



# General Assembly

Distr.: General  
29 June 2020

English  
Arabic and English only

---

## Human Rights Council

Forty-fourth session

15 June–3 July 2020

Agenda item 9

**Racism, racial discrimination, xenophobia and related forms of intolerance, follow-up to and implementation of the Durban Declaration and Programme of Action**

### **Report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance on her visit to Qatar**

**Comments by the State\***

---

\* The present document is being issued without formal editing.

GE.20-08492(E)



\* 2 0 0 8 4 9 2 \*

Please recycle 



## **Addendum by the State of Qatar to the draft report of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance**

### **I. Introduction**

The Government of the State of Qatar would like to thank Ms. E. Tendayi Achiume, the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance, for her visit to the State of Qatar during the period from 24 November to 01 December 2019.

The Government of the State of Qatar appreciates the constructive discussions that the Special Rapporteur held with various departments and persons during the visit.

The Government of the State of Qatar also thanks the Special Rapporteur for sending an advanced version of the report for comments by the government.

We welcome the Special Rapporteur's observations on the important reforms undertaken by the State of Qatar in labour laws. It is heartening to note that the Special Rapporteur found the measures and guarantees that are now in place to promote and protect the rights of the expatriate workers as "impressive".

The Government of the State of Qatar has taken note of the various recommendations of the Special Rapporteur, and is pleased to note that it is taking necessary action to implement a number of these recommendations. In this regard, particular attention is being given to include within the national law a definition of 'racial discrimination' consistent with Article 1 of the Convention, as well as to consider the implementation of the Durban Declaration and Program of Action with regard to establishing an independent body to promote equality, in response to the concluding observations of CERD made in January 2019 following its examination of the combined seventeenth to twenty-first periodic reports of Qatar. The State of Qatar will also continue its efforts to implement the recommendations noted in paragraph 65 concerning combating racial discrimination, and its efforts pertaining to the promotion and protection of workers' rights in accordance with the recommendations provided in paragraphs 66, 67, 68, 69 and 70, while bearing in mind the religious, cultural and the special social characteristics of the State of Qatar.

#### **Racial discrimination against citizens as a result of the Gulf crisis**

The Government of the State of Qatar notes with regret that the Special Rapporteur didn't refer in any part of her report to the ongoing discriminatory measures to which its citizens are subject to since June 5, 2017 on account of discriminatory measures taken by the Kingdom of Saudi Arabia, the United Arab Emirates, Bahrain and Egypt, against them.

The Special Rapporteur had an ample opportunity to hear witnesses and accounts from concerned authorities and persons about the adverse consequences of the unjust blockade and violations of the human rights of the affected persons particularly the rights guaranteed under the International Convention on the Elimination of All Forms of Racial Discrimination<sup>1</sup>. We respectfully submit that the Report would do well to note the dangerous consequences of this

---

<sup>1</sup> The National Human Rights Committee has documented 4275 complaints, submitted by citizens and residents in the State of Qatar, since the start of the blockade on 5 June 2017, and 3381 complaints were submitted by Qatari citizens and 853 complaints were submitted by residents of different nationalities during the previous years of the blockade. The National Committee counted 1320 complaints on the violations of the right to movement, 1310 complaints on violations of the right to own property, 662 complaints were against the violations of the right to family reunification, 526 complaints on the violations of the right to education, 173 complaints on the violations of the right to practice religious rites, 113 complaints on the violations of the right to work, 94 complaints on the violations of the right to residency, 38 complaints on the violations of the right to health, 14 complaints on the violations of the right to obtain official documents, 3 complaints on the violations of the enforced disappearance, 3 complaints on the violations of arbitrary detentions, 2 complaints on the violations of degrading human dignity, as well as the violations of the right to fair trial.

imposed blockade on the State of Qatar, most notably the racist rhetoric it brought to the atmosphere of the region, and the spread of the hate speech and nationality based discrimination. Of particular significance is the closure of the only road that links the State of Qatar with the Kingdom of Saudi Arabia, hindering the movement of Qatari citizens and residents including families and businessmen to and from it, which also severely affected the right and freedoms of Qatari citizens and residents to practice their religious rites.

The Government of the State of Qatar is concerned about the reasons that on this occasion the Special Rapporteur felt unable or unwilling to address the violations of human rights caused by the blockade, and the coercive measures adopted within its context, with its severe impact on Qatari citizens and residents which falls within the mandate of the Special Rapporteur.

Assessing the Government's efforts in combatting racism, racial discrimination, xenophobia and related intolerance in Qatar, within the context of the visit, as outlined in the "End of Mission Statement", would necessarily entail assessing violations committed on the basis of racism and racial discrimination as a result of these measures, and the efforts which the government has made to minimize the suffering of the victims.

The fact that these measures were taken by the governments of other countries is not, in our belief, a valid reason to prevent the Special Rapporteur to include an assessment of these violations in the report and make necessary recommendations in pursuance of the Mission's objectives.

In this regard, we recall the previous reports of the Special Rapporteur following her visits to other countries, for example, the document (A/HRC/41/54/Add.1), in which she referred to challenges faced by countries of her visit that resulted from the policies and decisions taken by other countries. It is particularly noteworthy that on those occasions the Special Rapporteur made suitable recommendations on the policies and practice of States concerned to limit the impact of their national measures on racism, and discrimination with a view to prevent and remedy human rights violations caused by these policies and practices.

It is important to note that the State of Qatar didn't retaliate with similar measures against the citizens and residents of the blockade countries even though the blockade countries (except Egypt) issued orders that gravely violated their obligations under international law, by forcing their citizens to leave their jobs and families and moved out from the State of Qatar.

The Special Rapporteur and the international community is by now fully aware of the record of the violations of human rights to which the citizens of Qatar have been subject on account of their nationality, thanks to many reports issued and the decisions of the International Court of Justice, as well as the ongoing consideration of the matter within CERD<sup>2</sup>.

