

# ► Progress report on the technical cooperation programme between the Government of Qatar and the ILO

ILO Project Office for the State of Qatar

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## ► Background

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1. During the first phase of the technical cooperation programme between the Government of Qatar and the ILO (2018-2021), an annual progress report was presented to the Governing Body (GB) at its November sessions in 2018, 2019, and 2020.<sup>1</sup>
2. Following the commitment of the Government of Qatar to continue building on the significant reforms undertaken in the first phase of the technical cooperation programme, and a series of exchanges with other national and international partners, a second phase of the programme was agreed to run from July 2021 to December 2023.
3. The second phase of the programme does not require formal annual reporting to the GB. However, there remains a need to communicate with interested parties on the broad scope of the work under way in Qatar, and especially on the key developments and priorities that have emerged since the last annual report in October 2020.
4. The second phase of the technical cooperation programme seeks to consolidate the significant achievements of the first phase. In addition, new areas for cooperation have been identified, including active and inclusive labour market policies that contribute to a more competitive and knowledge-based economy. These objectives are aligned with those set out in Qatar's National Vision 2030 and the National Development Strategy (2018-2022).
5. This report covers progress on the programme's priorities, based on the pillars of the second phase of the programme
  - Pillar 1. Labour Market and Labour Migration Governance
  - Pillar 2. Enforcement of Labour Law and Access to Justice
  - Pillar 3. Workers' Voice and Social Dialogue
  - Pillar 4. International Cooperation and Exchange of Experience

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<sup>1</sup> The previous reports are available here: [2020](#), [2019](#) and [2018](#).

## ► Pillar 1: Labour market and labour migration governance

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### Labour mobility

6. On 8 September 2020, legislation that reformed a central element of the *kafala* or sponsorship system – the right of workers to change jobs without their employer’s permission – entered into force. Law No. 19 of 2020, complemented by Ministerial Decision No. 51 of 2020, removed the legal requirement for migrant workers to obtain a no-objection certificate from employers to change jobs. In addition, Law No. 18 of 2020 was adopted, introducing legal provisions governing termination of employment. It is important to recall that greater labour mobility is beneficial to both workers and employers. Between October 2020 and October 2021, over 242,870 workers changed jobs.<sup>2</sup> A further breakdown of the number of workers who changed jobs during this period shows the following:
  - Out of a total of 344,774 requests to change jobs, 242,870 were approved, 99,814 were rejected<sup>3</sup> (see para. 9 below) and 2,090 were still being processed.
  - Approximately 12 per cent of those who changed jobs were women, similar to the overall proportion of women in the workforce. Out of the total number of workers who changed jobs, 3,674 were domestic workers (male and female).
  - Construction was the sector in which there was the most movement. Because workers’ actual occupation may be different from what is included in the administrative records, there are limitations in the conclusions that can be drawn on labour mobility across occupations and sectors (see para. 14 below).
7. Over the past year, the Ministry of Administrative Development, Labour and Social Affairs (MADLSA<sup>4</sup>) introduced several procedural changes to enhance the effectiveness and efficiency of the process involved in changing jobs. Processing times have shortened over the course of the year, following the recruitment of additional staff, though some workers still experience delays. In addition, new features have been added to the electronic system. For example, workers can check the status of their application to change jobs and are able to cancel it themselves.
8. To address the issue of unscrupulous employers cancelling workers’ residency permits (QIDs) or filing false absconding charges as a form of retaliation, the electronic systems of MADLSA and the Ministry of Interior (MOI) have been linked in an attempt to prevent employers from taking such action after a worker submits their application through MADLSA’s electronic system.<sup>5</sup> The process for a worker to have their QID reactivated has been simplified. There have been reports of employers of domestic workers seeking to recover the fees paid to recruitment agencies from the workers themselves, to compensate for the loss of the worker. The channels for workers to lodge complaints related to impediments to their mobility have been enhanced (see para. 39 below). In addition, the ILO and MADLSA are collaborating to address more systematic constraints on labour mobility.
9. Not all applications resulted in the workers actually changing jobs. ADLSA indicate that the main reasons for the rejection of applications to change jobs included errors in the submission or incomplete documentation; new employers were blocked from recruitment due to non-compliance with the law or not having the correct permits to hire particular workers; workers also cancelled their applications (after

<sup>2</sup> In comparison, 8,653 workers changed employers in 2018, and 17,843 workers changed employers between September 2019 and August 2020.

