

Annex VI

Legislation on selected areas of migrants' rights to access basic services

The table below documents migrants' rights to access basic services (GCM objective 15), including public services such as health and education, irrespective of migrant status, and portability of benefits, such as social security entitlements (GCM objective 22).

GCC countries
Bahrain
<p>Art. 2, Decree No. 24 of 1976 Participation in Social Insurance Schemes is available to all employees without discrimination based on gender, nationality or age.</p>
<p>Art. 138, Decree No. 24 of 1976, a foreigner leaving the country permanently who has subscribed to the social insurance for more than three years shall be paid his dues that were paid to the General Authority to participate in the Social Insurance, his indemnity, as well as an interest rate of 5% per year (138 a). In addition, he shall be paid the sum of the total amounts paid for old age or death insurance which were paid on his behalf by the employer, the amounts deducted from his salary as well as an additional 3% of that amount (138 b).</p> <p>If the foreigner has participated in the insurance scheme for three years or less at the time of his departure and is not entitled to a pension from the General Authority then he shall be paid his dues as stipulated in part (a) of the previous article (Art. 139 (a)).</p> <p>In addition, he shall be paid the total amounts for subscriptions paid for old age, disability and death insurance, which were deducted from his salary as well as an additional 3% of that amount. The additional 3% are only paid if he has participated in the insurance scheme for a total of at least 12 months whether continuously or intermittently.</p> <p>If the insured is entitled to a pension or a disability or death salary in accordance with articles 34, 37, 41, 42, 56, 57, 58,59, 60, 61, 62, then his dues shall all be paid in the form of a one-time payment in accordance with table No. 6 annexed to this law (Art. 139(b)).</p>
<p>Law No. 24 of 1976, Article 65 The employer is required to display in a prominent location at the workplace, in both English and Arabic, an announcement about the entity responsible for treating his workers and the procedures that must be followed by the latter in cases of injury at work or outside it.</p>
<p>Decree No. 12 of 1977 Suspending Certain Provisions of the Social Insurance Law for Non-Bahrainis: The application of provisions of the Social Insurance Law issued by Decree No. 24 of 1976 and amended by Law No. 27 of 1976 relating to insurance against old age, disability and death shall be suspended for non-Bahrainis until a decision of re-implementation is issued by the Council of Ministers (Art. 1).</p>
<p>Decision No. 23 of 2018 Issuing the Health Insurance Law – Art. 2 defines the scope of application of this law as all citizens, residents, and visitors. – Art. 28 (a)(2) requires the employer to pay the fees for health insurance subscription on behalf of his non-Bahraini workers in order to cover the benefits listed under the compulsory health package for residents. – Art 28(a)(6) requires a sponsor to pay the subscription fees for persons he sponsors who do not have an employer in order to cover the benefits listed under the relevant compulsory health insurance package.</p>

Kuwait

Ministerial Decree No. 68 of 2015 Regarding Domestic Workers: Art. 9 requires the employer to bear the following expenses of the domestic worker: food, clothes, medical treatment and accommodation.

Law No. 1 of 1999 on Alien Health Insurance and the Imposition of Fees Against Medical Services: Art. 1 grants foreigners access to medical service under the health insurance and medical security systems.

Art. 2 requires the employer to obtain and pay for the foreign worker's health insurance policy. This condition must be met before the worker can be granted a residence permit.

Art. 4 lists the main health and medical services that must be covered by health insurance.

Art. 12 lists the categories of individuals which shall not be subject to the health insurance provided for in this law.

Oman

Sultan's Decree No. 72/1991 issuing the Social Insurance Law and its Amendments: This law is applicable to citizens of Oman employed in the private sector under a permanent work contract or working in one of the Gulf Cooperation Council countries. It does not cover foreign workers, household workers, self-employed persons, and artisans. In 2006, the law was amended to include Article 22 (Bis) A, B & C. These relate to the right of foreigners working in the private sector who become naturalised citizens to benefit from Social Insurance for the period of time prior to the law coming into effect if certain conditions are met and procedures are followed.

Qatar

Law No. 7 of 2013 on the Social Health Insurance System: This law was enacted to ensure the implementation of a mandatory health insurance system of basic health services to all Qatari citizens, GCC citizens, residents and visitors (Art. 2).

The employer shall be responsible for payment of health insurance premiums for non-Qatari employees and members of their families and the sponsor shall be responsible for payment of those premiums for sponsored individuals (Art. 13).

Law No. 17 of 2018 Establishing the Workers' Support and Insurance Fund: The fund aims to support, ensure and provide care for workers, guarantee their rights and provide a healthy and safe working environment for them. In particular it is tasked with (Art. 5):

1. Providing the needed and sustainable financial resources for the support and insurance of workers.
2. Paying the workers' benefits, which are settled by the labour dispute settlement committees, and subsequently reclaiming those amounts from the employer.
3. Contributing to the provision and establishment of playgrounds, entertainment venues, or workers' accommodation, in coordination with the relevant authorities. The fund shall receive for its annual budget 60% of the fees collected for workers' permits and their renewal (Art. 4).

Ministry of Civil Service Affairs and Housing Decree No. 18 of 2005 regarding Work Injuries and Occupation Disease Statistics Templates and Reporting Procedures: Art. 2 requires the employer to notify the Labour Administration of: Incidents of fire, collapse or explosion which lead to the cessation of work at the organization/ establishment or one of its productive branches for one work day or more. The notification must be made within twenty-four hours of the occurrence of the incident. Every occupational disease, which befalls one of the workers in the establishment or one of its branches and is subsequently diagnosed by a medical professional. The notification must be made within three days of receiving the test results using the form in template number one (attached). The employer is required to notify the Labour Administration of the final conclusions of the parties involved in the investigation on the reasons for the occurrence of fatal incidents and the possibility of their recurrence as well as the final estimates on loss of life and material losses as soon as they are available (Art. 4).

The employer is further required to notify the Labour Administration of statistics on injuries, fatalities and occupational diseases using templates number three, four, five and six (attached), every six months (Art. 5).

Art. 6 defines the formulas to be used for calculating the rate of injury occurrence and injury severity.

Ministerial Decision No. 19 of 2005 regarding periodical medical exams for workers susceptible to occupational disease: This law defines the occupational diseases that workers in different sectors must be periodically tested for and the steps that must be taken to ensure the safety of workers who contract an occupational disease.

Art. 10 requires the employer to facilitate the process of conducting the periodical medical exam including providing the necessary data and to pay the worker for the time it takes him to submit to those exams.

