

**QATAR (2000-2019)**

**THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION**

<b>REPORTING</b>	<b>Fulfillment of Government's reporting obligations</b>	<b>YES</b> , since the start of the Annual Reviews (ARs) in 2000. No change reports under the 2009 and 2010/2011 ARs. No report for the 2016 AR.		
	<b>Involvement of Employers' and Workers' organizations in the reporting process</b>	<b>YES</b> , according to the Government: Involvement of the Qatar Chamber of Commerce and Industry (QCCI), the Qatar Petroleum Workers' Committee (QPWC) through consultations and communication of government's reports and the General Union of Workers of Qatar (GUWQ).		
<b>OBSERVATIONS BY THE SOCIAL PARTNERS</b>	<b>Employers' organizations</b>	<b>2012 AR:</b> Observations by the QCCI. <b>2007 AR:</b> Observations by the QCCI.		
	<b>Workers' organizations</b>	<b>2013 AR:</b> Observations by the GUWQ. <b>2008 AR:</b> Observations by the QPWC. <b>2007 AR:</b> Observations by the QPWC. <b>2006 AR:</b> Observations by the QPWC. Observations by the International Confederation of Free Trade Unions (ICFTU).		
<b>EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT</b>	<b>Ratification</b>	<b>Ratification status</b>	<b>Qatar ratified in 1976 the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) (C.111). However, it has not ratified the Equal Remuneration Convention, 1951 (No. 100) (C.100).</b>	
		<b>Ratification intention</b>	<b>YES, since 2002, for C.100, but no progress in the ratification process at the current time.</b>  <b>2015 AR:</b> According to the Government: There have been no developments in the ratification process of C.100. <b>2013 AR:</b> According to the GUWQ: Ratification of C.100 is in progress. <b>2012 AR:</b> According to the QCCI: National legislation already provides for protection against discrimination and recognize that no obstacle prevents the ratification of C.100. The QCCI expressed its strong support for the equality between men and women in the work place. <b>2007 AR:</b> According to the Government: The "ambiguity" of the text of C.100 is deemed to be an obstacle to ratification of C.100. Despite this fact, the Government intends to meet the conditions that would allow for its ratification. <b>2006 AR:</b> The Government stated the following: The Government endorses the ILO Fundamental Principles and Rights. C.100 is in the process of ratification and the Government expects some positive developments by the end of 2005 in this regard. <b>2001 AR:</b> Based on information in GB.282/LILS/7 and GB.282/8/2 (Nov. 2001): The Government intended to ratify C.100.	
	<b>Recognition of the principle and right (prospect(s), means of action, basic legal provisions)</b>	<b>Constitution</b>	<b>2007 AR:</b> According to the Government: The Constitution of the State of Qatar has guaranteed the right of equality to all in article 35: "All people are equal before the law. There shall be no discrimination on account of sex, origin, language, or religion".	
		<b>Policy, legislation and/or regulations</b>	<ul style="list-style-type: none"> <li><b>Policy:</b></li> </ul> <b>2003-2005 ARs:</b> According to the Government: There is a national policy concerning the elimination of discrimination in employment and occupation through the amendment of the provisional basic law. <b>Legislation:</b> (i) Labour Law No. 3; (ii) the Public Service Law; and (iii) the Civil Service Law, 1967. <b>Regulations:</b> <ul style="list-style-type: none"> <li>The Executive Regulations of the Public Service Law.</li> </ul> <b>2013 AR:</b> According to the GUWQ: The National Collective	