<sup>3</sup> The total number of rejected applications includes multiple applications from the same workers, i.e. a worker can re-apply after a rejection.

<sup>4</sup> In October 2021, the Ministry of Administrative Development, Labour and Social Affairs (MADLSA) was restructured into different ministries, including the Ministry of Labour and the Ministry for Social Development and Family. The acronym MADLSA will still be used in the present report.

<sup>5</sup> The Ministry of Interior opened an amnesty window for workers to regularize their status until December 2021.

finding other jobs or agreeing to stay with their current employer). In some cases, employers appeal to Law No. 18 of 2020 to block job transfers on the grounds that workers are moving to direct competitors.

10. The programme is providing technical advice on a Ministerial Decision on non-compete clauses, as there have been instances of these being introduced into employment contracts in an abusive manner to limit workers' mobility. Once adopted, the legal framework will provide more clarity and regulate the use of this practice.
11. Communication on the new legislation has been produced in twelve languages and widely disseminated (infographic, Q&A for employers, Q&A for workers, flowchart for workers). These materials are widely circulated through MADLSA and ILO social media platforms, as well as MADLSA's Labour Offices, Community Liaison Officers, labour attachés, community groups, including domestic workers' community groups, recruitment agencies and Qatar Visa Centers. Further materials are under development to provide updated information for workers and employers. This is needed to challenge the predominant discourse that still exists among workers and employers on the need for a No-Objection Certificate.
12. To facilitate internal labour mobility, MADLSA and the Qatar Chamber of Commerce and Industry (QCCI) have established the [Labour Re-Employment Platform](#). This is an electronic platform in which employers can post vacancies and identify workers with the required skills, and workers can post their CVs and search for available job vacancies. The programme has facilitated exchanges about the platform through MADLSA's hospitality and private security working groups. The ILO will provide technical support to ensure the effective operationalization of the platform, and employment services more broadly.
13. Since the adoption of Law No. 13 of 2018 and Ministerial Decision No. 95 of 2019, migrant workers have had the right to leave the country either temporarily or permanently without prior approval from their employers. An exception was created for five per cent of a company's workforce, restricted to certain senior positions and for which approval would need to be granted. Between November 2018 and September 2021, 32,408 exit permits were granted approval by MADLSA.
14. The programme completed the review of Qatar's draft occupational classification framework for the private sector. Recommendations were provided to MADLSA and the Planning and Statistics Authority on standardizing the framework in line with the International Standard Classification of Occupations (ISCO) 2008. The adoption of a new classification framework would standardize the approach that all relevant public institutions in the country use in collecting data and would therefore facilitate statistical analysis. This would ensure more effective formulation and monitoring of labour market policies.

## Fair recruitment

15. The ILO continued to provide technical advice on the operations of the Qatar Visa Centers (QVCs)<sup>6</sup> through a working group comprising representatives of MADLSA, MOI and the Embassy of the United States in Qatar. To enhance the services provided by the staff of 14 QVCs, the programme developed and delivered three two-day trainings together with MADLSA and MOI. A total of 71 QVC staff were trained to provide accurate information on the rights and responsibilities of workers in Qatar, to explain the terms and conditions of an employment contract to workers, and to document cases of contract deception reported by workers.
16. The programme completed a study on embedding labour rights, including fair recruitment, into public procurement practices. It provides an overview of the existing public procurement practices that contain a labour rights perspective, and makes specific recommendations principally aimed at the procurement

<sup>6</sup> The Government of Qatar has so far established Qatar Visa Centres (QVCs) in six countries: Bangladesh, India, Nepal, Pakistan, the Philippines and Sri Lanka. QVCs are integrated service centres where workers wishing to migrate to Qatar need to finalize their immigration procedures. All services are free of charge for workers and include biometric enrolment, medical examinations and the signing of an electronic employment contract before departure. Additional QVCs are under consideration for a number of other countries.

departments of public institutions and MADLSA in its support and facilitation role. The programme will continue to provide technical support to promote the implementation of the recommendations. The programme is also engaging with public institutions in Qatar to discuss challenges in cross-border recruitment and provide concrete guidance on conducting due diligence of their recruitment practices.

