



Permanent Population Committee Annual Report 2012

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State of Qatar, Doha P.O.Box. 1855

Tel: (+974) 44958888

Fax: (+974) 44836109

e-mail: ppc@gsdp.gov.qa

Website: www.ppc.gov.qa

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Foreword

It gives me a great pleasure to introduce the *Third Annual Report* of the Permanent Population Committee, which recapitulates the activities made during 2012 to implement the follow-up of the Population Policy's Program of Action. It briefs the published studies, the meetings, and workshops conducted, as well as many other related activities.

The present report encompasses the following themes:

First) A brief presentation of the achieved goals in all axis of the Population Policy during the third phase (from October 2011 until October 2012) and the ongoing challenges.

Second) A summary for two studies prepared by the Technical Bureau during 2012, as part of the "Population Studies" series, which reach 16 studies up to the present.

Third) A concise summary of the conducted workshops, meetings and training sessions during the previous year, including the celebration of Qatar Population day.

Fourth) A listing of the most crucial activities of the PPC in the area of regional, Arab and international cooperation, especially those conducted with the United Nations Population Fund and the General Secretariat of the League of Arab States.

Fifth) An introductory expose about the work and demographic issues carried out by the PPC, and promoted particularly through its official website and Facebook page.

I seize the occasion, to extend my gratitude and appreciation for the experts and researchers of the PPC Technical Bureau, the Population Policy Focal Points and representatives of ministries and national organizations who are members of the committee. I also extend my acknowledgements to all those who participated in the preparation of the demographic studies and surveys, journalists and mass media reporters, as well as those who have contributed to the success of the PPC's work during the previous year. Hoping that the present report will constitutes a valuable source to achieve further social development for Qatar society.

Through God our Source of Success

Dr. Saleh Bin Mohamed Al-Nabit
Chairman
Permanent Population Committee



First The Population Policy

The third phase of the implementation progress of the Population Policy's Program of Action commenced on the 21st of October, 2011 and ended in October 2012. Right after the annual celebration of Qatar Population Day, organized by the Permanent Population Committee (PPC), the preparatory phase, which extended over three months, was launched. It included many events and activities, among which are the following:

- Discussion and ratification of the third phase priorities.
- Conversion of the priorities to specific goals.
- Development of the implementation and follow-up questionnaires.

In accordance with the set time frame for the third phase, the Program of Action, attached to the follow-up questionnaire, were submitted to each group during the last week of January 2012. Accordingly, the thirteen working groups started, since the beginning of February 2012, the data collection process, which extended over four months, and ended by submitting the filled questionnaires to the PPC's Technical Bureau. In turn, the follow-up team of the Technical Bureau, started the revision, elaboration, analysis and completion of shortages of some questionnaires in coordination with the working groups in June 2012. From July till September 2012, the follow-up team experts incorporated the submitted data in the report “**Qatar Population Status 2012**”, which was released for the occasion of the Qatar Population Day on 18 October 2012. The event, was attended by government and civil organizations representatives, as well as by heads and members of the executive groups, and representatives from institutions operating in the population field.

The following sheds light on the most important axes and dimensions of the report:

The third phase of implementation of the Population Policy Program of Action covered 22 goals and 67 procedures, out of which 52% are either fully or partially implemented. This, means that great achievements have been realized in general, although they vary in dimension from one followed up population axis to another, as shown in following table:



Table (1): Distribution of the Population Policy Axes and Dimensions by Achievement (%)

Axis and Dimensions	% of fully or partially implemented procedures	% of procedures under legislation	% of procedures under planning	% of procedures non-implemented
Population and labour				
Population growth and structure	45	-	22	33
Labour force	33	-	17	50
Urban Growth	-	-	33	67
Housing	60	-	20	20
Education and training				
Education	100	-	-	-
Training	50	-	50	-
Public health, reproductive health and environment				
Public health	75	-	25	-
Reproductive health	-	-	-	100
Environment and sustainable development	100	-	-	-
Empowerment issues				
Women	50	33	17	-
Childhood	40	40	20	-
Youth	-	-	75	25
Elderly	60	-	40	-
Disabled	80	-	-	20

The report shows in detail the achievements and challenges encountered during the implementation of the Population Policy in each of the four axes that were developed during the third phase:

First Axis: Population and Labour force

Achievements

- ❖ Strengthening religious faith by encouraging marriage, organizing awareness campaigns for youth about reproduction issues, and developing programs for marriage culture and spouse rights and duties to building a cohesive family.
- ❖ Improving recruitment policies in line with knowledge-based economy that requires recruitment of additional skilled and highly skilled labour force.
- ❖ Undertaking the necessary measurements and developing the appropriate plans to ensure proper job opportunities for population (15 years and over) in urban centers outside Greater Doha
- ❖ Developing plans and projects to establish workers' housing compounds with all necessary services, distant from family residences.

Challenges

- ❖ Increase of the nationals current natural growth rate or at least maintain the present ones to balance the general population growth.
- ❖ Private sector companies continue recruiting cheap foreign workers, despite demands for shifting towards knowledge-based economy and relying on skilled workers
- ❖ Insufficiency of motivations for living outside Doha. It is found that although the allocation of residential lands and the opening of government departments branches to provide different services for cities outside Doha, the population pressure is still enormous on the area of Greater Doha
- ❖ Delay in granting allocated lands for newlyweds among nationals for building appropriate housings.

Second Axis: Education and Training

Achievements

- ❖ Existence of a sustainable trend to update education methods. This trend extends to independent schools and curricula of pre-university education at the Qatar Foundation for Education and Science.
- ❖ Existence of initiatives for integrating new actors for the modernization of education.
- ❖ Existence of a tendency or measures to upgrade training programs quality in private sector according to labor market requirements.

