



Governing Body

329th Session, Geneva, 9–24 March 2017

GB.329/INS/14(Rev.)

Institutional Section

INS

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FOURTEENTH ITEM ON THE AGENDA

Complaint concerning non-observance by Qatar of the Forced Labour Convention, 1930 (No. 29), and the Labour Inspection Convention, 1947 (No. 81), made by delegates to the 103rd Session (2014) of the International Labour Conference under article 26 of the ILO Constitution

Purpose of the document

The Office communicates to the Governing Body the information provided by the Government of Qatar, as contained in the appendix to this document. It will be for the Governing Body to adopt the necessary decisions as to the procedure to be followed in respect of this complaint.

Relevant strategic objective: Promote and realize standards and fundamental principles and rights at work.

Main relevant outcome/cross-cutting policy driver: Outcome 2: Ratification and application of international labour standards.

Policy implications: None.

Legal implications: None.

Financial implications: Depending on the decision of the Governing Body.

Follow-up action required: Depending on the decision of the Governing Body.

Author unit: International Labour Standards Department (NORMES).

Related documents: GB.328/INS/11(Rev.) and GB.328/PV/Draft.

1. At its 328th Session (November 2016), recalling the decisions adopted at its 325th (November 2015) and 326th (March 2016) Sessions and taking into account the reports submitted by the Government on its follow-up to the high-level tripartite visit's assessment, the Governing Body decided to:
 - (a) request the Government of Qatar to provide information to the Governing Body at its 329th Session (March 2017) on measures taken to effectively implement Law No. 21 of 2015 relating to the entry, exit and residence of migrant workers upon its entry into force;
 - (b) in light of the discussions that took place at its 328th Session (November 2016), request the Government of Qatar to report to the Governing Body at its 329th Session (March 2017) on further follow-up to the assessment of the high-level tripartite delegation;
 - (c) request the Government of Qatar to avail itself of ILO technical assistance to support an integrated approach to the annulment of the sponsorship system, the improvement of labour inspection and occupational safety and health systems, and giving a voice to workers; and
 - (d) defer further consideration on setting up a Commission of Inquiry until its 329th Session (March 2017), in light of the information referred to in paragraphs (a), (b) and (c) above.
2. By a letter dated 22 November 2017, the Government was invited by the Office to report on action taken in respect of the matters raised in paragraphs (a), (b) and (c) above. The Government's reply was received in a communication dated 20 February 2017 and a summary thereof is contained in the appendix.

Draft decision

3. *Recalling the decisions adopted in its 325th Session (November 2015) and 328th Session (November 2016) and noting the recent measures taken by the Government to implement Law No. 21 of 2015 relating to the entry, exit and residence of migrant workers as well as to further follow-up on the high-level tripartite delegation's assessment, the Governing Body decides to:*
 - (a) *request the Government of Qatar to continue to provide information to the Governing Body at its 331st Session (November 2017) on further measures to effectively implement Law No. 21 of 2015 relating to the entry, exit and residence of migrant workers; and to further follow-up on the high-level tripartite delegation's assessment;*
 - (b) *request the Government of Qatar to provide information to the Governing Body at its 331st Session (November 2017) on measures taken to effectively implement Law No. 1 of 4 January 2017 relating to the entry, exit and residence of migrant workers, the Law on Domestic Workers of 8 February 2017 as well as the Law establishing Workers' Dispute Resolution Committees of 19 October 2016 upon their entry into force and to provide official copies of these three laws to the Committee of Experts on the Application of Conventions and Recommendations at its forthcoming session (22 November – 9 December 2017);*

- (c) *request the Government of Qatar to continue engaging with the ILO in the elaboration of a technical cooperation programme to support an integrated approach to the annulment of the sponsorship system, the improvement of labour inspection and occupational safety and health systems, and giving a voice to workers and to provide information on such programme to the Governing Body at its 331st Session (November 2017) for its consideration; and*
- (d) *defer further consideration on the appointment of a Commission of Inquiry until its 331st Session (November 2017).*

Appendix

Information submitted by the Government

1. In a communication dated 20 February 2017, the Government provides information on: (I) new legislative developments including the entry into force of Law No. 21 of 2015 relating to the entry, exit and residence of migrant workers; (II) further measures taken to follow-up on the assessment of the high-level tripartite delegation; and (III) the measures taken to engage in a technical cooperation agreement with the ILO.

I. New legislative developments

A. Entry into force of Law No. 21 of 2015 regulating the entry, exit and residence of migrant workers

2. The Government states that Law No. 21 of 2015 regulating the entry, exit and residence of migrant workers, which entered into force on 13 December 2016, has repealed the *kafala* system by a system where the labour contract would regulate the labour relationship between parties and this would mean that workers will be able to change employers following the completion of an employment contract of definite duration. As for contracts of indefinite duration, Law No. 21 of 2015 authorizes a migrant worker to transfer to a new employer after five years of employment in the previous job. Law No. 21 also allows workers to apply directly to the Government for an exit permit without going back to the employer. Moreover, it cancels the requirement for migrant workers to stay two years out of the country before receiving a new residency permit. Another positive aspect of Law No. 21 is that it takes into account the period spent by a worker in the employer's service before its promulgation. This includes all the days worked before 13 December 2016 which is when Law No. 21 entered into force. In addition, Law No. 21 contains stiffer penalties for offences related to passport confiscation. The provisions of Law No. 21 also apply to domestic workers with regard to the issues of transfer to a new employer, freedom to leave the country and the prohibition of passport confiscation.

B. Promulgation of Law No.1 of 2017

3. The Government indicates that on 4 January 2017, Law No. 1 of 2017 which amends several provisions of Law No. 21 of 2015, was promulgated. According to this amendment, a worker's departure from the country is no longer tied to notifying the competent authority at the Ministry of Interior three days prior to each trip outside the country. Leaving the country for holidays, or for an emergency, or for any other purpose has become a worker's right, after a notification by the worker to the employer, based on the employment contract. In other words, Law No. 1 has repealed the exit permit. A worker has the right to leave the country upon termination of the contract, or during the duration of the contract after notifying the employer. This amendment was made in response to the request of the Committee of Experts on the Application of Conventions and Recommendations (CEACR), which was published in February 2016, and in light of the discussions which took place at the 328th Session of the Governing Body.

C. Approving the Law on Domestic Workers

4. The Government highlights that the Council of Ministers agreed, at its session on 8 February 2017, to the promulgation of a law on domestic workers which regulates the relationship between domestic workers and their employers. Legislators ensured that the law is in conformity with the provisions of the Domestic Workers Convention, 2011 (No. 189), which relates to the decent work of domestic workers.

(i) *Rights and duties*

5. The Law prohibits the employment of domestic workers before obtaining a work permit in the country. It also prohibits the employment of domestic workers of both sexes, who are under 21 years or over 60 years of age. The Law has set down a maximum limit for hours of work, which is ten hours a day, during which there will be periods for rest and food. Such periods will not enter in the calculation of the hours of work. A worker shall also be granted paid weekly rest, not less than 24 consecutive hours.

(ii) *Employment of domestic workers*

6. The employment of domestic workers shall not be authorized unless it is upon a written employment contract which is certified by the competent department at the Ministry of Administrative Development, Labour and Social Affairs, in three copies; one copy to be given to each party. The third copy will be deposited with the Ministry. The employment contract will determine the provisions relating to the labour relationship governing both parties and the information which needs to be included in the contract.

