



Annual Report 2013



Permanent Population Committee

Annual Report

2013

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Foreword

It gives me a great pleasure to introduce the fourth Annual Report of the Permanent Population Committee (PPC). The report is divided into five parts, each recapitulates the achievements made during 2013 in the following areas:

The Population Policy: This part contains a briefing of the achievements of the areas' objectives of the population policy dedicated for the fourth phase (October 2012-October 2013), and the ongoing challenges

Population Studies: This part summarizes the field study, conducted by the Technical Bureau of the PPC in 2013 on "The Trends of Qataris to work in Private Sector", as part of «Population Studies» series in which 17 specialized studies have been published so far. Workshops, Meetings and Training Sessions: This part presents briefly the assemblies, meetings and training courses organized by the PPC in 2013, including the celebration of Qatar Population Day.

Participation in the internal and external population events: This part comprises an extensive presentation of the main activities of the PPC and its participation in a number of events, meetings, conferences and national seminars at the regional, Arab and international levels on population related issues.

Media and Awareness: This part briefly explores the PPC's activities in the area of media, such as developing the PPC's Populations Media Plan, "Sukkan" newsletter, and update website on the web and «Facebook».

I avail myself of this opportunity, 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 participants in the preparation of the demographic studies and surveys, journalists and mass media reporters, and anyone who contributed to the success of the PPC's work during the previous year.

In conclusion, the PPC will always continue its mandated responsibilities in the aforementioned areas and develop its working mechanisms to make its motto a reality "For a Better Life of Population".

Through God our Source of Success

Dr. Saleh Bin Mohamed Al-Nabit
Chairman of the Committee



Overview

Pursuant to the general framework of the population strategy of the Cooperation Council for the Arab Gulf States (GCC) of 1998, which entails that each Member State shall form a higher population committee mandated to develop national policies. Qatar established the Permanent Population Committee (PPC) under the Council of Ministers resolution No. 24 of 2004.

The PPC was restructured in 2009 by the Council of Ministers resolution No. 11.

The Council of Ministers resolution No. 67 of 2012 amended certain provisions of resolution No. 11 of 2009 on the restructuring of the PPC and be formed under the chairmanship of Secretary General of the General Secretariat for Development Planning, and the membership of representatives from the General Secretariat for Development Planning, one being vice president and the other member and rapporteur, as well as the membership of representatives from: Qatari Armed Forces, Ministry of Interior, Supreme Education Council, Ministry of Labour, Ministry of Social Affairs, Supreme Council of Health, Supreme Council for Family Affairs, Statistics Authority, Qatar Petroleum, and Qatar Chamber.

Pursuant to the abovementioned Council of Ministers resolution, Dr. Saleh Bin Mohamed Al-Nabit, Secretary-General of the GSDP, the resolution No. 3 on 25 March 2013, to nominate the PPC's Chairman, Vice Chairman and members.

Accordingly, in 2013 the PPC organized a series of meetings for discussing many issues related to the implementation follow-up of the Programme of Action of the population policy; developing studies and reports on population; organizing workshops, meetings and training courses; and participating in national, regional, Arab and international events relevant to population issues, as well as contributing to raising public awareness of population issues and challenges.

These themes are the contents of this annual report of the PPC, including the outcome of a year of diligent work to implement the PPC's programs and work plans according to the terms of reference set forth in the Council of Ministers resolution No. 11 of 2009.



Article (3) of the resolution No. 3 of the Secretary General for Development Planning on 25 March 2013 states that «The PPC is entitled to the terms of reference set forth in the Council of Ministers Resolution No. 11 of 2009.»

These terms of reference are:

- study the characteristics and trends of population structure.
- Propose the population policy and monitor its implementation.
- Conduct studies and research on population.
- Activate mechanisms of cooperation and coordination between national institutions and regional organizations in the area of population.
- Pursue the integration of population issues in the comprehensive development plans.
- Monitor the implementation of the population strategy of the GCC countries.
- Participate in conferences on population.
- Study the topics referred to it within its terms of reference.