Ministry of Civil Service Affairs and Housing Decree No. 16 of 2005 regarding the Regulation of Medical Care for Workers in Facilities: Art. 1 of this decree lists the medical care that must be provided by the employer for each worker in his organization:

Medical check-ups for all workers.

Laboratory tests and x-rays.

Medicines needed for treatment outside the hospital.

Maternity care for female workers during pregnancy.

Vaccinations against diseases as advised by the National Health Authority.

Setting up special programs aiming to protect workers against occupational diseases through early detection, follow-up on progression and treatment.

Supervision over food served to workers and health facilities as well as promotion of health awareness amongst workers.

Conducting a study on working conditions with the aim of improving them and using this study as guidance when carrying out medical exams for workers.

Creating a medical file for each worker which lists the results of the initial check-up, any health conditions s/he may have (regular – professional – injuries), periods of missed work and treatment.

The employer shall prepare a first aid primary medical kit equipped with medicines, tools and equipment in the quantities specified in the table annexed to this resolution. Each location run by the employer must be provided with a kit. In addition, one worker must be trained to perform first aid procedures in every location where the number of workers ranges between five and twenty-five. One first aid kit must be allocated for each group of twenty-five workers (Art. 2).

The employer shall in organizations, which have more than one hundred employees, appoint a full-time nurse at the organization, in addition to providing first aid kits. If the number of workers exceeds five hundred, then the employer shall open a clinic staffed by a doctor and a nurse at least and equipped with a first aid room (Art. 3).

An appropriate number of workers at the organization must be trained to provide first aid care pending the arrival of the primary paramedic or doctor (Art. 4).

The workers' clinic shall be properly ventilated and well lit. It shall meet health and safety conditions and shall be equipped with the proper instruments and equipment (Art. 5).

The National Health Authority and Labour Department Medical clinics shall inspect medical clinics at the workplace to ensure that they meet the proper standards (Art. 6).

Law No. 13 of 2018 amending certain provisions of Law No. 21 of 2015 in relation to organizing the entry and exit of expatriates and their residence. According to this amendment an expatriate worker shall have the right to leave the country temporarily, or to depart definitely from the country during the validity of the labour contract.

Saudi Arabia

Cooperative Health Insurance Law 1999

Art. 1 defines the purpose of this law, which is to ensure the provision and regulation of health care to all non-Saudi residents of the Kingdom. The law may also be applied to citizens and other individuals by issuing a Ministerial Decision on the matter.

Art. 2 determines that the coverage of the cooperative health insurance shall include all non-Saudi residents and their dependents in accordance with article 5b.

Art. 3 taking into account article 5b and the provisions of articles 12 and 13 of this law, each sponsor responsible for a resident must ensure to subscribe to the cooperative health insurance on his behalf. A residence permit may not be granted or renewed until after the Cooperative Health Insurance document has been provided and it must cover the whole duration of residence (Art. 3).

Art. 7 lists the main health services covered by the cooperative health insurance document.

Art. 8 allows the employer to expand the scope of the services covered by the cooperative health insurance at an additional fee.

Art. 10 requires the employer to bear the costs of his employee's treatment until the subscription to the cooperative health insurance on his behalf takes effect.

Ministerial Decision No. 2833 of 2006/1427H on Work Injuries: This decision is in implementation of Art. 141 of the Labour Law (Royal Decree M/51).

The employer must notify the Labour Office of any worker's injury within one week of finding out about it (Art. 1).

If the police conducts the investigation into the injury, then they must notify the Labour Office within one week of finishing the investigation (Art. 2).

The Labour Office shall determine whether the injury is work related or not in accordance with the police report or the statements of witnesses (Art. 3).

If the medical report does not specify the level of incapacitation resulting from the injury or if one of the parties question the veracity of the medical report then the Labour Office shall refer the injured worker to one of the governmental hospitals to obtain a new report (Art. 4).

The Labour Office shall determine the amount of compensation the injured worker is entitled to based on the medical report (Art. 5).

If one of the parties objects to the decision of the Labour Office then the matter shall be referred to the competent primary authority (Art. 6).

Ministerial Decision No. 399 of 2007/1428H on Housing Conditions for Workers: Art. 2 sets out the health conditions that must be taken into consideration when choosing adequate locations for constructing workers' housing. These include being located in an environment that is pollutant free and that is well connected to transportation routes and public service facilities.

Art. 3 lists the specifications of each housing unit including room sizes, facilities, and ventilation.

Art. 4 lists the specifications for shared accommodation units.

In accordance with Art. 5, the employer is required to ensure that each housing unit is permanently equipped with fresh water, a sewage system and a garbage disposal system.

Employers are required to equip workers' housing with the basic equipment needed for adequate living and proportionate to the needs of the number of persons inhabiting the unit (Art. 6).

Art. 7 deals with hygiene requirements and pest and rodent control.

Art. 8 sets the requirement for making fire prevention arrangements.

Employers are required to ensure that workers' housing units are not used as temporary or permanent storage for hazardous, flammable or explosive materials (Art. 9).

Art. 10 requires the employer to equip housing facilities located far from public service facilities with first aid and emergency materials and equipment as well as provide transportation modes to the nearest health care facility to be available round the clock.

Art. 13 prohibits employers from charging workers for housing and related services.

Art. 16 sets the conditions and requirements for meals served to workers.

The Health Law 2002: Art. 13 – "Health care shall be provided to non-Saudis according to the Cooperative Health Insurance Law and its Implementing Regulations."

The Implementing Regulations of the Cooperative Health Insurance Law 2009: Art. 2 enumerates the beneficiaries of the Cooperative Health Insurance:

All non-Saudi persons employed in a sector other than the governmental sector.

All non-Saudi persons not employed in a sector other than the governmental sector, who are residents of the Kingdom. The dependents of persons defined in paragraphs 1 and 2 who hold a residence permit in the Kingdom. Art. 3 (1) excludes non-Saudis employed by governmental bodies and institutions from the beneficiaries listed in article 2. Those of them whose employment contract does not cover health insurance must obtain their own insurance coverage.

The Social Insurance Law issued by Royal Decree M/33/2000: Art. 1 states that this law shall include a) the Occupational Hazards Branch which provides benefits in cases of employment injuries.

Art. 4, Para. (1): The Occupational Hazards Branch shall be compulsorily applied to all workers without discrimination as to sex, nationality or age.