17. To share the findings of the impact assessment of the fair recruitment pilot conducted by MADLSA and the ILO in the construction sector, the programme has been engaged in various knowledge sharing initiatives, including with employers. A [brochure highlighting the components of the pilot and results of the impact assessment](#) has been developed and widely disseminated.
18. The programme is working with the QCCI and the Institute for Human Rights and Business to develop an amended version of *Promoting Fair Recruitment and Employment: A Guidance Tool for Hotels in Qatar*. The new version will focus on supporting stakeholders, including employers in different sectors in Qatar and international actors looking to engage with private sector entities in Qatar, to conduct effective human rights due diligence of their recruitment practices, direct suppliers and placement agencies. This guidance tool will be available by the first quarter of 2022.

## Domestic workers

19. MADLSA adopted a revised standard employment contract for domestic workers in 2021. Complementing Law No. 15 of 2017 on service workers in the home ("Domestic Workers Law"), the revised standard employment contract specifies the additional rights for domestic workers and provides clarity on the terms and conditions of their employment. The new standard employment contract aligns domestic workers' rights with those of other workers employed in the private sector in relation to overtime payment, termination of employment and sick leave entitlements. The QVCs in Bangladesh, India, Pakistan and Sri Lanka are now processing applications from domestic migrant workers coming to Qatar using the revised standard employment contract. MADLSA's [digital contract authentication system](#) will be expanded to also allow the electronic authentication of the revised standard employment contract of domestic workers.
20. MADLSA collaborated with the International Domestic Workers' Federation (IDWF) and the ILO to organize an [online celebration](#) of International Domestic Workers' Day on 16 June 2021. A panel discussion was held with a representative of a domestic workers' community group in Qatar, IDWF, the *Ensaniyat* Youth Fellowship, MADLSA and the Ministry of Interior. The discussion highlighted the impact of the labour reforms adopted by the State of Qatar that concern domestic workers, and the role of employers in promoting decent work for domestic workers.
21. Because of the importance of raising awareness among employers and workers, MADLSA published revised versions of the *Know Your Rights* booklet for domestic workers in Qatar in 12 languages, and the *Guide to Employing Migrant Domestic Workers in Qatar* booklet for employers in two languages, in partnership with the non-governmental organization Migrant Rights. The booklets are widely disseminated through social media, government offices including QVCs, community groups, embassies, and the IDWF.
22. The programme is supporting the design and development of a training programme on decent work for domestic workers for licensed private recruitment agencies in Qatar. Recognizing the vital role that recruitment agencies play in the employment relationship between domestic workers and their employers, the training will increase their awareness of the relevant legal framework, and provide the agencies with practical guidance on fair recruitment and managing possible risks of conflict in the employment relationship. The training will be rolled out by MADLSA in coordination with the Philippines Overseas Labor Office in Qatar, IDWF, and the ILO.

## Non-discrimination and combating violence and harassment at work

23. The ILO and MADLSA have collaborated with the International Training Centre of the ILO in Turin to develop two self-paced online courses on the ILO's Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and its Violence and Harassment Convention, 2019 (No. 190). Starting in December 2021, the online courses will target staff of non-governmental organizations and government officials, including MADLSA officials. Training will also be provided to the private sector.

## Social protection

24. Social protection is a new element of the MADLSA-ILO technical cooperation programme. A scoping mission was undertaken in October 2021 by ILO social protection specialists to better understand the priorities of the Government, employers and workers. This includes the priorities for all workers, and also the distinct schemes that exist for Qatari and non-Qatari workers.

## Career development services

25. The ILO and MADLSA are participating in the [Career Guidance Stakeholders Platform](#) organized by the Qatar Career Development Centre. The ILO has participated in preparatory meetings and will participate as discussants in the technical sessions. The event is planned to take place in mid-January.