First Population Policy

The fourth phase of the implementation progress of the Population Policy's Program of Action commenced on the 21st of October, 2012 and will end in October 2013. Right after the annual celebration of Qatar Population Day that was organized by the Permanent Population Committee (PPC) in October 2012, the preparatory phase was launched and extended over three months. It included many events and activities, among which are the following:

1) Discussion and Adoption of the Fourth Phase Priorities

In the occasion of Qatar Population Day, which was attended by the heads and members of the working groups for the implementation of the Program of Action of the population policy, six discussion groups were held to identify the priorities of the fourth phases (October 2012- October 2013) in terms of goals and procedures.

In light of what had been presented in the discussion groups, the Technical Bureau of the PPC, after extensive revision and thorough assessment of the third phase, set the preliminary priorities of the fourth phase, i.e. setting the goals and procedures in respect to the areas of the population policy. The Technical Bureau then submitted the priorities to the working groups which are thirteen groups by now. These are: Growth and population structure, labour force, urban growth, housing, education, training, public health and reproductive health, environment and sustainable development, women, childhood, youth, elderly people, and the disabled.

These groups were asked to present their observations and remarks on the proposed priorities. Later, the heads of the working groups were invited for a meeting with the Technical Bureau experts and researchers on the 16th of December 2012 to discuss and adopt the final priorities. These are:

❖ Population and labour force

This area contains four goals:

- Strengthening the family cohesion, eliminating divorce and treating its impacts.
- Enhancing the intercultural communication and preserving the national identity.
- Achieve a relative equilibrium in the distribution of Qatari labour force on the different sectors and domains.
- Releasing unneeded workers, particularly the domestic workers.

This area contains twelve procedures.

❖ Urban Growth, Housing and Environment

This area contains three goals:

- Promoting decentralization alongside with the tools and procedures to encourage citizens work and live



outside Greater Doha.

- Solving the problems of housing for citizens and residents, especially those with limited income.
- Keeping safe and clean environment, and guiding the use of natural resources.

This area contains twelve procedures.

❖ Education, Training and Youth

This area contains three goals:

- Aligning the outputs of education with the development requirements in general and labour market in particular.
- Promoting the training quality to keep up with the requirements of development and labour market.
- Building the capacities of youth in the economic and cultural areas, and expanding their social participation.

This area contains eight procedures.

❖ Public Health and Reproductive Health

This area contains one goal:

- Enlarging the infrastructures of health services, and raising the awareness of the issues of public and reproductive health.

This area contains six procedures.

❖ Women and Childhood

This area contains two goals:

- Adopting the policies that help women reconcile between work and family duties.

- Creating suitable environment for safe and happy childhood within the family and society in general. This area contains five procedures.

❖ Older and Disabled Persons

This area contains two goals:

- Empowering the older persons and expanding their societal participation.
- Empowering disabled people and creating a working environment for their empowerment, development and integration into society and labour force.

This area contains eight procedures.

2) The Questionnaires of Implementation and Follow-up

After identifying the aforementioned goals and turning them into many procedures and indicators, the Technical Bureau experts have elaborated two questionnaires: one for the implementation authorities, the other for the working groups of the focal points. The aim of this methodology is to facilitate the follow up of the implementation of the Program of Action. For further clarification, we will, for instance, illustrate by displaying a part of the implementation questionnaire of the working group of growth and population structure, including the first goal, its procedures and the measurement indicators (Annex 1):

According to the previously prepared timeframe for the fourth phase, the working groups began, in the beginning of February 2013, convening to organize their work and distribute tasks among members who have, over the past four consecutive months, followed-up intensive program of action of the fourth phase implementation of the population policy. They collected the necessary data and provided it to the Technical Bureau at the end of May 2013, to make it possible for the Technical Bureau experts review, check and analyze this data to be included in the Qatar Population Status Report 2013.

Almost all working teams have abided by the scientific methodology through their access to a number of relevant documents and data. Most of the working teams, after taking the field visits and extensive study of the obtained documents, were able to identify actions that have not yet been implemented, which is still either in the first stages or in

a relatively advanced stage or they might have been actually completed. In addition, the research teams have been able to identify the obstacles that hamper the implementation of some actions on the ground.