(iii) *Observing the decent work of workers*

7. The law obliges an employer and persons residing with him to provide food and decent accommodation to a domestic worker, as well as the necessary medical care, and medicine in case of disease or injury during work or as a result thereof, without imposing on the worker any financial burden. It also obliges an employer to treat a domestic worker well which will safeguard his/her dignity and safety, and not expose his/her life or health to danger, or harm him/her physically or psychologically in any manner, and not to employ him/her during his/her sick leave, or at any time during the daily rest hours or weekly holidays.

(iv) *Domestic workers' holidays and end of service bonus*

8. The Law regulates workers' annual holidays. Thus, domestic workers shall be entitled to paid annual holidays which amount to three weeks with air tickets for every year spent in service. The Law also obliges an employer to pay to a domestic worker an end-of-service bonus in addition to any other sums due to him/her. The value of the end of service bonus shall amount to three weeks' salary for each year spent in service.

(v) *Cases in which a worker ends his/her contract*

9. The Law also authorizes a worker to end his/her contract before its conclusion, while keeping his/her right to an end-of-service bonus in the following cases:

- if an employer does not respect his/her duties specified in the employment contract or the provisions of the law;
- if an employer or his/her representative has cheated on the worker's employment conditions;
- if an employer or one of the family's members aggresses the worker in a manner which harms his/her body, or jeopardizes his/her health; and
- if an employer or one of the persons residing with him is cognizant of a serious danger which threatens a worker's safety or health and does not seek to remove it.

(vi) *Dispute settlement*

10. Disputes which arise between an employer and a worker by virtue of the provisions of this Law are subject to the provisions of the chapter which relate to workers' disputes in the Labour Code No. 14 of 2004, and amendments made thereto. The Law also specifies a

compensation to be granted to a worker for an occupational injury, in accordance with the abovementioned Labour Code.

(vii) *Penalties*

11. The Law imposes several penalties for the violation of its provisions, which range from a fine of 5,000 Qatari riyals (QAR), up to a fine of QAR10, 000.

D. *Approving the law which establishes workers' dispute resolution committees*

12. The Government indicates that in order to expedite the resolution of workers' disputes, the Council of Ministers agreed, at its session held on 19 October 2016, to the amendment of several sections of the Labour Code promulgated by virtue of Law No. 14 of 2004. The amendment includes the establishment of one or several committees, which will be responsible for taking a decision on all disputes, arising from the provisions of the Labour Code or the employment contract. The Committee's decision shall have executory force. The Committee will be chaired by a judge from a court of first instance. It will decide urgently within a period not exceeding three weeks on all disputes resulting from the provisions of the Labour Code or the employment contract, referred by the competent department at the Ministry to the Committee, if its mediation did not result in an amicable settlement. The Law authorizes stakeholders to appeal against any final decision taken by the Committee before the competent court within a month of the Committee's decision. The abovementioned Law also specifies that the courts shall continue to decide on lawsuits referred to them before the Law's entry into force. The procedures for the examination of lawsuits, rules and the specific procedures which need to be applied before the Committee, and the mechanism for the implementation of its decisions shall be determined by virtue of a decision of the Council of Ministers. For its part, the Ministry of Administrative Development, Labour and Social Affairs will coordinate with the representatives of embassies in following up on the disputes before the Committee, and to appear on behalf of the worker, if the worker desires to leave the country.

II. *Further follow-up to the assessment of the high-level tripartite visit*

A. *Application of Law No. 21 of 2015*

(i) *Procedures for changing an employer at the end of the contract*

13. The Ministry of Administrative Development, Labour and Social Affairs launched an electronic notifications service which is provided to workers in case of a transfer to a new employer, or if he/she wishes to leave the country for good, at its website which is as follows: <http://e-notice.adlsa.gov.qa/Login.aspx?ReturnUrl=%2>. The worker will register at the Ministry's website, using his/her personal number, and mobile number under his/her name. In this manner, he/she can access the electronic notifications form which includes specific data on the worker, occupation, age, and information on his/her employer with whom he/she is currently working. This is set within the integrated electronic linking of databases shared between the Ministry of Administrative Development, Labour and Social Affairs, and the Ministry of Interior. The worker subsequently enters the reason for the notification either by indicating a change of employer, or final departure. Subsequently, the worker will submit a certified copy of the employment contract as well as a copy of a certificate which attests to the amicable end of the contractual relationship with the employer, or to demonstrate that there was abuse by an employer. It is the Ministry of Administrative Development, Labour and Social Affairs which takes a final decision on the request submitted by a worker.

14. The Government stresses that the new law is considered to have made a qualitative leap in employment policy, since workers have acquired the full right to change their employer after the completion of the contract of a limited duration or after five years if the contract is of unlimited duration. This right is exercised immediately without being dependent on an employer, and after having completed the notification procedure. A worker shall be required to submit the notification 30 days before the end of the contract if the contract is of a limited duration. If the contract is of an unlimited duration, the notification shall be as follows: (i) 30 days if the contractual relationship is five years or less; and (ii) 60 days if the contractual relationship exceeds five years.
15. The Government then proceeds to provide statistical information on the number of cases involving a change in employer before and after the entry into force of Law No. 21. According to the Government, the statistics show that in spite of the short period after the entry into force of Law No. 21 on 13 December 2016, and up to 15 February 2017, the Government has demonstrated in practice its seriousness and its intent on effectively implementing the provisions of Law No. 21. Moreover, the figures indicated below will naturally increase with time.

Table 1. Number of cases involving a change in employer during 2016 before the application of the law

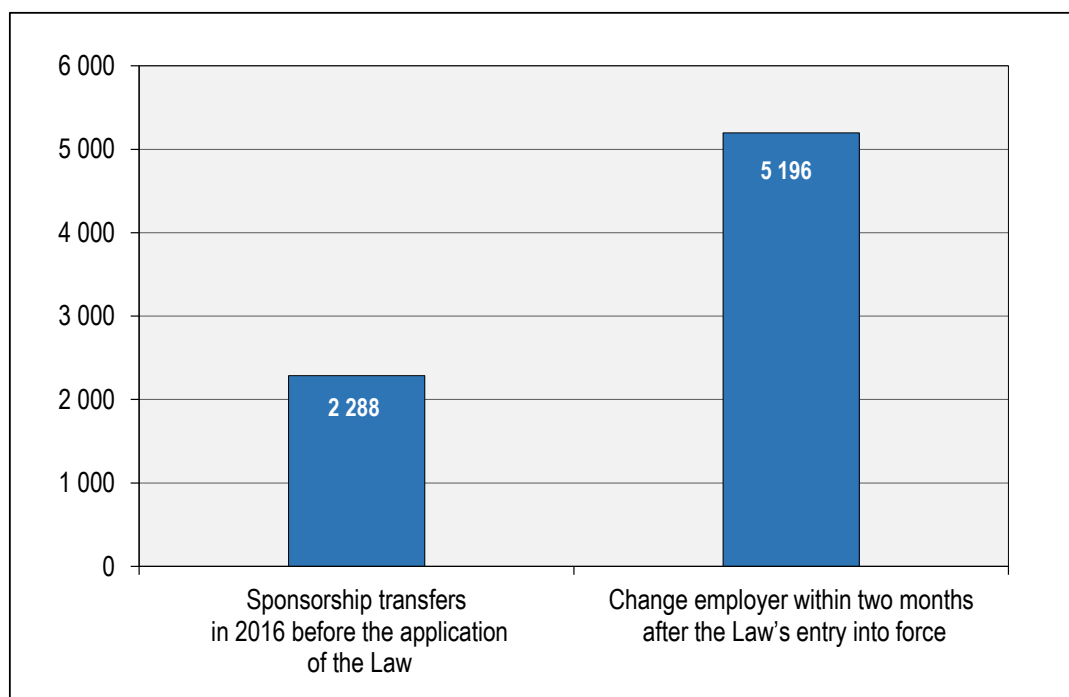
No.	No. of cases	Period	No.
1.	No. of permanent transfer cases	2016	582
2.	No. of temporary cases of transfer	2016	562
3.	No. of transfer cases, without the employer's agreement	2016	1 144