Challenges

- ❖ Linking the branches of higher education with the emerging future demands on labour market.
- ❖ Absence of a unified institutional framework that would manage and control training needs of all employment sectors in the country.

Third Axis: Public Health, Reproductive Health, Environment and Sustainable Development:

Achievements

- ❖ National Health Strategy (2011-2016) includes projects and plans to ensure medical, health and administrative staff, especially Qataris, as well as to provide training in accordance with international quality standards.
- ❖ Three governmental centers for primary health care have been opened:
Dhaayin Health Center (center of primary health care institution), Abu Nakhleh health Center (center of primary health care institution), Workers' Health Center (run by Red Crescent), as well as a National Center for Research and Cancer Treatment.
- ❖ An action plan has been adopted since 2010 and will complete by 2020 so that all facilities and constructions in Qatar respect the green building code requirements.

Challenges

- ❖ Weak relation between population increase, expansion and dissemination of health component.
- ❖ Lack of a specialized center for fertility medicine.
- ❖ Lack of public awareness about the dangers of irrational consumption of water and electricity.

Fourth Axis: Empowerment Issues

Achievements

- ❖ There is a three years plan, 2011/2012- 2013/2014, to raise awareness of women's rights. This plan is activated by the Supreme Council for Family Affairs in cooperation with National Human rights Committee
- ❖ Qatar Foundation for Child and Women Protection organized a campaign about "seduction" through Internet. In addition, the foundation inaugurated on May 2010 a free line to inform about violence against children and women.
- ❖ Education Committee in the Supreme Education Council is designing an integrated plan about discovering and promoting talented youth
- ❖ According to Law N. (8) of 2009, retirement age has been extended to 65 years.
- ❖ There is a joint committee between the Supreme Council of Health and Shafallah Center for Children with Special Needs. The committee, formed by Amiri Order No. 9 of 2011, is a "National Consultative Committee for the development of rehabilitative care". It is presided by Assistant Secretary-General for medical affairs at the Supreme Council of Health, and representatives from Shafallah Center, Noor Center for the Blind, and a number of civil society institutions.

Challenges

- ❖ Diversify the economic activities and occupations in which Qatari women work.
- ❖ Combat various aspects of violence against children.
- ❖ Increase the levels of youth's political, economic and social participation.
- ❖ Raise awareness of the importance of sending elderly people to care shelters, whenever needed, particularly when the family has no caregivers.
- ❖ Provide more job opportunities for disabled people.

Referring to the above, the fourth phase of implementation of the Population Policy Program of Action has been launched immediately after the Qatar Population Day event on 18 October 2012. This has been ensued by the identification of axes and priorities, formation of working groups and development of the questionnaires designed for implementation and monitoring.



Second Studies and Reports

The *Permanent Population Committee* publishes regularly new studies as part of "Population Studies" series. These scientific studies rely on up-to-date statistical data supplied by the Qatar Statistics Authority and other bodies concerned with population issues in the country, as well as on occasional field surveys. These field surveys, conducted by experts and researchers of the Technical Bureau, rely on samples drawn from the Qatari society. Up to now, about sixteen study has been published, among which are the following two studies, conducted in 2012:

1) **"Population Awareness among the Qatari Society": A Field Study Concerning Citizens' Knowledge and Trends Towards Population Issues**". This, is the first field study conducted by the Technical Bureau. It aims at:

- ✚ Monitoring the knowledge of different categories of citizens about population facts and related impacts.
- ✚ Understanding the main population issues and tendencies of the aforementioned categories.
- ✚ Monitoring the effects of knowledge and tendencies on the practical conduct of the aforementioned categories
- ✚ . Deducing guidelines to support the population's raising awareness mechanism .



Based on a survey questionnaires sent by e-mail to various government agencies and community organizations, the study covered a broad sample of Qatari citizens distributed into different categories according to sex, age, place of residence, marital status, and educational status .

The study begins with a definition of the concept of population awareness, that is based mainly on three components: knowledge, attitudes, and trends and behavior. To know the level of population awareness in a certain country, is to identify population's knowledge of the primary demographic issues and problems, and recognize relevant trends (opinions and attitudes) regarding population issues raised, mechanisms proposed to address them, and homogeneity of practical behavior with their knowledge and trends. The study focused particularly on issues related to population structure, population growth, urban growth, housing and labor force. Hereinafter are the most important findings and recommendations of the study:

- ✚ **Raising awareness about societal population structure issues** : The study revealed a sound understanding of the existence of a demographic problem in Qatar. The majority of Qataris (more than 82% of respondents) do believe that Qatar suffer from a demographic problem. The majority of those respondents have identified two main aspects of this problem, which are: the proliferation of expatriates, and their competition to Qataris in employment opportunities. Youth respondents highlighted more the negative effects of these two aspects; while other respondents agreed on atypical impact on the Qatar national identity as a result of population structure imbalance. As illustrated in the responses, the

majority of respondents were aware of the dimensions and endangerments of population structure, since, the massive majority agreed on the expressions that refer to the risk of increased reliance on servants and recruited expatriates. Equally, the responses reflected a clear awareness of issues relating to marriage delayed-age and impact on Qataris population growth rates, which consequently sharpen the imbalance of the country's population structure. Accordingly, the study recommended the importance of procedures defined in the Population Policy, particularly those related to encouraging youth marriage, reducing marriage delay problems, and addressing relevant causes, such as raising the awareness about the importance of reducing the amount of dowries and wedding expenses. It also called for expanding awareness campaigns to diminish the over-reliance of families on domestic workers, through adopting severe conditions by concerned authorities in recruiting and organizing in migratory move, through ensuring the actual need for their presence, and combating trafficking in employment or other similar procedures. Concerning the expected behavior of reducing the number of workers, the majority of respondents (about 84%) opted for a way to update work execution by reducing worker numbers, while sustaining the level of income. Undoubtedly, this indicates that Qataris do strongly support the trend of adopting the knowledge-based economy, and improving the means of production in order to reduce the number of expatriate workers, especially those in manual and unskilled jobs. This encouraged study drivers to recommend an accelerated move towards knowledge-based economy which is an important mechanism to reform population structure imbalance and labour force disparity in the country.