The fourth phase of implementation has been characterized to a large extent by an advanced cooperation between the concerned authorities with focal points, in terms of facilitating their mission and interaction, and providing the necessary technical and institutional support, particularly the essential data. The fourth phase is characterized by the increase of institutions that provided data, directly or indirectly, making the population policy a national program that everyone will reap its benefits without exception.

Accordingly, the fifth phase (2013-2014) has been launched directly after the celebrations of Qatar Population Day on 30 October 2013 which marked the completion of axes, priorities and working groups. The drafting of the follow up and implementation questionnaires has also commenced.

Second

Studies and Reports

Within the “Population Studies”, which is a series published by the PPC since 2008, the PPC published the issue N. 17 in 2013 on “The Trends of Qataris to work in Private Sector: Field Study”.

This study aims at identifying the reasons behind the unwillingness of Qataris to work in the private sector and the factors that motivate them to be engaged in it, in response to the call of the Population Policy of the state of Qatar and also that of the National Development Strategy 2011-2016 to motivate Qataris to work in the private sector, a sector that plays a great role in pulling the labour force in the country. The Population Policy and the National Development Strategy have accentuated the implementation of the initiatives and projects that include the large participation of Qataris in the private sector, particularly women, decrease the obstacles related to the views of people on this issue, reduce the disparity in salaries and wages, and provide other benefits of the public and private sectors.

This study would greatly be helpful for planners and decision makers on the one hand to develop the proper plans and legislation to eliminate the relative possible surplus in the government departments, and on the other hand to achieve further equilibrium in the labour market through encouraging the Qataris, particularly those who are employed for the first time, to engage in the different activities of the private sector. The present study has tackled in the theoretical part the influential factors to the trends of work in general and working in the private sector in particular. It has also sketched several crucial studies that have been conducted in the GCC countries on the nationalization of labour, especially in the private sector. The study has displayed the distribution of Qataris on the different sectors, activities and occupations in the country with central focus on the private sector. It has also analyzed the traits of job applicants among Qataris during 2011 and their distribution by gender, age, educational qualifications, the favored works, and the percentage of the employed applicants to the total, etc.

The field approach was applied to a sample of those who had submitted their applications to the Ministry of Labor. This trend was to recognize their traits and desires of employment and what will motivate them to work in the private sector. In addition to identifying the reasons behind the unwillingness of Qataris to work in the private sector and the factors that motivate them to be engaged in it, the study also tries to reveal the actual needs of the private sector and identify the occupations and domains desired by the citizens, in which it would be possible to replace the non-Qatari workers by Qataris.

The study identified the research society by "all Qataris who



have submitted job applications to the Ministry of Labour during 2011", and who are 4535 applicants. The sample is designed to represent the research society completely in terms of gender and educational levels, that its individuals are 478 (225 males and 253 females). The questionnaire was used in the information collection, and the data were treated and analyzed by the use of the Statistical Product and Service Solutions (SPSS). The study has reached the

following findings and recommendations:

A) The distribution of Qatari employees in the private sector by occupation shows that the majority work in specialized occupations, legislators, senior employees, directors and clerks. A small number of them work as skilled workers in agriculture, fishing, ordinary jobs and the careers related to operating and assembling the equipment and machinery.

Table (1): Distribution (%) of Qatari Employees by Sector and Major Occupational Groups (2012)

Occupational Groups	Sector							Total
	Gov. Department	Gov. Corporation/ Institution	Mixed	Private	Diplomatic/ International/ Regional	Non-Lucrative	Domestic	
Legislators, Senior Officials and Directors	4610	1043	701	1786	15	17	0	8172
Professionals	16809	3449	1865	2070	6	30	0	24229
Technicians and Associate Professionals	10306	1443	799	726	0	83	0	13357
Clerks	15372	2536	1329	1748	0	39	0	21024
Service Workers and Shop and Market Sales Workers	2546	1497	465	462	0	0	0	4970
Skilled Agricultural and Fishery Workers	0	0	0	34	0	0	0	34
Craft and Related Trades Workers	3281	363	321	654	0	0	0	4619
Plants and Machinery Operators and Assemblers	929	142	82	139	0	0	0	1292
Elementary Occupations	4916	86	69	45	0	0	0	5116
Total	58769	10559	5631	7664	21	169	0	82813