Source: Ministry of Interior

Table 2. Statistics related to the number of cases involving the transfer of a worker to a new employer as of the date of entry into force of the law up to 15 February 2017

Classification	Sex	No.
Government	Men	79
	Women	12
Private	Men	4 989
	Women	116
Total	Men	5 068
	Women	128

Source: Ministry of Interior.

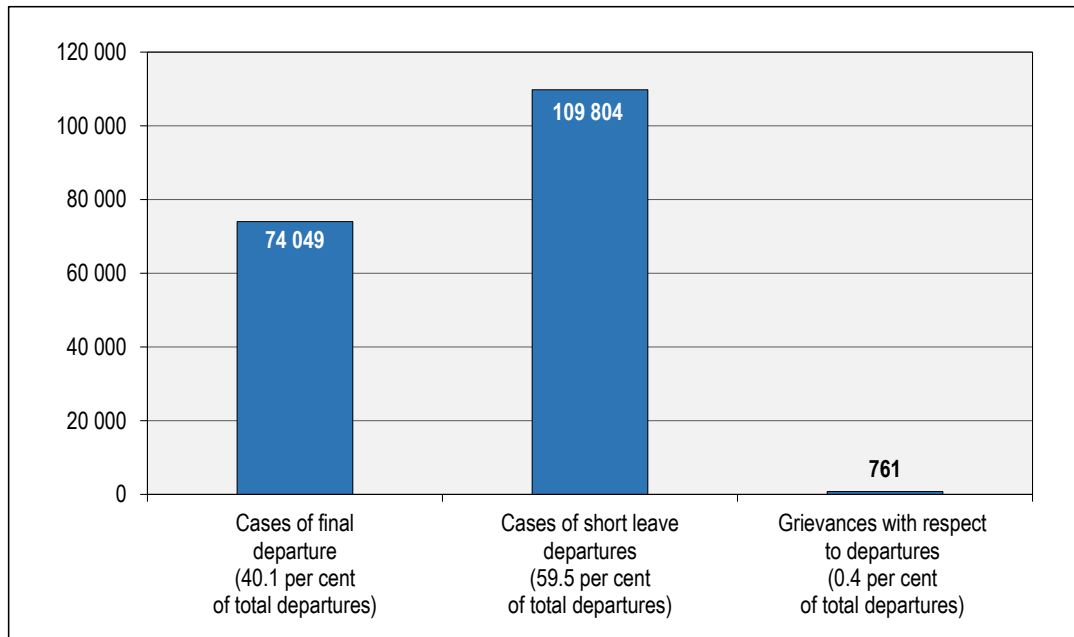
Figure 1. Cases of transfer to a new employer before and after applying the law**(ii) Freedom of migrant workers to leave the country**

16. The Government points out that the new Law expressly grants a migrant worker the right to leave the country for holidays, or for an emergency, after a notification by the worker to the recruiter. The Law has removed the obligation imposed on a worker to notify the Government by at least three working days. If a worker wishes to leave the country for holidays, he/she will formally notify an employer, according to the employment contract. Within the context of its awareness-raising campaign, the Ministry of Administrative Development, Labour and Social Affairs has encouraged employers to agree with workers who are employed with them on their annual holidays. Hence, leaving the country has become a worker's intrinsic right, which is not dependent on a prior authorization. The Government then proceeds to provide statistics which, according to it, indicate that the majority of cases of departure has not raised any objection, and that migrant workers left the country without any obstruction, or permit from an employer or competent authority, and that cases of objection to the departure of migrant workers were related to a worker's involvement in a criminal lawsuit or because of financial claims from financial institutions.

Table 3. Statistical data on cases related to cases of migrant workers' exit as of the entry into force of the Law and up to 15 February 2017

Number	Type of cases	Number
1.	No. of departure cases "holidays or any other purpose"	109 804
2.	No. of final departure cases	74 049
3.	No. of requests before the Grievances Committee	761

Source: Ministry of Interior.

Figure 2. Departure cases within two months after the Law's entry into force**(iii) Grievances Committee on the exit of migrant workers**

17. The Government explains that a Grievances Committee on the exit of migrant workers was set up by virtue of Decision No. 51 of 2016 taken by the Minister of Interior. It includes representatives from the Ministry of Interior, who constitute the President and Deputy President of the Committee; a representative from the Ministry of Administrative Development, Labour and Social Affairs; and a representative from the National Human Rights Committee. The Committee will decide on the grievances with respect to the departure of migrant workers and with respect to the exit request submitted by the worker in case of an emergency, in accordance with section 7 of Law No. 21.
18. According to the procedures, a migrant worker shall submit his/her grievance on a specific form to the Secretariat of the Committee, with all documents supporting his/her grievance. The competent employee at the Secretariat shall receive the grievance application, and will register it in the registers especially prepared for this purpose after verifying that supporting documents are attached. The aggrieved party will subsequently be given a notification which indicates the case number and date of registration. The case will then be submitted for a decision to be taken by the Committee at its first meeting, following the date of registration. The Committee shall decide on the grievance within three working days. The Committee will subsequently inform the administrative unit at the Ministry of Interior, the recruiter, and migrant worker of the decision taken, immediately after its publication, through any registered means.
19. Any migrant worker or recruiter may appeal to the Minister against the Committee's decision within a period not exceeding 24 hours as of the day on which he/she received the Committee's decision. The appeal shall be made at the Committee's headquarters, provided that the Committee's secretariat shall refer the appeal against the Committee's decision to the Minister of Interior. The Minister or his deputy will take a final decision within 48 hours as of the day on which the appeal was submitted.
20. The Government then indicates that there were 761 workers who submitted grievance forms to the Committee. Through an examination of the appeals submitted by workers, the reasons for the rejection of their cases can be summed up as follows: financial claims against a worker; an infringement by a worker of the residence laws in the country; and the existence of criminal charges against a worker.

Table 4.

Number	Type of grievance	Number
1.	Number of accepted cases of grievances	485
2.	Number of cases of grievances under examination	63
3.	Number of cases of grievances which were rejected	213

Source: Ministry of Interior.