 **Understanding labour force issues:** The population awareness among Qataris has also been ascertained with regard to labour force issues. About 62.7% of respondents replied “Yes” to the question: “Do you think that it would be possible to reduce the recruitment of foreign workers while the current development plans are still applied?”; in contrast to, less than a quarter of respondents (22.3%) who thought that this is not possible. Regarding the way to reduce foreign workers recruitment, the majority of respondents (97.4%) selected combating trafficking in fictive employment, about (95.6%) called for modernizing production means to accommodate smaller numbers of workers and training Qataris on various type of work. Generally, respondents revealed a great concern about the cultural dimension, due to the strong presence of expatriate workers. Around 94% considered that preserving the national culture and identity is more important than urbanization. In the same time, about 84% of respondents thought that the prevailing customs and traditions in the society do not impede increasing the contribution of Qatari women in labor force. Accordingly, the study recommended the need to develop awareness campaigns that would focus on the importance of Qatari women participation in labor force, as a way for reducing the recruitment of foreign workers, and not only as one of women natural rights. Moreover, the development of education, in general, as well as the concentration on males' education, would help in expanding the percentage of women's acceptance to participate in economic activity. As for working in private sector, the study showed that Qataris refusal to work in this sector is not categorical, but it is related to the salary and other benefits granted by the public sector. As a response to the question “If you were a government

employee and you have been offered a job in the private sector with higher income, what would you do?”, about less than 18% of respondents rejected firmly the offer. Respondents with university qualification showed a stout inclination in accepting the offer than others. Since the acceptance of Qataris to work in the private sector depends on the salary, working conditions and other benefits, the enacting of new legislations that insist on equal salary and benefits between the public and private sectors and encourage private companies to raise salaries, will certainly help in increasing the proportion of citizens in private sector.

✚ **Understanding urban growth issues:** The study highlighted the advanced understanding of urban growth issues. Three quarters of respondents do believe that the major demographic problem is the concentration of most of the population in Greater Doha (Doha and Al Rayyan municipalities). On the other hand, the majority of respondents attribute the reason of this concentration of population in Doha to an inadequate care of development of other areas. Accordingly, the study recommended expanding the creation of new cities outside Doha and balancing relevant geographically distribution in all areas. It advices to care for small and medium-sized cities, by granting them housing and development benefits, providing them with further empowerments to enable them participate in the elaboration of their development programs. It is to be noted that more than two thirds of respondents expressed their readiness to live outside Doha if they were granted free housings. This indicates the possibility for a new approach in solving the problem of population concentration in Doha, via the role of the government and the employing establishments to ensuring housing acquirement outside Doha, either for free or by encouraging prices. Likewise, the housing land can be allocated in areas outside Doha as an appropriate solution to this problem.

✚ **Understanding housing issues:** According to the majority of respondents (about 90%) there is a serious problem of housing in Qatar. A largest percent of those respondents think that the great manifestation of this problem is revealed by the expensive building costs of a house. Some respondents attributed the problem to the delay of granting a land to citizens. Yet, a clear trend, represented by the tendency of the nuclear family to live in an independent house, has emerged. In addition, more than 95% of respondents stated that the newlyweds find it difficult to obtain independent house. In view of that, analysis illustrates that it is possible to grant apartments for the wide range of citizens, particularly newlyweds or future couples, instead of granting them the land and loan, without need of the proximity to parents and relatives housing. All this reflects how far the significant changes began to emerge in the habits of Qataris housing.

2. labour Market Changes in Qatar: the present study aims at:

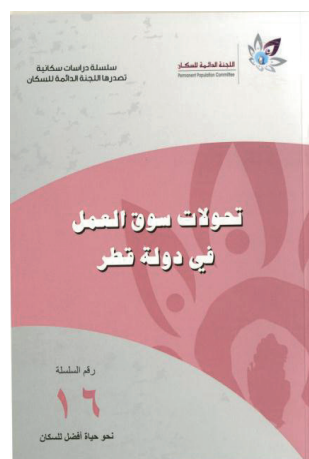
- ✚ Monitoring structural changes of labor market system during the last three decades.
- ✚ Measuring the role of structural variables within the labor market context and components.
- ✚ Identifying the role of labor market sector in achieving development visions and policies, and revitalizing economic cycle.
- ✚ Examining the impact of labor market changes on the country's population profile.

As the country prepares for hosting the Football World Cup 2022, coinciding with the launch of the implementation of National Development Strategy 2011-2016, labour market changes were imposed as research and planning priorities.

In Qatar, the labor market changes have contributed to the rise of new features that were reflected by two complementary structures: Qatari labour force, and non - Qatari labor force. Both structures undergone two different trajectories between 1986 and 2010. Yet, both structures, differ in terms of size, quality, age, educational, professional characteristics and occupational status, as well as in terms of distribution on economic and sectorial activities

However, Qatar labor market changes are linked to internal factors associated to population natural growth, social changes of the community in Qatar, levels of policies impact on different components of society particularly women and youth and expanding opportunities for all citizens. As for non-Qatari labor force, its rapid successive changes have fostered changes in the function of expatriates recruitment, which has become a major determinant of population structure and economic activity, as well as labor market profile. Possibly, what distinguishes non - Qatari labour force structure is the impact of the organizational factors of Qatar's economy and growth levels on the size of that structure. The more the country's economy grows and expands, the more demand on foreign workers increases. Therefore, since the previous development projects required the recruitment of large numbers of foreign workers, the future development projects and basic projects supporting Qatar hosting of World Cup 2022 would require recruiting more foreign workers as well, generating accordingly a new change in the Qatar labor market structure.