Para. (3): For the purposes of application of the provisions of the law in accordance with Para. (1) [...], the worker shall have been employed by virtue of an employment contract for the benefit of one or more employers regardless of the duration, nature or form of the contract or the amount of the wage paid, provided that his employment is mainly performed within the Kingdom [...].

Art. 5 lists the individuals excluded from the provisions of this law. This includes among others foreign employees of foreign diplomatic, or political, or military missions, domestic servants, and foreign workers who come to the Kingdom to engage in jobs that usually take no more than three months to complete.

United Arab Emirates

Law No. 23 of 2005, Articles 4 and 5

Every employer is required to provide health insurance coverage for all his employees/workers and their family members covering the employee's/worker's wife and three children under 18 years of age. Every sponsor must subscribe to the scheme for any person under his sponsorship from the date of his arrival to the State unless such a person is entitled to health insurance coverage through his employer (Zahra, 2017).

Law No. 23 of 2005 Regarding the Health Insurance Scheme for the Emirate of Abu Dhabi

A Sponsor shall be responsible for ensuring that all Resident Expatriates under his sponsorship are covered by valid Health insurance policies at all times. (Zahra, 2017) – In accordance with Art. 4 (6), sponsors shall subscribe to the Health Insurance Scheme, under the appropriate insurance policy, for persons entering the State on a visit visa under the sponsor's sponsorship if their stay exceeds two months.

Schedule 1 sets out the Basic Healthcare Services that shall be made available to every Resident Expatriate in the Emirate (Art. 8). Pursuant to Art. 9 (2), the sponsor or employer shall cover the actual cost of health care in medical emergencies in the event that the injured person is not insured. An employer shall bear the cost of Basic Health Insurance Policies for his employees and their dependents and shall not pass on the cost of providing such policies, or any part thereof, to his employees (Art. 11 (5)).

Law No. 11 of 2013 Regarding the Health Insurance Scheme for the Emirate of Dubai

requires that all Residents must have a level of health insurance that meets or exceeds minimum benefits stipulated by Dubai Health Authority (DHA). In Dubai employers are legally obligated to provide medical cover for their employees. (Medical Insurance, n.d.) – The scope of applicability of this law is defined in Art. 4 and includes nationals, residents, visitors, employers, sponsors and others.

Art. 8 lists the categories of beneficiaries according to the health benefits they are entitled to. The second category is Health Benefits for Residents consisting of the health services provided by the employer or sponsor, which include the basic insurance coverage at a minimum and may be extended to include additional coverage for the beneficiary and his family members. In accordance with Art. 9, the employer is responsible for providing basic health insurance coverage for his employees and a sponsor is responsible for providing the same for persons he sponsors who have no employer. Art. 10 lists the responsibilities of the employer which include bearing the complete cost of the health insurance coverage, ensuring its validity, bearing costs of emergency treatment for workers who are not covered by an insurance policy, and providing a health insurance card to each of his employees.

Ministerial Resolution No. (591) of 2016 Concerning the Commitment of Establishments to Provide Accommodation to their Workers: In accordance with Article 1 of this decision, establishments employing 50 or more employees are required to provide accommodation to employees whose salary, under the Wages Protection System, is less than AED 2000. The quality of accommodation must be in line with regulatory standards, applying Ministerial Resolution 212 of 2014 for less than 500 workers, and Cabinet Decision No. 13 of 2009 for more than 500 workers.

Ministerial Decision No. (2/37) of 1982 Regarding the Level of Medical Care an Employer Shall Provide to Workers: In accordance with Art. 2, an employer who has 50 workers or less is required to have means of first aid at his establishment. An employer who has between 50 and 200 workers shall provide means of first aid, hire a certified nurse to administer it, and appoint a doctor to treat workers at no cost. If treatment requires a specialist then the establishment doctor shall refer him one and the costs of treatment shall be equally borne by the employer and the worker (Art. 3). An employer who has 200 workers or more shall provide the services mentioned in articles 2 and 3 as well as bear the cost of all other treatments including seeing a specialist, surgery, hospital stays and medication (Art. 4).

Mashreq

Egypt

Ministry of Social Solidarity as per Law 64/2010

Vulnerable migrants have access to health and psychosocial services provided by agencies such as IOM. There is one shelter available for trafficking victims.

Egyptian Minister of Education issued Ministerial Decree No. 24 in 1992, allowing the children of recognized refugees from Sudan and the children of Sudanese, Libyan, and Jordanian political asylum seekers to attend public schools.

Law No. 82 On Combating Illegal Migration & Smuggling of Migrants

The law criminalizes smugglers (while considering irregular migrants as victims) and includes a provision for the creation of a fund to assist victims.

Iraq

Act No. 51 of 1971, The Political Refugee Act

The law is mainly related to the allegiance to the Iraqi previous regime. The law binds the political refugee to the acceptance of the Interior Minister to leave the country, The Minister also can allow the political refugee to access housing and social security (Article 14). The law is still in use.

Law on Foreigners Residence No. 118 of 1978 Article 2 [As amended by Law No. (208) of 1980]

(1) Arab citizens shall be excluded from the provisions of this Law with observance of the provisions of para (a) of Article 8 thereof.

Ministerial Resolution 202-2001 provides Palestinian refugees with all the benefits to which Iraqi nationals are entitled. Following the Syrian Crisis in 2011, authorities in the Kurdish region of Iraq granted Syrian refugees the right to enrol in public schools and work in the region.

Jordan

Labour Law (8) of 1996

The Law sets out comprehensive protections of worker's rights, including the following: (a) right to annual and sick leave (articles 64 and 65); (b) timely provision of wages including penalties for employers who fail to pay within seven days of the due date (article 46); (c) a weekly day off (article 60); and (d) right to personal protection from the hazards of work (article 78).

In 2010, the Office of the Prime Minister issued a decision to allow all victims of violence regardless of nationality to be treated free of charge in general hospitals of Jordan. The Ministry of Health, together with the Family Protection Unit, has been referring cases of violence and recently cases of trafficking to hospitals and medical centres.

Lebanon

Palestinian refugees, Presidential Decree 42-1959 was issued to create the Department of Palestinian Refugee Affairs to contact the United Nations Relief and Works Agency for Palestinian Refugees in the Near East with respect to shelter, education, health, and social services.

State of Palestine

Social Security Law No. 19 of 2016, which came into effect in November 2018, covers all workers, including female and male domestic workers. The law lists eight social insurance areas, three of which came into force upon the law taking effect. These include work injury insurance.

