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## **National report submitted in accordance with paragraph 15 (a) of the annex to Human Rights Council resolution 5/1\***

### **Qatar**

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## **I. Introduction**

1. Qatar is honoured to be submitting its third national report to the universal periodic review mechanism, in accordance with the general guidelines of the Human Rights Council and the guidelines for drafting reports for the universal periodic review mechanism.
2. As this report is being submitted, Qatar is fulfilling its obligations to follow up on the outcome of the second cycle of the universal periodic review, in addition to which there have also been other developments in the promotion and protection of human rights since the presentation of the second national report.
3. The present report is being submitted amidst exceptional circumstances; i.e., the blockade that has been imposed on Qatar since 5 June 2017 which, it has been agreed, should be described as a unilateral coercive measure and which is having a profound impact on human rights.
4. Qatar looks to the universal periodic review mechanism as an opportunity for self-evaluation, a moment to consider principal challenges and future directions with a view to improving the promotion and protection of human rights.

## **II. Methodology for following up on the review and preparing the report**

### **A. Methodology for following up on the review**

5. The standing committee responsible for preparing reports for the universal periodic review mechanism has resumed its activities. The committee, which also discusses those reports before the Working Group on the Universal Periodic Review and follows up on recommendations, was established under Decree No. 33 issued by the Council of Ministers at its ordinary meeting of 24 November 2010. It is led by the Minister for Foreign Affairs with members drawn from the Ministry of Foreign Affairs; the Ministry of the Interior; the Ministry of Administrative Development, Labour and Social Affairs; the Ministry of Justice; the Consultative Council; the Ministry of Public Health; the Ministry of Culture and Sport; and the Ministry of Education and Higher Education. The committee classified the various recommendations then referred them to the competent bodies for implementation. Qatar has made every effort to maintain continuity in its implementation of the commitments arising out of the discussion of its first and second national reports and to engage in constructive dialogue with the Working Group on the Universal Periodic Review.

### **B. Preparation of the report**

6. The standing committee drew up its plan of action for preparing the third report of Qatar to the universal periodic review mechanism, in line with the standards, goals and principles of the review and with the general guidelines (including updates) relative to the preparation of information requested under the universal periodic review. Moreover, the structure of the report is consistent with the reporting guidelines for the third cycle of the universal periodic review. In order to avoid repetition, information regarding developments since the submission of the second national report has been integrated into the section on measures taken to implement the recommendations.
7. The committee sought the views of relevant parties in the executive, the legislature and the judiciary, in governmental and non-governmental institutions and in media groups active in the human rights sector. They were all asked to provide data and information relative to human rights in the country, each in their own particular area. This was a way of ensuring that all sectors of society were involved in the drafting of the report.
8. The committee examined the data and information relative to human rights as well as reports of the National Human Rights Committee and of civil society organizations. It

also reviewed the reports submitted by Qatar to United Nations treaty bodies for instruments to which the country is a party and the recommendations those bodies had made.

9. The present report was drafted after Qatar had presented its third periodic report to the Committee against Torture, during its sixty-third session in May 2018, and its combined seventeenth to twenty-first periodic reports to the Committee on the Elimination of Racial Discrimination, at its ninety-seventh session in November 2018.

10. The report was published on the website of the Ministry of Foreign Affairs in order to enable anyone who so wished to express their comments or views concerning human rights in the country. In addition, the final draft of the third national report was submitted to the National Human Rights Committee so that its views could be taken into account. The final report was then presented to the Council of Ministers for approval.

### **III. Measures taken to implement recommendations emerging from the second cycle of the universal periodic review, which were fully supported and which are already in place or are in the course of being implemented**

11. During the review of the second report of Qatar in May 2014, 183 recommendations were made, of which Qatar accepted 145. The State has taken various measures to give effect to the recommendations that were accepted, and this section will deal with the steps taken to implement them. The recommendations have been classified under the following areas: accession to international instruments; enactment of legislation; promotion of international cooperation; actions, strategies and policies to promote and protect human rights; and capacity-building and awareness-raising.

#### **A. Accession to international instruments<sup>1</sup>**

12. Since submitting its second national report to the universal periodic review mechanism, Qatar has acceded to a number of instruments:

- Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired, or Otherwise Print Disabled, 17 September 2018;
- Agreement for the Establishment of the International Anti-Corruption Academy as an International Organization, 17 September 2018;
- International Covenant on Civil and Political Rights, under Decree No. 40 of 2018;
- International Covenant on Economic, Social and Cultural Rights, under Decree No. 41 of 2018;
- International Convention for the Suppression of the Financing of Terrorism of 1999, under Decree No. 20 of 2018;
- International Convention for the Suppression of Terrorist Bombings of 1997, under Decree No. 21 of 2018;
- Protocol for the Suppression of Unlawful Acts of Violence at Airports Serving International Civil Aviation, under Decree No. 63 of 2017.

#### **B. Enactment of legislation<sup>2</sup>**

13. Qatar has continued to review and develop its legislation with a view to promoting and protecting human rights, both by amending existing laws and by issuing new ones. A number of pieces of legislation have been enacted since submitting the second report in 2014, including the following:

- Act No. 17 of 2018, establishing a support and insurance fund for migrant workers;

- Act No. 13 of 2018, which amends article 7 of Act No. 21 of 2015 regulating the entry, departure and residency of migrant workers, and which annuls the requirement to gain permission for departure;
- Act No. 11 of 2018 regulating political asylum;
- Act No. 10 of 2018 concerning permanent residency;
- Act No. 2 of 2018, which amends certain provisions of Act No. 17 of 2002 on the protection of society;
- Council of Ministers Decree No. 6 of 2018 establishing committees to settle labour disputes, setting the rules and procedures to be followed before such committees, identifying the mechanism for implementing their decisions and setting levels of remuneration;
- Act No. 15 of 2017 on domestic workers;
- Act No. 13 of 2017, which amends certain provisions of the Labour Code, promulgated pursuant to Act No. 14 of 2004, and of Act No. 13 of 1990 promulgating the Code of Civil and Commercial Procedure;
- Act No. 4 of 2017, which amends certain provisions of the Criminal Code, promulgated pursuant to Act No. 11 of 2004;
- Decree-Law No. 11 of 2017, which amends certain provisions of Anti-Terrorism Act No. 3 of 2004;
- Amiri Decree No. 22 of 2017, by which four women were appointed to the Consultative Council;
- Council of Ministers Decree No. 40 of 2017 establishing the National Committee to Combat Drugs;
- Council of Ministers Decree No. 15 of 2017 establishing the National Committee to Combat Human Trafficking;
- Act No. 16 of 2016 concerning mental health;
- Act No. 15 of 2016 promulgating the Civil Service Human Resources Act;
- Act No. 14 of 2016, which amends certain provisions of Act No. 24 of 2002 concerning retirement and pensions;
- Amiri Decree No. 19 of 2016 establishing the National Committee for Information Security;
- Amiri Decree No. 12 of 2016 regulating the Primary Health Care Corporation;
- Act No. 21 of 2015 regulating the entry, departure and residency of migrant workers;
- Act No. 15 of 2015 regulating human organ transplantation;
- Act No. 13 of 2015, which amends certain provisions of Act No. 21 of 1989 regulating marriage with foreigners.

### **C. Promotion of international cooperation<sup>3</sup>**

14. In the context of the Qatar National Vision 2030, the State is eager to pursue international cooperation, to contribute constructively to international peace and security, and to fulfil its international obligations. As defined in the Vision, the most important goals in the field of international cooperation are: promoting the economic, political and cultural role of Qatar at the regional and global levels, particularly in the United Nations system and in regional and international organizations; promoting cultural exchanges with other Arab States and peoples in particular and with other countries in general; sponsoring and supporting dialogue between civilizations and promoting coexistence between different religions and cultures; and contributing to building international peace and security through political initiatives and aid for developmental and humanitarian purposes. Qatar understands the importance of international cooperation for both national and international

development and has therefore introduced a strategic plan on international cooperation into its Second National Development Strategy 2018–2022, which is part of the Qatar National Vision 2030 and was launched in March 2018. The Ministry of Foreign Affairs is heading a national team for international cooperation, which is to draft, implement and follow up on the strategic plan in collaboration with the office for planning and statistics.

15. Qatar sets great store by boosting bilateral and multilateral cooperation and working with friendly States, global and regional organizations and international entities. This is evinced by the fact that Qatar has joined more than 328 Arab, regional and international organizations and entities operating in different social, economic, environmental, political, cultural and academic fields. It also uses all means available to support international organizations and United Nations agencies, providing them with the help they need to carry out their activities and achieve the goals for which they were created. Qatar has provided voluntary contributions to a number of United Nations funds and programmes, thereby benefiting around 100 of the Organization’s agencies and entities. In addition, Qatar intends to allow a number of international organizations to open regional offices in the country.