Source: Statistics Authority, Labor Force Sample Survey, 2012

Hence the study recommends changing the labour culture of Qataris by accentuating the importance of the work in industry, agriculture, crafts and different careers, and not only in administrative, secretarial or similar jobs.

B) The data of those who were employed in 2011 show that the percentage of the employed in the public and private sectors are convergent. It is remarkable that the percentage of female employed in the private sector surpassed two-fold the percentage of the employed males. The majority of the employed in the private sector chose education (about 44%), in which 97% of those are females. These data, alongside with other in-depth data included in the study, make evident that there is a growing inclination among Qataris to work in the private sector, especially among the females who a limited trend to work in the private sector in the past. For this reason, the study highlights the call of the population policy to "increase the female participation in the labour force,

and open the working areas for women taking into consideration their right in choosing the appropriate workplace", including the suitable careers in the private sector.

c) The findings of the field research show that the majority of Qataris still prefer to work in the government sector, but with less percentages than the actual percentages present in this sector. In contrast, the percentage of those wishing to work in the private sector among the respondents is higher than the actual percentage of Qataris in this sector. It also shows that the percentage of females wishing to work in the private sector is lower than the percentage of males. The more the educational level is higher, the more the percentage of those wishing to work in government sector is decreased and the percentage of those wishing to work in government corporations and mixed sector, whereas the higher percentage of those wishing to work in the private sector surpassed 14% of citizens with intermediate qualifications (secondary or fundamental diploma).

Table (2): Favorite Sector of the Sample's Individuals by Educational Status

Desired Sector	Male		Female		Total	
	No.	%	No.	%	No.	%
Government Department	132	58.7	192	75.9	324	67.8
Government Corporations and Mixed Sector	54	24.0	40	15.8	94	19.7
Private Sector	39	17.3	21	8.3	60	12.6
Total	225	100	253	100	478	100

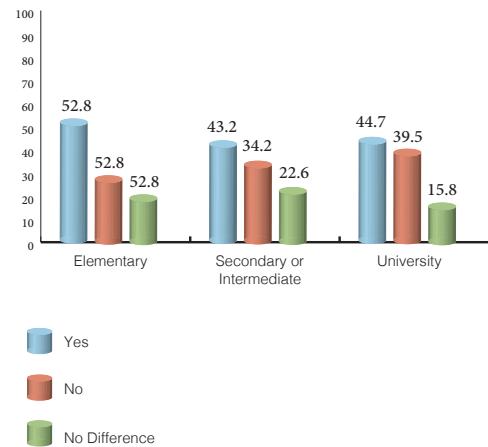
For this reason, the study recommends giving more interest to the training and qualifying of citizens with secondary or fundamental diploma in accordance with the skills and experiences required for the private sector. The study also recommends supporting the private sector to enable it absorb and train the recruited Qataris.

D) When those who prefer working in the government sector were asked about the reasons behind their choice, the higher percentage replied that the most important reason is attributed to the fact that working in that sector is fixed and stable. Then comes those insisted on the existence of legislation that guarantee the employee's rights in the mentioned sector. The answers provided for other question show that salaries and rewards are a decisive factor in choosing the sector. About 45% of respondents replied by 'Yes' to the question 'if the private sector provides to you similar income as in the government sector, would you prefer to work in it?'; whereas more than 20% of respondents replied by 'No difference'. As for those who refuse to work in this sector, they constitute around the third of respondents.