Syrian Arab Republic

Law No. 91 of 1959

Defining foreigners as non-Syrians and non-Arabs dictates that foreigners need a work permit from the Ministry of Social Affairs and Labour and a residency permit in order to work in Syria. This definition of work explicitly includes domestic workers. With this permit, foreign workers are provided with the same protections, such as insurance, vacations and workers compensations, as Syrian workers.

Agricultural Relations Act of 2004, which states: "Arab workers shall be afforded the same treatment as Syrian workers for the purposes of the application of this Act, provided that they have a work permit from the Ministry."

Law no. 24 amended the labour law

Regulate some minimum wage and other employment issues for casual or temporary workers, including domestic workers.

Article 94 of the Social Insurance Act No. 92 of 1959 (as amended), pensioners or the beneficiaries of pensioners or insured persons who leave the Syrian Arab Republic can ask for the pension to be remitted to the country in which they live, provided that they pay the transaction costs and, if they are not Syrians, subject to the condition of reciprocity and in accordance with the regulations in force.

Maghreb

Algeria

Law No. 81-10 of July 11, 1981 related to foreign nationals' employment conditions.

Access to Employment: Temporary labour authorisation of 3 months renewable once a year, or work permit linked to a 2 year renewable labour contract. National Preference. Qualification Requirement (Superior to technician level, principle of non competition with local workforce). Moroccan, Tunisian and Libyan citizens are supposed to be exempted from the work-permit requirement.

Law No. 08-11 of 25 June 2008 governing foreign nationals' conditions of entry, stay and circulation

Residence permits for foreigners are granted for two years, student permits are linked to the length of studies, work permits are linked to the length of the labour authorization. A 10 year-permit can be delivered to persons living in Algeria for 7 years and their adult children, or on the basis of bilateral agreements (e.g. France, Tunisia).

Libya

Law No. 18 for the year 1980

Defines an 'Arab nationality' and facilitates Arab citizens acquiring Libyan citizenship, facilitations already introduced by the 1954 law on Libyan citizenship.

Decision No. 1 2004 related to the conditions of employing foreign manpower

Introducing a new distinction between nationals from countries with which Libya has concluded bilateral agreements and nationals from other countries. The former were given priority over the latter. Libya gave up a (pro)regional approach for a bilateral and case-by-case policy.

Morocco

Law No. 02-03

Equal access to public services

Law No. 02-03

Family reunification with residence permit

Law No. 02-03

Access to Employment: labour contract submitted for work authorization. No access to the liberal professions, except through bilateral agreements.

Framework partnership agreement

Was signed on 26 October 2015 between the Ministry of Health, the Ministry in charge of Moroccan Residents Abroad and Migration Affairs, the Ministry of Interior and the Ministry of Economy and Finance. This partnership agreement refers to a basic medical coverage scheme for refugee and migrant women.

Tunisia

Decree-Law No. 63-6 of 28 February 1963

Jus sanguinis by descent of father or mother. Distinction: children born abroad to a Tunisian mother and a foreign father are Tunisian if they opt to be when coming of age or if their parents request nationality during their minority. Foreign nationals can also obtain the Tunisian nationality after marrying a Tunisian national under certain conditions.

Law No. 66-27 of 30 April 1966, last amendment by Law n°96-62 of 15 July 1996

Access to Employment if previous delivery of a contract approved by the Labour Minister, and a residence permit with authorisation to work (double ministerial visa). National preference. One-year contract, renewable once. Employment contract renewed perhaps more than once when is in the use of foreign companies operating in Tunisia as part of the implementation of development projects approved by the competent authorities

Article 47 of the constitution

Concerning children's rights is the constitutional basis for the right to education of all child migrants. It outlines the obligation of the State to guarantee the right of children to education and instruction: the State provides every kind of protection to all children without discrimination and in keeping with the best interest of the child.

2012 Draft Constitution of 14 December 2012

Access to public services.

2012 Draft Constitution of 14 December 2012

Access to estate ownership: forbidden in agricultural zone, subject to authorisation in urban zones unless a bilateral agreement exists (e.g, Morocco, Algeria, Libya), and reciprocity is respected, free in tourist zone (+ tax advantages).

Arab LDCs
Mauritania
<p>Decree of April 16, 2008 Access to employment related to the employment conditions of foreign manpower sets out 3 categories of work permit with variable terms (temporary or indeterminate) and access rights (to trade or to the liberal professions, for example). Equal access to employment, except for those linked to sovereignty (public, judicial security service, etc). The low implementation of penalties against irregular employment; a high proportion of informal work.</p>
<p>Decree of 16 April 2008 (employment of foreign nationals) Government strategy to develop action plans for attracting economic immigrants in certain job sectors (services, fishery, and education) and for ensuring that employment contributes to local economic development. Government collaboration with international organisations (IOM) so as to craft labour migration policies. Three categories of work permit with variable terms (temporary or indeterminate). Equal access to employment, except for those linked to sovereignty (public, judicial security service, etc).</p>
<p>Article 21 Equal access to public services and access to estate ownership.</p>
Sudan
<p>Asylum Law, 1974 and its 1976 Decree Refugees shall stay in places put aside for their residency. The right to work depends on a work permit.</p>
<p>The Sudanese National Investment Encouragement Act 2013 No discrimination between Sudanese and foreign investors. Article 22 of the Act covers the allocation of land to investors.</p>
<p>The 2000 Act on the Employment of Non-Sudanese Chapter II of the act provides preferential treatment for Arab and African nationals over other nationalities as far as work permit and employment is concerned.</p>
Yemen
<p>Law No. 5 of 1995, Article 24(2) A non-Yemeni worker shall not be required to pay the fee for his work permit in cases covered by a reciprocal arrangement.</p>

Annex VII

Legislation on selected areas for reducing vulnerabilities of migrants

The table below sets out legislation relevant to reducing vulnerabilities of migrants, such as children-responsive and child-sensitive policies, protection of domestic workers, and migrants' access to legal assistance.