## ► Pillar 2. Enforcement of labour law and access to justice

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### Wage protection

26. In March 2021 Qatar's first non-discriminatory minimum wage came into force after a six-month transition period, applying to all workers regardless of their nationality and occupation, including domestic workers. In addition to a minimum monthly basic wage of 1,000 Qatari Riyals (QAR), the Law stipulates that employers must provide decent accommodation and food, or monthly allowances of at least QAR 500 for housing and QAR 300 for food. Between February and September 2021, over 280,000 workers or approximately 13 per cent of the total workforce in the private sector have seen their basic wage increase to the minimum threshold, and many more have benefited from the new requirements on allowances.
27. When the minimum wage came into force, a series of communication materials in various languages were produced and distributed by both MADLSA and the ILO to raise awareness of the new regulations ([FAQs for workers](#), [FAQs for employers](#), [video animation](#)). All registered companies in the country also received an SMS to remind them to make the necessary adjustments.
28. The Wage Protection System (WPS) is now able to better detect additional violations. A new version of Salary Information File that employers must submit includes a more detailed breakdown of the wage, including specific fields for allowances and any deductions.
29. Since the establishment of the Workers' Support and Insurance Fund, it has disbursed QAR 15,919,844 million (USD 4.37m) to a total of 5,803 workers. At a board meeting in November, an additional disbursement of QAR 52m (USD 14.28m) for over 3,000 workers was approved.

### Heat stress legislation

30. In May 2021, the Government adopted new legislation to further protect workers from heat stress. The main provision of the [Ministerial Decision](#) was to increase the period when outdoor work is prohibited during the summer. Outdoor work is now prohibited between 10 a.m. and 3:30 p.m. from 1 June to 15 September. In addition, the legislation requires that all outdoor work stop when conditions exceed 32.1° on the WBGT<sup>7</sup> index – which takes into account temperature, humidity, wind factor and solar radiation – regardless of the time of day or time of year. Employers are required to conduct a risk assessment on heat stress in order to ensure comprehensive mitigation strategies are designed specific to the nature of the work carried out on a particular site. Importantly, annual health checks are required for outdoor workers to ensure that those who are more susceptible to heat-related disorders are assigned to appropriate tasks or additional precautions are taken. There is still a need to clearly stipulate what tests should be included as part of these medical screenings. The ILO worked closely with the Government and the Supreme Committee for Delivery and Legacy<sup>8</sup> on the [field research](#) that informed these new measures.
31. To support the application of the new legislation, MADLSA and the ILO developed [guidance for employers](#), and communication materials for social media (video animations for [employers](#) and for [workers](#) in multiple languages). Labour inspectors received training and carried out a targeted inspection campaign in the summer of 2021, which led to 338 enterprises being shut down for non-compliance with the new legislation. The number of people who visited the four Qatar Red Crescent Clinics with heat-related

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<sup>7</sup> Wet Bulb Globe Temperature (WBGT)

<sup>8</sup> Established in 2011 by the State of Qatar, the Supreme Committee for Delivery and Legacy (SC) is responsible for the delivery of the required infrastructure and host country planning and operations for Qatar to host the 2022 FIFA World Cup.



disorders was significantly lower in 2021 compared to 2019 and 2020. This is at least partly due to the prevention measures introduced in the new legislation.

## Occupational safety and health

32. The collection, analysis and publication of data is a specific objective of Qatar's National Policy on Occupational Safety and Health, adopted in 2020. The project supported initiatives to improve the collection of OSH data, in collaboration with MADLSA, the Ministry of Public Health (MOPH), Hamad Medical Corporation and other institutions. This included participation in an inter-agency task force chaired by the MOPH. A series of international exchanges on the collection and analysis of OSH data was organized by MADLSA and the ILO, involving counterpart institutions in Australia, Sweden, and the United Kingdom.
33. A [report was published](#) that includes the most comprehensive picture available on the subject of occupational injuries in Qatar, drawing on a rigorous research methodology that collected data on fatal and non-fatal occupational injuries throughout 2020. The report presents in-depth analysis on the causes of injury, and the age, nationality and sector of work of the injured workers. In addition, the report explores how data on occupational injuries is currently being collected by different government institutions, and puts forward a series of recommendations on how this could be further improved.
34. Using the OSH data collected in 2020, an awareness raising campaign was carried out to prevent occupational injuries. Materials presenting the [key DOs and DONTs related to the top five causes of work-related injuries](#) in Qatar were widely distributed on worksites and on social media. This was launched on 28 April 2021 during an online event to mark the World Day for Safety and Health at Work.
35. The OSH Day event, co-organized by MADLSA, the International Federation of Building and Wood Workers (BWI) and ILO, brought together a wide range of experts and officials from various institutions working in the field of safety and health. A video featuring migrant workers in Qatar speaking about the importance of occupational safety was also shown during the event and [published online](#).