In the same context, the respondents were asked about the most important reason behind the unwillingness of Qataris to work in the private sector. To a large extent the answers were consistent with their personal arguments on refusing to work in this sector. A large percentage of them attributed this reason to the absence of legislations that guarantee the employee's rights in the private sector such as retirement, health assurance and the like. In the second rank, we find those who thought it is due to the lack of future as in the government sector. Respondents were asked to express their opinions on the most important action that should be undertaken to increase the percentage of Qataris in the private sector, a trend emerged calling for the endorsement of legislations that include similar wages and benefits of the government sector, especially the retirement law, a procedure that was chosen by more than half of respondents, whereas no other procedure has gained the consent of respondents by more than 14% of them.

For this reason, the study recommends enacting legislations that guarantee for the employees of private sector a sufficient degree of stability and steadiness; and ensure for them rights

Figure (3): Answers on Working in the Private Sector if it Provides Similar Income as in Government Sector by Educational Status



that are similar to the ones granted in the government sector, and to reduce the gap between the different wages and rewards in both sectors.

E) Respondents were asked about their most favored careers in comparison to other careers. Their answers were expected. The majority (about 54%) preferred administrative and secretarial careers, whereas less than 10% of the total respondents preferred the productive careers (industry, agriculture, crafts, etc.). Females greatly preferred the administrative and secretarial careers in contrast to males, who greatly selected the artistic and productive careers. The present findings make us reaffirm our first recommendation of changing the culture of work among citizens to strength the trend toward productive and artistic careers instead of focusing on administrative and secretarial careers.

F) The findings show that Qataris, particularly educated ones, are aware of the risk that the private sector relies heavily on foreign workers. Yet, their negative tendencies toward working in the private sector are not resulting from the lack of awareness of that risk, but from the absence of the conditions that encourage them to work in it. However the majority of respondents do not prefer to work in the private sector, the majority (59%) also do not agree that “the unwillingness of Qataris to work in the private sector does not cause any problems to the country”. Almost all answers are equal between those who answered by ‘to a large extent’, and those who answered by ‘somewhat’, and those who did not agree that that unwillingness causes economic, social, political (security) problems. It was apparent that the more educational level is advanced, the more increases the percentage of those who think that the unwillingness of Qataris to work in the private sector causes several problems to the state.

G) Concerning the reasons that push businessmen to prefer foreign workers than Qatari workers, the answers show that the majority (about 85%) prefer them due to the lower cost, even the percentage of those who agree on the reason that foreign workers are more disciplined and productive was remarkably lower, i.e. more than two thirds of respondents. It is remarkable that the more the educational level advances, the more the percentage increases of those who agree that

businessmen prefer foreign workers because of the different competitive benefits they enjoy.

Respondents were also asked to express their views on the policy of Qatarization that the state currently adopts. More than half of respondents do not agree that this policy is sufficient and needs no modification. Furthermore, the majority of respondents (about 85%) agree on the issue that several private sector companies do not abide by the Qatarization policy. This leads us to recommend the awareness of the importance of implementing the Qatarization policy and circulate it on all private sector institutions. This should be linked to guidance, training and qualifying of Qatari workers in line with the work requirements in the private sector and ensuring the suitable conditions for them.

Third

Workshops, Meetings and Training Sessions

Qatar Population Day 2013:

In the framework of celebrations of World Population Day, which was launched by the General Assembly of the United Nations in 1989, the Permanent Population Committee has organized for this occasion the Qatar Population Day on Wednesday, 30 October 2013 in the Four Seasons hotel in Doha on the theme: «Interactive relationship between population issues and development in the State of Qatar».

