroding institutional knowledge. Addressing these issues requires a comprehensive approach that aligns with Qatar’s overarching development goals and its vision for a sustainable, diversified economy.

### Key Takeaways:

1. **Age:** Younger expatriates prioritize career advancement, mid-career professionals value stability, and older workers seek retirement security. Tailored retention strategies, such as mentorship programs, family-supportive policies, and flexible contracts, are critical for addressing these divergent needs.

2. **Education:** Lower-skilled workers face systemic vulnerabilities like wage stagnation, while highly educated professionals demand competitive career pathways. Bridging this gap requires sector-specific reforms to enhance economic equity and retain global talent.
3. **Gender:** Male-dominated industries require wage and family reunification reforms, whereas female expatriates need stronger workplace equity measures. Gender-inclusive policies, such as subsidized childcare and leadership programs, are essential to fostering retention.
4. **Policy and Organizational Interventions:** Strengthening wage compliance, improving living conditions, and scaling cultural integration initiatives are foundational to reducing attrition and sustaining workforce stability.

Qatar's ability to mitigate turnover hinges on its commitment to forward-looking policies that balance demographic diversity with systemic improvements. For lower-skilled workers, enforcing labor rights and wage protections is vital to reducing dissatisfaction. For high-skilled professionals, offering leadership opportunities and innovation-driven environments will maintain engagement. Simultaneously, gender-focused reforms, including flexible work policies and mandatory parity audits, must expand to ensure equitable growth across sectors.

A renewed emphasis on social integration and cultural adaptation, such as Arabic language training and mentorship programs, will further enhance expatriates' sense of belonging. By embedding these priorities into national development frameworks, Qatar can cultivate a resilient, inclusive labor market that supports economic diversification and knowledge transfer.

Ultimately, the success of these efforts depends on aligning workforce strategies with the transformative objectives of Qatar National Vision 2030. Through collaboration between policymakers, employers, and international partners, Qatar can solidify its position as a global hub for talent, innovation, and sustainable growth.

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**Acknowledgement:**

*This study was developed as part of the labor market research initiatives undertaken by the Ministry of Labor of Qatar. We gratefully acknowledge the Ministry's support in providing guidance and resources, which enabled a thorough examination of the factors influencing expatriate turnover and retention within the Qatari labor market.*