16. One of the priorities of Qatar in the area of development is to help States achieve the 2030 Sustainable Development Goals through international cooperation projects. These include:

- Official development assistance: Qatar provides official development assistance on a voluntary basis as part of its support for the development financing agenda, the South-South cooperation agenda and triangular cooperation. Qatar, in fact, has provided international aid to friendly States in 13 different humanitarian sectors. Government support accounts for more than 70 per cent of foreign aid while non-governmental support accounts for 30 per cent. In all, Qatari foreign aid – both governmental and non-governmental – has reached the level set for developed States of the North, standing at around US\$ 2 billion annually, when calculated over a number of years.
- Economic and commercial assistance: eighty per cent of the economy of Qatar is open and it has free trade with all States. Economic and commercial agreements have been signed with various countries in all parts of the world. In addition, Qatar has been a member of the World Trade Organization (WTO) since 1996 and a party to the General Agreement on Trade in Services since 1994.
- As part of its global development role, the Silatech Foundation has helped to provide employment opportunities to nearly 1 million young men and women since it was established in 2008, and it aims to provide 2 million jobs in the Arab world by 2020. The Foundation has signed several agreements and memorandums of understanding, including the following: a memorandum of understanding with the Ministry of Foreign Affairs of Qatar and the United Nations Counter-Terrorism Centre in 2017 and three agreements in 2018 for the economic empowerment of Somali youth, thanks to collaboration between the Foundation, the American Refugee Committee and the Office of the United Nations High Commissioner for Refugees (UNHCR).
- Helping children gain access to education thanks to “Education above All”, a global initiative that includes four international programmes: “Educate a Child”, “Fakhoora”, “Protecting the Right to Education in Situations of Armed Conflict and Insecurity” and “Reach Out to Asia”. In addition, Qatar has supported the Charlevoix Declaration on Quality Education for Girls, Adolescent Girls and Women in Developing Countries and it has pledged to provide education to 1 million girls by 2021.
- The “Educate a Child” programme works with 82 global partners, including the United Nations Children’s Fund (UNICEF). In 2018, it announced the provision of education to 10 million children who had been deprived of schooling and the implementation of 65 projects in more than 50 countries for a total value of US\$ 1.8 billion, a third of which was contributed by Qatar. The programme has pledged to expand its projects over the next five years. The “Fakhoora” programme has provided 5,065 student scholarships and refurbished 94 educational facilities, while the Qatar Fund for Development has made a contribution of 40 million Qatari riyals (QR) for the protection of Palestinian society. The programme “Protecting the Right

to Education in Situations of Armed Conflict and Insecurity” is working with a number of global partners, including the Office of the United Nations High Commissioner for Human Rights and the Centre for Humanitarian Data of the Office for the Coordination of Humanitarian Affairs (OCHA). For its part, the “Reach Out to Asia” programme has provided primary education and helped young people acquire skills for employment. It has assisted 753,753 beneficiaries directly and 3,120,967 indirectly.

- Environmental protection, climate change and food security: Qatar hosted the eighteenth session of the Conference of the Parties to the United Nations Framework Convention on Climate Change in 2012. Participating States successfully launched a new commitment period under the Kyoto Protocol, with a specific timetable for the adoption of a world climate agreement by 2015. Agreement was also reached on a package of measures called the Doha Climate Gateway intended to stimulate the necessary response to climate change. This includes the creation of new institutions, agreed ways and means of financing climate-related technology and the delivery of that technology to developing countries. The Qatar Foundation and the Potsdam Institute for Climate Impact Research have announced a partnership to establish a climate research centre in Doha with a view to mitigating climate impacts. Furthermore, Qatar led an arid land initiative that paved the way for the creation of the Global Drylands Alliance during the sixty-sixth session of the General Assembly.

17. Qatar is committed to providing humanitarian assistance to help peoples afflicted by crises of all kinds, while abiding by the principles of impartiality and neutrality. For example:

- Rebuilding livelihoods: Qatar has partnered with OCHA to support that agency as it fulfils its mandate to coordinate humanitarian affairs in crisis-stricken areas. It also provides support for the Central Emergency Response Fund (CERF). In 2017, Qatar pledged to provide US\$ 5 million to CERF to be paid out over five years: i.e. US\$ 1 million annually. With that contribution, the total amount provided by Qatar to CERF since 2006 stands at US\$ 13,150,000. Since 2006, in fact, OCHA has been an effective instrument for the provision of immediate funding in situations of emergency and protracted crisis. In addition, an agreement to support core OCHA resources with US\$ 40 million over four years 2017–2020 was signed on the sidelines of the seventeenth Doha Forum in May 2017. Qatar has also established a standing committee for rescue, relief and humanitarian assistance in disaster-stricken areas of friendly States and has enacted laws on humanitarian and non-governmental organizations (NGOs) and donor institutions.
- Post-conflict reconstruction: One aspect of Qatar’s strategic plan on international cooperation is to sponsor peace talks aimed at stopping armed conflicts and defusing tension; for example, in the Sudan, Yemen, Lebanon and Palestine. In September 2014, Qatar signed an agreement with the United Nations multi-partner trust fund, which is administered by the United Nations Development Programme (UNDP), to provide a US\$ 88.5 million grant for recovery and reconstruction.
- Global South cooperation initiatives: Qatar contributed significantly to the launch of the South Fund for Development and Humanitarian Assistance, which includes the Group of 77 and China. The Fund was officially established during the Second South Summit held in Doha in 2005, in which 132 developing countries participated. Qatar has contributed generously to the Fund and has provided financial support of US\$ 500,000 for the organization and hosting of the Third South Summit in 2019.

18. Qatar has systematically promoted dialogue through the adoption of soft power diplomacy in regional and international affairs. The country’s international relations have focused on consolidating peace and stability in accordance with the principle of promoting peaceful settlement of international disputes, while the principle of neutrality has helped it to act as mediator and to build platforms for dialogue between different factions. For example, Qatar has acted as a mediator in conflicts in a number of Arab States such as Darfur, Yemen, Lebanon and Palestine, and it has participated in United Nations peacekeeping forces.

19. Charities, civil groups and other civil society organizations in Qatar are a major partner in development cooperation, particularly in vital sectors such as health and education. These institutions can respond quickly to emergencies. A total of 93 cooperation and partnership agreements have been concluded between the Qatar Foundation, the United Nations, humanitarian organizations and international and regional donors. The Qatar Red Crescent also provides international services through 18 offices which, in 2017, benefited 25 countries and 2,745,090 people.

20. On the sidelines of the Doha Forum, which was held on 15 and 16 December 2018, Qatar announced funding of US\$ 500 million for United Nations organizations, including US\$ 28 million for UNDP, US\$ 8 million annually between 2019 and 2023 for UNHCR, US\$ 4 million annually for UNICEF and US\$ 15 million annually for the Security Council's Counter-Terrorism Committee. Qatar will also support the United Nations Relief and Works Agency for Palestine Refugees in the Near East with US\$ 16 million annually over the next two years.

#### **D. Strategies and policies to promote and protect human rights<sup>4</sup>**

21. Qatar has continued to develop policies and strategies to promote the Qatar National Vision 2030 using a gradual approach the aim of which is to transform the goals of the Vision into reality. The Second National Development Strategy 2018–2022 has been launched, accompanied by sectoral policies and strategies, including the following:

- Labour market sector strategy 2018–2022: The aim of the strategy is to create a competitive labour market capable of enabling all persons who reside in Qatar to participate in development and the building of a prosperous society, one that meets the needs of the current generation without compromising the needs of future generations. This is to be achieved through the effective participation of workers in the labour market, high productivity, attracting and keeping a skilled workforce and developing modern and transparent information technology systems to provide data on both supply and demand for recruitment and training.
- National health strategy 2018–2022: The aim of this strategy is to develop a new approach to health challenges in Qatar. That approach reflects a comprehensive shift in thinking, with a greater focus on the health of the population as a whole, integrated care, improved well-being, disease prevention and better health care and better value for all. The National Vision includes a strategic framework plan for a comprehensive, global health-care system for Qatari society capable of meeting the needs of both current and future generations. The Vision also envisages an integrated preventive health care plan as part of national health policy, effective services at contained costs, high quality research and the integration of health into all policies.<sup>5</sup>
- National primary health-care strategy 2013–2018: This strategy aims to address future health challenges by pursuing eight goals: promoting health, urgent care, chronic non-communicable diseases, home care, mental health, mothers and newborn infants, children and adolescents.
- National autism strategy 2017–2021: This aims to develop a comprehensive and integrated approach to the care of persons of all ages affected by autism.
- National road safety strategy 2013–2022: The purpose of the strategy is to reduce annual numbers of traffic accidents and the resulting deaths and serious injuries. It is part of the long-term vision of Qatar for road safety.
- Strategy of the National Human Rights Committee 2017–2022: The strategy aims to develop human rights related legislation and to coordinate efforts among governmental organizations, NGOs and regional and international institutions, with a view to developing and strengthening mechanisms and measures for the protection of human rights. It also focuses on the dissemination of human rights culture in Qatari society and in school curricula, the provision of support and protection to groups most exposed to violations and the enhancement of the operational efficiency of the Committee itself.



- Qatar population policy 2017–2021: This policy seeks to control the population growth rate, to reduce any demographic imbalance and to mitigate the possible effects of such an imbalance. One focus of the population policy is on women and children, the main objective being to support the involvement of women in society and to create conditions conducive to increasing their participation in the workforce, while maintaining family cohesion and ensuring a healthy environment for children.

#### **Women and children<sup>6</sup>**

22. The State has proceeded with its policy to support and empower women through the Second National Development Strategy 2018–2022, part of the Qatar National Vision 2030. Chapter III of the Strategy envisages the Social Protection Strategy 2018–2022, which aims to achieve the following results:

- The establishment of an integrated, effective and sustainable system of social protection;
- Strong, cohesive and empowered Qatari families;
- Increasing the scope and impact of social capital.

23. Qatar has constantly monitored the progress of its family cohesion strategy 2011–2016. Between 2011 and 2015, there was a decline in the percentage of unmarried women between the ages of 35 and 39, while statistics show that the divorce rate among Qataris decreased, from 19 cases per thousand in 2008 to 16 per thousand in 2015. Similarly, there was a decline in the number of cases of domestic violence in 2015 with respect to the preceding year, after the phenomenon had taken an upward trend in the years since 2008.

#### **Constitutional and legislative safeguards for women in Qatar**

24. National legislation that has been enacted in recent years reflects the concern of the State authorities to promote the rights of women, to eliminate discrimination between women and men, and to establish rules governing gender equality in a number of different fields. Laws use generic wording when stipulating rights or determining obligations, so that no distinction is made between men and women.

