

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Qatar - 2023

THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

REPORTING

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, did the Government consult? [10.1]

a) The most representative employers' organizations, b) The most representative workers' organizations

92. To which employers organizations was the report sent? [12] Please provide the list

Qatar Chamber

93. To which workers organizations was the report sent? [13] Please provide the list

Qatar Petroleum and Karwa Transport Company

94. Please describe the consultation process(es). [10.2]

The questionnaire was sent in the initial stages and discussed with employers' and workers' organizations.

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' and Workers' organizations

95. Did employers' and workers' organizations comment on the report? [11a and 11b]

Yes

97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them

EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT

Ratification

Ratification status

100-111 Ratification status

Qatar has not ratified Convention No. 100.

Ratification intention

35. What are the prospects for ratification of Convention No. 100?

Likely

36. What are the prospects for ratification of Convention No. 111?

N/A

37. What, if any, are the impediments to the ratification of Convention No. 100 and/or Convention No. 111?

Impediments to the ratification of Convention No. 100 have not yet been identified. A future study will be made of the overall compatibility of domestic legislation with the provisions of the Conventions and will thus identify the impediments to its ratification.

Recognition of the principle and right (prospect(s), means of action, basic legal provisions)
Recognition of the principle and right (prospect(s), means of action, basic legal provisions)

Constitution, Policy, legislation and/or regulations, Grounds of discrimination

38. Have there been changes in law and practice in your country as regards the elimination of discrimination in respect of employment and occupation?

Yes

39.b.

In March 2021, Qatar's first non-discriminatory minimum wage came into effect following a six-month transition period. It applies to all workers regardless of their nationality and occupation, which includes domestic workers.

39.e.

In 2021, the Ministry of Labour and the ILO collaborated with the International Training Centre of the ILO in Turin to develop

	self-guided online training courses on the Discrimination (Employment and Occupation) Convention (No. 111) and Convention No. 190, which concerns elimination of violence and harassment in the world of work.
Exercise of the principle and right	
Special attention to particular situations	
43. Has particular attention has been paid to specific groups of population, workers or sectors of activity in the efforts to promote the elimination of discrimination in respect of employment and occupation?	Yes
43.1. Please specify	The State of Qatar is concerned regarding eliminating discrimination in employment and occupation for all residents of Qatar regardless of their category or walk of life, and this concern extends to everyone. The Ministry of Labour is nevertheless focusing its attention on categories vulnerable to exploitation, such as women, persons with special needs and the domestic work sector.
Special initiatives-Progress	
42. Have any initiatives resulted in successful examples or good practice in promoting the elimination of discrimination in respect of employment and occupation?	Yes
42.1. Please specify	Fair recruitment initiative Authenticating employment contracts electronically (digital certification)
TECHNICAL COOPERATION	
Request	
45.g.	Training other officials, such as police, judiciary, social workers and teachers Directly training all officials and building their capacity so that they can identify violations amounting to discrimination offences

45.d.

Exchanging experiences across countries/regions

Learning about the experiences of developed countries in this field