<sup>2</sup> Most prominent international moves to stop the violations of the blockade countries are: First: Amnesty International in June 2017 and in June 2018, Human Rights Watch in July 2017 and in June 2019, issued a report condemning the practices of the blockade countries against the State of Qatar. Second: in November 2017, the High Commissioner for Human Rights, sent a technical mission to the State of Qatar. The Technical mission came up with the result that there are measures targeting individuals, based on their Qatari nationality, or their affiliation with the State of Qatar, which can be classified as a disproportionate and discriminatory measures. Most of measures are unguided, without any differentiation between the government of the State of Qatar and its population, therefore that constitutes the basic elements for the definition of the unilateral coercive measures. The report of technical mission stated that many of these measures have a long-term impact on the enjoyment of the human rights and fundamental freedoms of those affected. Due to lack of evidences of any legal decisions to curb these various measures, and because of the lack of legal sanctuary for most of the individuals concerned, therefore, these measures can be considered as arbitrary measures. The shock resulting from these hasty decisions, had a great psychological impact on the population, especially because of the aggressive media campaigns that erupted since early June and are still ongoing. Third: The International Court of Justice issued, the following two decisions: The first decision, was issued on 23 July 2018, to accept the complaint of the State of Qatar against the UAE due to discriminatory measures against Qatari citizens. The second decision, was issued on 14 June 2019, which rejected the UAE's complaint to take temporary measures against the State of Qatar, in the case of the

In the light of the comments made above by way of introduction, the State of Qatar has the honor to submit the following comments and observations on the report of the Special Rapporteur:

## **II. Efforts of the State of Qatar in combating racial discrimination**

### **A. Legal and institutional framework for eliminating racial discrimination**

**Para 8:** We submit that the State of Qatar’s national legal framework, including the Constitution and other relevant legislation, encompasses the general rules underpinning the provisions of the ICERD in which the principles of equality and non-discrimination are essential elements.

In order to ensure that these rights and freedoms are not restricted or diminished Article (146) of the Constitution stipulated that “provisions related to rights and public freedoms shall not be modified, except within the limits that are intended to give more guarantees for the benefit of the citizen”. Therefore, the principles of equality and non-discrimination are among the main constitutional principles that are preserved and protected, and no legislation can be passed that goes against or undermines these principles.

This constitutional protection was strengthened by the establishment of the Supreme Constitutional Court by Law No. 12 for 2008, issued on 18 June 2008, which is concerned with disputes settlement related to the constitutional laws and regulations. In addition, the State of Qatar has acceded to seven of the core human rights conventions, which have acquired the force of law according to article 68 of the Constitution, especially after its ratification, publication in the official Gazette

**Para 12:** Based on the Emiri decree no.70 of 2018, the Planning and Statistics Authority was established with a mandate, among other tasks, to set up an integrated statistical system, implement various censuses and surveys and disseminate statistical data and products. This planning and statistics authority provides periodic statistics, detailing the age, sex and number of Qataris and non-Qataris. According to article (20) of the Constitution “The State shall strive to strengthen the spirit of national unity, cooperation, and fraternity among all citizens.” The law also punishes the disruption of national cohesion and provocation of tribal strife. For example, article (47) of the press and publication law (8) for 1979, prohibits the publication of all material that sows discord among the individuals of the society or motivates sectarian, racial or religious trends. Article 47 states that the penalties for breaching the Act are those set out in the Criminal Code, namely, a term of up to 6 months imprisonment or a fine of up to 3,000 Qatari riyals.

Law no. (13) of 2016 on Privacy and Protection of Personal Data provided in Article 16 that “Data that can be classified as personal data are those relating to ethnic origin, children, health or mental and physical condition, and religious beliefs”. Also Law no. 14 of 2014 promulgating the Cybercrime Prevention Law provides that: “Any person who ..., publishes photos or video or audio recordings related to the sanctity of people’s private or family life or insult or slander others shall be punished”, thus ensuring the safety and proper exercise of these freedoms, and to prevent their misuse.

---

discriminatory measures taken by the government of the UAE against Qatari citizens, with the support of 15 judges. The Committee to Monitor the Implementation of the International Convention on the Elimination of All Forms of Racial Discrimination (CERD), issued a decision to accept the complaints submitted by the State of Qatar against the United Arab Emirates and the Kingdom of Saudi Arabia, regarding discriminatory measures imposed on Qatari citizens since June 2017.

## **B. Combating direct, indirect and structural racial discrimination, including based on nationality and national origin**

**Para 13, 15 and 16:** We reaffirm our comment on paragraphs 8 and 12 that the legal framework of the State of Qatar including the Constitution and national laws embraces the principles of equality and non-discrimination. Under article (68) of the Constitution the agreements to which the State of Qatar is party have the force of law.

The Qatari legislator uses the general formulation for determining rights or defining the obligations incumbent on those to whom these provisions are addressed in a manner that does not reflect any discrimination based on ethnic or national origin or other grounds of discrimination. Moreover, bilateral agreements for bringing expatriate workers concluded by the State of Qatar with the countries of origin of the workers do not include any discriminatory provisions on the basis of national or ethnic origin making no distinction between one State and another. Standard format has also been developed for these bilateral agreements and memorandums (36 bilateral agreements and 13 MoU), and standard employment contract is attached to those agreements which applies to all workers from different nationalities without any discrimination on the basis of national, ethnic, or religious origin.

Workers are selected by employers on the basis of actual need heeding to the concept of supply and demand and on the basis of a contractual relationship between the two parties.

## **C. Combating racial profiling**

**Para 18:** The State of Qatar is concerned over the Special Rapporteur's reliance on inaccurate reports that were not referred to as a reference in the report. Qatar therefore maintains a reservation to the discriminatory and contradictory interpretation in this paragraph, which indicates that African men in the State of Qatar are considered to be "unsanitary", while African women are presumed to be "sexually available", in addition to other contradictions that are contrary to the provisions of the Constitution, laws and procedures taken by the State of Qatar.

**Para 22 and 23:** We submit that visas are granted on the basis of balanced ratios to all nationalities without discrimination and according to the needs of the labour market. The granting process is done electronically based on a request submitted by the employer detailing the skills and competencies required for the specific job. Accordingly, the applications are studied based on the nature of available competencies and what is known as the concept of supply and demand. All workers of different nationalities are subject to the same legal conditions and provisions enshrined in national legislations, labour contracts or bilateral agreements on recruiting workers from abroad. They actually enjoy the same rights and privileges. Nothing in the provisions of the labour law or any other legislation provide for granting specific jobs to certain nationalities or linking a specific nationality to specific jobs.

The State of Qatar concludes these agreements with brotherly and friendly countries with the aim of realizing economic and developmental integration between the State of Qatar and friendly nations. These bilateral arrangements are very common in all countries of the world and their importance has been stressed by the International Covenant on Civil and Political Rights and International Labour Organization instruments as practices in managing labour flows between countries and in contributing to the protection of migrant workers.