		Agreement has been approved by the Government and is being implemented.
	<b>Basic legal provisions</b>	(i) The Labour Law No. 3 (sections 2 and 28); (ii) the Public Service Law and its Executive Regulations; and (iii) the Civil Service Law, 1967.
	<b>Grounds of discrimination</b>	<b>2003 AR:</b> According to the Government: Discrimination in respect of employment and occupation is prohibited on grounds of race, colour, sex, religion, political opinion, national extraction and social origin.
	<b>Judicial decisions</b>	<b>NIL.</b>
<b>Exercise of the principle and right</b>	<b>Special attention to particular situations</b>	<b>2019 AR:</b> Particular attention has been paid to domestic work. <b>2003-2005 ARs:</b> According to the Government: (i) all categories of workers in the public service; (ii) workers in particular types of employment; (iii) agricultural workers; (iv) workers engaged in domestic work; (v) workers in EPZs; (vi) migrant workers; and (vii) workers in the informal economy.
	<b>Information/Data collection and dissemination</b>	<b>2002 AR:</b> According to the Government: Questionnaires and requests for information addressed to companies and enterprises confirm the non-existence of discrimination.
<b>Prevention-Monitoring, enforcement and sanctions mechanisms</b>		<b>2015 AR:</b> According to the Government: Pursuant to the adoption of Emiri Decree no. 29 (2014), three departments have been created under the the Ministry of Labour, namely: Department of employment; Department of government relations, and Department of labour inspection. These departments will strengthen the protection and observance of workers' rights. <b>2013 AR:</b> According to the G UWQ: New Labour laws are adopted every year and contain detailed provisions to enforce the PR, including sanctions in cases of breach. If a company contravenes such laws, the Government puts it in a "black list". <b>2007 AR:</b> According to the Government: The new Labour Code provides that women workers shall be granted equal remuneration to that of male workers for work of equal value. Thus, the Labour Department ensures, through labour inspectors and by legalizing labour contracts that undertakings and companies comply with the law, and hence pay a female worker an equal remuneration as a male worker for work of equal value. <b>2002-2005 ARs:</b> According to the Government: The realization of the principle and right (PR) is ensured through the inspection and supervision of enterprises.
<b>Involvement of the social partners</b>		<b>2013 AR:</b> According to the G UWQ: There is a continuous dialogue and cooperation between the Ministry of Labour and Social Affairs and workers' and employers' organizations on all labour and social matters. <b>2004 AR:</b> According to the Government: Workers' and employers' organizations have been involved in the development and implementation of governmental measures regarding the PR. <b>2002 AR:</b> According to the Government: The Labour Department cooperates closely with employers in realizing the PR. A national training scheme had been set up to prepare Qatari for employment after consultations were held with the private and public sectors.
<b>Promotional activities</b>	<b>Institutions to promote equality</b>	<b>2003-2005 ARs:</b> The Government stated that it would consider establishing such machinery, if necessary.
	<b>Other activities</b>	<b>2013 AR:</b> The Government indicated that an official of the Ministry of Labour and Social Affairs had participated in the ILO/TURIN Pre-Conference Course on International

			<p>Labour Standards in May-June 2012 where issues concerning the PR had been discussed. It further indicated that the Ministry of Labour and Social Affairs had organised several workshops and conferences for employers and workers with a view to strengthening the principle of justice in employment, including the issue of equal remuneration. According to the GUVQ: Tripartite discussions and social dialogue are organized with a view to respect, promote and realize the ILO Declaration in Qatar.</p> <p><b>2012 AR:</b> The Government indicated that an official of the Ministry of Labour and Social Affairs had participated in the ILO/TURIN Pre-Conference Course on International Labour Standards in May-June 2011 where issues concerning the PR were addressed.</p> <p><b>2008 AR:</b> The QPWC participated in the 5<sup>th</sup> ILO/Gulf Cooperation Council (GCC) Regional Seminar on the ILO Declaration and International Labour Standards (ILS) in Oman.</p> <p><b>2007 AR:</b> The Government, the QCCI and the QPWC referred to their participation in the Fourth ILO/Gulf Cooperation Council (GCC) Regional Workshop on the ILO Declaration and International Labour Standards held in Kuwait City in April 2006.</p> <p><b>2002 AR:</b> According to the Government: A committee had been established to study the Declaration and to define the position of the State of Qatar vis-à-vis the PR and obligations contained therein.</p>
	<b>Special initiatives-Progress</b>		<p><b>2019 AR:</b> Technical studies have been conducted on a new minimum wage and a sustainable non-discriminatory minimum wage in Qatar, and data from the wage protection system and inputs from employers and workers from various sectors and relevant ministries and the Qatar Chamber of Commerce and Industry and international labour unions have been used.</p>
<p><b>CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT</b></p>	<p><b>According to the social partners</b></p>	<p><b>Employers' organizations</b></p>	<p><b>2012 AR:</b> The QCCI emphasized that discrimination is not a widespread problem in the country, and there is a broad participation of women at all levels of the society, in the political sphere as well as in the public and private sectors.</p> <p><b>2007 AR:</b> According to the QCCI: There is a lack of social dialogue on the PR. Tripartite discussions should be organized in view of a better understanding of the ILO Declaration in Qatar.</p>
		<p><b>Workers' organizations</b></p>	<p><b>2013 AR:</b> According to the GUVQ: There are no challenges in realizing the PR.</p> <p><b>2007 AR:</b> According to the QPWC: There is a lack of social dialogue on the PR. As has been mentioned by the QCCI, tripartite discussions should be organized in view of a better understanding of the ILO Declaration in Qatar.</p> <p><b>2006 AR:</b> According to the ICFTU: Challenges in realizing the PR in Qatar are as follows: (i) lack of ratification of C.100; and (ii) the vulnerability of migrant workers and domestic workers.</p>
	<p><b>According to the Government</b></p>	<p><b>2013 AR:</b> According to the Government: In the private sector, some employers may not respect the PR, contrary to public sector where employment conditions are harmonious.</p> <p><b>2007 AR:</b> According to the Government: No challenges are worth mentioning, as most of the companies adopt regulations that define remuneration on the basis of</p>	