## Labour inspection

36. The training programme with MADLSA's Labour Inspection Department has continued. This includes the development of a course on OSH in construction, which includes a virtual reality training module developed specifically for Qatar, but which could also be applied in other countries. A programme on a gender-responsive labour inspectorate is currently being developed in cooperation with the Swedish Work Environment Authority.
37. MADLSA submitted an addendum to the 2019 periodic report of the State of Qatar on the Labour Inspection Convention, 1947 (No. 81), pursuant to the decision issued by the Governing Body on 11 June 2020 calling on Member States to provide information supplementary to the report already submitted for the 2019 reporting cycle, highlighting subsequent developments.
38. Between October 2020 and October 2021, 35,280 accommodations and worksites were inspected by MADLSA's Labour Inspection Department. Violations were detected in 6,994 workplaces and 2,509 accommodations.

## Access to justice

39. In 2021, the Government also established an [online platform for workers, including domestic workers, to submit complaints online](#). For the first time anonymous whistle-blower complaints can also be submitted to the Ministry, including for multiple workers. The ILO and civil society organizations have provided feedback on the platform. Between October 2020 and October 2021, MADLSA received over 24,650 complainants – both online and in person. Nearly 75 per cent of these complaints were settled, 24 per cent

were sent to the Dispute Settlement Committees, and less than one per cent are still under review. The top three causes of complaints concerned non-payment of wages and end of service benefits, and annual leave not being granted or paid.

40. Due to COVID-19, the Dispute Settlement Committees did not meet for a significant portion of 2020. At the same time, many cases were received due to companies facing insolvency, resulting in the non-payment of wages and benefits. The large backlog of cases is gradually being cleared, and the process will be further accelerated with the proposed establishment of two additional courts.
41. A booklet on the Labour Law is being finalized and will be translated into multiple languages. This booklet contains legal references to the most common labour rights violations experienced by workers. A series of FAQs are also being finalized, covering the complaints process, ranging from submission of the complaint to conciliation, adjudication in the dispute settlement committees, and enforcement. This will enable workers and employers to better understand and prepare for each stage of the process.
42. The ILO Doha Office has continued to receive queries from workers. In the light of COVID-19 restrictions on meetings in offices, these were primarily received by email and phone. In the first half of 2021, significant numbers of workers voiced concerns about delays in the processing of their applications to change employer. That number has declined substantially in the second half of the year.

## Trafficking and forced labour

43. In 2020 and 2021, the ILO, the British Embassy in Qatar and Beyond Borders (a UK-based NGO) organized a series of online trainings with representatives of the National Committee to Combat Human Trafficking (NCCHT), which included participants from MADLSA, the Public Prosecution Office, MOI and the Supreme Judiciary Council. The topics covered included PEACE<sup>9</sup> investigative interview techniques and securing prosecutions in human trafficking cases without the testimony of the victims.
44. In July 2021, the NCCHT and MADLSA published a handbook entitled “[The Fight Against Forced Labour and Trafficking for Labour Exploitation in Qatar](#)”. The publication serves as a guide for officials in various institutions, and other interested parties, to deepen their understanding of forced labour and trafficking, and to identify such crimes. The Handbook also provides an overview of the NCCHT and the national strategy to combat trafficking.
45. On 30 July 2021, an MoU was signed by the NCCHT and Qatar’s Msheireb Museums with the objective of highlighting the efforts of the two parties to raise awareness of modern slavery and human trafficking. Work is ongoing between the two signatories of the MoU and the ILO to update the Bin Jelmood Museum’s exhibition on modern slavery.