Migration for Employment Convention (Revised), 1949 (No. 97) states that: "Whenever necessary or desirable, bilateral agreements are concluded for the purpose of regulating migration for employment in cases where the number of migrants is sufficiently large". Also, the ILO recommendation annexed to 1949 (86) includes a model agreement on temporary and permanent workers which has affected the development of bilateral working arrangements around the world over the years, the principles of which remain valid until now. All bilateral agreements concluded by the State of Qatar came in line with international human rights standards and migrant workers' rights ratified by the two countries.

### III. Promoting and protecting workers' rights:

#### A. Access to justice:

**Paragraphs 25, 26, and 27:** The State of Qatar concluded in October 2017 a technical cooperation agreement with the ILO for the period 2018-2020 including the provisions of technical advice to Qatar in the following areas: improving the wages protection system, labour inspection and occupational health and safety, developing an employment contracts to replace the kafala (sponsorship) system, improving the conditions of employment, raising awareness about prevention and protection of forced labour and the prosecution of perpetrators, and giving a voice to workers.

Furthermore, the State of Qatar has updated its legislative system in the field of promoting and protecting workers' rights in keeping pace with its aspirations in this field, out of these we want to single out the following, by way of clarifying the information mentioned in the Special Rapporteur's report according to the following:

(a) Law number (13) of 2017 creating a committee or more named 'Labour Disputes Resolution Committee,' to settle, within a period not exceeding three weeks, all disputes arising from the provisions of the law or an employment contract referred by the competent department of the Ministry of Administrative Development, Labour and Social Affairs to the committee. The committee's decision settling the dispute shall have executory force according to the following measures:

- Complaints will be presented directly by the employee, domestic worker or through embassies to the relevant department at the Ministry of Development, Labour, and Social Affairs by filling in the appropriate form with the required information and sign it and before submitting the complaint to the Ministry. The complaint will then be registered electronically, then the company's representatives are invited by email, and the expat worker complainant receives a copy of the formal summons.
- The dispute settlement officer provides legal advice to the employee or domestic worker with the assistance of one of the many translators available at the Ministry, in all languages spoken by expat workers. In addition, interpreters are also available in the dispute settlement committee's department. No fees are associated with this process and the government offices including labour committees are open for the workers in the afternoon,
- If the employee or domestic worker desires to obtain a legal opinion (in any stage of the complaint), he can meet one of the legal experts at the department of labour relations, during official working hours (without having to book an appointment).
- If a worker believes he has suffered retaliation through a criminal act from the employer, the said employee will be advised by the dispute settlement officer to resort to relevant authorities (police/prosecution).
- Furthermore, worker complaints can be presented through electronic devices where the department will continue giving out electronic advices for receiving those complaints and training workers to use them. They are available in (11) languages, in addition to that, the Ministry is seeking to enable workers and Domestic workers to present their complaints and follow up them electronically on the website of the Ministry of Development, Labour, and Social Affairs through the application "Amerni". This will enable workers and domestic workers who are unable to appear physically before the Ministry to submit their complaints, while at the same time maintaining the confidentiality of the complaints.

**Number of workers' complaints for 2018**

<i>Statement</i>	<i>Male</i>	<i>Female</i>
Number of complaints presented to the Department of Labour relations (nationals)	47	26
Number of complaints presented to the Department of Labour relations (residents)	15, 637	1,653
Total number of complaints presented to the Department of Labour relations (residents, nationals)	15, 684	1, 679

(b) The State of Qatar abolished the Kafala system and fundamentally reformed the legal structure of labour relations since 2015, according to law number (21) on regulating the entry and exit of expatriates as well as their residency. This law was implemented after countless rounds of community consultations in order to engage all social partners and stakeholders. Articles (21) and (22) of the law outline situations of changing the employer by the expatriate worker, they are as follows:

- The employee transferring to another employer before the end of the contract, with mutual consent between the employee and employer.
- Transferring to another employer immediately after the expiry of the period of the contract, or after five years if the contract is indefinite.
- Transferring to another employer in the case of the employer's death, or the expiration of the legal person for whatever reason.
- The expatriate worker can change the employer temporarily in case there are lawsuits between him and the employer.
- The expatriate worker can change employer in the event that the employer proved to be abusive against him/her, or if public interest so requires.

(c) The law provides that in the circumstances where the residence permit normally expires the expat worker can return to the State of Qatar directly to join a new job opportunity i.e. there is no need to wait for two years as before as was stated in the law No. (4) of 2009.

(d) These measures aim to guarantee expatriate workers' enjoyment of their civil rights without discrimination, particularly the rights to free movement and to leaving the country in accordance with article (12/2) of the International Covenant of the Civil and Political Rights, Article 5, para. (d) of the International Convention on the Elimination of All Forms of Racial Discrimination.

(e) The Ministry of Administrative Development, labour and Social Affairs has launched an electronic mail service through which a worker can apply when he intends to move from one employer to another or in case when he wishes to leave Qatar for good. The Link is as follows: <http://e.notice.adisa.gov.qa/login.aspx?ReturnUrl=%2>

(f) Among practical effects of the application of the Law No. (21) on the right of a worker to change his employer are: establishment of an electronic system and administrative unit; changing the employer of 2309 employee despite objection by former employer; changing employer has become easier for employees who are issued work visas on certain projects, known as visa that restricts movement to other employer if certain conditions are available.

(g) The following link displays pictures of the premises designated to presenting and following-up on the notification sent by the employee who is leaving his work to join another employer.

<https://www.dropbox.com/sh/xv05fxmr4jms0ox/AACnEq8G6EBcDEwv0Xcgca4oa?dl=0>

(h) Article (51) of the Qatari Labour law provides that a worker can terminate his employment contract before the expiry of the term if the contract is for a limited or unlimited term without notifying the employer, while maintaining the end of service gratuity if the employer has breached his obligations that are legally prescribed and agreed upon in the contract, or if he has misled him with regards to work conditions, physically or ethically assaulted the worker or any members of his family, or if the employee is subject to a risk against which he has not been protected by the employer. In such cases the employee has the right to leave work without bringing the matter to court. It is not allowed that the worker abandon or give up his right, because in this case the right of the worker relates to the public order and the employee has the right to resort to the legal authorities to protect him, and if necessary to provide him with shelter. Thus, there is nothing called absconding in Qatari legislation.