The study presented the conceivable scenarios for the future changes of Qatari labor market, after displaying the structural changes such as, the expansion of employment capacity, unequal growth of Qatari and non - Qatari active groups, the continuous integration of Qatari women in economic activity, the diversity of employment sectors, the unequal pull of sectors, the



domination of wage earners, the changes related to age, gender, profession and education, such as growth disparity of Qatari and non-Qatari professions, and high educational level.

Labor market structure in Qatar will witness successive changes between 2012-2017 and 2017-2022. Its size and nature will be identified simultaneously with the launching of World Cup projects. Thus, several scenarios might be conceived. Every scenario is based on specific planning determinants of the requirements of World Cup projects, supporting development projects, and the normal and regular requirements of different economic and social activities in Qatar. This approach helps in the assessment of each area requirements to determine the overall needs of the labor and employment contracts, leading to multiple cases in which the size of labor contracts, required for the aforementioned three future determinants between 2012-2022, exceeds 1.3 million or 1.5 million contracts.

Possibly, among the preliminary projections on the future requirements of the labor market between 2012-2022, resulting from the expansion of ventures and investments, is the presence of two types of requirements: temporary and probationary, the latter, which is considered a fixed element of the Qatar labor force and population structure, varies between 61% and 71% of the total requirements during 2012-2022. Hence, various sectors and activities in Qatar will continue the course of growth and expansion. An expansion that has undergone through a turning point since the mid-decade of the third millennium. However, temporary and World Cup projects requirements represent between 29% and 39% of the total needs.

Accordingly, a distinction between fixed and variable aspects and the levels of impact of these aspects should be noted, when we construe the future changes of the labor market. However, the effects, which are periodic, will affect the structure and characteristics of the labor market components. These scenarios, which will affect differently the labor market components, will lead us to draw some orientations of the various aspects of the labor market.

The study concluded with the following findings:

- ✚ Qatari labor market is in a continuous change and innovation. This change makes the labor market more modern and diverse, and allows it continuously to adapt to the diverse and new requirements for different development needs and on-going challenges.
- ✚ **The expansion of the on-going employment capacity** of the labor market between 1986 and 2010, which has overcome the international financial crisis, is indeed reflecting the economic growth rates that are recorded in recent years and the rise of the State's successive budgets.
- ✚ **The labor market changes** are primarily attributed to the role of the structural factors that govern the State's economy and orientations.
- ✚ **The labor market structure** comprises the characteristics of productive and diverse economic patterns that shape the structure of Qatar's economy.
- ✚ **The continuous changes of the labor market** do require constant monitoring to determine future directions in order to draw the right policies. This monitoring entails the establishment of a specific information system of labor market, which combines the

descriptive data covering various characteristics and components of the labour force and of those entering the market as newly recruited workers. The aim here is to monitor the position of trends and to gauge it in the structure and future directions of the labor market.

- ✚ **The future structure of the labor market** will include the specific requirements for World Cup Football 2022 projects, for Qatar National Development Strategy and for Qatar's economy and society.
- ✚ **The future changes of the labor market**, particularly the structural changes will be affected by the nature of the legislation related to labor market, investment and sponsorship.
- ✚ **The future changes of the labor market structure** will involve the integration of the changed components in terms of permanent and temporary variables. Therefore, the effect of some quantitative changes on the population structure will be temporary.



Third
Organization of
Workshops, Meetings, Occasional events and
Training Sessions

1. **“Population and Labor Force” Workshop:** On the 5th of June 2012, the *Permanent Population Committee (PPC)* held a workshop on “Population and Labor Force” at the *Four Seasons Hotel*. The scheduled sessions were attended by PPC members, PPC Technical Bureau experts, Population Policy working groups, heads and members of the Population Policy executive group for the program of action (focal points), and representatives of bodies and institutions concerned with population issues.

His Excellency **Dr. Saleh Bin Mohammed Al Nabit**, Secretary-General (SG) of the *General Secretariat for Development Planning (GSDP)*, opened the workshop sessions welcoming guests and participants, while informing them about the aims of the workshop that are to shed lights on population and labor force issues in the State of Qatar, as drivers of the *Population Policy (PP)*, which emanates from Qatar National Vision (QNV) 2030, and corroborates the *National Development Strategy (NDS)* (2011-2016).

Workshop Objectives

- Determining the levels of Population Policy interaction with the national development strategy.
- Comprehending the work mechanisms of the Population Policy and its working groups.
- Initiating a serious scientific debate about the latest publications of Population Studies Series issued by the Technical Bureau, and checking the feasibility of relevant recommendations.
- Raising awareness on population issues.

His Excellency **Dr. Saleh Al-Nabit** added that the Population Policy of the country aims to



create a quantitative and qualitative change in the population variables and related issues. These changes will be made through a set of plans and programs that can lead to achieving balance between population growth and sustainable development requirements, **ensuring a better life for Qatar population**, which is the ultimate goal, not only of the Population Policy, but also that of the National Development Strategy and Qatar National Vision.

Dr. Abdullah AlHamadi, Acting Director of the PPC Technical Bureau, who briefed the attendants about the implementing activities of the Population Policy third phase, launched on the 21st of October 2011, and expected to end by the 20th of October 2012. He noted that,

immediately after the PPC's annual celebration of the *Qatar Population Day*, by the 20th of October 2011, the Population Policy implementation preparations were carried out for a period of three months, including numerous events and activities.