#### **Women and legislation regulating the labour market**

25. Legislation regulating the labour market in Qatar follows the model of the Constitution in avoiding all discrimination between men and women. Laws do not envisage any negative discrimination against women and make no distinction between men and women in terms of salary or employment privileges. In fact, provision is made for positive discrimination such as in Act No. 15 of 2016 promulgating the Civil Service Human Resources Act and its implementing regulations, issued by Council of Ministers Decree No. 32 of 2016. It regulates public service in the country and includes a number of forms of positive discrimination whereby women have the right to:

- The allowances and benefits of a married functionary, while her spouse will receive the allowances and benefits of an unmarried functionary, if her benefits are greater than his;<sup>7</sup>
- Paid leave if she has a child with a disability or a child suffering from a condition necessitating accompaniment by the mother;<sup>8</sup>
- Leave with full salary to accompany a sick child for treatment in a public or private hospital within the State;<sup>9</sup>
- Fully paid maternity leave;<sup>10</sup>
- Two hours per day for a period of two years, designated as “two hours for breastfeeding”;<sup>11</sup>
- Leave of 130 days in the case of the death of a spouse, which is the period of mourning prescribed by Islamic sharia for the death of a husband; such leave is not counted as part of other leave;<sup>12</sup>

- An accompanying family member if the woman has to travel on official business or to attend a training course; the costs of the companion are borne by the employer.<sup>13</sup>

### Women's participation in the workforce

26. The rate of participation in the workforce for individuals aged 15 years and over stands at 88.4 per cent. The results of a 2017 workforce sampling survey conducted by the Ministry of Development Planning and Statistics show that the number of participants in the workforce rose from 2,055,359 in 2016 to 2,056,923 in 2017, of whom males accounted for 86.5 per cent and females for 13.5 per cent. The data indicates that the economic participation rate of individuals aged 15 years and over stands at 88.4 and includes 96.1 per cent of males and 58.5 per cent of females. Also according to the data, persons aged between 25 and 34 had the highest rate of economic participation (94.5 per cent), while the economic dependency rate stood at 29.2 per cent for the same year.

Table 1  
Economically active residents aged 15 and over by gender, nationality and age group

	<i>Male</i>	<i>Female</i>	<i>Total</i>
15–24	195 194	40 260	235 454
25–34	706 585	115 601	822 186
35–44	529 751	92 586	622 337
45–54	261 195	22 628	283 823
55+	86 615	6 508	93 123
<b>Total</b>	<b>1 779 340</b>	<b>277 583</b>	<b>2 056 923</b>

Source: Ministry of Development Planning and Statistics: workforce sampling survey 2017.

### Mechanisms to protect the rights of women

27. The Ministry of Administrative Development, Labour and Social Affairs was brought into being pursuant to Amiri Decree No. 4 of 2016. The Ministry includes the Family Affairs Department, which is the competent authority for all matters pertaining to women and seeks to enhance the status and role of women in society and to maintain strong and cohesive families in which children are cared for and which abide by sound moral and religious values. The Family Affairs Department also helps to enact national strategies, plans and policies related to women, to provide social welfare and to develop and follow up on social development programmes, in coordination with the competent authorities.

28. The Qatar Social Work Foundation was established in 2013 as a high-level institution with a unified management board that oversees and monitors entities within the State that are active in the area of social work. It formulates, develops and follows up on plans, programmes, policies and strategies aimed at furthering the objectives of civil society institutions, in cooperation and coordination with government ministries and agencies and with public and private entities at home and abroad. The Foundation includes the following: (1) the Social Protection and Rehabilitation Centre, (2) the Family Counselling Centre, (3) the Centre for the Care of Orphans, (4) the Centre for the Empowerment and Care of Older Persons, (5) the Shafallah Centre for Persons with Special Needs, (6) the Social Development Centre and (7) the “Best Buddies” Qatar initiative.

29. The Qatar Social Work Foundation and its affiliated centres were involved in drafting the eight sectoral strategies that make up the Second National Development Strategy 2018–2022. The Foundation also oversees the development of plans for around 55 institutional and developmental projects being run by the centres in different areas. The projects – which focus on certain target groups in society – deal with critical issues such as disability, family guidance, combating violence and the care and empowerment of older persons and orphans.

**Protection under criminal law for women and children against violence including domestic violence**

30. With regard to recommendations related to combating domestic violence and in addition to the legislative measures in that regard already adopted by the State, Qatar has continued its policy of combating all forms of domestic violence against women and children, including violence against domestic workers. The Hamad Medical Corporation has adopted policies to address the problem of violence against women and imposes an obligation on medical staff to report suspected cases of violence.<sup>14</sup>

31. The protective role of the Ministry of the Interior towards victims of domestic violence is exercised by the community police. This consists in providing support and assistance through the Ministry's Social Support Department and, in coordination with the competent judicial authorities, empowering victims to gain access to justice in order to ensure that perpetrators are held accountable. The Ministry provides a hotline service to ensure the authorities can intervene early to block and prevent violence against women and, in coordination with the Family Court, it has established a unit within the Social Support Department for the implementation of judicial rulings in cases of domestic violence.

32. Since members of regional communities are more likely to be familiar with cases in which families are exposed to domestic violence, the Community Police Department of the Ministry of the Interior, in coordination with the security services, has implemented a police council regional service programme.<sup>15</sup>

33. The Community Police Department has organized a number of awareness-raising activities to prevent violence in schools. These include participation in events and in research projects aimed at addressing the general situation of women.<sup>16</sup>

34. The Community Police Department takes various measures to protect women. These include: enforcement of Family Court rulings; providing social services for cases as they arise; coordinating action by citizens, civil society institutions and specialized centres; facilitating the provision of advisory services; organizing awareness-raising campaigns; encouraging the peaceful resolution of family disputes; bolstering oversight, policing and community patrols in residential areas; supporting studies and programmes on the protection of women; and monitoring cases submitted by security departments and other bodies.

35. In June 2015, Qatar amended the statutes of the Social Protection and Rehabilitation Centre (formerly the Qatari Institution for Social Protection and Rehabilitation), thereby strengthening the system of social protection and rehabilitation for vulnerable categories in Qatar, such as victims of violence and family breakdown, especially women and children. It should be noted that the Centre is a private establishment of public utility and is subject to the provisions of Decree-Law No. 21 of 2006 on private establishments of public utility, as amended.

36. The Social Protection and Rehabilitation Centre acts to achieve its objectives and fulfil its functions, which include providing temporary shelter to vulnerable categories, running a hotline to receive communications relating to such categories and offering social, psychological and legal advice, as well as legal assistance to those who cannot otherwise afford it. In addition, the Centre implements special programmes aimed at empowering and rehabilitating victims of violence and family breakdown, especially women and children, and reintegrating them into the community. It also seeks to raise women's awareness of their rights and duties and strengthen their self-confidence and capacities. To that end, it holds seminars and training courses and publishes guidance booklets and periodicals relevant to the objectives and mandate of the Centre.

37. The Social Protection and Rehabilitation Centre is open to all women and children who are victims of violence. The Centre offers them support of many kinds in the form of integrated protection, reintegration and care, irrespective of the nationality of the victim, whether Qatari or non-Qatari.<sup>17</sup>

### **Family Counselling Centre (Wifaq)**

38. In line with its third strategic objective, the Wifaq Centre seeks to reduce the negative effects of divorce on the spouses and on children in society. The most significant of these effects as they regard children is undoubtedly the possible emergence of problems such as violence and bullying, whether practised by or against the child. The Centre provides social and educational counselling based on an assessment of the child's behaviour, a close examination of the history of how the problem emerged and the factors that contributed to it. The Centre also looks into the environment and circumstances of the child's upbringing within the family, seeking appropriate solutions and preventing any replication of the violent behaviour. All this takes place in coordination with other competent institutions.

39. According to statistics relative to education services and to other initiatives run by the Qatar Social Work Foundation to protect children from bullying, in the period 2015–2017, a total of 23 persons benefited from guidance services and 1,122 from educational services.

40. The community police carry out surveys on phenomena as they arise and design appropriate community-based treatments and solutions to prevent risks from becoming aggravated. Ever since its establishment, the community police force has endeavoured to protect children by addressing situations of family violence or sexual violence that may affect minors, whether in a school or family setting, by means of preventive measures that are either educational, social, procedural or precautionary, as follows:

- Community police activities within the framework of the education system, which include preventive measures to raise awareness such as:
  - Mainstreaming of questions relating to the correct manner of dealing with pupils and avoiding the use of verbal or physical violence, via lectures for teaching and non-teaching staff in schools and via parent-teacher councils;
  - Provision of practical training by the community police to certain schools, in cooperation with partners, with a view to preventing the use of corporal punishment and all forms of ill-treatment.
- Community police activities in the family setting:
  - The Community Police Department endeavours to resolve simple problems among family members in the interests of the child, which are always held to be paramount. The Department also provides assistance through civil society partners and institutions in order to address issues affecting children. In addition, it brings in social work experts to help families and takes a number of other procedural and precautionary measures.<sup>18</sup>

41. The Qatar Council for Health-Care Practitioners was established in 2013 as an independent entity and the sole body responsible for regulating the work of health-care practitioners in the country, with the aim of increasing confidence in health-care services. More than 400 family doctors have been trained and work in primary health care centres in the mental health sector, and advanced training has been given to ambulance and emergency workers. A training plan will be developed, involving two workshops per month for three years, for 30,000 health-care professionals with different specializations.

### **Women in leadership roles**

42. The State has continued to uphold women in positions of leadership and to support their involvement in public administration. This covers the exercise of political rights, including the right to vote and to stand for election to the Municipal Council, and is in line with international standards, particularly treaties regarding the elimination of all forms of discrimination against women.

43. Diagram 1<sup>19</sup> shows how the number of Qatari women in positions of leadership increased between 2008 and 2015. The rate of participation of Qatari women in the workforce remained stable at 36 per cent between 2012 and 2015 although significant progress was made in improving the balance between the work and life responsibilities of

women thanks to a revision of the 2009 Human Resources Act. The improved and more supportive working environment for women is partly due to the significant increase in the number of kindergartens and nurseries and the number of Qatari children enrolled therein; 71 per cent and 65 per cent respectively between 2011 and 2015.

44. Under Amiri Decree No. 22 of 2017, four women were appointed to the Consultative Council, thereby reaffirming the importance the State ascribes to the involvement of women in the legislature and to upholding their rights as enshrined in the Constitution. In addition, a number of women have been enrolled into the judiciary and the Office of the Public Prosecutor.

45. The number of Qatari women diplomats doubled to 90 in 2017, of whom 3 are ambassadors. A female spokesperson for the Ministry of Foreign Affairs was appointed in November 2017, becoming the first Qatari woman to be assigned to the position. With that appointment, the new spokesperson joins the group of Qatari women holding senior positions in the diplomatic and political spheres. In addition, under Prime Ministerial Decree No. 16 of 2016, a woman was appointed as Assistant Undersecretary for Administrative Affairs at the Ministry of Finance, while under Prime Ministerial Decree No. 21 of 2016, a woman was appointed as Assistant Undersecretary at the Ministry of Education. Under a further Prime Ministerial Decree, a woman was appointed as Assistant Undersecretary for the Development of Digital Society at the Ministry of Transport and Communications.