GCC countries
Bahrain
Law No. 36 of 2012 Issuing the Labour Law for the Private Sector. Workers to better annual and sick leave conditions, protects against discriminatory practices in the payment of wages, and imposes higher penalties on violations of provisions of the law.
Art. 2 (amendment), Bahraini Decision No. 40 of 2002 Transfer without the approval of the current employer if the contract is still valid was permitted if a number of conditions were fulfilled.
Art. 1, Bahraini Decision No. 15 of 2011 Amending Paragraph A of Article 25 of Law No. 19 of 2006 Regulating the Labour Market Foreign worker may transfer without the approval of his current employer only after spending at least one year in his current job.
Articles 2,3 and 5, Bahraini Decision No. 121 of 2007 In Bahrain, a residence permit may be granted to the spouse and minor children of a foreign worker or a business owner.
Art. 389 of the Bahraini Penal Code 1976 Prohibiting employers from confiscating the passports of workers.
Kuwait
Art. 2, 5 and 6, Kuwaiti Ministerial Decree No. 166 of 2007 Decree prohibiting employers in the private sector from retaining the travel documents of their workers.
Kuwaiti Labour Law No. 6/2010 In 2010, Kuwait adopted a labor law for the private sector, which added new protection measures to the existing law set to protect migrant workers, such as increasing the minimum wage, setting additional wage levels, and increasing the holiday credit for annual leaves and official national holidays.
WPS provides an official record that can be monitored with penalties for non-compliance. As a measure for protection against non-payment of wages, WPS was formally presented and well received at the third meeting of the Abu Dhabi Dialogue (2014). The first to implement a WPS was the United Arab Emirates (UAE) in 2009 (upgraded in 2016), followed by Saudi Arabia (2013), Oman (2014), Qatar (2015) and Kuwait (2015).
Ministerial Decree No. 68 of 2015 Regarding Domestic Workers: The employer shall commit to paying the domestic worker the agreed upon wages at the end of the month. One form of proving receipt of wages shall be the transfer receipt (Art. 7). The employer is prohibited from keeping any of the worker's documents including personal identification documents such as the passport or ID card without the worker's approval (Art. 12).
The working hours are set at a maximum of 12 hours daily with resting periods as well as weekly day off and a paid annual leave (Art. 22).

Oman

Circular No. 2 in 2006 of the Omani Ministry of Manpower
Prohibiting employers from withholding the passports of foreign workers.

Labour Law Decision No. 113 of 2011

Inclusion of all allowances into the calculation of the gross salary and the reduction of working hours from 48 to 45 hours per week. Annual leave was also increased from 15 days in the first year to 30 days and payable on the basis of gross salary.

WPS

Article 53 in the Labour Law (Decree 35, 2003) was amended to make it compulsory for salaries to be paid into a locally approved bank account.

Ministerial Decision No. 270/2018 Issuing the Regulations for Reporting Absconding Non-Omani Workers – In accordance with Art. 4, if an establishment reports 5 or more cases of absconding workers in one month or 10 or more cases in a year then it will be referred to inspection to determine its level of commitment to the provisions of the Labour Law and the Code for Occupational Safety and Health Regulations. If it is found to be incompliant with either, services provided to the establishment shall be halted for a period of one year. Art. 11 grants the worker the right to object to the employer's report within sixty days from the date of the report's approval.

Art. 15 lists the consequences resulting from approving the report:

Change of worker's status from "active worker" to "worker who left his workplace."

Worker's right to the end of service indemnity due to him for his work period shall be forfeited based on his leaving work.

The worker is deprived of the right to practice any other work or to transfer his services to any other employer.

The worker is prohibited from entering the country.

Ministerial Decision No. 189 of 2004 Regarding the Rules and Work Conditions for Domestic Workers: In accordance with Art. 3 of this decision, permits for the recruitment of employees, their labour cards, their medical examinations, and transfer of their sponsorship shall be subject to the same terms as non-Omani workers provided it does not contravene the provisions of this decision.

With respect to employment contracts, they must be written in Arabic. If the contract is in a language other than Arabic, a copy must be appended in Arabic, signed by both parties, to have the same probative force. The contract must include all the rights and obligations of the two parties and the conditions of work (Art. 4).

Art. 5 lists the recruiter's obligations, which must be included in the employment contract.

Art. 6 relates to the right of the employee to have his travel costs covered by the recruiter in the case of repatriation or annual leave that is agreed upon in the work contract.

Art. 10 describes the procedure for dispute settlement. Article 9 The right of the employee to claim any of the rights arising from the contract shall lapse one year after the date of expiration or the termination of the employment contract

Ministerial Decision No. 656/2011 Regarding the Circumstances and Occasions in which Women May Work at Night and the Conditions for Employment: Women may be employed during the period between 9pm and 6am in certain occasions, situations and businesses listed in Art. 1 of this decision. These include but are not exclusive to working for travel agencies, airports, airlines, hospitals, pharmacies, clinics, media outlets, hotels, restaurants, cafes, and security services. – An employer who employs women in the aforementioned situations, circumstances and businesses shall ensure the following (Art. 3): Safe working conditions for these women including during transportation. Obtaining the proper permit from the competent authority.

Qatar

Art. 8, Qatari Law No. 21 of 2015.

The employer is expected to return the passport to the employee upon his/her request.

Art. 21, Qatari Law No. 21 of 2015

Minister or his nominee may approve a transfer of the expatriate to any other employer in the event of abuse by the employer.

WPS came under Law No. 1 of 2015

With arrangements made by the Ministry of Labour and Social Affairs and the Qatar Central Bank, all employers were required to pay wages either monthly or fortnightly to approved Qatari banks and in Qatari Riyals. All wages are to be deposited by the seventh day of each month.

Ministerial Decision No. 4 of 2015 Issuing the Regulations for the Wage Protection System for Workers Subject to the Labour Law Employers are required to transfer salaries to the bank accounts of employees within seven days of their due date or face penalties (Zahra, 2016) – Employers who fail to comply with article 2 of this decision will be penalized by either not being granted new work permits for employees or freezing the processing of all applications submitted to the Ministry until they have transferred all pending wages (Art. 4).

Law No. 15 of 2017 Relating to Domestic Workers: In accordance with Art. 3 of this law, domestic workers may only be employed after a labour contract has been signed, which must then be certified by the competent administration within the Ministry of Administrative Development, Labour and Social Affairs. The contract must be written in Arabic and unofficial translation may be annexed. The worker must be given a copy for his own records. The article further sets the provisions that must be included in the contract. Art. 6 grants the domestic worker the right to a paid probationary period. Art. 7 lists the responsibilities of the employer, which include providing suitable housing, food, and medical care. Art. 8 regulates the payment of wages. The maximum working hours per day are set at 10 hours (Art. 12). The domestic worker is entitled to one day of weekly rest (Art. 13).

Decision No. 39 of 2018 Specifying the Probation Period for Domestic Workers and Work Regulations: Art. 1 of this decision sets the probation period for hired domestic workers at three months starting from the first day of employment. The probation period is intended to allow employers to assess the professional qualifications of the employee, as well as his/her personal conduct. The probation period shall be counted as part of the employment period for which an employee is entitled to annual leave and end of service gratuity in accordance with articles 14 & 15 of Law No. 15 of 2017 (Art. 4).