In the last statement of the opening session, **Mr. Sultan Al Kuwari**, Director of *Demographic and Social Statistics Department* in the *Qatar Statistics Authority*, spoke about the most important data that can be provided by *Qatar Statistics Authority*, commending the accomplishment of population projections draft, and declaring availability in the coming days to be an officially adopted data.

Following the opening, a special session was held to explore and discuss the Technical Bureau **latest studies for 2012**. This session was moderated by **Ms. Nora Nassir Almeraikhi**, member of Permanent Population Committee, who stressed the importance of scientific studies issued by the Technical Bureau and its role in activating and supporting the population policy. These latest studies were presented and discussed as follows: " **Population Awareness among the Qatari Society: A Field Survey about Citizens' Knowledge and Trends Toward Population Issues**" and "**Labor Market Changes in Qatar**". In addition, the preliminary results of the study "**Youth Leisure Time in Qatar: A field Survey**" were presented. After the presentations and comments, the audience took part through airing their views and **discussing** the presented themes.



At the closing session, panelists commented on remarks and responded to questions raised by the participants, before the adjournment of the workshop.

2. **Qatar Population Day 2012:** Every year, Qatar *Permanent Population Committee* celebrates the Qatar Population Day on October. This year, 2012, the event was celebrated on Thursday 18, October 2012, at the Four Seasons Hotel in Doha. Organized by the PPC, the meeting was attended by PPC members, Population Policy partners, heads and members of the working groups for the implementation of the Program of Action (focal points), and representatives of establishments and institutions concerned with population issues. The objectives of the meeting were identified as follows:

- ✚ Review of the achievements of the third year of implementation of the Population Policy.
- ✚ Discussion of the critical demographic issues in the country and suggestion for effective solutions.
- ✚ Honoring of working groups heads and previous active members.
- ✚ Setting the priorities and Plan of Action for the fourth phase.



His Excellency Dr. Saleh bin Mohamed Al-Nabit, Secretary General of the General Secretariat for Development Planning, opened the meeting, welcoming the attendants, and wishing them success in achieving the objectives of the convention. **Dr. Saleh** commended “the PPC’s experience in developing and implementing the Population Policy for being one of the most successful experiences in the Arab region, especially that the PPC was invited by the *Arab Administrative Development Organization* to present Qatar’s experience in a workshop held last month in Jordan”.



His Excellency's Undersecretary of the Ministry of Labour statement addressed the broad outlines of the *Labour Market Strategy 2011-2016*, referring to the main objectives, represented by the extensive development of human capital and greater efficiency of the Labour market. He also spoke about the basic components and targeted outcomes of the strategy, as well as the role of partners in realizing those goals within the set timeframe.

Dr. Abdullah Al Zouabi, UNFPA Regional Adviser, highlighted the extent to which the actual cooperation between the Regional Office of UNFPA and the Permanent Population Committee has achieved since 2009 through elaborating an integrated action plan to develop and strengthen the human capacity of the committee. By the same token, he expressed his appreciation for the active role played by PPC at the local, regional and international levels, as well as its active contribution to the international and regional conferences on population and development.

In the second session, Mr. Yousef Mubarak Al-Dosari, Acting Director of the Technical Bureau, made a brief presentation about the report "Qatar Population Status 2012: Three Years after Launching the Population Policy". He recalled the steps of preparation, resources and important outcomes. It is worth noting that the report contained achievements, challenges and priorities suggested by the Technical Bureau for the implementation of the fourth phase.

The third session was dedicated to discussion groups whereby the working groups discussed the follow-up of the implementation of the Population Policy's Program of Action. Working groups were reorganized to produce homogeneity between close dimensions.



Over one hour, working groups discussed the objectives and queries, proposed by the Technical Bureau, as implementing priorities for the fourth phase. The working groups had come out, in **the fourth session**, with the following:

-  **Population and Labor Force Group:** The group concentrated on a number of priorities, such as: offering special courses on marital life before and after marriages, strengthening awareness about divorce in the secondary school curricula, and developing recruitment conditions that include the introduction of specific commitment of the private sector to inform their expatriated employees about Qatar's customs and traditions. The group also suggested activating the law on Qatarization in all private sector establishments, stressing the importance of linking the outputs of the education disciplines and skills to labor market needs and providing training that matches private sector jobs, and providing incentives for private companies to recruit Qataris with similar incentives and benefits received by Qataris working in public sector. However, concerning the objective of releasing the surplus labor, the committee emphasized the importance of issuing a law that regulates domestic labor employment and limits relevant trafficking, facilitating the procedures that require larger numbers of domestic workers
-  **Urban Growth, Housing and Environment Group:** The group focused on areas in which decentralization and measures should be bolstered to encourage citizens to work and live outside Greater Doha. It suggested forming a number of committees or councils to recommend ideas and submit proposals concerning urban residents outside Doha, ensuring employment and services in those cities. The group also stressed the need to study and develop Green Spaces Project in residential and nearby areas. As for the rationalization of water and energy consumption, the group called for raising the awareness of citizens about the importance of reducing consumption, developing the appropriate regulations for the Water Law implementation. The group also insisted on expanding the sewage treatment for usage in agricultural and industrial purposes, and waste recycling...etc.
-  Concerning curricula development, **the Education, Training and Youth Group** called for identifying a vision for education and occupational training to ensure the inclusion of technical and vocational training within the education system that meet labor market requirements, and for establishing a National Qualifications Organization. Regarding youth empowerment, the group emphasized the importance of taking the initiatives for establishing small and medium enterprises, attracting young volunteers and preparing them to contribute to national development plans and passing legislations that support youth in economic, social and cultural domains.
-  **Public and Reproductive Health Group** The group called for increasing the number of primary care health centers and hospital beds for secondary level care in line with population growth to be allocated to different areas and municipalities. It also called for enhancing family medicine and improving its services to reduce pressure on hospitals. The group also accentuated the significance of supporting health insurance scheme for all segments of the population. It also put emphasis on establishing a national research center for fertility research, and called for coordinating with other maternal and childhood

care institutions to examine precisely the social, psychological and physical factors that affect fertility.