(i) Law No. (1) of the year 2015 amending certain provisions of the Labour Code in order to begin the application of Wages Protection System for the workers subjected to the provision of the Employment Law which obliges remittance of pay to worker's account at any of the State's financial institutions. Wages System has developed a mechanism controlling violations to this obligation, by implementing Electronic Auditing on enterprises subjected to the System, and imposing penalties on companies delaying payment of employees' salaries. There are also penalties not exceeding one-month imprisonment and a fine not less than 2,000 QAR and not more than 6,000 QAR, imposed for violating the System. In addition, the Ministerial decree no. (4) of the year 2015, was issued to control Workers' Wages Protection System for employees who are subject to the labour law that obliges the employer to transfer wages to the Financial Institutions within 7 days of their due date. In the event of violation, the Minister of the Ministry of Administration Development, Labour and Social Affairs may stop issuing any new work permits and block all dealings of the employer who violates the decree, excluding the authentication of Labour Contracts in order that the measures taken against the employer do not affect the interests of the employee. Since the inception of the New System in 02.11.2015, the System has applied to the majority of the corporations and firms subject to the labour Law to ensure the rights of workers to receive their wages in time (in line with the final observations of the Committee of Elimination of Racial Discrimination on addressing refusal to paying the wages).

(j) The Ministry of Administrative Development, Labour and Social Affairs has launched a number of inspection campaigns aiming to monitor Small and Medium Enterprises, sub-contracting firms and companies of labour force transferring their labour wages to the financial institutions. Teams of the department of Labour Inspection of the Ministry move to different areas of the State and conduct field survey operations in order to monitor compliance of companies and business enterprises with the Wages Protection System.

(k) The number of criminal reports for reasons of not paying wages reached 1164 cases during 2018, all being referred to judiciary by the Resident Affairs Prosecution. Below are statistics on ceased cooperation with the violating companies during 2018-2019.

<i>Statement</i>	<i>2018</i>	<i>2019</i>
Steps of stopping the mechanical dealing with companies, done by the Ministry for reasons of violating the System.	30549	43013
Total of claims submitted to the wages protection system	30317	42912

(l) In the framework of the project of technical cooperation with the ILO the Ministry made an evaluation of the Wages Protection System to identify the loopholes and submit recommendations for improvement. The results of the report highlight an advanced System for Wages payment monitoring with huge capabilities and gives a number of recommendations aiming to increase the effectiveness of the System. The Ministry and Qatar

National Bank work to implement these recommendations and are keen on monitoring the commitment of Small institutions to Wages Protection System. Those procedures are in line with the recommendations (66) (b) of the Rapporteur.

(m) In accordance with the Law No. (17) of (2018), the State of Qatar, has established a *Workers' Support and Insurance Fund*. The Fund aims to pay the workers' dues adjudicated by the Labour disputes Settlement Committees in the event of the company's default or inability to pay workers' wages, so as to avoid procedures that may take a long time and impede workers from meeting their commitment towards their families or towards others. In addition, the Fund guarantees speedy payments of the financial entitlements upon completion of service and renders the return of the expatriate to his country easy and feasible. The Fund also benefit both domestic workers and those working in private sector.

(n) The Fund provides support and ensures the welfare for the employees by providing them with a healthy working-environment and accommodation in residential complexes equipped with playgrounds, recreation and social facilities.

(o) The State of Qatar takes legal measures against enterprises and firms violating the Wages Protection System including: preventing them from bringing in new workers, by referring them to the security agencies in preparation for referral to the public prosecution for violation of the provisions of article no. (66) of labour law and granting employees of the violating firm the freedom of moving to another employer. The Ministry took measures in 42383 cases to cease cooperation with companies violating the provisions of the labour law, and 33528 automatic blocking against companies' violations of the Wages Protection System.

(p) Qatar Visa Centers "*Wisa*" were established to avoid contracts replacement and variation of translation of the provisions of contracts of domestic workers and contracts of specialized, skilled, technical or normal workers of the private and public sectors. The Centers allow electronic signing of the contract by the worker with the possibility of contract been read in a mother tongue language and that will give the employee a better chance of understanding the contract and of bargaining when not satisfied with any of the contract's provisions. It also guarantees the non-existence of any contradiction between the employment offers which are announced by the recruiting offices in the labour sending counties and the legal terms of the contract.

(q) These centers have been established in countries that send workers. Through these centers, finger prints, medical test and electronic signature of contracts are also done before coming to the State of Qatar. Those centers form a milestone in the elimination of fraud associated with payments and recruitment and also provide the necessary protection for workers against any exploitation, as well as facilitating the documentation of labour contracts before arriving into Qatar. Such measures guarantee labour rights and non-change of the offers formerly agreed on – all that is carried out through integrated electronic services characterized by speed and easiness. In addition, all these services are free of charges and the cost is born by the employer through Bank remittance. It is worth mentioning that such Centers have been opened in six countries of labour origin, namely, Sri-Lanka, Philippines, India, Pakistan, Bangladesh and Nepal. However, there are plans to establish centers in Kenya, Ethiopia and Tunisia. All this falls in line with the recommendation (66) (c) of the Special Rapporteur.

## **B. Protection of domestic workers' rights**

**Para 28, 29, 30, 32 and 33:** We highlight the government's efforts to address the violations listed in these points as follows:

1) Law no. (15) of 2017 on Domestic Workers' provisions comply with the International Labour Standards and the provisions of the Convention No. (189) of ILO on decent work for Domestic Workers. Below is a list of the guarantees provided by the Law to protect domestic female workers from the violations mentioned:

(a) Article (12) stipulates that "the maximum working hours are ten hours per day, unless agreed otherwise, these include periods for prayers, rest and meals, which are not

counted as work hours. The maximum daily working hours determined by the legislator are 10 hours provided for by the standard employment contract drafted by the Ministry of Administration Development, labour and Social Affairs. In its fourth article under the title "normal daily working hours and rest periods" it states that the employee agrees to work for eight hours daily, as normal working hours, including periods of worships, rest and meals, but not count within the working hours, and it is allowed to employ the worker two additional hours daily so that the maximum work hours become ten hours daily. The nature of work relations between employer and employee are governed by the Work Contract which determines the normal working hours as being only 8 hours. i/e The work relationship between the domestic worker and the employer did not deviate from the relationship between the worker and the employer that exists in the labor law. The nature of domestic work is totally different from that at factories and other work sites, as domestic work may include long periods of rest. Thus, the legislator did not see any need to design a certain regulation for the periods of rest.