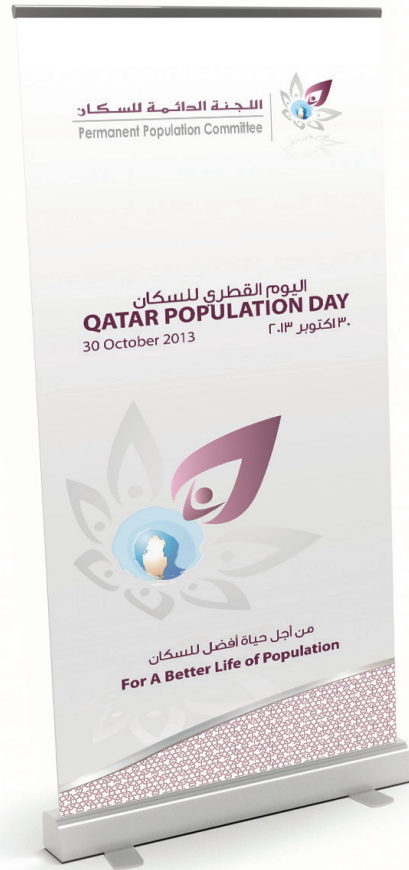
In this event many authorities participated such as the Permanent Population Committee members, representatives of ministries and entities related to population and development issues, heads and members of the executive groups (Focal points of the population policy), the participants in the preparation of the population policy, the participants in the preparation of the National Development Strategy 2011-2016, representatives of civil society organizations working in the area of population, and a representative of the United Nations Fund for Population.

The objectives of the event:

- Clarify the nature of the relationship between population and development issues, and highlight the great efforts that have been made to adopt an effective institutional mechanisms designed to achieve a balance between population growth and development in the State of Qatar.
- Review the achievements of the fourth year of the population policy and identify the fifth phase priorities (October 2013 - October 2014).
- Awareness of population issues.

H.E Dr. Saleh bin Mohamed Al-Nabit, Minister of Development Planning and Statistics and Chairman of the Permanent Population Committee, had delivered the opening statement of the event in which he welcomed the guests and wished the participants success in achieving the objectives of the event. (Annex No. 2/A)

After the opening statement, **H.E Dr. Abdullah Bin Saleh Al-Khulaifi**, Minister of Labour and Social Affairs, delivered a statement in which he thanked HE Dr. Saleh on his invitation to participate in this important event, and explained the vision of the Ministry of Labour and Social Affairs on the theme of the event. (Annex No. 2/B)



Dr. Saleh bin Mohamed Al-Nabit

H.E Mr. Asr Toson, Representative of the United Nations Population Fund (Sub-Regional Office Gulf Cooperation Council States), participated in the opening session with a statement in which he commended the continued cooperation between the State of Qatar represented by the Permanent Population Committee and the United Nations Population Fund. (Annex No. 2/C)

At the conclusion of the opening session, **Mr. Yousif Mubarak Al-Dosari**, the rapporteur member of the PPC, presented a statement welcoming the guests and participants, noting that Qatar Population Day of this year coincides with an era in which the state will see new development ambition with its requirements and challenges. (Annex No. 2/D)

The second session was moderated by **Dr. Abdul-Aziz Ali Al-Saadi** (Supreme Education Council) on the theme of «the relationship between population and development issues», with the participation of Mr. Mohammed Saeed Al Muraikhi (Ministry of Labor and Social Affairs), Ali Jassim Al-Kuwari (Supreme Education Council), and Mariam Abdul-Latif Al Manai (Social Development Center).

Ministry of Labor and Social Affairs presentation was on the theme «Qatarization Strategies and Labor Market Needs», in which Mr. Al Muraikhi informed that the legal framework of the mentioned strategies, and the proposed strategy would seek to: ensure comprehensive employment and rehabilitation for Qatari job-seekers, and include the policies adopted in this rehabilitation according to the labor market needs; cover those needs of scientific specializations; appoint the national cadres in senior and specialized positions; define the government occupations that are subject to replacement; compel the private sector to achieve a certain percentage of citizens employment; and reach an equilibrium in the employing and registering of job-seekers. Then the representative of the Ministry of Labor and Social Affairs briefed out the procedures and constraints of Qatarization, discussing at the end of his presentation the needs of the labor market in Qatar, which has become a constantly evolving large market.

The presentation of the Supreme Education Council focused on technical and vocational education, it included a description of the projects on vocational and technical education educational in Qatar according to Qatar National



Dr. Abdullah Bin Saleh Al-Khulaifi



Mr. Asr Toson



Mr. Yousif Mubarak Al-Dosari



Vision 2030, these projects include goals such as: fulfilling the needs of the labor market; reducing dropout rates; developing and implementing a plan to match education programs, vocational and technical training with the needs of labor market. The presentation also explained the executive plan to establish a unit or department of technical education and vocational training, found its trends from high school to higher education, and develop a quality assurance system, etc.