✚ **The Child and Woman group** Asserting the link between the priorities of Population Policy and those of *National Development Strategy* relating to empowerment issues, the group focused on the follow-up of the third phase priorities until full implementation, and the development of women's supporting services to create an appropriate milieu to facilitate their work. Concerning childhood, the group emphasized the need to develop mechanisms for monitoring violence against children in coordination with the relevant national institutions, besides developing awareness raising programs on children rights to alleviate domestic violence.

✚ **Elderly and Disabled People Group:** The group recommended to follow-up the activation of social protection projects such as reviewing and developing pension system, and raising awareness on the importance of all sorts of work. The group proposed raising the early retirement age, delaying the legal retirement age and linking it to work ability. Regarding disabled people, the group discussed Law No. 2 of 2004, focusing mainly on Article 5, which states that at least 2% of the total jobs should be reserved for the employment of disabled people in government agencies. The group also emphasized the mechanisms derived from Social Protection projects.

3. **Training Sessions:** As per every year, the Permanent Population Committee focused its interest in 2012 on providing special attention to one important training topic. This year, 2012, the PPC focused mainly on the question of staff rehabilitation and enhancement of research capacity building through continuous training provided within the country and abroad. These activities were conducted in line with the requirements of the annual work programs framing the population policy implementation follow-up and the preparation of scientific studies. Accordingly, PPC carried out during 2012, the following training sessions:

✚ **Training courses conducted abroad about "Health equity and reproductive health in the Arab States: from research process to policies development".** The course, sponsored by the Social Research Center at the American University in Cairo, was supported by the United Nations Fund for Population, the Hewlett Foundation and the Swiss Society for Research. It was conducted, during the period from December 18, 2011 to January 5, 2012, in Cairo, in which the PPC researchers had participated within the cooperation program framework established between PPC and UNFPA under the item 'development of national capacity'. The training session teamed up about thirty-two researchers in the field of reproductive health from various Arab countries (Qatar, Oman, Lebanon, Palestine, Syria, Iraq, Yemen, Egypt, Morocco and Sudan) as well as with a research associate from the United States of America.

The session objectives aimed at developing a general framework for reproductive health and population issues within the agenda of health equity. A number of empirical researches were made available, and research evidences were adopted to ascertain the results related to the subject of reproductive health equity and

relevant social determinants. The training was enhanced through the skills development and research capacity of the regional researchers, as well as through the activation of inter-sectorial action to alleviate health inequalities at all levels within the same community.

 **Local Training Courses:** In collaboration with the Institute of Administrative Development a series of training sessions were carried out during 2012. These involved researchers from the Technical Bureau in the areas of capacity building, leadership and supervision, as well as computer information, communication, media and public relations. The following table shows the name, date and duration of the session:

Table 1: Training course carried out by the Institute of Administrative Development, 2012

N	Session	Date	Duration
1.	Commitment and Career Belonging	10-12/1/2012	3 days
2.	Dealing with Work Pressures	17-19/1/2012	3 days
3.	Strategy Management	31/1-2/2/2012	3 days
4.	Career Excellence	7-9/2/2012	3 days
5.	Dealing with the Media	12-16/2/2012	5 days
6.	Microsoft PowerPoint	19-23/2/2012	5 days
7.	Protocol and Etiquette	26/2-1/3/2012	5 days
8.	Microsoft Word "Advanced Level"	11-15/3/2012	5 days
9.	Management and Organization of Meetings	13-15/3/2012	3 days
10.	Interpersonal Skills	13-15/3/2012	3 days
11.	Archiving and Organizing Documents	18-22/3/2012	5 days
12.	Strategy of Modernization and Institutional Development	25-29/3/2012	5 days
13.	Microsoft Outlook	25-29/3/2012	5 days
14.	Protocol and Etiquette	4-8/11/2012	4 days
15.	National Development Strategy (2011 - 2016)	11-15/11/2012	5 days
16.	Microsoft Excel (Advanced)	9-13/12/2012	5 days

Fourth

Regional, Arab and International Cooperation

1. **Regional Cooperation:** Since its establishment, the PPC contributed effectively, as it still continues to do, in regional cooperation. During 2012, the PPC participated in the following:

✚ **The sixteenth meeting for Technical Specialists responsible for planning in the GCC Countries, 28-29 Mars, Al Manama, Bahrain Kingdom:** The GCC General Secretariat organized, in collaboration with the Bahraini Ministry of Finance, the sixteenth meeting of the technical specialists for planning during the aforementioned period in the Kingdom of Bahrain. Delegations representing the Ministry of Planning and Economy from Saudi Arabia participated in the meeting, alongside with others with similar ranks, from the Ministries of Economy of the United Arab Emirates, the Sultanate of Oman, the General Secretariat for Development Planning representing the State of Qatar, and the General Secretariat of the Supreme Council for Planning and Development of the State of Kuwait, in addition to the GCC Department of Planning and Development Cooperation. The meeting included scheduled visits by the official delegate to the ministries of human rights and social development, e-Government Authority, Quality Assurance Authority, the Supreme Council for Women, the Bank of creativity, Family Bank, as well as the Salman Industrial City. The meeting was a good opportunity for officials responsible of planning to get acquainted with the environment and exchange their experiences, both in terms of the theoretical process of plans elaboration, programs and priorities; and the practical level for the field development of these plans and programs. The meeting also provided an opportunity to explore the plans and programs of the visited ministries and institutions and to identify the mechanisms and programs adopted in the implementation of its goals.