(b) The employer is obliged to provide decent residence and meals for the employee as well as suitable medical care, medicine and other medical necessities as soon as he is ill or if he is injured during work or for reason of work, not obliging the employee with any financial burdens, and treating him well in a manner that preserves his dignity and the integrity of his body and not to expose the employee or his health to risk, harm him physically or psychologically. The employer shall not employ worker during his daily rest periods, medical leave or weekly holidays if there is no agreement to the contrary between the two parties.

(c) Obliging the employer to pay the agreed monthly wage in the Qatari currency at the end of each month and no later than the third day of the next month.

(d) Regulation matters of annual leaves and end of service gratuity: the employee deserves an annual paid leave for each year of work spent on service, 3 weeks and a ticket. Also, the legislator obliges the employer to pay the employee at the end of his service a gratuity as well as any other remaining amount owed to the employer. The gratuity is estimated to be equal to the salary of three weeks for each year's service.

(e) Identifying cases of termination of the employment contract by the employer before the expiry of its term.

(f) Disputes arising between the employer and the employee that relate to the application of the Domestic Workers Law or the employment contract are governed by the provisions of Chapter "11<sup>th</sup> bis" of the Labor Law No. 14 of 2004.

(g) Compensating the employee for work injuries in accordance with the provisions of the Labour Law referred to above.

viii) Imposing penalties for violators of the provisions of the law amounting to 10,000 QAR.

(h) The law also permits the employee to terminate the employment contract before its term, while retaining his right to the end of service gratuity, in the following cases: If the employer violates his obligations under the employment contract or the provisions of the law. If the employer, or his representative, commits fraud against the employee regarding the terms of employment. If the employer or a member of his family assaulted the employee in a manner that harms him physically or jeopardizes his life. If the employer, or one of his representatives, knows that there is an imminent danger that threatens the safety or health of the employee and does not act to remove it.

2) The Ministry of Administrative Development, Labour and Social Affairs has established a section to receive and resolve complaints of domestic workers, where the competent department receives complaints directly from domestic workers through social media, as the complaint shall be recorded on the same day and an appointment is made with the employer the next day to try to settle the dispute amicably. If the two parties accept the outcome of such settlement, what has been agreed upon will be proven in a record that has executory force. If the two parties fail to reach a settlement, the complaint shall be referred to the labour dispute resolution committees, in a manner that ensures speedy settlement for the dispute and guarantees the employee's rights and entitlements urgently.

3) The employee may, in accordance with the provisions of Law No. 21 of 2015, change the employer in the event that the employer is found to be abusive or there are lawsuits between him and the employer (as previously indicated). In this regard, an electronic notification system has been established for the employee to change from one employer to another on the website of the Ministry of Administrative Development, Labour and Social Affairs with a view to considering these requests and responding to inquiries according to the criteria set forth in the law where cases of abuse are to be dealt with as a matter of urgency, as well as direct legal assistance when complaints are filed.

4) The Ministry of Administrative Development, Labour and Social Affairs is exerting a continuous effort to educate domestic workers about their rights stipulated in the law through recruitment agencies, holding direct meetings with workers and work attaches in embassies, or through newspapers, television, and social media. The Ministry has also produced a video on the rights of female domestic workers and posed it on social media. Likewise, a public awareness campaign on the rights of domestic workers was launched in cooperation with the International Federation of Domestic Workers and the International Labour Organization. The Ministry intends to issue and publish two guide manuals in Arabic and English for domestic workers and their employers to instruct them on simple legal information about their rights and duties.

5) The Ministry also undertakes the follow-up of Labour and domestic workers' recruitment offices and inspect them periodically in a sudden manner in order to monitor procedures for bringing in domestic workers, checking their housing conditions, ensuring that they are not exploited and preserving their rights. That is besides complaints mechanisms available for domestic workers.

6) In addition, according to the text of Article 22 of the Law regulating entry and exit of expatriates and their residency, there is an important guarantee represented in the authority entrusted to the Human Rights Department at the Ministry of Interior to change the place of work for any worker immediately and without the consent of his/her employer in the event that the latter is proven to be arbitrary in whatever manner.

**7) Total complaints of domestic workers during 2018 and 2019:**

- The total number of complaints submitted by domestic workers (from January 2018 to December 2019) to the recruitment agencies section of the Ministry of Administrative Development, Labour and Social Affairs is (673).
- The number of cases of rape of female domestic workers in 2018 reached (3) cases, and the accused have been prosecuted for such crimes. Shelter and legal, psychological and health assistance were provided to the victims.
- The total number of complaints that were resolved through mediation between employers and domestic workers during the same period is (489).
- The number of complaints referred to the Labour Disputes Resolution Committee is (122).

8) These data reflect the increased access of workers to complaint mechanisms. The Ministry also continues to educate workers and domestic workers to find out the laws and regulations that preserve and protect their legitimate rights in accordance with the Qatari Labour Law and labour contracts concluded through various media outlets. These procedures are in line with the recommendations of the Rapporteur No. (67) (c) and (d).

9) The new law No. (21) for the year 2015 prohibits confiscation of passports and includes criminal penalties for this practice. This law increased the penalty for confiscating passports to a fine of (25,000) twenty-five thousand riyals. Ministerial Decision No. (18) of 2014 on determining appropriate housing conditions and specifications for expatriate workers and domestic workers, also stipulates the allocation of safe places so that workers can freely access and save their documents and personal belongings, including their passports.

10) Surveys conducted in 2017 and 2018 by Qatar University's Social and Economic Research Institute (SESRI) have shown that passport confiscation has become a less common phenomenon in Qatar than before.

11) In 2019 the Ministry of Administrative Development, Labour, and Social Affairs launched a social media campaign for raising awareness. It included messages on workers' right to hold their own passports.

12) Statistics on complaints of workers' passports confiscation by recruiters for the years 2016, 2017 and 2018:

<i>No</i>	<i>Statement</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>
1	Number of complaints of workers' passports confiscation by recruiters	738	346	247
2	Number of complaints of workers' passports referred to prosecution	100	82	37

13) It is notable that a number of complaints related to the confiscation of passports is constantly decreasing, and this indicates the employer's keenness to abide by the provisions of the law represented in the penalties imposed on the employer for the confiscation of workers' passports. That is in addition to the increasing level of oversight in terms of inspection to ensure effective enforcement of legislation relevant with combating human trafficking, and to the high level of workers' awareness of the provisions of the Labor Law, including their ability to access the competent authorities and submit complaints. As such, confiscating passports is no longer an effective way for employers to exercise control over employees as before.