		<p>occupation or job, regardless of whether the candidate is a man or a woman. However, some employers, in particular those in small enterprises, need to have clarifications regarding allowances and premiums falling under the concept of salary. Thus, specialists in labour administration are available to give answers to their inquiries on this matter.</p> <p><b>2003 AR:</b> According to the Government: There is no statistical or information collection.</p>
<b>TECHNICAL COOPERATION</b>	<b>Request</b>	<p><b>2008 AR:</b> The QPWC reiterated the same request mentioned in the 2007 AR regarding a better understanding of the ILO Declaration in Qatar.</p> <p><b>2007 AR:</b> According to the Government: In the framework of the Plan of Joint activities signed in 2001 between the Council of Ministers of Labour and Social Affairs in the Gulf Cooperation Council (GCC) and its Executive Bureau and the ILO, an activity should be dedicated to explaining the text of C.100, and in particular what is meant by work of equal value, and the practical mechanism to follow up this matter in regulations and practice.</p> <p>Moreover, according to the Government, the QCCI and the QPWC, the ILO technical cooperation is needed to promote a better understanding of the ILO Declaration in Qatar.</p> <p><b>2006 AR:</b> According to the Qatar Petroleum Workers' Committee: ILO technical cooperation would be needed soon to facilitate the realization of the PR and other fundamental principles and rights at work when the Workers' Committees will be located across the country.</p> <p><b>2005 AR:</b> According to the Government: There is a need for ILO technical cooperation to facilitate the realization of the PR, in the following areas in order of priority: (1) assessment of the difficulties identified and their implications; and (2) training of other officials (e.g. police, judiciary, social workers, teachers).</p>
	<b>Offer</b>	ILO, GCC, NGOs and bilateral donors.
<b>EXPERT-ADVISERS' OBSERVATIONS/ RECOMMENDATIONS</b>		<p><b>2008 AR:</b> The ILO Declaration Expert-Advisers (IDEAs) observed that the Annual Review had made it possible to highlight and follow up country situations that required greater attention, and that some countries, such as the Gulf States (as well as China and new member States, in particular in the South Pacific), had made important efforts during this process. However, according to them, more needed to be done. The IDEAs noted the intentions expressed by most governments, including the Government of Qatar, to ratify or consider ratification of Conventions Nos.100 and/or 111. They encouraged the governments to accelerate this process so as to make an important step forward towards universal ratification (cf. paragraphs 12 and 66 of the 2008 Annual Review Introduction – ILO: GB.301/3).</p> <p><b>2005 AR:</b> The IDEAs noted with interest the continuing efforts made by the countries of the Gulf Cooperation. They further complimented the Government of Qatar (and four other governments) for having given special attention to specific categories of workers or enterprises and encouraged the country to enhance its efforts in reducing and eliminating this type of discrimination (cf. paragraphs 48 and 270 of the 2005 Annual Review Introduction – ILO: GB.292/4).</p> <p><b>2004 AR:</b> The IDEAs noted that the GCC States had been providing more information on freedom of association and the right to collective bargaining, but not enough on the other three PRs. This would help to illustrate the link between all four PRs (cf. paragraph 85 of the 2004 Annual Review Introduction – ILO: GB.289/4).</p> <p><b>2003 AR:</b> The IDEAs commended Qatar and other GCC States for their continuing dialogue with the Office through the annual review process (cf. paragraph 4 of the 2003 Annual Review Introduction – ILO: GB.286/4).</p> <p><b>2002 AR:</b> The IDEAs acknowledged the high-level dialogue and agreement on a plan of activities between the Office and the GCC Governments, including Qatar (cf. paragraph 82 of the 2002 Annual Review Introduction – ILO: GB.283/3/1).</p> <p><b>2001 AR:</b> The IDEAs hoped in particular that the governments of GCC countries would continue a dialogue with the Office regarding the ways in which respect for fundamental principles and rights at work and positive changes could be achieved through technical cooperation (cf. paragraph 77 of the 2001 Annual Review Introduction – ILO: GB.280/3/1).</p>
<b>GOVERNING BODY OBSERVATIONS/ RECOMMENDATIONS</b>		<p><b>2015 AR:</b> At its March 2014 Session, the Governing Body invited the Director-General to: (a) take into account its guidance on key issues and priorities with regard to assisting member States in their efforts to respect, promote and realize fundamental principles and rights at work; and (b) take account of this goal in the Office's resource mobilization initiatives.</p> <p><b>2013 AR:</b> At its November 2012 Session, the Governing Body requested the Director-General to take full account of the ILO Plan of Action on Fundamental Principles and Rights at Work (2012-2016) and allocate the necessary resources for its implementation. This plan of action is anchored in the universal nature of the fundamental principles and rights at work (FPRW), their inseparable,</p>