46. According to official statistics, the representation of women in decision-making positions stands at 30 per cent. The Qatar National Vision 2030 and the 2017–2022 population policy aim to increase this percentage by boosting the political involvement of Qatari women.

### **Children**

47. Over recent years, Qatar has been attaching increasing importance to the rights, development and welfare of children. In that connection, it has taken a number of legislative, legal, administrative and other measures to ensure those rights can be exercised and to provide the means to consolidate, develop and update them within the framework of the integrated social development of families and individuals. The actions of the State have drawn on national resources, foremost among which have been the Qatar National Vision 2030, the First National Development Strategy 2011–2016 and the Second National Development Strategy 2018–2022, as well as family and community guidance strategies, in particular the Social Protection Strategy 2018–2022.

48. Since submitting its second national report to the universal periodic review mechanism, Qatar has enacted legislation aimed at protecting and promoting the rights of children. Cybercrime Act No. 14 of 2014 has been promulgated, article 7 of which penalizes any person who uses information technology to produce pornographic material involving children, or imports, sells, puts up for sale, uses, circulates, transfers, distributes, sends, publishes, makes available or broadcasts pornographic material involving children. The Act also penalizes the possession of child pornography. According to the Act, a child is anyone who has not yet attained the age of 18. For its part, Act No. 1 of 2014, regulating kindergartens, aims to provide integrated care services for children enrolled in kindergartens and to ensure appropriate conditions for the development of their skills in various fields, through sound education.

49. The Qatar Social Work Foundation provides a number of psychological, social and legal services to parents of children in care, including:

- Training for parents by means of intensive counselling sessions, working to alleviate tensions between parents, provision of advice to divorced or separated parents, a 24-hour hotline for complaints and remarks as well as for coordination regarding children in care, and attempting to ensure reconciliation between the parties, always in the best interests of the child;
- Provision of a suitable psychological atmosphere for children in care under the supervision of specialists, gradual implementation of court orders regarding visits to

children in care, periodic observation and monitoring of the psychological and behavioural state of children in care after visits, monitoring of the state of children following home visits, visiting homes to assess the situation, as necessary, and monitoring cases in schools, as necessary;

- Provision of various legal services aimed at ensuring the best interests of the child. The services are provided by a team of legal consultants who prepare regular reports on their visits, on the state of mind of children in care and on the extent to which court rulings are being implemented. The team also visits premises where care is provided and children in care themselves. It refers all cases regarding children in care to the Family Reconciliation Unit, which attempts to resolve them in an amicable fashion, provides legal counselling and support on court procedures, drafts reconciliation agreements, etc. between the parties in the Centre.<sup>20</sup>

50. The Wifaq Family Counselling Centre makes its services available to all children without charge or discrimination.<sup>21</sup> It also defends the rights of children of divorced parents and protects their best interests vis-à-vis parental care, also by mitigating the negative effects of parental separation.

51. The Dreama Care Centre for Orphans provides the categories that fall inside its remit with the care they need, within a natural family environment. It also contributes to their stability within host families and to their reintegration into the community. The Centre helps to provide the necessary care to the categories concerned in Qatar.<sup>22</sup>

52. The Dreama Centre seeks to provide a domestic atmosphere for orphans in host families, which are chosen according to specific criteria. The Centre also monitors their situation within those families, ensures that they are receiving the care they need and provides counselling and technical support.

53. In order to ensure that orphans enjoy domestic stability, efforts are made to ensure the eligibility of the foster families. This is the main way to guarantee that orphans are raised in a sound and healthy environment, to assure them a safe and healthy future and to ensure that they become effective members of society.

### **Persons with disabilities<sup>23</sup>**

54. Over recent years, Qatar has continued to focus attention on the rights of persons with disabilities. It has taken a number of legislative, legal, administrative and other measures in order to give effect to those rights and to provide the means necessary to guarantee, consolidate, promote and update them within a framework of integrated social development for families and individuals.

55. The State has adopted several plans and strategies for persons with disabilities, most recently the national autism strategy 2017–2021, which aims to improve the lives of persons with autism and their families.

56. A digital inclusion strategy has been launched with a view to investing in information and communications technology as a way of tapping the potential of persons with disabilities and helping them to achieve independence and self-reliance. The Mada Assistive Technology Centre was established to help persons with disabilities achieve their goals, enjoy equal opportunities in education and employment, and so live independent lives. As part of those efforts, the Gulf Region Education Assistive Technology Conference was held in April 2018, organized by the Mada Centre under the auspices of the Ministry of Transport and Communications, and in cooperation with the Ministry of Education and Higher Education, the Hamad Bin Khalifa University and the Assistive Technology Industry Association of the United States of America.

57. With regard to measures taken to provide social security for persons with disabilities, Act No. 2 of 2004, concerning persons with special needs, obligates the Ministry of Administrative Development, Labour and Social Affairs, in coordination with the competent authorities and other concerned parties, to ensure that services and programmes are made available for persons with special needs, as follows:

- Free preventive, therapeutic, health and psychological medical services, as well as special medical certificates for persons who so require, as long as they are not covered by any other health insurance system;
- Job opportunities and employment for persons with special needs, according to their abilities and qualifications;
- Awareness-raising among citizens about the rights of persons with special needs, assistance to ensure that they are well treated and integrated into society;
- Appropriate education, training and pedagogical programmes, and the training of qualified technical personnel to deal with persons with special needs;
- Opportunities to practice and promote sports in order to meet the requirements and develop the abilities of persons with special needs;
- Special services in areas such as care, relief and vocational training, as well as family, technical, sports and recreational services.

58. Article 4 of the same Act requires institutes of special education to issue certificates to all persons with special needs who have completed rehabilitation courses and identity cards to such persons who do not require rehabilitation services. The rehabilitation certificates or identity cards are to be issued at the request of the persons concerned or of their families, and the Ministry stipulates what data they are to include.

59. According to article 5 of the Act, persons with special needs in possession of the certificates or identity cards stipulated in article 4 shall be allocated a minimum of 2 per cent of the total number of posts in competent bodies. Their appointment shall depend on their abilities and qualifications and shall take place by nomination by the Ministry in coordination with the competent bodies. In addition, each private sector employer who employs 25 persons or more shall be required to allocate a minimum of 2 per cent of posts to persons with special needs, with a minimum requirement to employ one worker with special needs. In no case may such posts be filled by anyone other than a person with special needs, unless no suitable such person is available and with the written approval of the Ministry. Priority for employment in posts allocated to special needs persons shall be given to such persons who were injured in military operations or during military service.

60. The competent authorities must ensure that persons with special needs have accommodation with certain specifications, in line with the priorities and rules defined by the Ministry under article 10 of the Act. For its part, article 12 of the Act states: "Care centres for persons with special needs and their affiliated institutions shall be exempted from registration fees." Article 6 of the Act guarantees the right of special needs persons injured in military operations to combine the salary from their work with the income from their pension.

61. In addition to the foregoing, many new pieces of general legislation contain independent provisions guaranteeing the rights of persons with disabilities. They include Act No. 15 of 2016 promulgating the Civil Service Human Resources Act and Council of Ministers Decree No. 32 of 2016 promulgating the implementing regulations of that Act. For example, article 74 of the Act grants female workers leave with full pay to care for a child with a disability or a child suffering from a condition necessitating accompaniment by the mother.<sup>24</sup>

62. Qatar currently has 34 specialized institutions that provide services to people with disabilities of various kinds. These include the Shafallah Centre for Persons with Disabilities, the "Best Buddies" Qatar Foundation, the Qatar Society for the Rehabilitation of Persons with Special Needs, the Noor Institute for the Blind and the Qatari Cultural and Social Centre for the Deaf.

63. The plans of these institutions for the integration of persons with disabilities into society rely on accurate field surveys, which are undertaken periodically, such as the model disability survey carried out by the Ministry of Development Planning and Statistics in October 2017 in cooperation with the Mada Assistive Technology Centre and the World Health Organization. The survey helped to identify the needs of persons with disabilities

and to identify the types of disability present in the country. The information and data emerging from the survey has been analysed to help efforts towards integration into society.

64. The issue of educational opportunities for persons with disabilities will be addressed in replies to the recommendations regarding education.

#### **Work<sup>25</sup>**

65. The State has continued to review its legislation relative to the protection and promotion of the rights of migrant workers. The following legislation has been enacted:

- Act No. 1 of 2015 amending provisions of the Labour Code (Act No. 14 of 2004), which introduces a “wage protection system for workers who are subject to the provisions of the Labour Code” and stipulates that wages are to be paid into an account the worker has at a bank in the country;
- Act No. 21 of 2015 regulating the entry, departure and residency of migrant workers, which abolishes all restrictions on migrant workers’ freedom to change employer. This has led to the abolishment of the *kafalah* system and its replacement with working relationships based on a contract of work, which is signed by both worker and employer and under which the worker is entitled to change employer;
- Act No. 13 of 2018 which amends article 7 of Act No. 21 of 2015 regulating the entry, departure and residency of migrant workers. Under the Act, migrant workers who are subject to the provisions of the Labour Code have the right to leave the country temporarily or definitively during the period of validity of the contract of work. Employers can submit a motivated request in advance to the Ministry of Administrative Development, Labour and Social Affairs containing the names of the persons who, due to the nature of their work, require prior approval before departing the country. They must not represent more than 5 per cent of the employer’s workers. Under the Act, migrant workers who, for whatever reason, are not allowed to leave the country may appeal to a committee that considers grievances regarding the departure of migrant workers. The formation, mandate, procedures and working rules of the committee are all determined by decree of the Minister of the Interior. The amendment was published in the Official Gazette on 23 October 2018 and entered into force on 24 October 2018;
- Act No. 13 of 2017, which amends certain provisions of the Labour Code and of the Code of Civil and Commercial Procedure. The Act includes provision for the creation of one or more committees to rule on disputes arising from the provisions of the Labour Code or contracts of employment. The decisions of the committee have the power of a writ of enforcement. The committee, which is headed by a judge, is required to make its rulings as a matter of urgency, within not more than three weeks for disputes arising from the provisions of the Labour Code or contracts of employment. Under the Act, the parties concerned may challenge the final rulings issued by the committee within one month of their issuance, before the competent courts;
- Act No. 15 of 2017, which regulates the relationship between domestic workers and their employers. The new Act upholds the rights of domestic workers, defines the conditions to be included in their contract of work and clearly lays down how justice may be obtained in cases of violations of law or contract, or of abuse, in accordance with the provisions of the International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189).