Saudi Arabia

Saudi Arabian Council of Ministers Decision No. 166 of 12/7/1421

Prohibiting employers from retaining the passports of migrant workers or members of their families and guarantees their freedom of movement within the Kingdom provided they hold a valid residence permit.

Art. 16, Implementing Regulation of the Saudi Labour Law

The ability of migrant workers to access the “transfer of services” (change of employer) in case of conflict between employer and employee supervised by the Ministry of Labour.

Labour Law Royal Decree No. M/51 in 2005

Protections to all workers, foreign and national, but excludes domestic workers. These include limits on working hours, restrictions on salary deductions, rest days, and mechanisms for resolving labour disputes.

Introduction of WPS by Saudi Ministry of Labour in conjunction with the Saudi Arabian Monetary Authority (SAMA)

Each month, employers must submit their payroll file to the Ministry specifying the net wage transferred to the employees’ bank account, the basic salary, and information on allowances and deductions. What is not clear is whether the Ministry keeps the information on wage levels and allowances according to the employment contract that can be independently verified with the information provided through the WPS (GLMM, 2018)

Royal Decree No. M/51 issuing the Saudi Labour Law as amended by Royal Decree No. M/46 issued on 05/06/1436H / 2015: Art. 90 has been amended to require employers to pay wages through approved banks in the Kingdom.

Art. 101 is amended to increase the total number of hours that an employee can be required to remain at the place of work from 11 to 12 hours per day. Paid leave periods for employees have been increased. Paternity, marriage, and compassionate leave have been increased to five, five and three days respectively (Art. 113).

United Arab Emirates

Art. 6, UAE Ministerial Decision No. 826 of 2005

The requirement of obtaining the approval of the old employer could be waived under certain conditions (bankruptcy, not paying wages for 2 months, closure of establishment).

Art. 63, UAE Ministerial Decision No. 360 of 1997

Categories of highly skilled workers were excluded from a ban on return if the employee's contract was terminated before he had completed a year of employment or the employment contract was time limited and the employment was terminated prior to its expiry.

Ministerial Decree No. 764 of 2015

A mandatory employment offer which needs to be submitted to the Ministry of Labour before an entry permit is granted to an expatriate employee. The terms and conditions of the employment contract, which is subsequently signed between the two parties, cannot differ from the employment offer unless more favorable terms to the employee are agreed upon.

Labour law

Introduction of a mid-day break to protect construction and other outdoor workers from heat-related injuries in 2005

Ministerial Decree 788

The Ministry of Labour obliged employers to pay employee salaries by means of an electronic transfer system that allowed the tracking of salary payments to monitor the amount and timeliness of payments.

Labour Law: The Wages Protection System (WPS)

Salaries of employees will be transferred to their accounts in banks or financial institutions under the supervision of the Central Bank of the UAE to provide the service. For any concerns or complaints regarding the salary, employees can contact the MoHRE or lodge a complaint through eNetwasal.

Ministerial Decision No. 739 Regarding the Protection of Wages: In accordance with Article 1 of this decision, establishments employing 100 or more workers are required to pay their employees within 10 days of the date stipulated in their contracts. If not stipulated in the contract then the payment should be done at least once every two weeks. All establishments are required to provide proof of payment of wages through the Wages Protection System. Article 2(1) determines the measures to be taken by the Ministry if an establishment fails to comply with the requirement of article 1:

A) A warning is issued to the establishment stating that it will be subjected to a ban on issuance of work permits if the salary is 16 days overdue.

B) Starting from the sixteenth day, the ban on issuance of work permits shall be imposed and the establishment is issued warnings

Federal Law No. 10 of 2017 On Domestic Workers: Art. 2 of this law defines its scope of application.

Articles 3 and 4 regulate the work of recruitment agencies. Articles 5, 6, and 7 deal with the work contract.

Articles 10 and 11 pertain to workers' wages.

In accordance with Art. 12, the worker is entitled to one day of paid rest per week and to a minimum of 12 hours of daily rest.

Articles 13 and 14 regulate workers' leaves.

Articles 15 and 16 set the obligations of both employers and workers respectively.

Mashreq**Egypt**

Amendment to the Penal Code (Article 3 of Law No. 147 of 2006)

Criminalizing the incitement of discrimination against groups of people for reasons including race and origin.

Decree No. 8180 of 1996, issued by the Ministry of Interior

Refugees generally receive a three-year temporary residency permit. Palestinian refugees may receive a longer residency permit, depending on when they arrived. Palestinian refugees who arrived in 1948 receive residency permits that are renewable every five years, but Palestinians who arrived in 1956 receive residency permits that are renewable every three years.

Iraq

Law No. 21 of the Ministry of Migration and Displacement, voted in 2009

Expands the definition of a refugee in line with the 1957 Convention. However, the country has no internationally recognised legal framework regarding refugees, and the assistance provided generally lacks consistency in terms of rights and entitlements.

Law on Foreigners Residence No. 118 of 1978 Article 16

If deportation or expulsion of a foreigner is impossible or he has no nationality, the Minister may decide to define the place of his residence for a period prescribed in the decision which may be extended when required until his deportation or expulsion from the territory of the Republic of Iraq becomes possible.

2005, Article 37 of the new constitution outlined that, alongside prohibitions against torture, “Forced labour, slavery, slave trade, trafficking in women or children, and sex trade shall be prohibited”.

Jordan

Labour Law

The withholding of passports is a crime under Jordan’s passport law and holds a penalty of six months to three years of imprisonment; a September 2013 amendment increased the financial penalties for the withholding of a passport.

Labour Law Regulation (89) of 2009

Including specifically domestic workers into the labour law governing the employment of non-Jordanian domestic workers by the private sector.

Lebanon

Order No. 5 of the Ministry of Labour, 17 January 2003.

Regulating the work of agencies that recruit migrant domestic workers through Order No. 5

Order No. 142/1 of the Ministry of Labour

Makes it illegal for employers to confiscate workers’ passports.

February 2013, Resolution No. 1/19 opened some professions, such as those involving construction, electricity, and sales, to refugees; those professions were previously restricted to Lebanese citizens.

Article 586 (1) of the Lebanese law sanctioning the crime of trafficking in persons stated that forced labour is one of the aspects of the exploitation of persons that may lead to human trafficking. In this law, human trafficking is a crime, while forced labour is one of the aspects of this crime.