	<p>interrelated and mutually reinforcing qualities and the reaffirmation of their particular importance, both as human rights and enabling conditions. It reflects an integrated approach, which addresses both the linkages among the categories of FPRW and between them, and the other ILO strategic objectives in order to enhance their synergy, efficiency and impact. In this regard, freedom of association and the effective recognition of the right to collective bargaining are particularly emphasized as enabling rights for the achievement of all these strategic objectives.</p> <p><b>2011 AR:</b> At its March 2010 Session, the Governing Body decided that the recurrent item on the agenda of the 101<sup>st</sup> Session (2012) of the International Labour Conference should address the ILO strategic objective of promoting and realizing fundamental principles and rights.</p> <p><b>2009 AR:</b> During its March 2009 Session, the Governing Body included the Review of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work on the agenda of the 99<sup>th</sup> Session (2010) of the International Labour Conference.</p>
<p><b>INTERNATIONAL LABOUR CONFERENCE RESOLUTION</b></p>	<p><b>2013 AR:</b> In June 2012, following the recurrent item discussion on fundamental principles and rights at work, under the ILO declaration on Social Justice for a Fair Globalization, 2008 and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, the International Labour Conference adopted the Resolution concerning the recurrent discussion on fundamental principles and rights at work. This resolution includes a framework for action for the effective and universal respect, promotion and realization of the FPRW for the period 2012-16. It calls for the Director- General to prepare a plan of action incorporating the priorities laid out in this framework for action for the consideration of the Governing Body at its 316<sup>th</sup> Session in November 2012.</p> <p><b>2011 AR:</b> Following a tripartite debate at the Committee on the 1998 Declaration, the 99<sup>th</sup> Session (2010) of the International Labour Conference adopted a resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work on 15 June 2010. The text appended to this resolution supersedes the Annex to the ILO Declaration on Fundamental Principles and Rights at Work, and is entitled “Annex to the 1998 Declaration (Revised)”. In particular, the resolution “[notes] the progress achieved by Members in respecting, promoting and realizing fundamental principles and rights at work and the need to support this progress by maintaining a follow-up procedure. For further information, see pages 3-5 of the following link:  <a href="http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_143164.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_143164.pdf</a>.</p>