66. In October 2017, the Government concluded a technical cooperation agreement with ILO for the period 2018–2020. Under the agreement, ILO provides technical advice on: improving the system of wage protection; improving the system of inspection, occupational safety and health; implementing a contractual system to replace *kafalah*; improving working conditions and procedures for engaging workers; and strengthening safeguards against forced labour, prosecuting those responsible and giving a voice to workers. The State has also taken a number of measures to protect and promote the rights of migrant workers prior to recruitment, including the following:



- The State has signed 38 bilateral agreements and 14 memorandums of understanding with countries of origin of migrant workers with a view to providing legal protection for workers before recruitment;
- The activity of recruitment bureaus is monitored and inspections are carried out, both periodically and without prior notice, to ensure that migrant workers are not being exploited and to protect their rights;
- A project has been launched to establish e-portals in labour-sending countries with a view to enhancing protection for workers prior to recruitment and to tightening controls over recruitment practices in those countries;
- Employers and companies are required to use approved labour recruitment bureaus. In addition, Qatar coordinates with workers' countries of origin to exchange lists of approved recruitment bureaus on both sides. This ensures that correct recruitment procedures are followed and that legal action can be taken against bureaus that commit violations;
- A contract has been concluded with a Singaporean company to complete recruitment procedures in sending countries by opening offices in those countries in order to protect workers from any illegal exploitative practices. Biomat Singapore is an accredited international service provider, and the aim of the partnership is to launch a pilot project for the provision of integrated services via a single channel through which a number of procedures can be completed, such as taking fingerprints, recording vital data, undertaking medical examinations and signing contracts to work outside the country. The purpose of the project is to facilitate recruitment procedures in general, protect the rights and ensure the safety of migrants, simplify entry procedures and avoid instances where workers have to return to their own country due to medical issues. It is also a way to monitor and document the recruitment process in accordance with article 4 of Act No. 21 of 2015 regulating the entry, departure and residency of migrant workers. ILO is acting as project consultant in order to ensure the application of the highest international labour standards. The project will be implemented over a number of stages with the first stage covering eight countries: Sri Lanka, the Philippines (three centres in three cities), Pakistan (two centres in two cities), Nepal, Indonesia (three centres in three cities), Bangladesh (two centres in two cities), India (seven centres in seven cities) and Tunisia. A Qatar visa office was opened in Sri Lanka on 12 October 2018.

67. In October 2017, the Council of Ministers approved a bill to establish a support and insurance fund for migrant workers. The purpose behind the creation of the fund is to establish a mechanism whereby workers can claim monetary rights granted by labour dispute settlement committees.

68. The procedures for establishing the "WIZA" company have been concluded. The company undertakes to provide domestic workers (and others of equivalent status) as well as specialized, technical and regular workers to the public and private sectors and to individuals. The company is administered by the competent authorities in Qatar; i.e., the Ministry of Development, Labour and Social Affairs, the Ministry of the Interior, the Ministry of Economy and Trade, the Ministry of Finance and the Qatar Chamber of Commerce and Industry. With regard to the recommendations related to facilitating procedures for changing employer, Qatar has introduced various measures to promote the right of workers to change their place of work:

- The Ministry of Administrative Development, Labour and Social Affairs has launched an electronic notification service, which workers can use if they transfer from one employer to another or if they wish to leave the country definitively;
- The Government has lifted restrictions on changing employer, which had been imposed on migrant workers who had been granted work visas for specific projects. Such visas were known as restricted visas. Now, workers on restricted visas entitling them to work only on one project have the right to change employer if they fulfil certain conditions;

- The Government has placed no restrictions or conditions for moving to another employer other than that the new employer should comply with the provisions of the Labour Code;
- An office has been established to follow up and review procedures for migrant workers wishing to change employer.

69. With regard to the recommendation to strengthen the labour inspectorate, the Ministry of Administrative Development, Labour and Social Affairs has been making considerable efforts to boost the capacity and efficiency of the inspectorate. There are 408 inspectors who are vested with judicial authority that enables them to enter workers' places of employment and of residence. The labour inspectorate is developing an inspection plan and has distributed labour inspectors to police stations in the security departments so that establishments in all areas are duly covered.

70. It should be noted that 96 of the inspectors can speak Arabic and English (working as inspectors not as interpreters) while 4 interpreters are able to communicate in other languages in addition to English and Arabic. The Ministry cooperates with a number of institutes such as the Turin-based ILO International Training Centre to build the capacities of labour inspectorate staff and to provide them with the skills necessary to carry out their functions efficiently and effectively. In addition, staff also undergo intensive training in Qatar with courses organized by the National Committee to Combat Human Trafficking in cooperation with the regional United Nations Office on Drugs and Crime.

71. The wage protection system monitors the due transfer of wages of all workers who are subject to the Labour Code into their bank accounts and detects any violations. Penalties against employers guilty of violations may exceed mere suspension of business and go as far as a fine and/or prison sentence.

72. The Ministry has been constantly developing the wage protection system, ever since 2015. The system includes a mechanism to detect violations via the electronic scrutiny of enterprises where the system is being applied, the imposition of penalties on enterprises that pay wages late and the requirement for them to rectify their errors. The Ministry has also launched an inspection campaign aimed at ensuring that small- and medium-sized enterprises, subcontractors and manpower companies pay the wages of their workers into banks.

73. Act No. 17 of 2018 includes provision for the creation of a support and insurance fund for migrant workers, which aims to establish a mechanism whereby workers can claim monetary rights granted by labour dispute settlement committees.

74. During 2016, the Barwa al-Baraha city for workers was opened and began operating. The initiative is part of a State plan to launch development projects that address the concrete needs of the labour force and improve workers' living standards. The project, which covers 1.8 million square metres and has 9,872 rooms that can accommodate 53,000 manual and professional workers, is being developed over two phases.

75. In order to protect the health of migrant workers, the Hamad Medical Corporation, which is part of the Ministry of Health, has opened Beit al-Aman, a health facility dedicated to caring for workers who are recovering from injuries and who no longer require medical supervision in the long-term care and rehabilitation facilities of Hamad Medical Hospital. Beit al-Aman provides a safe and healthy environment in which workers can recover their strength before returning to their own countries.

#### **Combating human trafficking<sup>26</sup>**

76. Since the presentation of the second national report, the State has been continuing its efforts to combat human trafficking:

- The National Committee to Combat Human Trafficking was established under Council of Ministers Decree No. 15 of 2017 as the national coordinating body to monitor and prevent human trafficking. The Committee is chaired by the Minister of Administrative Development, Labour and Social Affairs and its members are representatives of the competent State bodies. The Committee is responsible for

drafting a national plan to combat human trafficking, developing a database of international legislation relevant to trafficking in human beings, reviewing relevant national legislation, ensuring that such legislation conforms to international treaties Qatar has ratified and disseminating awareness about human trafficking, in addition to other duties.

- In June 2017, the National Committee to Combat Human Trafficking adopted the National Plan to Combat Human Trafficking 2017–2022. The Plan acts as a guiding light for the Committee and for other competent bodies in their efforts to monitor and prevent human trafficking in all its forms.
- A technical cooperation agreement between the Government and ILO was signed during the 331st session of the ILO Governing Body. The agreement has a special section dedicated to combating forced labour, which stipulates a number of immediate objectives, among them: implementing a national plan of action on forced labour including measures aimed at stopping the practice of withholding passports, removing impediments that prevent victims from obtaining justice, developing and conducting capacity-building courses for law enforcement officials such as the police, public prosecutors, judges and labour inspectors and providing technical assistance to review the ratification of the Protocol of 2014 to the Forced Labour Convention.
- A memorandum of understanding between the Government of Qatar, represented by the National Committee to Combat Human Trafficking, and the United States of America, represented by the Department of State, was signed in January 2018 during the course of first strategic dialogue session between the Qatar and the United States.<sup>27</sup>
- In December 2017, thanks to cooperation between the International Criminal Police Organization (INTERPOL), the Qatari Ministry of the Interior and the National Committee to Combat Human Trafficking, Qatar hosted the fifth INTERPOL Global Conference on Trafficking in Human Beings and Smuggling of Migrants.
- In October 2017, the Permanent Representative of the State of Qatar to the United Nations was appointed to prepare the high-level meeting on coordination of efforts against trafficking in persons, during the seventy-second session of the General Assembly.
- With regard to recommendations related to strengthening the system of shelter and reintegration for victims of human trafficking, the Government has finalized the national victim referral system, which is used as a way to coordinate efforts for the identification and referral of victims between State authorities and NGOs. The system covers the provision of shelter, health care and legal assistance to victims of trafficking. In addition, the Qatar Social Work Foundation has opened the “Dar al-Aman”, which is part of the “Aman” Social Protection and Rehabilitation Centre, one of the centres that operates under the umbrella of the Foundation. It provides shelter and a comprehensive social and health environment in which to deliver protection and rehabilitation services to targeted groups, including victims of human trafficking. The “Dar” is a complex of more than 30 housing units that have been equipped to provide residents with comprehensive shelter on a temporary basis, accompanied by a precise rehabilitation plan. A number of villas in the complex are specifically intended for trafficking victims, men and women alike, with each villa having capacity for 20 persons. The overall process has four basic phases: first comes the reception phase with an initial evaluation of each case and a needs assessment; that is followed by the entry phase in which residents are informed of the rights, duties and conditions attached to their accommodation; the third phase is the rehabilitation plan which lays down a detailed framework for rehabilitation; the last phase is that of family integration where residents return to their natural environment in their families and communities.
- With regard to recommendations concerning legal aid, the Government does in fact provide legal assistance to human trafficking victims in their dealings with law enforcement agencies. It does so under Act No. 15 of 2011 on combating trafficking in persons, which requires the authorities to provide such assistance. The authorities have also assisted some victims to obtain reparation for damages they have suffered.