State of Palestine

Presidential Decree n°16/2006 Regulation of the Public Administration of the Crossing Points and Borders

Right of residence is transmitted by one of both resident parents, upon registration. Those not considered as residents since 1967 or after Oslo (on the basis of the negotiated returnees list) can become residents only through family reunification if agreed to by Israel. Family reunification dependent on Israeli measures, though theoretically falls under general jurisdiction of Palestinian civil affairs. Reunification for first degree relatives (spouses and minor children) of residents (with ID number).

Syrian Arab Republic

Prime Ministerial Decision No. 81 of 2006 and Presidential Decree No. 62 of 2007

Regulate the employment and recruitment of non-Syrian female domestic workers.

Act No. 70 of 2001

Constitutional provisions are of general application and make no reference to a specific nationality, demonstrate the degree of compliance with the letter and the spirit of the Arab Labour Mobility Convention, since they make no distinction between Syrians and others.

Article 23 of Legislative Decree No. 84 of 1968, concerning trade union organizations:

“Arab workers are free to join the union of the occupation which they pursue, provided that they are over 15 years old. They cannot join more than one trade union.”

Article 25: “Foreign workers who are not Arabs, and who have been employed in Syria for over one year are entitled to join a trade union, subject to the condition of reciprocity.”

Maghreb
Algeria
<p>Algerian Constitution of 1963 and amendments Article 69 Algeria does not have any specific legislation or procedure for refugees, only constitutional mention of prohibition to extradite political refugees.</p>
<p>Law n°09-01 of February 25, 2009, modifying the Penal code (irregular migration) Immigrants have right to time-limits on detention (30 days renewable) and have procedural protection for some categories of foreign nationals awaiting expulsion (based on vulnerability or links with Algeria).</p>
Libya
<p>Establishing the EWARS system in 2017 To improve the availability of health services to migrants, which is still erratic, WHO, in close collaboration with IOM and the MOH, established a disease early warning system (EWARS) in the detention centres. IOM is now leading the efforts in detention centres to ensure that PHC services are available to detainee migrants, together with providing and facilitating referrals to public and private sector hospitals.</p>
Morocco
<p>Recognition of the UNHCR RSD (Refugee Status Determination)</p>
<p>Morocco's penal code article 467-2 Criminalizing forced child labour through penalties of one to three years imprisonment.</p>
<p>The penal code articles 497-499 Criminalizing "forced prostitution" and "child prostitution" through prescribed penalties of up to 10 years imprisonment.</p>
<p>Ministerial circular 2003 Permitting migrants to receive free preventive and curative care services delivered under communicable disease control programmes (WHO Eastern Mediterranean Region, 2018)</p>
<p>Ministerial circular 2008 On expanding free access to all health services provided by the network of PHC facilities.</p>
Tunisia
<p>2012 Draft Constitution of 14 December 2012 Family reunification: absence of legal provisions.</p>
Arab LDCs
Yemen
<p>Since 2000, the Government of Yemen has taken measures to enhance the situation of refugees. It has established the National Committee for Refugee Affairs (NCRA).</p>
<p>Law on the Entry and Residence of Aliens Article (4): The Minister of the Interior may sign decisions exempting the subjects of some Arab and other countries from the entry visa requirement on condition of reciprocity and after the approval of the Council of Ministers.</p>
Mauritania
<p>Decree 2005-022 of March 3, 2005 Creation of a National Consultative Commission on Refugees to the Ministry of Interior, in charge of eligibility to refugee status, based on UNHCR RSD (Refugee Status Determination).</p>

Sudan

Asylum Act of 2014 (Centre for Human Rights Law, SOAS, International Refugee Rights, 2018)

Community outreach

In 2013, a programme for refugees in Khartoum was started. The programme aimed to work in collaboration with the Government of Sudan's committee on refugees (COR), to carry-out an integrated population assessment to understand the gaps, coping mechanisms and needs of the refugee and asylum-seeking populations in the city (WHO Eastern Mediterranean Region, 2018)

Inclusion of Yemeni refugees in the national health insurance scheme: Advocacy efforts that had been in place for a few years finally paid off through a high-level agreement to include urban refugees within the same health insurance scheme that the nationals receive.

Annex VIII

Legislation on preventing and combatting smuggling and trafficking of migrants

GCC countries
Bahrain
<p>The Anti-trafficking in Persons Law was enacted in 2008, prohibiting all forms of trafficking in persons and prescribing penalties that range from three to fifteen years of imprisonment. The practice of confiscating the passports of workers is criminalized under this law as well as article 389 of the penal code.</p> <p>Art. 2, Law No. 1 of 2008 Issuing the Anti-Trafficking Law. Any person found guilty of trafficking in persons shall be subject to imprisonment and a fine ranging from BHD2,000 to 10,000. The offender will also be charged the costs of the trial, including repatriation expenses when the victim is a foreigner and must be returned to his or her home country.</p>
Kuwait
<p>Law No.91/2013 on Trafficking in Persons and Smuggling Migrants Prohibiting and punishes human trafficking and smuggling in its various forms.</p> <p>Kuwait penal law No. 16/1960 (Article 185) The Kuwaiti penal law punishes smuggling a person in and out of Kuwait with the intention of enslaving him/her, or buying, selling or presenting him/her as a gift to another person.</p>
Oman
<p>Royal Decree No. 126/2008, known as the Law Combating Trafficking in Persons.</p> <p>Anti-Human Trafficking Law Defines the acts deemed to amount to trafficking and imposes both monetary and imprisonment penalties on convicted offenders.</p>
Qatar
<p>2011 Law No. 15/2011 Combating Trafficking in Human Being The Qatari law uses the same definition of human trafficking as the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime. Moreover, under this law, any person who forces another to work for him (paid or unpaid) is penalized with imprisonment for a term extending up to six months and a fine not exceeding three thousand Qatari Riyals, or one of these two penalties.</p> <p>Law No. 15/2011, Combating Trafficking in Human Beings Exempts victims of human trafficking from penalties prescribed by Law No. 4 of 2009 on the Regulation of the Entry, Departure, Residence and Sponsorship of Expatriates.</p>
Saudi Arabia
<p>Art. 3 & 4, 2009 Anti-Trafficking Law Prohibits all forms of human trafficking, prescribing punishments of up to 15 years' imprisonment and fines of up to 1,000,000 Saudi Riyals.</p>

United Arab Emirates

Art. 2, Law No. 51 of 2006 on Combatting Crimes of Human Trafficking

Whoever commits any of the human trafficking crimes as defined by the law shall be punished by temporary imprisonment for a term of not less than five years.