B. The Wage Protection System (WPS)

(i) Extension of the WPS

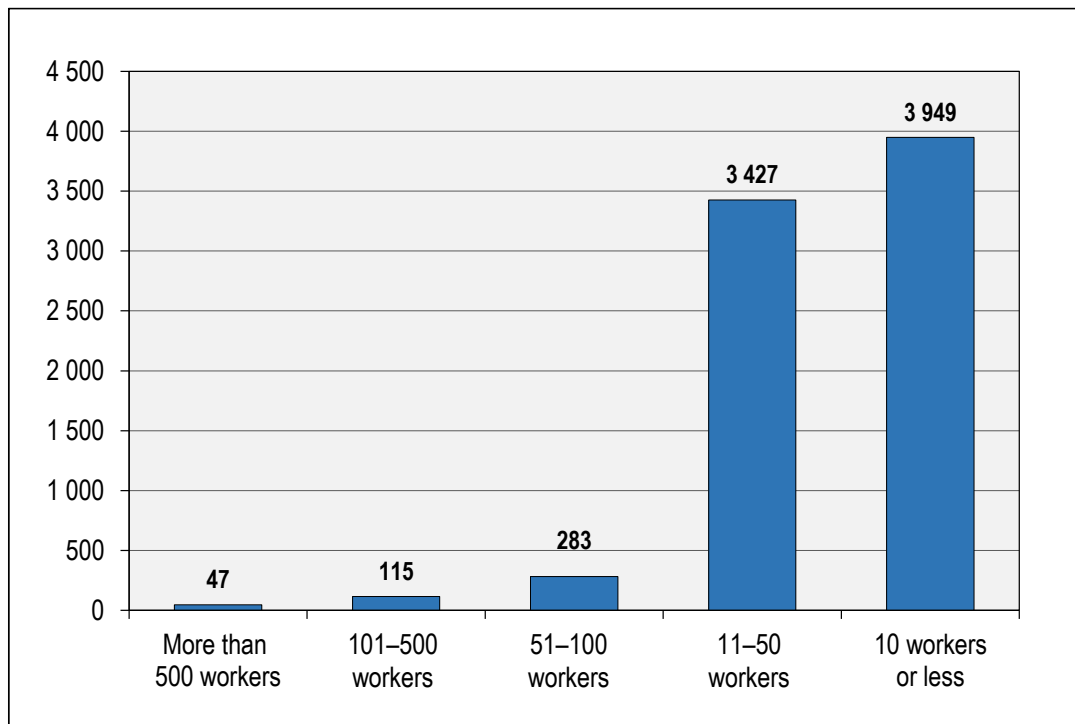
21. In response to the evaluation of the high-level tripartite delegation with respect to the need for the WPS to be implemented by all companies including SMEs, joint ventures and foreign-owned companies so as to benefit all migrant workers in Qatar, the Government points out that it has launched an inspection campaign from September 2016 to February 2017, targeting the monitoring of small and medium-sized companies, subcontracting companies and manpower companies with respect to the transfer of their workers' wages to financial institutions. Thus, inspection teams from the Labour Inspection Department at the Ministry embarked on a field survey visit to all the different regions in the country. They targeted small and medium-sized companies, subcontracting companies and manpower companies in order to ensure their compliance with the Wage Protection System.

Table 5. Results of the WPS monitoring plan from September 2016 to February 2017 targeting small and medium-sized companies

Size of company as to number of workers	Number of undertakings which completed procedures	Number of undertakings which completed procedures	Number of undertakings which completed procedures	Percentage of overall increase in undertakings which joined the system
	September 2016	February 2017	Increase in number of undertakings which joined WPS	
More than 500 workers	313	360	47	0.6
101–500 workers	1 456	1 571	115	1.5
51–100 workers	2 109	2 392	283	3.6
11–50 workers	10 870	14 297	3 427	43.8
10 workers or less	13 548	17 497	3 949	50.5
Total	28 296	36 117	7 821	100.00

94.3

Figure 3. Increase in number of companies which joined the system from September 2016 to February 2017, according to number of workers



22. The Government indicates that the above graph illustrates the increase in undertakings which joined the WPS from September 2016 to February 2017, which rose to 36,117 undertakings; that is an increase by 7,821 undertakings compared to September 2016. The largest number of companies which joined the WPS during the same period were small companies. Thus, the number of companies with ten workers or less increased to 3,949, while companies with 11 to 50 workers increased by 3,427. These two categories of companies totalled together 94.3 per cent of the overall number of companies which joined the system in the period indicated above. This reflects the efforts deployed to provide incentives to small companies to join the Wage Protection System.

(ii) *Legal proceedings taken by the Ministry against undertakings found in violation of the WPS*

23. The Government states that it takes the following measures when undertakings are found in violation of the WPS:

- stop all requests for the recruitment of new workers from abroad;
- referral to the security bodies in preparation for a referral to Public Prosecution, for a violation of section 66 of the Labour Code; and
- grant workers employed by a non-compliant undertaking, the right to transfer to a new employer.

24. The following table shows the statistics on the Wage Protection System for wages paid in December 2016, in accordance with the information received by the Department of Information Systems at Qatar Central Bank, on 2 February 2017. The WPS also reveals the targeting of small and medium-sized companies.

Table 6. Wage Protection System for wages in December 2016

Category/ classification	Number of undertakings	Number of undertakings which have registered to date	Number of undertakings which completed procedures relating to the opening of bank accounts and dispatch of correct files	Overall number of workers included in lists of correct wages
More than 500 workers	365	362	360	935 817
101 to 500 workers	1 654	1 626	1 571	438 407
51 to 100 workers	2 623	2 520	2 392	208 184
11 to 50 workers	18 842	16 319	14 297	383 611
10 workers or less	31 251	23 418	17 497	127 593
Total	54 735	44 245	36 117	2 093 612

- 2,093,612 workers included in the WPS.
- Up to this date, there have been 36,207 requests which were prohibited i.e. a stop in the recruitment of workers from abroad by undertakings, since the application of the WPS. The total number of recruitment which was prohibited has reached 2,483.

Source: Ministry of Administrative Development, Labour and Social Affairs.

Table 7.

Number of companies which were detected in infringement reports and referral to the police centre in 2016	617
Number of companies which were detected in infringement reports and referral to the police centre from 1 Jan 2017 to 19 Feb 2017	75

Source: Ministry of Administrative Development, Labour and Social Affairs.

25. Several companies were referred to Public Prosecution for the non-payment of wages as follows:

Table 8.

No.	Notification/ Charge	Sentence under implementation	Judgment handed down	Before the court	Under investigation	Withheld	Total
1	Non-payment of wages/ entitlements	2		6	1	1	10
2	Failure to transfer wages to workers' accounts		3	13			16

Source: Ministry of Administrative Development, Labour and Social Affairs.

C. Domestic workers

(i) *Providing protection through the adoption of the new Law on Domestic Workers and the provisions of the Penal Code*

26. In response to the assessment of the tripartite delegation on the need for prompt and effective action to protect domestic workers in law and in practice, the Government refers to the adoption of the Law on Domestic Workers by the Council of Ministers on 8 February 2017. The Law reflects a qualitative leap forward in providing the legal and judicial protection to this category of workers. The Law regulates the rights of workers in detail as mentioned earlier on in the Government's report. Legal protection is also provided to this category of workers through the Penal Code promulgated by virtue of Law No. 11 of 2004, which punishes any person who harms another person in a vulnerable position physically, treats him/her harshly, or exploits him/her economically.