The Office of the Public Prosecutor has launched investigations into 109 cases of forced labour and 28 cases of trafficking. In addition, prosecutors have charged around 19 companies for violations of various articles of the Labour Code, including non-compliance with working hours restrictions, failure to grant a mandatory day of rest and non-payment of overtime. In 2017, the Government strengthened its application of the law prohibiting the seizure of passports; 361 cases were investigated and 53 were referred to the Office of the Public Prosecutor. In 48 cases, the courts ordered the payment of fines.

77. Recommendations concerning awareness-raising and training on human trafficking will be addressed under awareness-raising and training in paragraph 84 of the report.

### Health<sup>28</sup>

78. The Ministry of Public Health has continued its efforts to improve legislation on the right to health and to ensure universal access to health-care services, without discrimination. It has done so by amending existing health legislation, which the most effective way to introduce basic health-care reforms and to implement strategic health directives capable of turning policies into viable reality and ensuring that the ultimate objective of the system is achieved. Technical and legal committees have been formed to draft amendments to all legislation affecting health care. The most significant health legislation is listed below:

- Act No. 15 of 2015 regulating human organ transplantation;
- Act No. 3 of 2016 regulating the registration of births and deaths;
- Act No. 10 of 2016 regarding the control of tobacco and its derivatives;
- Act No. 16 of 2016 concerning mental health;
- Act No. 7 of 2013 concerning social health insurance.

79. A number of amendments have been introduced with a view to improving health-care legislation in the light of current circumstances, which have changed many practical aspects of life, as follows:

- Act No. 7 of 1996 on medical treatment and health services in Qatar governs procedures for the improvement of legislation related to the right to health, particularly in article 4;<sup>29</sup>
- Act No. 3 of 2016 regulating the registration of births and deaths includes provision for the creation of a standing committee on births and deaths; in fact, a committee with that name has been set up in the Ministry of the Interior to fulfil the functions stipulated in the Act; it examines and resolves the problems citizens and residents may face as a result of the implementation of the Act;
- Act No. 7 of 2013 concerning social health insurance enjoins equality of treatment, non-discrimination and the full enjoyment of rights and freedoms;<sup>30</sup>
- The Health Insurance Act and its implementing regulations cover all plans, policies, procedures, regulations and standards necessary for accessing treatment methods as well as mandatory health insurance for preventive, curative, and analytical health services and medical tests;
- In addition, the Ministry of Public Health is keen to provide efficient, responsive and effective online health services to go hand in hand with political, economic and social reforms, ensuring that female residents and workers of all ages are able to enjoy a healthy life and to access health services without difficulty;
- The Medical Commission Department, which is part of the Ministry of Public Health, has the task of examining all persons who come to reside or to work in Qatar in order to ensure that they do not have any contagious diseases;
- Migrants undergo medical tests when they first arrive and before they take up residence in the country and, if the tests prove positive, they are sent back. If the disease is discovered after they take up residence in the country, they will be treated according to the infectious disease protocol attached to Decree-Law No. 17 of 1990;

- Domestic law and legislation guarantees the right to access medical care services without discrimination. The Hamad Medical Corporation has published a charter on the rights and responsibilities of patients and their families, which it is currently printing and putting on public display in all medical institutions.<sup>31</sup>

80. As part of its efforts to implement recommendations regarding interaction with civil society, the State has taken measures to strengthen cooperation with civil society groups. To that end, it has established a number of committees, which work to ensure that health services are available for all citizens and residents in Qatar and monitor the implementation of health-care legislation. Other joint committees are also active in the field of health care, including the following:

- National Committee for the Protection of Children from Violence, established pursuant to Decree No. 20 of 2017 of the Minister of Health;<sup>32</sup>
- National Safety Committee for Injured Workers;<sup>33</sup>
- National Autism Spectrum Disorder Committee;<sup>34</sup>
- Establishment of a behavioural health support centre.<sup>35</sup>

### Education<sup>36</sup>

81. Indicators show good rates of enrolment at all levels of education in Qatar. In fact, with a view to realizing the Qatar National Vision 2030 and the Second National Development Strategy 2018–2022, education has been extended to include preschool and early childhood. The aim is to increase the enrolment of children in preschool education by 15 per cent in order to reach 72.5 per cent by 2022.

82. The table below shows rates of enrolment in State-run education at different levels.

Table 2

#### Gross and net enrolment rates in education for 2017

<i>Level</i>	<i>Gross enrolment (per cent)</i>	<i>Net enrolment (per cent)</i>
Kindergarten	57.4	57
Primary	106.1	96.4
Preparatory	103.4	84.8
Secondary	98.6	78.2

*Source:* Ministry of Development Planning and Statistics.

- In 2017, the gender equality index for education stood at 95.3 per cent and the literacy rate at 98.8 per cent. The illiteracy rate was 1.2 percent and the student-teacher ratio was nine to one.
- The Ministry of Education and Higher Education has continued its efforts to promote and protect human rights. A number of advanced modules and textbooks have been developed that incorporate concepts and principles related to human rights.<sup>37</sup> Efforts have not been limited to curricula and textbooks alone; a set of teaching guides has been developed and teachers have received training in their use.<sup>38</sup> Behavioural assessment policies for students in schools have been developed and updated to promote positive behaviour, discourage negative practices and protect students from deviancy. Penalties and sanctions do not include practices that are inconsistent with human rights such as violence or corporal punishment. Quite the contrary, emphasis is laid on preventing corporal punishment, reprimands and insults. A guide on student behaviour has been distributed to schools, a manual on violations and sanctions has been produced for school staff and a student counselling department has been set up.
- The Ministry has taken action to ensure that its second education strategy 2018–2022 envisages projects and programmes to promote and protect human rights. This includes constant institutional development, quality guarantees in educational institutions and excellence in providing effective and efficient services to partners,

while ensuring the preservation of Qatari values and traditions, and promoting understanding and respect for other cultures.

- Certain programmes focus on developing services for persons with disabilities, persons with learning difficulties and gifted persons; establishing a comprehensive quality control system for teachers and directors of public and private schools; and boosting institutional performance and improving the quality of early education in kindergartens.
- In the realm of higher education, Qatar University has five programmes related to human rights.<sup>39</sup> The University has signed a memorandum of understanding regarding the training of law students with the Human Rights Department of the Ministry of the Interior. In addition, the Ministry of Education and Higher Education has signed a memorandum of understanding with the National Human Rights Committee concerning the implementation of an Arab plan for human rights education adopted by the League of Arab States.
- The State has continued its efforts to provide quality education for persons with disabilities and to integrate them into society. The additional educational support policy has been reviewed and revised, and a comprehensive study conducted into the restructuring of the Noor Institute for the Blind. An assessment policy for primary level pupils has been undertaken, the Heedaya Kindergarten for children with disabilities between the ages of 4 and 8 has become operational and the Ru'a Centre has been opened offering evaluation and guidance for pupils who require additional support or have disabilities. A school for children with autism has been established and training courses have been run for special education coordinators and teachers.
- The Mada Centre provides a range of services including support that allows 80 per cent of students with disabilities to access the Internet, the creation of a mobile phone application to read banknotes, the distribution of assistive educational technology kits to 381 students with disabilities and the deployment of 25 assistive technology kits in schools. The Centre has run training programmes for 319 persons and conducted capacity-building for 40 teachers on the use of assistive technology in the classroom. It has provided 440 assistant trainers within the training and rehabilitation programme and provided technological support to 821 persons with disabilities to help them integrate into society. Internet access in Qatar has reached 88 per cent.
- The State has spared no effort to provide educational services to the non-Qatari children of migrant workers. Children of migrant workers who are employed in the State sector are admitted to public schools at all levels and free of charge. According to 2018 statistics, the number of non-Qataris in Qatari schools stands at 210,997 as compared with 104,656 Qataris; non-Qataris thus account for 60 per cent of the total. In addition, free State scholarships are available for the children of migrant workers employed in the private sector and the State provides concessions to communities resident in the country for them to open their own schools. This takes the form of the provision of school buildings or land upon which to build a school and exemption from electricity and water fees, etc.
- State aid has also extended beyond Qatar where every effort has been made to educate children and train teachers.<sup>40</sup>

#### **Freedom of expression<sup>41</sup>**

83. The State works to promote and guarantee freedom of expression. In that connection, a bill regarding media activity, which had been the subject of a number of recommendations following the second national report, has been shelved. In September 2018, the Council of Ministers approved a bill regulating printing, publishing, media activities and the arts. The purpose of the new bill is to update legislation to reflect technological advances in those areas and to support freedom of opinion, the media and information in Qatar.

84. Constitutional safeguards on freedom of expression were strengthened by the passage of the Cybercrime Act of 2014. The Act is consistent with recognized international standards because the exceptions it envisages do not restrict the exercise of freedom of

opinion and expression. They are legitimate restrictions, which are enshrined in international treaties, and the State has adopted them in order to ensure the proper exercise of this freedom and to prevent its abuse.

#### **Combating hate<sup>42</sup>**

85. Qatar views dialogue between religions and civilizations as an indispensable mechanism for establishing bridges of communication between societies and peoples, fostering mutual understanding and respect and promoting stability. The State, in fact, supported the initiative to establish the United Nations Alliance of Civilizations, which today plays an effective role in disseminating a culture of peace, and the first High Representative for the Alliance of Civilizations was from Qatar. Moreover, as part of the State's efforts to promote dialogue among peoples and cultures, the Qatar Committee for the Alliance of Civilizations, established pursuant to Decision No. 8 of 2010 of the Council of Ministers, is overseeing the development of an Alliance of Civilizations action plan. The Committee also monitors State efforts and initiatives in support of the Alliance, proposes topics for study, and convenes meetings and forums on the Alliance in coordination with the competent authorities.<sup>43</sup>

86. Qatar has established the Doha International Centre for Interfaith Dialogue, which strives to promote a culture of dialogue, acceptance of others and peaceful coexistence among the followers of different religions.<sup>44</sup>

#### **E. Training, capacity-building and awareness-raising<sup>45</sup>**

87. State institutions are continuing to organize training courses, workshops and programmes for government officials, civil society organizations, students and the general public in order to raise awareness and build capacities in the area of human rights.<sup>46</sup>

#### **F. Promoting the work of the National Human Rights Committee<sup>47</sup>**

88. Act No. 12 of 2015 amending certain provisions of Decree-Law No. 17 of 2010 on the organization of the National Human Rights Committee strengthened the independence of the Committee and provided robust legal safeguards and protections for it and its members with a view to enhancing their capacity to perform their legally-sanctioned duties and activities in a transparent manner and with a considerable margin of freedom. The Act also granted legal immunity to the headquarters and members of the Committee.<sup>48</sup> Thanks to the amendment, the Committee has been granted category A status by the International Coordinating Committee of National Human Rights Institutions (ICC), the second time running it achieved such a status.