✚ In response to the kind invitation from the Saudi Arabia's Ministry of Economy and Planning, **the Ministries Undersecretaries Committee and the Planning and Development Agencies of the GCC States held their 28th meeting on the 23rd of April 2012 at the headquarters of the General Secretariat in Riyadh:** Qatar participated in the meeting through an official delegation presided by HE Dr. Saleh bin Mohammed Al-Nabit, Secretary General of the General Secretary for Development Planning. Participants discussed various topics of the agenda and reviewed the minutes of the 11th meeting of the Population Policies Committee (held in October, 2011) and the 12th meeting (held in January, 2012). Attendants had also examined the recommendations of these meetings, particularly those related to the draft of the general framework that develop the GCC population strategy and the demographic context's questionnaire, submitted

earlier to the Ministerial Committee for Planning and Development for approval and adoption, and disseminated for data collection issues; later, during the first quarter of the following year as emphasized annually by the Member States.

In parallel, the committee welcomed the Qatar's proposition to participate in a workshop on the concepts of knowledge economy, that was held in Qatar during the period 10-11 October 2012.

In conclusion, the Committee decided to hold its 29th meeting on the last week of April 2013. The Secretariat will Coordinate with the Kingdom of Bahrain to identify the meeting final date.

- 2. Arab Cooperation:** The PPC, which contributed and still continues to do, in the reinforcement of the joint Arab Demographic Cooperation through several events and meetings, participated in the following two activities:

✚ **Meeting of the Permanent Commission for heads of the National Population Councils and Committees in the Arab countries during the period 20-21 June, 2012:** Built on the recommendation of the 13th Meeting of the Heads of National Councils and Committees of Population in the Arab countries, held in Doha in 2011, and which called to form a permanent committee of five representatives from the National Councils and Committees, the first meeting was held in the aforementioned dates at the headquarters of the General Secretariat of the *League of Arab States* in Cairo. Qatar was represented at this meeting by Dr. Abdulla Al Hammadi, Acting Director of the PPC Technical Bureau, who contributed efficiently in the discussions raised about the importance of the initiative to establish a permanent committee that would be entrusted with wider tasks and effective roles in promoting the joint Arab action in the field of population on national and Arab levels. After extensive discussions, that took place during the meeting, participants agreed on the following:

- *The committee tasks should include the conduct of dialogue, consultation and consensus about population policies, mechanisms and activation process priorities .*
- *The programs, projects and initiatives developed should strengthen the annual meeting of the heads of population committees and councils and reinforce policies and partnerships.*
- *The views and proposals elaborated, should activate the implementation of the meeting's recommendations of the heads of population committees and councils.*
- *Inventing initiatives to strengthen the Arab population work within the framework of high Arab ministerial councils and supporting the recommendations and suggestions of the highest level Arab decision-makers, heads of councils and committees, including the intention to establish a ministerial council of population.*
- *The contribution to the coordination of the Arab standpoint in international forums and similar events should enhance the international Arab participation.*

Moreover, the meeting recommended the following :

- *Maintain the sustainability of the Committee members during the membership term. A primary member can nominate, whenever necessary, a representative at the meeting. The latter should be fully aware of the work and recommendations of all previous meetings.*
- *Make the Committee, whenever needed, benefit from the Arab or international specialized skills in enriching debate and dialogues to provide additional indicators and information about relevant population dimensions.*
- *Call the Committee for a semestral meeting and hold emergency meeting if needed.*

🚩 **Special Meeting about Successful Administrative Experiences, Jordan, 18-19 September 2012:** As an outcome of the achieved success of the Permanent Population Committee in designing the Qatar Population Policy since the start of the Program of Action implementation in October 2009, the PPC has received an official invitation from the Arab Administrative Development Organization to participate in the 4th regular meeting on successful administrative experiences that was organized by the Organization in Amman, capital of Jordan.



PPC was represented by Mr. Yousef Mubarak Al-Dosari, the Acting Director of the Technical Bureau, who presented extensively the experience of the Permanent Population Committee in developing the Qatar Population Policy.

3. **International Cooperation:** The establishment of the Permanent Population Committee was complemented by the good international relations, primarily those related to the cooperation with the United Nations Population Fund (UNFPA) that became a key partner after signing the mutual Memorandum of Understandings (MoU) in 2005. In this scope, PPC held two meetings with the UNFPA Regional Office representatives in Cairo:

🚩 **Meeting of the Technical Bureau experts and researchers with the UNFPA representative on 17 October 2012:** During the meeting, the participants accentuated the importance of continuous cooperation and communication between the two parties and discussed the updating of the

Plan of Action of the support project proposed by the UNFPA to the PPC in 2013, focusing on the following three key-points:

- ❖ Population Policy Activities: The media plan and the support of the creation of partnership with civil society and non-governmental organizations in designing and implementing the joint activities of the population policy, to achieve its objectives.
- ❖ Population Policy Database: The Technical Bureau requirements for the development of a database including demographic indicators and resources to design the appropriate software program.
- ❖ National Capacities Development, the Technical Bureau proposed a number of training sessions for researchers.