Table 9. Number of cases related to domestic workers which were referred to Public Prosecution

Number	Type of Case	Number
1.	Violence against female domestic workers*	13
2.	Mistreatment of female domestic workers**	2

* Violence means physical aggression.

** Mistreatment means uttering verbal abuse.

Source: Public Prosecution.

(ii) *Providing protection to domestic workers through certifying recruitment contracts*

27. The Ministry of Administrative Development, Labour and Social Affairs certifies the employment contracts of domestic workers in spite of their exclusion from the provisions of Qatar's Labour Code, in order to safeguard their rights specified in such contracts. The number of certified contracts in 2016 reached the following figure:

Table 10.

Number of certified recruitment contracts from abroad	42 905
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Source: Ministry of Administrative Development, Labour and Social Affairs.

D. Labour inspection

28. The Government refers to the assessment of the tripartite delegation that many challenges remain related to the capacities of labour inspectors to identify a number of infringements. Furthermore, the tripartite delegation was of the view that the ongoing measures taken by the Government should be supported by a robust training programme of labour inspectors and the development of an inspection strategy targeting, as a priority, the protection of the most vulnerable migrant workers working for small companies which are subcontracted by larger companies, as well as workers of manpower companies. The Government provides the following information on measures taken or envisaged in this regard.

(i) *Future measures on labour inspection*

29. The Ministry is currently preparing a National Strategy for Inspection, in collaboration with the ILO and specialized bodies, in addition to formulating a strategic approach based on protection from risks and an improvement in communications with workers. This would be

achieved through covering all utilities and workplaces, with a focus to be made on small and medium-sized companies and subcontracting companies, as well as the formulation of a training plan for labour inspectors to implement the planned activities. It also includes the following:

- increase the number of interpreters accompanying inspectors in their inspection visits;
- launch a national occupational safety and health plan;
- develop and implement a strict inspection and auditing plan to verify workers' living conditions, work environment and ethical recruitment practices;
- organize regular training courses for employers to increase their awareness on workers' welfare standards;
- encourage employers to implement programmes for workers' training and for the development of their personal and technical skills;
- launch a hotline by the Ministry of Administrative Development, Labour and Social Affairs specific to workers' complaints, to listen and examine their grievances;
- finalize plans related to undertaking a field study on workers' appreciation, which measures the degree of satisfaction with respect to their living and working conditions, in order to understand their conditions and identify their needs.

(ii) *Raising the capacities of labour inspectors*

30. In addition to having raised the number of labour inspectors as reported to the Governing Body at its November 2016 session, the Government reiterates that it is continuing its training of labour inspectors and the development of training packages within the annual training plan for two programmes targeting labour inspectors at the Ministry under the title: (a). Labour inspection skills; and (b). Occupational safety and health. The abovementioned plan includes several elements such as linking the mission of labour inspection to international institutions as well as infringement reports on inspection, highlighting the role of awareness, and the need to verify the requirements of occupational safety and health. The aim of such programmes is to raise the efficiency and qualifications of labour inspectors. The following table clarifies the numbers of employees in the Labour Inspection Department, who were trained in 2016:

Table 11.

Men	Women	Total
237	57	294

(iii) *Memorandum of Understanding between the Supreme Committee for Delivery and Legacy and Building and Woodworkers International*

31. The Government indicates that in November 2016, a Memorandum of Understanding (MoU) was signed between the Supreme Committee for Delivery and Legacy and the Building and Woodworkers International (BWI), with the support and coordination of the Ministry of Administrative Development, Labour and Social Affairs. This MoU will have a great positive impact on the protection of workers employed in infrastructure projects for the 2022 World Cup, and in meeting international labour standards at worksites and in workers' accommodation.

32. According to the MoU, both parties agreed to work together on OSH-related issues for the benefit of workers employed in the World Cup projects. They also agreed to organize joint inspection campaigns related to OSH at specific worksites which include construction sites and workers' accommodation. The BWI is working with the Supreme Committee for

Delivery and Legacy on the training of an inspection and auditing team on occupational safety and health. This partnership with the BWI constitutes an important step for the Supreme Committee which attests to its commitment to workers' health and safety in addition to its preparedness to work with its major partners who share common objectives.

(iv) *Programme on the welfare of workers employed by companies of the 2022 World Cup*

33. This programme adopts the best practices and standards related to the welfare of workers who are employed in the Committee's projects, with respect to providing suitable housing, a safe working environment and ethical recruitment practices. The Supreme Committee for Delivery and Legacy adopts specific standards for workers' welfare, which help it to implement strong measures for the protection of the rights of workers employed by most contracting companies. To this end, the Supreme Committee ensures that the bids it offers include requirements which would ensure providing welfare to workers. The insertion of such requirements in the Committee's bids obliges contractors to re-examine their policies related to workers' welfare, before responding to the bids of the Supreme Committee.
34. The Government indicates that in February 2014 and in March 2016, two copies of the standards were published. The second copy was formulated in consultation with Amnesty International, Human Rights Watch, the ILO, Engineers Against Poverty, the BWI, and Humanity United, in addition to other contracting companies working in Qatar.
35. The above standards can be viewed at the following link: <http://www.sc.qa/ar/opportunities/workerswelfare/workers-welfare-standards>. The half yearly report on monitoring the application of workers' welfare standards (March 2015) can be consulted at the following link: <http://www.sc.qa/opportunities/workers-welfare/workers-welfare-compliance>.
36. There are currently 22 contractors and 141 bodies which are under contract in the projects of the Supreme Committee, who carried out 181 inspection visits to verify the conditions of workers' housing, in addition to 147 review operations to ensure compliance with ethical recruitment practices.

(v) *Statistics on labour inspection visits in 2016*

Table 12. Inspection visits according to outcome of inspection

Outcome of inspection	Number of inspection visits 2016		Total
	Labour inspection	OSH	
Acceptable	19 037	8 513	27 550
Warning to remedy a violation***	9 813	5 137	14 950
Infringement report**	910	232	1 142
Prohibition*	254	644	898
Total number of visits	30 014	14 526	44 540
Number of undertakings	20 113	5 144	
No. of field survey operations	9 656		

* Prohibiting an undertaking leads to stopping all transactions with an undertaking by the Ministry of Administrative Development, Labour and Social Affairs.

** An infringement report is a report prepared by a labour inspector to evidence the acts in violation of the Labour Code and to take the necessary measures in their respect.

*** Warning to remedy a violation: It is through repeated inspection that a violation is remedied or an infringement report on a violation is signed.

Source: Ministry of Administrative Development, Labour and Social Affairs.

Table 13. Inspection visits according to type of site inspected

Type of site inspected	Number of inspection visits 2016		Total
	Labour inspection	OSH	
Undertaking	30 014	3 211	33 225
Worksite	–	7 760	7 760
Accommodation	–	3 555	3 555
Total number of visits	30 014	14 526	44 540

Source: Ministry of Administrative Development, Labour and Social Affairs.