14) Other patterns for the protection of domestic workers

- Article (52) of the Constitution stipulates that "Every person, legally residing in the State, enjoys protection of his person and property, according to the provisions of the law", and the legal protection provided by the security services under both Penal Code and Criminal Procedures Law, as well as enabling domestic workers to file complaints (Equity and Confidence-Building Program).
- The legislator has also provided protection to this category in the Qatari Penal Code promulgated by Law No. (11) of 2004, which punishes anyone who performs physical harm, cruel treatment, or economic exploitation of a person in a vulnerable position.
- Qatar Foundation for Social Work (QFSW) launched the "Center for Comprehensive Safety" affiliated to the Center for Protection and Social Rehabilitation "AMAN" one of the centers under the umbrella of QFSW, which represents an integrated shelter and a comprehensive social and health environment for protection and rehabilitation services for the targeted groups, including victims of human trafficking. The residential home is an integrated complex consisting of more than 30 real estate units dedicated and equipped with comprehensive accommodation services, providing its guests with the "temporary" accommodation service accompanying a well-thought-out rehabilitation plan. Some of the aforementioned units are specifically designated for victims of trafficking - both male and female, each of them is capable of taking care for 20 persons. The process of accommodation begins with four basic stages, which start with the reception phase that deals with the initial evaluation of each case and determining its need of shelter, then comes the admission stage which defines the rights, duties and requirements necessary to house the victim, then comes the stage of the rehabilitation plan which sets the detailed framework for the rehabilitation phase inside the home, and at last the stage of integration into the family, which is represented in returning the visitor to his natural environment in his/her family and society. These procedures are in line with the Rapporteur's recommendations No. (67) (e).
- There is nothing which is so-called crime of absconding in Qatari legislation. The notification that the employer makes is to disclaim his liability towards the worker

whose place of residence is unknown to him. The worker has the right to quit the work without having the permission of the employer, provided that the conditions stipulated in the law are met, besides submitting a request to change the place of work or to resort to the measures of remedy and protection.

### C. Detention and deportation

29. **Para 34:** Article (51) of the Qatari Labour Law permits the worker to terminate the contract of employment before the end of its term if it was for a fixed period, and without informing the employer if it was not for a fixed period, while retaining the end of service gratuity as previously stated.

30. The legislator gives the worker the right to leave the job without notice if the employer violated his obligations stipulated by law and agreed upon in the contract, if there was fraud from the employer regarding the conditions of work, physical or moral assault on the worker or one of his family members or there was a threat to the worker and against which his employer does not protect him.

31. In this case, the worker has the right to leave work without notice and without the need to present the matter to the judiciary, and it is not allowed that the worker abandon or give up his right, because in this case the right of the worker relates to the public order and the employee has the right to resort to the legal authorities to protect him, and if necessary to provide him with shelter. These procedures are in line with the Rapporteur's recommendations No. 68 (a).

### D. Reforms

32. **Para 40, 42 and 43:** Provisions of Law No. 21 of 2015 regarding the regulation of entry and exit of expatriates and their residence, and its amendments, also apply to domestic workers who can make a request to change their workplace in the event that the employer is found to be abusive or if the public interest so requires (in accordance with Article 22, Paragraph 2 of Law No. 15 of 2015 referred to). An electronic notification system has been established to enable the worker to change the workplace from one employer to another on the website of the Ministry of Administrative Development, Labour and Social Affairs; with a view to considering these requests and responding to inquiries in accordance with the criteria set forth in the law and then dealing with cases of abuse as a matter of urgency (already mentioned above in details).

The exit permit has also been cancelled pursuant to Law No. (13) for the year 2018 by amending Article (7) of Law No. (21) for the year 2015, regarding the regulation of entry and exit of expatriates and their residence, which recognized the right of the worker subject to the Labour Law and domestic workers as well as to temporary exit or final departure from the country during the validity of work contract.

It is worth noting that the purpose of requiring the worker to inform the employer 72 hours before departure is to take into account the nature of domestic work and the interests of the families with which domestic workers serve, especially for employed women who rely on domestic workers in taking care of children when they go to work, as well as to avoid the shock of the sudden departure of the worker for children. It is only a prior notification with a view to taking into account the interests of both parties to the contract and this does not prevent the worker from leaving. These procedures are in line with the Rapporteur's recommendations No. (69) (a) and (c).

## IV. Economic, social and cultural rights

### A. Health

**Para 44 and 45:** In keeping with the State of Qatar's international obligations and according to Law No 15 for the year 2016 to issue the Civil Human Resources Law, and Law No 14 for the year 2004 to issue the Labour Law and its amendments, and with a view to alleviating the problems of waiting time and ensure rapid access to health care services and facilities, the State of Qatar has established several private health centers for groups of residents, especially for workers, to name a few: the expatriate health center, which operates 24h and includes all specialties and is equipped with the latest medical devices; the Mesaimmer Health Center for workers, that accessible by workers 24h to obtain a speedy healthcare; and Al-Wakra Hospital and Hamad General Hospital receive all categories of workers in emergencies.

All workers were exempted from treatment and daily health care fees and guaranteed by the Ministry of Public Health, and we affirm that these regulations were taken to achieve a balance between the high number of workers compared to the Qatari population and residents, knowing that emergency medical care services are provided to all without discrimination and free of charge, according to the laws and regulations in force in Qatar, especially the law of regulating the medical treatment and health services in the country Article No 4 of Law No 7 of 1996, which states; "There are no fees or charges for the following services: emergencies, accidents that require hospitalization of the patient, preventive services in the field of motherhood and childhood, preventive services in the health field for school students, infectious diseases and vaccination services".

Para 45: We point out that working in open places and direct exposure to sunlight has been banned from June 15 until August 31 from 11:30 to 15:00 each year.

Researches were carried out in partnership between the Ministry of Administrative Development, Labour and Social Affairs, the International Labour Organization, the Higher Committee for Legacy and Delivery, the Fem Laboratory at the University of Thessaly (Greece), and the British Occupational Safety and Health Agency, to define a method to measuring heat stress and mitigating its impact. Preliminary results and main recommendations have been published to Qatari stakeholders aimed to improve implementation of the relevant national legislation and standards at the enterprise level, and issue awareness materials and video recordings on the risk of heat stress and ways to reduce it for workers and employers in multiple languages.

Employers and managers were encouraged to adopt plans for mitigating heat stress at the facility level, and the Ministry of Administrative Development, Labour and Social Affairs published on its website a guide on how to manage risk of heat stress, based on ILO materials and examples in which facilities working in the State of Qatar participated in it.