Federal Law No. 51 of 2006

Measure to improve the protections offered to victims, establish harsher penalties for committing crimes defined under the law, and specify investigation and trial procedures in human trafficking cases.

Mashreq

Egypt

Egyptian Law No. 64 (2010)

Prohibiting all forms of trafficking and includes forced begging as a form of trafficking. The Act protects victims from both criminal and civil punishment for any crime committed that directly relates to being a victim (article 21). Victims are also provided with health, psychological, educational and social care (article 22), and the right to be removed from the perpetrator at all stages of the evidence gathering, investigation and trial period (article 23). (International Organization for Migration, 2015)

In 2016, the National Coordinating Committee (NCC) initiated a ten-year plan for Combating and Preventing Irregular Migration in Egypt.

Iraq

Law of 2012 Trafficking in Persons

Criminalized some forms of labour and sex trafficking. Inconsistent with the definition of trafficking under international law, the law required a demonstration of force, fraud, or coercion to constitute a child sex trafficking offense and therefore did not criminalize all forms of child sex trafficking. Additionally, the law required an individual to be sold to be considered a trafficking victim.

The Foreigners' Residence Law No. 76 of 2017

The law aims to regulate the entry and exit of foreigners to and from the Republic of Iraq; identify types of entry and exit visas for foreigners to the Republic of Iraq; and regulate the residency of foreigners inside Iraq.

In April 2012, the Iraqi parliament passed Law No.28 on Trafficking in Persons, covering prosecution, protection of victims and prevention. Perpetrators face sentences of a maximum jail term of life imprisonment and fines of up to 25 million dinars.

Jordan

Protection Against Trafficking of Human Beings Law of 2008

criminalizing all forms of trafficking for sex and labour, and prescribes punishments of 10 years' imprisonment for crimes of forced prostitution and other aggravated circumstances, including trafficking of a child and trafficking involving a public official.

Lebanon

Law No. 164 against trafficking in persons, boosting legal protections for victims of this crime. This law states inter alia that all assets seized from the convicted party shall be deposited in a special fund administered by the Ministry of Social Affairs.

Lebanese Penal Code, Articles 503-506

Criminalizes offences related to trafficking, such as deprivation of a person's personal freedom through abduction or any other means, fraud, deceit, violence, threats and abuse of power, exploitation of the prostitution of others or any other forms of sexual exploitation,⁶⁷ and abandonment of a minor for money or use of a minor for purposes of prostitution.

Syrian Arab Republic
<p>Law No.11/2013 Criminalizing all forms of recruitment and use of children younger than the age of 18 by armed forces and armed groups.</p>
Maghreb
Algeria
<p>Law n°09-01 of February 25, 2009, modifying the Penal code. Penalisation of trafficking in persons (3 to 10 years in prison, 300 000 to 1 million dinars; up to 20 years in prison in case of aggravating circumstances).</p>
<p>Law No.14-01 Criminalizing the buying and selling of children younger than the age of 18, provides for prison terms of three to 20 years imprisonment for individuals and groups convicted of committing or attempting to commit this crime.</p>
<p>Penal Code Section 5 Algeria prohibits all forms of trafficking. Prescribed penalties under this statute range from three to 20 years imprisonment.</p>
Libya
<p>Law n°02 of 2004, Law n°19 of 2010 to combat irregular migration. Prison penalty and fine for the facilitation of irregular entry to or exit from the territory</p>
<p>Article 418 Penalties of up to 10 years imprisonment and a fine between 100 and 500 Libyan dinars (\$74-\$368), which were sufficiently stringent but not commensurate with penalties prescribed for other serious crimes such as rape</p>
<p>Articles 425 and 426 Criminalizing slavery and prescribed penalties of five to 15 years imprisonment. Article 426 criminalized the buying and selling of slaves and prescribed penalties of up to 10 years imprisonment.</p>
Morocco
<p>2016 anti-trafficking law The government demonstrated increasing efforts by investigating and prosecuting more trafficking cases and convicting slightly more traffickers compared to the previous year.</p>
<p>Law 27.14 of 2016 Criminalized sex and labour trafficking and prescribed penalties of five to 10 years imprisonment and fines of up to \$53,465.</p>
<p>National Strategy on Immigration and Asylum The Minister Delegate to the Ministry of Foreign Affairs and International Cooperation in Charge of Moroccans Residing Abroad and Migration Affairs (MDCMREAM) led the implementation of the government's new rights-based national strategy which includes a project to combat trafficking in persons networks through the establishment of a specialized unit to combat trafficking during the reporting period.</p>
Tunisia
<p>2004 reform of the law of May 14, 1975 on passports and travel documents Implemented the Palermo Protocol against the smuggling of migrants, toughened sanctions against any contribution – organised or otherwise, with or without profit – to irregular migration of foreign as well as of Tunisian citizens.</p>
<p>Article 232 of the criminal code The government does not distinguish between human trafficking and migrant smuggling in its law enforcement data.</p>
<p>Law No. 61 of 2016 Fight against trafficking in persons.</p>

Arab LDCs
Mauritania
<p>Law 25-2003 of July 17, 2003 Human trafficking became punishable with a five- to ten-year hard-labour confinement and a fine of between 500,000 and 1 million ouguiyas.</p>
<p>Law of 10 February 2010 related to combating the smuggling of migrants The offense of smuggling of migrants, organized criminal group or any other person to knowingly derive a financial profit or any other material advantage from the illegal entry of a person in a country of which he is neither a national nor a permanent resident (Article 1)</p>
<p>2015 anti-slavery law Criminalizing hereditary slavery and prescribed sufficiently stringent penalties of five to 20 years imprisonment</p>
Sudan
<p>The 2014 anti-trafficking law Criminalizing seducing, transporting, kidnapping, receiving, holding or grooming them “with the intention of exploiting them or using them in illegal acts.</p>
Yemen
<p>Article 248 of the penal code Criminalizes slavery and prescribes penalties of up to 10 years imprisonment; these penalties were sufficiently stringent and, with respect to sex trafficking, commensurate with the penalties prescribed for other grave crimes, such as rape.</p>
<p>Article 279 of the penal code Criminalizing child sex trafficking under its “child prostitution” provision and prescribed penalties of up to seven years imprisonment, which could be increased to up to 15 years imprisonment under aggravating circumstances.</p>