Table 14. Companies visited by labour inspectors according to size of company

Type of company (according to No. of workers)	No. of companies visited (labour inspection)
Small companies (less than 20 workers)	14 108
Medium-sized companies (20–49 workers)	3 655
Large companies (50–99 workers)	1 436
Very large companies (more than 100 workers)	914
Total No. of companies	20 113

Source: Ministry of Administrative Development, Labour and Social Affairs.

Table 15. Companies visited by OSH inspectors according to size of company

Type of Company (according to number of workers)	No. of companies visited (OSH inspection)
Small companies (less than 20 workers)	1 778
Medium-sized companies (20–49 workers)	1 237
Large companies (50–99 workers)	845
Very large companies (more than 100 workers)	1 284
Total	5 144

Source: Ministry of Administrative Development, Labour and Social Affairs.

Table 16. Statistics on medium and serious occupational injuries 2016

Total No. injured	582	Male	578	Female	4
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Nationality	No. of injured	Cause of injury	No. of injured	Injured limb	No. of injured
Bangladesh	123	Fall	294	Head	158
India	121	Car collision	105	Chest	183
Nepal	120	Exposure to heavy object	96	Stomach	109
Egypt	54	Accidents involving a crush	28	Spinal cord	183

Total No. injured	582	Male	578	Female	4
Pakistan	22	Machines	17	Hands and arms	135
Sri Lanka	29	Explosion	9	Feet and legs	200
Ethiopia	15	Aggression	5	Other injuries	380
Philippines	12	Burns	3		
Qatar	11	Gunfire	1		
Syria	9	Other	24		
North Korea	8				
Iran	6				
Sudan	4				
Kenya	4				
China	4				
Tunisia	3				
Morocco	3				
Eritrea	3				
Yemen	2				
Ghana	2				
Serbia	2				
Cameroon	2				
Greece	1				
Thailand	1				
Senegal	1				
Myanmar	1				
Togo	1				
Poland	1				
Japan	1				
Azerbaijan	1				
Palestine	1				
Nigeria	1				
Unspecified	13				
Total No. injured	582	Total No. injured	582	Total	582
				Outcome of injury	No. of injured
				Injuries	547
				Deaths	35

Source: Injuries Registration Office, Hamad Hospital.

Table 17. Deaths caused by medium and serious injuries in 2016

Nationality	No.	Cause of death	No.	Age category	No.	Total deaths by gender
Egypt	6	Fall	22	20–29	6	Male 35
Nepal	4	Exposure to heavy object	5	30–39	11	
Philippines	3	Car collision	3	More than 40	7	Female –

Nationality	No.	Cause of death	No.	Age category	No.	Total deaths by gender
Bangladesh	3	Accidents involving a crush	2	Unspecified	11	
India	3	Burns	1			
Sri Lanka	2	Aggression	1			
China	1	Other	1			
Ethiopia	1					
Sudan	1					
Unspecified	11					
Total deaths	35		35		35	35

Source: Injuries Registration Office, Hamad Hospital.

E. Access to the complaints mechanisms

(i) *Role of the Ministry of Administrative Development, Labour and Social Affairs*

37. The Government refers to the assessment of the tripartite delegation that large numbers of migrant workers, especially those working in small companies who are subcontracted by larger companies, as well as workers of manpower companies, do not in practice access the complaints mechanisms and some are not even aware of their existence. It also noted its view with respect to the need for such initiatives to be complemented by a range of actions, including awareness-raising measures developed and implemented in collaboration with representatives of migrant communities.

38. In this regard, the Government refers to the information contained in its report submitted to the Governing Body at its 328th Session, in November 2016, which indicates that the Ministry continues in its organization of workshops and information symposia intended for workers at their workplaces and in their houses, to raise their awareness with respect to their rights and duties, in addition to receiving any complaints or observations. It will also continue to distribute newsletters, produce awareness-raising films and print booklets.

39. Cognizant of the fact that some workers may find difficulty in accessing the complaints mechanism outside Doha, the Government is currently formulating an action plan to increase the number of electronic equipment from ten to 90 to enable workers to submit their complaints in the next year in the different regions of the country. The electronic equipment systems are currently being updated for the submission of any complaint that is outside the system especially a worker's exposure to violations related to forced labour. The Ministry is also making workers aware of the existence of service centres under the Government's supervision in the different regions of the country, at which complaints can be submitted with the assistance of specialized translators.

(ii) *Best Communication Programme*

40. The Ministry of Administrative Development, Labour and Social Affairs is continuing the Best Communication Programme, in collaboration with the Ministry of Transport and Communications as previously mentioned in our report in November 2016, in order to enable employers to provide tools of information technology, communications and the Internet at workers' temporary accommodation to help their integration in digital society and reinforce their access to information and services. The programme aims to include 1.5 million workers; inaugurate 1,500 halls equipped with information technology, and communications; provide 15,000 computers at a cost of QAR55 million, in addition to

providing communications through the Internet for all equipment with the participation of 3,000 volunteers for the training of workers.

41. A working team was set up, headed by the Ministry of Administrative Development, Labour and Social Affairs, and the membership of relevant bodies to prepare and update computer program systems in computers which are available at workers' accommodation. The aim is to make them especially aware of the application of Law No. 21 of 2015, of the complaints mechanisms, in addition to explaining the WPS and enabling them to access social media programmes.

Table 18. 2016 statistics on complaints according to the complainant's requests

Complainant requests (More than 6)	Women	Men	Number of complainants	Percentage
Tickets	66	4 569	4 635	89.03
Holiday bonus	65	4 164	4 229	81.23
End of service bonus	70	4 116	4 186	80.41
Wage in arrears	59	4 065	4 124	79.22
Overtime pay	11	309	320	6.15
Occupational injury		32	32	0.61

* A worker has the right to give more than one reason in his/her complaint.

Source: Ministry of Administrative Development, Labour and Social Affairs 2014.

Table 19. 2016 statistics according to outcome of the complaint

Outcome/Complaints	Women	Men	No. of complainants	Percentage
Settled*	31	3 017	3 102	59.59
Withheld**	55	1 283	1 338	25.7
Referred to judiciary	30	733	763	14.66
Examination/follow-up		3	3	0.06
Total No. of complainants	116	5 090	5 206	100.00

* Settled: The complaint was resolved through conciliation between the employer and the worker.

** Withheld: The complainant or both parties to the complaint do not follow up with the Department.

Source: Ministry of Administrative Development, Labour and Social Affairs.

F. Payment of recruitment fees

(i) *Measures taken to protect workers before their recruitment abroad*

42. The tripartite delegation heard on several occasions that migrant workers had, prior to their arrival, been subject to high recruitment fees by recruitment agencies in their country of origin, which in turn contributes to the vulnerability of these workers. Several government representatives with whom the tripartite delegation met indicated that this practice presented a significant challenge, as it was outside the Government's jurisdiction. In this regard, the tripartite delegation wished to emphasize the importance of enhancing cooperation between the Government of Qatar and labour-sending countries to address this issue. The tripartite delegation was also informed of several specific initiatives by para-public entities aimed at addressing recruitment fees, such as the subsequent repayment by the employer of any fees

paid by the worker and assisting labour-sending countries with the development of improved regulations on the activities of recruitment agencies. The tripartite delegation considered that such initiatives should be expanded in order to ensure that all migrant workers including the most vulnerable are protected against these abusive practices which still prevail.