The Ministry of Administrative Development, Labour, and Social Affairs undertook the standardized approach procedures for screening and health promotion to ensure mitigation of risk factors for heat stress, which included the following: the necessity of requiring workers in the field of building and construction to wear cooling vests, launching worker welfare standards in 2004, appointing "Impact Limited" as a company responsible for external monitoring, signing a cooperation agreement with the International Federation of Building and Wood Workers, providing a pilot feeding program with Weill Cornell Medical College in Qatar to raise workers awareness about the importance of a healthy nutritional pattern, signing a training agreement with Qatar International Center for Safety and Security to raise workers and contractors awareness of health and safety standards, launching a website dedicated to worker welfare [www.workerwelfare.qa](http://www.workerwelfare.qa) which reviews the most important in the field of workers' welfare, and details of the numerous initiatives in favor of thousands of workers involved in 2022 FIFA World Cup Qatar Championship projects. The Ministry of Health has formed a safety committee for injured workers and to look into all problems facing them.

A Memorandum of Understanding was signed between the Ministry of Administrative Development, Labour and Social Affairs and the British Health and Safety Authority to develop a comprehensive file on safety, health and the environment that will include the heat stress issues, with the support of a wide range of governmental and semi-governmental agencies in the country, as well as the Health and Safety Executive Authority in United Kingdom (HSE). These procedures are consistent with the recommendations No. 70 (a) and (b).

## **B. Residence**

**Para 48 and 49:** We confirm, as a general principle, that Law No 15 of 2010 regarding the prohibition of establishing workers residences within the families' residential areas, and decision No. 83 of 2011 issued by the Minister of Municipality and Urban Planning regarding the families' residence area and exceptions regarding the worker's residences in the families areas, did not specify the Qatari or Arab families or specific nationalities, but the text came in general, and the protection includes all families, and for workers as well, without discrimination based on race, sex, language, religion, color or national origin.

Article 1 of Law No 15 of 2010, prohibited real estate owners or those who have the right to manage the real estates, business owners or those assigned to rent, lease, or allocate places and parts thereof of all kinds, for the worker's residence within families' residential areas. Places of families' residential areas, and exceptions thereto, are determined by a decision of the Minister of Municipality and Environment.

The exception provided in the second article of the Minister of Municipal and Urban Planning's Decree No 83 of 2011 regarding the determination of areas for families and private residence, except for worker's residence working in the commercial and public fields licensed to work within residential areas in accordance with laws, regulations, and decisions regulating this, is the best example of non-discrimination.

Those families include all nationalities, whether Qatari or expatriates. The ban applies to all workers without identifying a specific category and without discrimination or restriction based on race, color, or descent and national origin or religion, all stand before the law on an equal footing.

The comprehensive urban plan of the State of Qatar 2030 also attaches importance to workers' residences to give workers comfort and safety and keep pace with the highest international standards. The establishment of a single labour city is estimated at 15 million riyals and is equipped with all essential facilities according to the highest safety standards and early warning and firefighting systems. The city is divided into two parts that include in the first section recreational areas, playground, theater, cinema halls and shopping mall. While the second section includes residential areas equipped with health services.

According to the Minister of Labour and Social Affairs Decision No 18 of 2014, regarding conditions and specifications of accommodation suitable for workers, the decision obliges the employer to provide a decent residence that matches with the highest international standards and is equipped with all vital and medical equipment. These procedures are in line with the recommendations of the Special Rapporteur in para 70 (d).

## **C. Access to leisure and culture**

**Para 50:** There is an organizational procedure to allocate a day for families in residential areas parks, and this system applies to everyone, Qatari and non-Qatari, and there are open gardens all days, inside and outside Doha, without restrictions or exception, such as Jebailat Garden, Dafna Park, Aspire Park, and many other parks. There is no social segregation for accessing recreational and cultural areas, as markets and beaches in the country are open to everyone and there is no reason not to enjoy the various facilities in the country. These procedures are in line with the recommendations of the Special Rapporteur in para 70 (e).

## V. Citizenship, Refugees, Stateless and Undocumented

### A. Access to citizenship

**Para 50, 52, 53, and 45:** The permanent Constitution stipulates in Article 41 that: “The Qatari nationality and the rules governing it shall be prescribed by law, and the same shall have the similar power as that of the constitution”. It follows that the provisions of the Nationality Law No. 38 for the year 2005, are not amended except by the same procedures followed for amending the Constitution, bearing in mind that the Nationality Law regulates how to acquire, grant, withdraw, and restore nationality without discrimination between women and men, except in the case of the marriage of a Qatari woman with a non-Qatari, nationality is not granted to the husband of the Qatari woman and her children, given that the granting of nationality or the right to a nationality is based on blood bond in the sense that the son follows the nationality of the father, as well as considerations related to dual nationality, loyalty and national affiliation, whereas, the issues related to granting nationality fall within the discretionary power of the State based on the criteria of sovereignty.

It is worth noting that in applying the rules for granting Qatari nationality, it is necessary to give priority to those of Qatari mother following Article 2/4 of Nationality Law, in addition to what was stipulated in Law No10 of 2018, regarding permanent residence, including the inclusion of some categories with exceptions from the conditions stipulated in the first article of this law regarding granting permanent residence and the consequent enjoyment of the privileges granted to Qataris in health, education, investment, and other services. These categories include: The Qatari foreign husband, the foreign Qatari wife, the children of a Qatari woman married to a foreigner.

The Qatari woman does not lose her nationality in the event of her marriage to a non-Qatari, unless it is proven that she acquired the nationality of her husband, and in this case, she may recover the Qatari nationality if she renounces the other nationality.

### B. Statelessness

**Para 55:** In view of the geographical, social and economic factors that have caused the social fabric in the Gulf region to historically be intertwined among the countries of the region, there are certain implications for this phenomenon, namely, that parts of particular tribes live in a Gulf country while holding the nationality of another.

As dual nationality is prohibited by the Qatari nationality law No (38) of 2005, it has become impossible to grant Qatari nationality to this group of people if they retain the nationality of another country. In the event that their status is modified by relinquishing the nationality they acquire, it will be possible to proceed with the procedures for granting them the Qatari nationality. The basis of the problem can be understood in light of the failure of these people to rectify their position and in light of what has been said before. However, the State of Qatar has spared no effort to provide health and educational services and other benefits enjoyed by the residents of Qatar to all the citizens of the Gulf who live in Qatar once they provide the required official documents.