### **IV. Challenges, obstacles and future vision**

89. Since 5 June 2017, Qatar has been subjected to unilateral coercive measures and an unjust blockade by certain States of the region, resulting in serious ongoing violations of human rights. These include violations against the freedom of movement, residency and private property; the right to work; the right to education; freedom of opinion and expression; the right to health; freedom of belief; and the right to development. All this is in addition to other violations related to social rights such as the separation of families, which are among the worst of the violations.<sup>49</sup> The State has created a committee to demand compensation for the effects of the blockade. The centralized committee receives information about persons who have suffered damages as a result of the blockade, examines them and seeks to define the best way to address each case. Despite all this, the Qatar has still endeavoured to protect and promote human rights and to ensure that the rights of citizens and residents are not infringed. Accordingly, the State has turned to international mechanisms to ensure that the blockading States are held responsible for human rights infringements. Qatar has brought a case against the United Arab Emirates before the International Court of Justice regarding the obligation to implement the International

Convention on the Elimination of All Forms of Racial Discrimination. The Court issued its ruling in regard of interim measures on 23 July 2018 ordering the reunification of Qatari families separated by the measures implemented by the United Arab Emirates. The ruling further stated that Qatari students affected by the measures should be allowed to complete their education in the United Arab Emirates or to obtain their educational records in order to continue their studies elsewhere, and that Qataris affected by the measures should be given access to the courts and other judicial organs of the United Arab Emirates.<sup>50</sup> Furthermore, Qatar has submitted a complaint against both Saudi Arabia and the United Arab Emirates before the Committee on the Elimination of Racial Discrimination and it has submitted communications to nine special procedures mandate holders of the Human Rights Council.

90. Despite all the advances in legislation, institutional reform and awareness-raising the State has made with a view to protecting and promoting human rights, a number of provisional challenges still remain to be faced, including the large and unprecedented population growth, which has reached more than 100 per cent in recent years.

91. National human rights mechanisms have continued to review domestic legislation and to propose amendments to bring it into line with international instruments. The mechanisms have also made proposals for laws to provide greater protection for human rights as well as proposals for the State to adhere to international treaties.

92. In the context of the State's commitment to its international human rights obligations, Decree No. 44 of 2017 was issued by the Deputy Prime Minister and Minister of Foreign Affairs envisaging the creation of a human rights treaty body section within the Human Rights Department of the Ministry of Foreign Affairs. The new section will draft the plans and proposals necessary to give effect to recommendations concerning human rights made by the treaty bodies and other organs. Work is currently underway to draft a common core document to present to the treaty bodies, in line with recommendations made by a number of committees.

93. Qatar is currently preparing a national human rights action plan pursuant to a decision of the Council of Ministers Decision at its ordinary meeting No. 19 of 2014. A national governmental committee to draft the action plan was established under the leadership of the Secretary-General of the Ministry of Foreign Affairs with members drawn from competent bodies in the country. The development of a national human rights action plan is a clear and practical approach to the promotion and protection of human rights and a tool for improving the human rights situation in Qatar.

## Notes

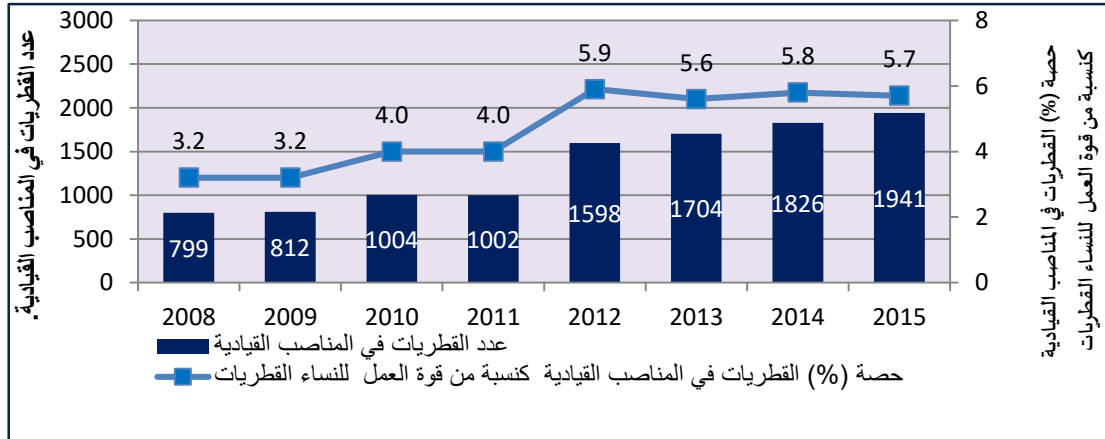
- 1 التوصيات رقم: (124-2)، (124-3)، (124-5)، (124-6)، (124-7)، (124-8)، (124-9)، (124-10)، (124-11)، (124-12)، (124)، (32-124)، (33-124)، (4-124).
- 2 التوصيات رقم: (122-1)، (122-2)، (15-122)، (45-124)، (61-122)، (59-124)، (61-124)، (62-124).
- 3 التوصيات رقم: (122-16)، (122-81)، (122-82)، (122-83)، (122-84)، (123-8).
- 4 التوصيات رقم: (122-5)، (122-6)، (122-8)، (122-9).
- 5 تقوم الاستراتيجية الصحية على أهداف تشمل جميع الفئات السكانية بالدولة من عمر الطفل (أطفال ومراهقين) الى عمر الشيخوخة، وكذلك صحة المرأة والجنين وجميع فئات العاملين بالدولة والصحة النفسية وأصحاب الأمراض المزمنة والمتعددة وذوي الاحتياجات الخاصة وامراض الشيخوخة.
- 6 التوصيات رقم: (122-17)، (122-18)، (122-19)، (122-20)، (122-21)، (122-22)، (122-23)، (122-24)، (122-25)، (122)، (26-122)، (27-122)، (28-122)، (29-122)، (30-122)، (31-122)، (32-122)، (33-122)، (34-122)، (35-122)، (36-122)، (37-122)، (38-122)، (39-122)، (40-122)، (41-122)، (42-122)، (43-122)، (44-122)، (45-122)، (46-122)، (55-122)، (56-122)، (57-122)، (58-122)، (42-124)، (43-124).
- 7 المادتان 19، 20 من اللائحة التنفيذية لقانون الموارد البشرية رقم (15) لسنة 2016.
- 8 المادة 74 من قانون الموارد البشرية رقم (15) لسنة 2016.
- 9 المادة 88 من اللائحة التنفيذية لقانون الموارد البشرية رقم (15) لسنة 2016.
- 10 المادة 73 من قانون الموارد البشرية رقم (15) لسنة 2016.
- 11 لمادة 83 من اللائحة التنفيذية لقانون الموارد البشرية رقم (15) لسنة 2016.
- 12 المادة 77 من قانون الموارد البشرية رقم (15) لسنة 2016.
- 13 المادة 86 من قانون الموارد البشرية رقم (15) لسنة 2016.



- 14 كحالات التحرش الجنسي والاعتداء الجنسي والحمل غير الشرعي والعنف ضد الفئات المستضعفة وعاملات المنازل والنساء الحوامل.
- 15 تم تشكيل عدد أربع لجان مكونة من الأهالي تعمل على التعاون مع الشرطة المجتمعية في مجالات عدة من ضمنها العنف المنزلي وتسهيل التدخل المبكر لمنع حدوثه، كما تعمل الشرطة المجتمعية على تسهيل إجراءاتها وتوفير خدماتها عبر مركز القيادة الوطني، وجاري حالياً توحيد الخدمات المقدمة عبر الخط الساخن كوسيلة ميدانية لمكافحة العنف الأسري.
- 16 على سبيل المثال لا الحصر:

- إعداد بحث حول "العنف المنزلي في قطر" بالتعاون مع جامعة قطر عام 2014.
- تنظيم المائدة المستديرة خلال اليوم العالمي للقضاء على العنف بالتعاون مع مركز الحماية والتأهيل الاجتماعي عام 2015.
- تنظيم ندوة التعايش السلمي وسيكولوجية الحوار عام 2017.
- 17 حيث تم تأكيد هذا المبدأ من خلال المادة (4) من النظام الأساسي المعدل لمركز الحماية والتأهيل الاجتماعي.
- 18 تتمثل في التالي:
- تعزيز الوجود الشرطي عن طريق الدوريات المجتمعية بالقرب من المدارس لمنع حالات العنف الذي يقع بين الطلبة أو عليهم، وهي رقابة لصيقة بالحرم المدرسي بما يحقق إنفاذ القانون.
- توفير آليات اتصال سريعة ومباشرة لمنع العقوبات البدنية على الأطفال وتمثل في الآتي:
- تطبيق مطراش (2): ويمثل وسيلة سرية تمكن أفراد المجتمع من الإبلاغ الآمن عن أي عنف يقع على شريحة الأطفال.
- الخط الساخن: خصصت الشرطة المجتمعية عدداً من الأرقام حسب الاختصاص الجغرافي لتلقي المعلومات حول الإساءة والعقوبات البدنية للأطفال.

شكل رقم (1) بشأن عدد القطريات في المناصب القيادية خلال الفترة من 2008 إلى 2015



المصدر: وزارة التخطيط التنموي والإحصاء، مسح القوى العاملة - سنوات مختلفة.