Ms. Mariam Abdul-Latif Al Manai from Social Development Center delivered a presentation on the theme «Qatari Women: Facts and Hopes» in which she tackled the efforts of the State to promote and advance women, particularly at the level of eliminating the gender disparity and promoting gender equity, which is a critical issue that will not be resolved easily, but needs enough time to be changed. Then she illustrated the institutions entrusted to achieve that, the women’s rights

granted by different legislation, and the agreements signed by the state on women. She also discussed the status of women in education, health, employment and participation in public affairs; in addition to the achievements of the state in these areas. At the conclusion she explained the role of the Social Development Center in the women empowerment.

The third session was dedicated to panel discussions of the working groups in which the Technical Bureau developed proposals as themes for the panel discussions relating to the priorities of the fifth phase (2013-2014) of the implementation follow up of the Population Policy.

These proposals were developed as goals for themes and areas to be discussed. By the end of the third session the heads of the groups presented the outcomes and the recommendations. The following table summarizes this session.

First Panel Discussion: Population and Labor Force			
N.	Goal	Discussion Team	Key Recommendations
1	Reduce the problems of marriage delayed age, especially among females, and encourage marriage of divorcees and widows	What is the appropriate action to reduce the phenomenon of delayed age of marriage among Qataris? And how the phenomenon of divorce can be reduced? In what ways the idea of a marriage from divorcees and widows can be accepted and encouraged?	Expediting the application of the Marriage Fund, supporting financially marriage and reproduction, and providing financial support for the marriage of divorcees and widows.
2	Preserve the national identity of Qatar	With diversity profiles of ethnic, religious, social and cultural rights of expatriates and the multiplicity of behavior, how can the harmonization of enhancing communication between different cultures and the preservation of Arab-Islamic identity of the Qatari society be achieved, with an emphasis on the principles of human rights?	Preparation of brochures in several languages about the customs and traditions in the State of Qatar distributed to arrivals at the ports of access, and the development of guidelines for boards and display screens in places where labor describes the customs and traditions of the country, showing that the laws on the arrivals abide by them.

3	Enhance replacement policies, wages and employment	Is there legislation to achieve convergence between wages and functional benefits in the private and the public sectors? or is there a tendency to issue such legislation?	Activating the Qatarization Law so that the state contributes a portion of the material burdens resulting from this activation.
4	Develop the laws relating to workers' rights, urge employers to comply with relevant laws and regulations, and provide safety, adequate accommodation and leisure time for workers.	To what extent there is a compliance with the laws and regulations? What are your suggestions to further that commitment?	Continue providing adequate accommodation for workers and ensuring their safety and comfort at the workplace.

Second Panel Discussion: Urban Growth, Housing and Environment

1	Reduce the annual growth rate of the Greater Doha population	What are the appropriate means and actions to reduce population density in the Greater Doha? How residents of other regions can be kept in their places, and how attracting centers for residents can be established away from Doha?	Forming committees or councils to present ideas and proposals for residents in cities outside Doha, promoting heritage professions in accordance with crafts in these cities, and providing universities and centers of education and training compatible with the activities of the aforementioned cities.
2	Develop solutions to the problem of old and dilapidated houses	In what stage are the efforts to solve the problem in question, including limiting the housing of some single expatriates in these houses?	Activating the resolutions issued since 2007 until 2013, either through the conservation or destruction of old property, and the evacuation of single expatriates nearby families' accommodation.
3	Maintain a clean and healthy environment, and the rational use and sustainable development of water.	What are the appropriate actions and means to reduce environmental pollution and to protect the population from its harmful effects? How to rationalize the use of water so as not to deplete the current generations of this important natural resource, but instead develop its sustainability for future generations?	Develop the laws relating to workers' rights, urge employers to comply with relevant laws and regulations, and provide safety, adequate accommodation and leisure time for workers.