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<sup>9</sup> P-Planning and Preparation; E-Engage and Explain; A-Account; C-Closure; E-Evaluation. See [https://en.wikipedia.org/wiki/PEACE\\_method\\_of\\_interrogation](https://en.wikipedia.org/wiki/PEACE_method_of_interrogation)

## ► Pillar 3. Workers' voice and social dialogue

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### Dispute resolution

46. To address specific challenges that emerged in the private security sector, MADLSA, UNI Global and the ILO organized a number of trainings for HR managers, accommodation managers and line managers in private security companies on the topics of workplace cooperation, integrated dispute resolution systems, and practical conflict resolution skills. Since then, one security company has organized joint committee elections.

### Social dialogue

47. A review of ten joint committees was undertaken in 2021 and the findings were discussed with global union federations (GUFs), civil society organizations (CSOs), foreign business council associations and other stakeholders, such as the Qatar Foundation. The scope of the review was twofold: (a) to survey the representational architecture of workplace cooperation in Qatar in the light of international labour standards (ILS) and local and international good practice; and (b) to survey the extent to which these models were effective in giving a voice to workers in their workplace and achieving mutually agreed terms and conditions of work that protect the interests of both workers and management.

48. The programme continues to support effective social dialogue at the enterprise, public client, sectoral, and national levels. Following consultations with the GUFs, MADLSA and national stakeholders, the project is supporting the establishment of enterprise-level joint committees in four priority sectors: transport, construction, private security, and hospitality. To date, 182 workers have been elected to represent almost 30,000 employees in 32 companies.

49. In collaboration with the Supreme Committee for Delivery and Legacy, the ILO and MADLSA supported the establishment of joint committees with five hotels between August and October 2021, with more planned for early 2022. A central labour-management consultation committee for workers' and management representatives in the hospitality sector is planned for February 2022.

50. In the transport sector, the ILO, MADLSA and the International Transport Workers' Federation (ITF) have supported joint committee elections for two companies, including Mowasalat, Qatar's leading public transport provider. A capacity building programme has also been delivered for the committee members. Discussions are ongoing with large clients about the possible establishment of joint committees with their main contractors in the construction sector, and an accompanying central labour-management consultation committee at the sectoral level.

51. The ILO and MADLSA continue to support the Secretariat of Qatar Foundation's central labour-management consultation committee. At the end of its first two-year term in October, the committee elected new workers' and management co-chairs to serve until October 2023.

### Engagement with the private sector

52. The programme will strengthen the implementation of the labour reforms through strategic and intensified engagement with the private sector. More specifically, the programme will facilitate biannual meetings with QCCI, IOE, and MADLSA. The agenda for the first meeting, which took place in November 2021, identified tools that could support the alignment of the policies and procedures of QCCI membership with the new legislation and labour market realities in the country, and could promote a more competitive and dynamic private sector.

53. In the past year, the programme has held meetings with the foreign business councils of several countries, to discuss the labour reforms, and specifically the importance of workplace cooperation for enterprises. This will continue in 2022.