- 20 بالإضافة إلى مخاطبة المجلس الأعلى للقضاء بخصوص زيارات رمضان والأعياد وتنظيم الزيارات في تلك الفترات، بما يساهم في ضمان حصول الطفل على حقه في الرعاية الاجتماعية والوالدية، ومشاركته في الأنشطة الترفيهية.
- 21 بغض النظر عن عصر الطفل أو والديه أو الوصي القانوني عليه أو لونهم أو جنسهم أو لغتهم أو دينهم أو رأيهم أو غيره، أو أصلهم القومي أو الإثني أو الاجتماعي، أو ثروتهم، أو عجزهم، أو مولدهم، أو أي وضع آخر.
- 22 تشمل الفئات المستهدفة كل طفل توفي والداه، أو كان مجهول الوالد أو والديين، والطفل المحروم بصفة مؤقتة أو دائمة من بيئة أسرية طبيعية، ولا يزيد عمره عن 18 عاماً.
- 23 التوصيات: (122-68)، (122-69)، (122-60).
- 24 وذلك بناء على تقرير من الجهة الطبية المختصة، بموافقة الوزير المختص لمدة خمس سنوات بحد أقصى، وبموافقة رئيس مجلس الوزراء فيما زاد على ذلك.
- 25 التوصيات رقم (122-71)، (122-72)، (122-73)، (122-74)، (122-75)، (122-76)، (122-77)، (122-78)، (122-79)، (80-122)، (63-124)، (64-124)، (65-124)، (66-124)، (68-124)، (69-124)، (70-124)، (71-124)، (72-124)، (73-124)، (74-124)، (75-124)، (76-124)، (77-124)، (78-124)، (81-124)، (83-124)، (3-123)، (122-123)، (4-123)، (5-123)، (6-123)، (7-123)، (60-124)، (79-124)، (80-124).
- 26 التوصيات رقم: (122-47)، (122-48)، (122-49)، (122-50)، (122-51)، (122-52)، (122-53)، (122-54)، (122-70).
- 27 حيث اتفق الطرفان على التعاون في عدد من المجالات كتنمية مجالات مكافحة الاتجار بالبشر في البلدين ورفع قدرتهما، وتبادل التشريعات والتعليمات المنظمة للعمل في مجال مكافحة الاتجار بالبشر بهدف الاسترشاد بها.
- 28 التوصيات رقم (122-61)، (122-62)، (124-57)، (124-58).
- 29 التي تنص على "لا تحصل أية رسوم أو أجور عن الخدمات الآتية:
- حالات الطوارئ، والحوادث التي تستدعي دخول المريض إلى المستشفى.

• الخدمات الوقائية في مجال الأمومة والطفولة.

• الخدمات الوقائية في مجال الصحة المدرسية للطلبة.

• خدمات الأمراض المعدية والتطعيم".

- 30 تتمثل في معاملة بعض الفئات معاملة القطريين المواطنين وهم: المرأة غير القطرية المتزوجة من قطري، وأبناء المرأة القطرية المتزوجة من غير قطري، وبالإضافة إلى الفئات الأخرى التي يصدر بتحديدتها قرار من الوزير.
- 31 أكد الميثاق على المبادئ الأساسية المتعلقة بكفالة الحق في الصحة، متضمناً الحق في الحصول على خدمات الرعاية الصحية الأولية بغض النظر عن العرق، الدين، الموطن الأصلي، المعتقدات، القيم، اللغة، العمر أو الإعاقة، بالإضافة إلى الحق في الحصول على الرعاية والخدمات الصحية دون أي تأخير مبرر، والعناية اللازمة بصورة لائقة ومحترمة في جميع الأوقات، والحفاظ على كرامة المريض، وحق المريض في تلقي ألية دعم مناسبة وفعالة في حال وجود أي تظلم أو شكوى، والحق في الخصوصية والسرية.
- 32 تختص بصفة أساسية باحتضان الابتكارات وتطوير أفضل الممارسات في حماية الأطفال وذلك عبر الخبرات المختلفة في الدولة.
- 33 تقدم خدماتها إلى فئة العمالة المصابة والذين تعرضوا لحوادث أو أمراض أدت إلى إعاقات أو أمراض دائمة أو شبه دائمة مما يحول دون تحقيق الهدف الأساسي من تواجدهم في الدولة، وللبحث في المشاكل التي قد تواجه المريض وتسهيل إجراءات نقل المريض إلى بلده، ومن أهم اختصاصاتها: التواصل مع أصحاب العمل وأصحاب المريض في قطر، والتواصل مع أسرته خارج الدولة للوصول إلى المعلومات المطلوبة والتنسيق معهم بما يتطلب اتخاذه، التعاون مع بعض السفارات لتسهيل مهمة اللجنة، اقتراح وتوفير المركز الطبي المناسب لاستمرارية التأهيل في بلد المصاب والتواصل معهم، التعاون والتنسيق مع المجلس الأعلى للقضاء لتسريع إجراءات التعويض المادي، توفير الموازنة المطلوبة لتغطية نفقات سفر العامل المصاب، ونفقات الفريق الطبي المصاحب والأجهزة الطبية وتغطية تكاليف استمرارية التأهيل في المركز الطبي في بلد ونفقات مرافق أهل المريض، البحث في المعوقات التي تقتضي اتخاذ إجراءات قانونية لخروج نقل المريض بلده في أسرع وقت.
- 34 المشكلة بموجب قرار وزير الصحة رقم 22 لسنة 2017 والتي تختص بإعداد البرامج والليات المنفذة بالدولة لأهداف الخطة الوطنية بالتنسيق مع الجهات المعنية بالدولة، ومراجعة ومراقبة تنفيذها وتطبيقها، واعداد وتنفيذ برنامج وطني للفحص المبكر للمستهدفين من الأطفال بالتعاون مع الوزارات والمؤسسات الحكومية والتعليمية ذات الاختصاص، ووضع اليه للتتبع والتواصل مع كافة الجهات ذات الصلة في هذا المجال، بما يسمح بتحقيق اهداف اللجنة، ونشر الوعي من خلال إقامة المؤتمرات والندوات واعداد النشرات وبرامج التدريب وغيرها.
- 35 يقوم بالتعامل بين كافة الجهات ومؤسسات المجتمع المدني، حيث يعمل على تطوير وتوجيه الخدمات العلاجية والتأهيلية وتقديم البرامج التوعوية والوقائية للفئة المستهدفة، و رصد المؤشرات الاجتماعية، والتواصل مع أسر الحالات ووضع الخطط العلاجية، وتقديم الخدمات الارشادية، وحمايه الفئات المستهدفة والحيلولة دون وصولها الى حالة الفهر والعزلة، والتنسيق مع الجهات المعنية لتأهيلها وإعادة دمجها في المجتمع من جديد.
- 36 التوصيات رقم: (122-63)، (122-64)، (122-65)، (122-66)، (122-67).
- 37 مثل حقوق المساواة والكرامة والصحة والبيئة السليمة وحقوق الطفل في اللعب والترفيه والصحة والتعليم والرعاية، والحق في التعبير وإبداء الرأي، والحق في الأمن والأمان، ومفاهيم السلام والتفاهم الدولي، واحترام الآخر وتقبله، وحق الشعوب في تقرير مصيرها، وحقوق المرأة، وحرية العقيدة والقيام بالشعائر الدينية وغيرها.
- 38 وهي: الدليل الاسترشادي للمعلم للتربية على حقوق الإنسان، وأدلة على حقوق الإنسان (ابتدائي، إعدادي، ثانوي)، ودليل التربية القيمية.
- 39 وهي: العلوم الاجتماعية والخدمة الاجتماعية، والقانون، والدعوة، والعلاقات الدولية.
- 40 انظر الفقرة (16) من التقرير.
- 41 التوصيات رقم: (124-47)، (124-48)، (124-49)، (124-51)، (124-52)، (124-53)، (124-54)، (124-55)، (124-56)، (124-57)، (124-58)، (124-59).
- 42 التوصيات: (124-34).
- 43 كما تم تنظيم المؤتمرات التي تهدف لمناهضة خطاب الكراهية والتطرف حيث استضافت الدولة الاجتماع التنفيذي التابع لمبادرة اسطنبول 18/16 بعنوان "تعزيز الحرية الدينية من خلال التعاون بين الأديان" في مارس عام 2014 ومؤتمر "الحوار العربي الأمريكي الأيبيري" خلال الفترة من 15 الى 16 سبتمبر 2015، والذي هدف إلى إيجاد آليات ووضع تصور لخطة عمل من شأنها الحد من خطاب الكراهية والتطرف.
- 44 كما تستضيف دولة قطر سنوياً مؤتمراً دولياً لحوار الأديان، الذي يشارك فيه مفكرين وعلماء وممثلي الديانات، ومن أنحاء مختلفة من العالم.
- 45 التوصيات رقم: (122-10)، (122-11)، (122-12)، (122-13)، (122-14).
- 46 ملحق (رقم 1): أهم البرامج التدريبية في مجال حقوق الإنسان والتي تم تنظيمها من قبل مؤسسات الدولة خلال الفترة من 2014-2018.
- 47 التوصيات رقم: (122-3)، (122-4).
- 48 ونص التعديل على "تتمتع اللجنة بالاستقلال التام في ممارسة أنشطتها المتعلقة بحقوق الإنسان، ولا يجوز مساعلة عضو اللجنة جنائياً أو تأديبياً عما يُبديه أمام اللجنة ولجانها الفرعية من آراء أو أقوال بالنسبة للأمور التي تدخل في اختصاصها. ولا يجوز، في غير حالات التلبس، دخول مقر اللجنة أو فروعها أو مكاتبها أو تفتيش أي منها، إلا بحضور محام عام على الأقل، بناءً على أمر من القاضي المختص...".
- 49 ملحق رقم (2): تقرير العام الخامس بشأن استمرار انتهاكات حقوق الانسان والصادر من اللجنة الوطنية لحقوق الانسان.
- 50 ملحق رقم (3): قرار محكمة العدل الدولية فيما يتعلق بالتدابير المؤقتة (قطر ضد الامارات العربية المتحدة).