43. The Government refers to the assessment of the tripartite delegation on the importance of enhancing cooperation between the Government of Qatar and labour-sending countries to address the issue of the payment of high recruitment fees by migrant workers to recruitment agencies in their country of origin. The Government highlights that it has taken the initiative of participating in international meetings and symposia including the Ninth Meeting of the Global Forum on Migration and Development, held in December 2016 in Dhaka, Bangladesh; in the 16th Asia and the Pacific Regional Meeting (APRM) of the International Labour Organization (ILO) which was held in Bali, Indonesia in December 2016; in addition to a meeting within the framework of the Abu Dhabi Dialogue held in January 2017, in Sri Lanka. The above was supported by model frameworks and initiatives in the form of joint collaboration between Qatar and the labour-sending countries. The aim is to manage the process of recruitment of workers from abroad in a safe manner. To this end, guidance and awareness-raising programmes of workers are designed in two phases: before departure and after arrival in Qatar, in coordination with the labour-sending countries.
44. Discussions are also held annually on the recruitment mechanisms abroad, and the difficulties encountered by workers, through meetings of the joint committees which are set out in the bilateral agreements. There are 36 agreements which have so far been signed between Qatar and the countries as indicated in the following table.

Table 20. Countries which signed an agreement on workers' recruitment with Qatar

Name of country	No.	Name of Country	No.	Name of Country	No.
India	1	Pakistan	2	Bangladesh	3
Viet Nam	4	Indonesia	5	China	6
Philippines	7	Sri Lanka	8	Iran	9
Cambodia	10	Afghanistan	11	Nepal	12
Kenya	13	Mauritania	14	Gambia	15
Swaziland	16	Eritrea	17	Senegal	18
Tanzania	19	Ethiopia	20	Macedonia	21
Bosnia and Herzegovina	22	Albania	23	Egypt	24
Syria	25	Jordan	26	Sudan	27
Yemen	28	Tunisia	29	Morocco	30
Lebanon	31	Turkey	32	Somalia	33
Thailand	34	Mauritius	35	Djibouti	36

Source: Ministry of Administrative Development, Labour and Social Affairs.

(ii) Legislative measures to protect workers from paying fees to recruitment agencies

45. No entry visa will be granted to a migrant worker for the purpose of work, except under a contract signed directly between the recruiting party and the expatriate worker, in accordance with the provisions set out in section 4 of Law No. 21 of 2015. This will help to combat trafficking carried out by a few recruitment offices in labour-sending countries. Furthermore, section 33 of the Labour Code and section 19 of Ministerial Order No. 8 of 2005 categorically prohibit an employer or recruitment agency from receiving any fees or commissions from workers for their recruitment in Qatar.

(iii) *Contract with VFS Global*

46. To put into effect section 4 of Law No. 21 which relates to the entry and exit of migrant workers, the Government has entered into a contract with the VFS Global, by virtue of which VFS will provide administrative services related to the process of collecting entry visa requests and supporting documents and their classification; registering biometric data; and finalizing the medical procedures for migrant workers and other workers.
47. VFS Global at the specialized centres shall also provide particular services in the labour-sending country which include the following: obtaining a general visa; information and appointments; submitting an electronic request; the service of a reception visa centre; the service of data entry; receiving requests and verifying the soundness of information; receiving fees; registering biometric data in accordance with the specifications of the Ministry of Interior; “a biometric measurement includes data on identity such as fingerprints, and a digital stored facial picture etc. ...”, in addition to the service of returning data; following up on the status of a visa and the submission of reports; a medical examination for the purpose of a visa request through a service centre situated in several countries which are as follows: Bangladesh, Egypt, India, Indonesia, Nepal, Pakistan, the Philippines and Sri Lanka.
48. It is to be recalled that all fees and expenses resulting from providing the above services by the company shall be assumed by the employer. Consequently, as soon as the above system is applied with the Swiss company, forging and substituting contacts will be finally eliminated, and workers will no longer assume any fees or expenses for their recruitment from abroad.

(iv) *The electronic linking projects to be applied through VFS Global*

49. The Ministry of Administrative Development, Labour and Social Affairs will implement the electronic linking project with a number of labour-sending countries through VFS Global. The project includes the following measures:
- A database of jobseekers in labour-sending countries shall be established. The categories of jobseekers will be divided according to occupation, qualification and experience. It will include all the necessary data.
 - The competent official body shall certify the data which is included on the site.
 - Employers shall take the necessary formal procedures for the recruitment of workers, after their selection at the worksite. VFS Global shall be responsible for presenting the contract to the worker to be recruited, and in case of approval, the worker will sign the contract.
 - VFS Global shall also verify the soundness of documents related to workers’ certificates and qualifications. Consequently, the project will ensure that labour contracts signed by a worker in his/her home country are not tampered with, in addition to avoiding any fictitious labour contracts or job offers.

G. *Passport confiscation and non-renewal of ID cards*

(i) *Legislation and penalties for passport confiscation*

50. The Government refers to the assessment of the tripartite delegation which, while acknowledging the legislative measures taken by the Government to protect migrant workers against passport confiscation, was of the view that efforts to enforce these legislative prohibitions needed to be considerably stepped up to guarantee effective protection to

migrant workers against these abusive practices. The Government reiterates that Law No. 21 of 2015 prohibits passport confiscation and includes criminal penalties against this practice. The penalty was made stiffer on passport confiscation through the payment of a fine of QAR25,000. In addition, Ministerial Order No. 18 of 2014 which relates to determining the requirements of suitable accommodation for migrant workers, specifies the allocation of safe places which include storage facilities which can be locked, which can be accessed by workers in all freedom, and in which they can keep their personal belongings and documents including their passports.

(ii) *Criminal penalties handed down on passport confiscation in 2016*

51. In 2016, 232 lawsuits on illegal passport confiscation were referred to Public Prosecution. A sentence of a fine was handed down against 48 employers. Some 168 notifications were withheld for different reasons such as a false notification or an amicable settlement with an employer. The table below relates to the judicial status on accusations addressed to employers with respect to passport confiscation in 2016.

Table 21.

No.	Status of Notification	No.
1.	Sentence of a fine	21
2.	A sentence of a fine pending implementation	27
3.	Lawsuits which are still before the courts	21
4.	Handing down a decision on shelving the notification	168
5.	Notification under examination	4
6.	Total	234

H. Contract substitution

(i) *Practices of exploitation and fictitious contracts*

52. The Government points out that the practice of imposing on workers high fees for their recruitment from abroad and for tampering with their contracts starts mainly in the labour-sending countries. Despite this, the Government has taken several measures to limit contract substitution including its contract with the Swiss company to protect workers from fictitious contracts. Moreover, through meetings of the joint committees set out in the bilateral agreements and MoUs which regulate the recruitment process of workers from the labour-sending countries, the Government has also encouraged labour-sending and receiving countries to use the services of certified recruitment agencies. In this connection, the Government has encouraged such countries to be guided by the model employment contracts attached to bilateral agreements, which are prepared in conformity with the provisions of the Labour Code in Qatar, and which observe the human rights of migrant workers and their protection. The Labour Code obliges the competent body at the Ministry of Administrative Development, Labour and Social Affairs to certify employment contracts. It is worth noting that the number of employment contracts which were certified by the Ministry has reached 511,723 contracts in 2016.