## ► Pillar 4. International cooperation and exchange of experience

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54. The biannual meetings among MADLSA, the ITUC and the global union federations (BWI, IDWF, ITF and UNI Global) continue to play a significant role in the programme. These provide an important opportunity to share updates and challenges, and also highlight the priorities of the unions for the subsequent six months. In addition to the joint meeting with the international trade unions, several ongoing bilateral priorities are also pursued between the unions and the programme. A similar biannual meeting also began with QCCI, IOE, MADLSA and the ILO, with the first meeting taking place in November 2021.
55. Collaboration with the Embassy of the Netherlands continues in the area of social dialogue. In May 2021, the programme facilitated a second course of training on employee participation rights for joint committee representatives, this time focusing on the practical implementation of the information and consultation procedures developed during the first training. For example, participants have learned to analyse safety and health, human resources, and financial data, and to ask important questions about the financial health of the company, turnover rate, sickness rate and absenteeism. In November 2021, a third course was delivered in Qatar for the recently established joint committees, focusing on information and consultation in the hospitality, transport and facilities management sectors.
56. The programme facilitated a series of knowledge-sharing exchanges between MADLSA and the Government of Switzerland, building on an MoU that was signed in 2019. The exchanges included discussions with the Swiss Secretariat for Migration on the issue of residence and work permits, work permit quotas, and workers' absence from work as regulated under Swiss law. In addition, MADLSA also discussed effective strategies to conduct monitoring of the working and living conditions of domestic workers with the State Secretariat for Economic Affairs and the Swiss Bureau de l'Amiable Compositeur (mediation office for domestic workers).
57. In line with the MoU that was signed between MADLSA and the Embassy of Sweden, an exchange was held with the Swedish Work Environment Authority in March 2021 on the collection and analysis of OSH data. Plans are under way to share their experience on gender responsive approaches to safety and health, particularly in the hospitality, restaurant and catering sectors in early 2022.
58. Following on from MADLSA's exchange with Australian agencies in 2020 on labour inspection, trafficking and minimum wages, a session on OSH data was organized with Safe Work Australia, with representatives from MADLSA, MOPH and other institutions.
59. The UK Health and Safety Executive provided a thorough briefing on UK regulations relating to the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR), providing important reflections on how the MADLSA system could be enhanced. The UK Embassy and the ILO also collaborated in the organization of trainings for members of the NCCHT (see above).
60. The programme has had regular engagements with the United States Embassy and its counterparts in Washington DC, including as part of a regular exchange with MADLSA and MOI on the QVCs. Discussions are also ongoing relating to ensuring synergies between US-Qatar bilateral cooperation and the technical cooperation programme, including on OSH and trafficking.
61. An event will be organized with MADLSA, the Embassy of India, the Indian Business and Professional Council and the ILO in early 2022. The objective of the exchange is to discuss the labour reforms, with a specific focus on employee participation, including through joint committees.

62. An exchange with the French business council was organized in July 2021, together with MADLSA and the French Embassy. An MOU between MADLSA, the French Embassy and the ILO Doha Office is being prepared, to facilitate further exchanges between the two countries in the field of labour issues.
63. A training with recruitment agencies is being organized with MADLSA, the Philippines Overseas Labor Office in Qatar, and the IDWF (See para. 22 above).
64. A key element of the labour reform agenda in Qatar has been closer engagement with civil society organizations in a constructive dialogue. Because of the challenges of travel in the past year, these exchanges have moved online. MADLSA, Migrant Forum in Asia (a coalition of CSOs from across Asia) and ILO have organized a series of in-depth discussions with CSOs on specific topics, including occupational injuries, joint committees, the complaints platform, and wage protection. Civil society organizations have been invited to provide feedback and suggestions on how to improve these systems.
65. During an ILO exchange with the Government of Turkmenistan, MADLSA was invited to share their experience on fair recruitment and other issues. Similarly, the labour ministry in Greece invited MADLSA to speak about developing legislation on occupational heat stress during a seminar with social partners and other stakeholders. The virtual reality training module developed by MADLSA was showcased in an international workshop on innovations in labour inspection.
66. At the Africa-Arab States Tripartite Interregional Meeting on Labour Migration held in November 2021, the Ministry of Labour announced its plans to hold a meeting in Doha between African and Gulf Cooperation Council countries in early 2022, to further promote inter-regional dialogue and cooperation.
67. In 2021, the State of Qatar submitted its 3rd Voluntary National Report on the implementation of the SDGs,<sup>10</sup> as well as a progress report for the [regional review of the Global Compact for Safe, Orderly and Regular Migration](#), both of which reflected elements of cooperation with the ILO.
68. In the framework of the Qatar Business Network meeting in early 2022 – an event to increase awareness of, and partnerships with the UN system – a round table on migrants’ rights is being jointly organized by the ILO and IOM. The ILO and IOM are also co-chairing a UN Working Group on Migration, and a number of areas for collaboration have been identified.

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| <b>Contact details</b> | <b>International Labour Organization</b><br><b>Project Office for the State of Qatar</b><br>6th Floor, Qatar Tower<br>West Bay, Dafna<br>Building 35, Zone 63, Street 920<br>P.O Box 18685 Doha, Qatar | Tel: +974 4499 4331<br>Fax : +974 4499 4343<br>Email: doha@ilo.org |
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<sup>10</sup> These reviews form a basis for the regular reviews by the UN High-level Political Forum on Sustainable Development (HLPF), meeting under the auspices of the UN Economic and Social Council (ECOSOC).