**Para 65:** The State of Qatar grants stateless residents temporary residence permits that are periodically renewed according to specific rules so that the holder of these permits can enjoy education, health services and access to employment opportunities on a par with the other nationalities who live in the country. Qatari travel documents are issued to those belonging to this category to help them travel abroad for treatment, study or tourism, and they have the right to return to Qatar using these Qatari travel documents that have been granted to them.

The State of Qatar has taken many steps that have led to a reduction in the numbers of stateless people. Such steps include:

- Issuing the decision of the Minister of Interior No (1) for 1984 on the regulation of temporary permits for stateless persons.

- Counting the number of stateless persons according to this decision, and entering their data into the electronic database system. It is worth mentioning that temporary residence permits granted to them entitle them to enjoy the benefits and rights enjoyed by other non-Qataris living in Qatar.
- Providing possible facilities for the concerned persons to help them fulfill the requirements of adjusting their positions before accepting their requests for Qatari nationality and taking necessary measures thereof.
- Granting a number of women, the Qatari nationality following their marriage with Qatari men.
- Adjusting the positions of many people and granting them the Qatari nationality.
- Granting many persons legal residency permits after they adjust their positions and present the required documents of their original nationalities.
- Supporting the campaign named the “Midway Point” led by the UNHCR, aiming at encouraging States to reduce statelessness within 10 years. Qatar will benefit from this campaign in the following two ways:
  - Providing advice, technical and legal assistance to the concerned departments on possible ways of reducing the cases of statelessness.
  - Educating the employees of the aforementioned departments on the international legal standards related to reducing statelessness, international conventions and developed practices in some countries.

As for the results achieved in reducing the cases of statelessness during the years 2017 and 2018 in the State of Qatar, several categories have obtained nationality in accordance with the provisions of the law as shown in the following table:

<i>No.</i>	<i>Action Taken</i>	<i>Number of cases in 2017</i>	<i>Number of cases in 2018</i>
1	Conditions rectified		1
2	Granting the Qatari nationality by naturalization	97	285
3	Granting the Qatari nationality by marriage	266	132

In 2019, 48 male and female persons were granted Qatari nationality.

### C. Refugees and asylum seekers:

**Para 57 and 58:** The Qatari legal system adopts the principle of non-refoulement of persons with regard to whom there are good reasons to believe that they will be exposed to the risk of an irreversible harm, as the constitution prohibits in Article (58) the extradition of political refugees and defines by law the conditions for granting political asylum. Article (410) of the Code of Criminal Procedure also prescribes that extradition is inadmissible “if the crime for which the extradition is sought is political or linked to a political one, or if the extradition of a person is required at the time when that person is enjoying a political refugee status” as per the text of Paragraph (2) of this article, and “if there are convincing reasons to believe that the request for extradition is to try or punish the person concerned for considerations related to race, religion, nationality or political opinion, or when it is believed that the interests and safety of the refugee whose extradition is requested are at risk due to these considerations”, according to the para (4) of the same article.

Article (15) of the Political Asylum Law No (11) for 2018 stipulates that “it is strictly prohibited to extradite political refugees to their home countries or to any other country in which they are feared to be exposed to danger or persecution”.

The State of Qatar has taken a number of measures in this regard, including the signing of bilateral and multilateral extradition agreements, noting that the Contact Section of the Arab and International Police in the Department of International Cooperation at the Ministry of Interior is committed to observing the application of the principle of non-refoulement which is guaranteed constitutionally and legally within its procedures referred to previously to implement the agreements on the extradition of criminals, especially that the procedures followed in cases of deportation include giving the deportees the freedom to choose the destinations to which they wish to be deported, even if these destinations are not the countries of their nationalities.

In implementation of the provisions of Article (58) of the permanent Constitution of the State of Qatar, which guarantees the right to political asylum, the State of Qatar issued Law No (11) for 2018 on granting the right to political asylum in its territory, and the decision of the Council of Ministers No (12) for 2019 specifying the categories to be granted political asylum, including (human rights activists, reporters and representatives of audio-visual and written media, members of political parties, religious denominations and ethnic minorities, writers and researchers) who can be subjected to prosecution or persecution because of these affiliations.

Based on the asylum seekers' own personal safety, Article (10) provides that competent authorities may specify the place of residence of the political refugee, in order to preserve their security and safety.

The political asylum is granted to the asylum seeker on the principle that granting this right is not an act of hostility against the State to which political refugee belongs by nationality or which was his/her place habitual residence. The implementation of this principle is attributable to the keenness of the State of Qatar that the refugee is not involved in any activity of political nature that includes insulting his home country, whatever the form or pattern of that activity might be.

It is useful to point out in the same context that the right to freedom of expression is not an absolute right. The international law and many national constitutions recognize that it is acceptable to impose limited restrictions on this right to ensure the private interests of individuals or supreme and vital interests of the respective state. Based on this, countries resort to control this right in a manner that does not run counter to the spirit and essence of the right to freedom of expression.

Article No (9) of the law also stipulates a set of rights and privileges that a political refugee can enjoy in the State of Qatar, including freedom of worship and practice of religious rites and the right to litigation.

It is worth noting that the definition of refugee in Law No (11) for 2018 regulating political asylum is compatible with its counterpart in the UN Convention Relating to the Status of Refugees, which means that the definition of refugee is the same in both the above-mentioned law and the convention.

#### **D. Undocumented foreign nationals**

**Para 59:** Law No (21) for 2015, regulating the entry, exit and residence of expatriates has identified the legal way to enter and reside in the State according to objective rules that are clear to all, which contributes to maintaining the general order for citizens and residents alike, in such a way as to allow them to enjoy the full rights guaranteed by the law.

In addition, the law regulating entry and exit of expatriates obliges the applicant in its Articles from (8) to (10) to complete the procedures for licensing and renewing residence permits. The law also allows the competent authority in the Ministry of Interior to authorize the applicant or the expatriate to be represented by those whom they choose to carry out the above-mentioned procedures.

Accordingly, in the event of failure by the applicant to renew the expatriate documents, the latter is allowed to resort to the remedies provided by the Ministry of Interior represented by the Research and Follow-up Department, the General Passport Department and the Human

Rights Department, based on the complaints filed by the concerned expatriate to these departments.

In conclusion, the State of Qatar reiterates its thanks to the Special Rapporteur for her visit and renews its commitment to cooperate with her, within the framework of her mandate, emphasizing the importance of cooperation with special procedures mandate holders and the Human Rights Council.

---