 **Meeting of HE Dr. Saleh bin Mohammed Al-Nabit, Secretary General of the General Secretariat for Development Planning, with the UNFPA Regional Adviser on 18 October 2012:** The meeting was held, on the sidelines of Qatar population Day event, between HE Dr. Saleh bin Mohammed Al-Nabit and the Regional Adviser of UNFPA office in Cairo. Welcoming Dr. Abdullah Al Zouabi, UNFPA Regional Adviser on population and development, HE Dr. Saleh expressed his appreciation for the participation of the UNFPA in the celebration of Qatar Population Day on 18 October 2012. For his part, Dr. Al Zouabi delivered a thorough presentation about the UNFPA mechanisms for implementation of the technical assistance. He then clarified the relationship between the Headquarters in New York and the Regional Office, as well as that between departments and programs in the two offices, and the commuting roles and implementing processes. At the end of the meeting, the two parties agreed that Dr. Abdullah Al Zouabi would review the PPC Technical Bureau comments concerning the Plan of Action of the support project proposed by the UNFPA, and will update the plan referring it to the PPC for approval and implementation at the beginning of 2013.



Fifth

Media and Awareness

1. The Statement of the Permanent Population Committee for the occasion of World Population Day on 11 July 2012:

Given the keenness of the Permanent Population Committee to highlight the public awareness about the demographic issues and challenges, both nationally and internationally, it released a statement on the occasion of the World Population Day on July 11, 2012. The statement text runs as follows:

"In response to the recommendation of United Nations Population Fund (UNDP) Executive Board of 1989, the international community celebrates annually the World Population Day on 11th July. This annual event aims at raising awareness about population issues priority and importance in the context of the comprehensive development plans, programs and requirements for finding solutions to these issues.

This year, the world celebrates the World Population Day under the theme: "Reproductive Health Services For All". Reproductive health is the core of development process and the primary target of United Nations Population Fund seeking to make a world where every pregnancy is wanted and every birth is safe, taking into consideration that reproductive health problems remain the leading reason behind sickness and death of women at reproduction age worldwide. United Nations statistics for 2011 show that nearly 980 women die daily from pregnancy and childbirth effects, in a time that about 1.8 billion youth are at reproduction age, who often lack protection, knowledge, skills and services.

On this occasion, Permanent Population Committee renews the commitment to the idea that "every person is entitled to reproductive health", as it seeks to follow up the implementation of institutional and executive procedures included in the Population Policy Program of Action that ensures reproductive health services for both sexes.

In this regard, the Permanent Population Committee draws attention to Qatar great achievements in this area, including:

- ✚ However the World Health Organization (WHO) recommends three check-visits during pregnancy, Qatar provides a monthly check visit and a visit every 10 days throughout the last month of pregnancy. The total number of check visits is 12 per pregnancy.
- ✚ The intensive health follow-up of women in Qatar reduced maternal mortality resulting from pregnancy, childbirth or postpartum from 3 deaths in 2005 to 2 in 2010. This decline is attributed to sustainable women health care before, during and after childbirth. It is also attributed to the provided means of care and follow-up via medical tests, diverse and rich food regime

and family care provided for the pregnant mother during pregnancy and after childbirth.

- ✚ The percentage of women, who receive primary health care services, has been up to 100% since 2003. Pregnant women and births are attended by skilled health personnel, and all pregnant women are included by 100%.

Additionally, Supreme Council of Health and Family Consulting Center signed a mutual cooperation agreement about the national program for medical test before marriage as a way to maintain and protect the family in Qatar. It also raises awareness among families to achieve greater protection from dangers of genetic transmitted diseases which are serious challenges after marriage. In this regard, a related law was decreed compelling citizens and residents to undertake medical test before marriage since 14 December 2009.

These and other facts show the internationally advanced levels of reproductive health in Qatar, and equally indicate how far Qatar has been able to achieve most of the Millennium Development Goals even before set timeframe. This also proves that the country is heading towards more accomplishments in line with the theme of World Population Day of this year, and to achieve a better life for all inhabitants. The Permanent Population Committee tries to achieve these goals through following-up the implementation of the Population Policy Program of Action which is primarily derived from Qatar National Vision 2030, and included practically under the umbrella of National Development Strategy 2011 -2016."

2. **Sukkan Newsletter:** Within the framework of the media plan, the PPC released the 18th issue of the quarterly newsletter "Sukkan", which is the fourth issue in 2012. As in previous issues, the current one includes several themes that aim at expanding the demographic culture, raising awareness about its level in the country, and about the Population Policy, calling for public attention to its importance and role in advancing the quality of the individual life, family and Qatari society in general.



3. **The Media Plan:** Within the framework of the efforts that the PPC seeks to expand the demographic culture and issues inside the country and to raise awareness of the importance of the Population Policy role in achieving sustainable

development in Qatar, the Technical Bureau of the PPC is currently developing a *Media Plan*, including:

- ✚ **Updating the PPC's Website:** Since its launch on 14 October 2009, the official website of the PPC (www.ppc.gov.qa) is continuously updated. The aim is to develop a demographic culture.

The website includes the basic topics of the PPC, namely: defining the mission, vision, goals and achievements of the PPC and the Technical Bureau. The website also provides information about population policies and the relevant focal points. It also includes the PPC's Publications on the different axes of the Qatar Population Policy, "Population Studies" series, "Sukkan" Newsletter, and Several news about the activities and events of the PPC and its Technical Bureau.

- ✚ **Rearranging the PPC Facebook Website:** The PPC is currently developing a new page on the social networking site (Twitter), to raise the awareness of the public about the activities and publications of the Committee and to reach all the segments of the society.

- ✚ **The meeting with Dr. Abdullah Al-Zouabi, UNFPA Regional Representative in Cairo:** The meeting was held in Doha in the PPC's premises the 17th of October 2012. Experts of the



Technical Bureau voiced the importance of the UNFPA support to establish a media plan, as referred by the PPC/UNFPA's Memorandum of Understanding. Dr. Al Zouabi informed the attendants that the media plan requires a specialist (population media), and currently UNFPA Cairo office has no specialist in this area, but will possibly hire a population media expert from New York. He also pledged to discuss this issue with the UNFPA until reaching an agreement on the terms of reference between the UNFPA and the PPC regarding the media plan.