Table 22. Statistical data related to the certification of contracts from 1 January – 15 February 2017

No. of certified employment contracts	61 486
No. of certified recruitment contracts from abroad	4 976
No. of certified employment contracts for the purpose of a change in occupation	767
Total No. of certified contracts	67 229

(ii) Electronic contract system

53. An electronic contract system started to be operational in ten different languages, which will enable migrant workers to read their contracts directly in their mother tongue, to be cognizant of the details of the contract and their financial rights. It will also help in certifying contracts, and in workers getting a copy of their contracts. This system can be viewed at the following link: <http://econtract.molsa.gov.qa>.

(iii) Protecting workers from fictitious contracts through national legislation

54. Law No. 21 of 2015 which regulates the entry, exit and residence of migrant workers, whose section 4 specifies that no entry visa shall be granted to a migrant worker for the purpose of work unless there is a contract concluded with the recruiter certified and approved by the competent authorities in the country, in accordance with the specified rules and procedures. This would help in combating trafficking which is carried out by several recruitment agencies in the labour-sending countries. Furthermore, the Labour Code No. 14 of 2004 and its implementing Ministerial Orders categorically prohibit an employer or recruitment agency from receiving any fees or commissions from workers for their recruitment in Qatar, by virtue of section 33 of the Labour Code which specifies that the licensee shall be prohibited from the recruitment of workers from abroad for a third party and shall prohibit the licensee from receiving any fees or expenses for a worker's recruitment from abroad or any other expense.

55. Section 14 of Ministerial Order No. 8 of 2005 specifies that the Minister by virtue of a decision, shall annul the permit in the following cases: if the licensee obtains any sums of money from a foreign worker in return for his/her recruitment. Section 19 of the same Ministerial Order also specifies that the licensee shall be prohibited from obtaining any fees, expenses or any other cost from the migrant worker.

I. Effective application of dissuasive penalties**Table 23. Statistics on notifications and accusations in violation of the Labour Code and its provisions referred to Public Prosecution during 2016, up to 31 January 2017, which totalled 238**

No.	Notification/Accusation	Sentence being served	Judgment handed down	Before the court	Under investigation	Withheld	Total
1.	No facilitation of inspectors' tasks	21	5	14	1	1	42
2.	Non-compliance with the payment of a worker's overtime pay	12	1	5			18
3.	An owner/undertaking not holding the legally prescribed registers	3		3			6
4.	Regulation not posted at an apparent place		1				1
5.	No regulation on penalties and work regulation	8		2			10

No.	Notification/Accusation	Sentence being served	Judgment handed down	Before the court	Under investigation	Withheld	Total
6.	Absence of a table on names of young persons employed, submitted to department		3	8			11
7.	Absence of a special file held on a young person employed			1			1
8.	Employing workers without getting approval of department	2		4	1		7
9.	Lack of necessary data on an undertaking submitted to the department, before beginning work	2		1	1		4
10.	Lack of required data submitted to the department within the specified period	3		1			4
11.	Absence of special file held on each worker at an undertaking	4		5			9
12.	No OSH means were posted at an apparent place	10		11	1		22
13.	Absence of a regulation on work regulation & penalties for adoption during the legal period	1		1			2
14.	Labour inspectors were not provided with correct data	5		8			13
15.	Recruitment of workers from abroad through an unlicensed person	1		1			2
16.	Non-compliance with the legally prescribed hours of work of workers	1		2			3
17.	Absence of data and registers on recruitment of workers from abroad being kept			2			2
18.	Non-compliance with granting workers paid weekly holidays	2					2
19.	Non-compliance with workers' employment	1					1
20.	Workers' strike	1					1
21.	No work site for an undertaking	1					1
22.	Occupational injuries	1		9		1	11
23.	Lack of statistics on occupational injuries	2		1		1	4
24.	Lack of notification of an occupational injury			2			2
25.	Not informing workers of occupational hazards before beginning work	14	2	18		1	35
26.	No provision of a nurse	4	1	1			6
27.	No necessary precautions placed to ensure safety of workers, pedestrians & buildings			1			1
28.	An employer failing to take necessary precautions to keep the temperature and humidity at a workplace			1			1

No.	Notification/Accusation	Sentence being served	Judgment handed down	Before the court	Under investigation	Withheld	Total
29.	Practise the occupation of an itinerant trader without a permit	1					1
30.	Practise an occupation without a permit	1					1
31.	Violation of the provisions of the Labour Code	6	2	6			14

Source: Public Prosecution.

Table 24. Statistics of the Ministry's Office at courts 2016

Item	Total
Judgments handed down by partial bench workers' circuits	2 039
Complaints which were resolved amicably through the Office	61
Number of lawsuits referred by the Ministry to the court	368
Number of auditors who obtained replies to their queries	2 716

Source: Ministry's Office at the courts.

*(i) Statistics of workers' lawsuits in 2016***Table 25. Full bench workers' circuits**

Item	First	Second	Total	Observations
Sums to be paid	129	98	227	Obliging the defendant to pay wages in arrears, bonuses and tickets
Rejection of lawsuit	60	32	92	
Evidence of conciliation	28	13	41	
Obligation based on blood money/occupational injury	10	1	11	
Revoking a lawsuit	107	168	275	
Total	334	312	646	

Table 26. First instance workers' circuits

Item	First	Second	Third	Total
Obligation to pay	316	302	356	974
Rejecting a lawsuit	18	197	20	235
Reconciliation	75	276	54	405
Revoking a lawsuit	1 718	913	1 556	4 177
Total	2 117	1 688	1 986	5 791

Source: Courts.

(ii) *Statistics on prohibiting companies for their violations of the Labour Code at the Ministry*

Table 27.

No.	Item	Period	Indicator
1.	Prohibition carried out by the Ministry during the period	2016	35 030
2.	Lifting the prohibition imposed on companies which occurred during the period	2016	15 218

Source: Ministry of Administrative Development, Labour and Social Affairs.

III. *Technical cooperation with the ILO*

56. The Government reiterates its commitment to the adoption of measures to support decent work, protect workers' rights, and working and living conditions, in conformity with its commitment to the effective application of ratified international Conventions, and to achieving the Sustainable Development Goals and Qatar National Vision 2030. As a result, the Government indicates that it has reached an initial technical cooperation agreement with the ILO pursuant to the advice provided by an ILO technical delegation which visited Doha from 11 to 13 February 2017. It is reported that the delegation provided advice and technical observations on the technical cooperation agreement, which includes the following areas:

- (i) strengthen efforts to address employers' non-payment of workers' wages;
- (ii) improve labour inspection and occupational safety and health systems;
- (iii) establish a contract system instead of the *kafala* system, as well as improve the procedures for the recruitment of workers, and develop employment contracts;
- (iv) provide sufficient protection to migrant workers from forced labour and its application in practice;
- (v) give a voice to workers.

57. The Government states that the technical assistance agreement identifies three main pillars namely: (i) the objectives of the project; (ii) the areas of collaboration between the Government and the ILO; and (iii) its implementation mechanisms. Finally, in light of its desire to collaborate with the ILO on all labour-related matters, the Government has requested ILO technical assistance to address the conclusions of the Committee on the Application of Standards on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which were adopted at the International Labour Conference (ILC) at its 105th Session in June 2016.