Third Panel Discussion: Education, Training and Youth

N.	Goal	Discussion Team	Key Recommendations
1	Develop the curriculum at all levels of education in order to achieve harmonization between the outputs of the education system and the needs of development in general, and the needs of the labor market in particular.	What are the needs of the labor market, which have been unable to meet the educational system up to the present?	Adopting the needs of the labor market, which have been unable to meet the educational system up to the present.
2	Improve the quality of training to conform with the requirements of the development process and the labor market.	What suggestions to improve the quality of training? What are the shortcomings of this process so far?	Identifying the future needs of training and expand training opportunities.
3	Build the capacity of young people in the areas of culture, technology and sports.	What are the procedures and methods that help young people develop their cultural knowledge and talents? How they can develop their technological talents that have become very essential at the present time? And in what ways can be encouraged to exercise sports?	Expanding the programs and projects that contribute to the capacity building of youth, and the societal interest in sports because of their impact on young people, including those who belong to sports clubs and aspire to professionalism in various areas of sport.

Fourth Panel Discussion: Public and Reproductive Health			
1	Ensure safe healthy life for all members of Qatari society, both citizens and residents.	What are the appropriate methods and procedures that contribute to ensuring a safe healthy life for all members of the Qatari society both citizens and residents? How can the health sector in the state improve the public health of the population in light of the significant rise of population?	Improving the quality and quantity of health services to meet the growing needs of the population, and supporting the preventive programs, especially for newcomers; in addition to the application of the health insurance system to cover all residents of the state, to create and support the culture of healthy life, etc.
2	Improve the reproductive health status of society in general and women in particular.	What are the appropriate means and actions that can contribute to raising the level of awareness of reproductive health issues? How to improve national capacities in the areas of reproductive health? What are the procedures that can help in the prevention of sexually transmitted diseases, including HIV (AIDS)?	Strengthening the center of pregnancy and assisted reproduction to become an integrated center for fertility treatment and research; granting an enough period of maternity and incentives for newborns; as well as disseminating the reproductive health culture, especially among young people, etc.
Fifth Panel Discussion: Women and Childhood			
1	Support the participation of women in public life	Have the steps been taken to encourage the establishment of associations that defend the rights of women? What are the suggested measures to enhance the participation of women in public life, while maintaining the cohesion of the ?Qatari family	Continuing support, initiatives and programs that help women adjust the job responsibilities with family duties, such as "part-time work" and "cyber .work" initiatives
2	Secure all the social, educational and cultural .requirements of the Child	How to deal with Qatari children under the changes accompanying the ?educational, social and cultural rights	Stressing the importance of the Child Law, monitoring private education quality, and programs relating to voluntary work hours for high school students in vocational guidance and .orientation
Sixth Panel Discussion: Older and Disabled Persons			
N.	Goal	Discussion Team	Key Recommendations
1	Urge families to take care of older persons and support them while providing such social duties.	What are the suggestions to encourage families to care for the older persons and to benefit from their experience? And how it can help the older persons to complete their transactions with different institutions easily and quickly?	Supporting the families of older persons in government and private sector, enhancing educational and media programs that support the importance of older persons in the family, benefiting from their experiences, and facilitating their transactions in various institutions.
2	Develop the services provided to persons with disabilities and integrate them into society.	What are the appropriate means and actions that can contribute to the development of services provided to persons with disabilities, and to increase support for organizations that take care of them? And how to increase the proportion of those enrolled in the appropriate jobs, and combat all forms of discrimination against them?	Establishing a database on disability; issuing a card for disabled persons stating the services to be provided; issuing a rehabilitation card for them as well, developing obvious mechanisms of action to employ these persons, and establishing a center for training and rehabilitation of disabled persons.

At the end of Qatar Population Day, experts of the Technical Bureau of the PPC stated that they will study with great attention the proposals of panel discussions within the adoption of the fifth phase to be submitted to the concerned working groups in preparation for its final revision and drafting.

2- Training Sessions

In collaboration with the United Nations Fund for the Gulf Cooperation Council (GCC) in Muscat, the PPC organized the second training session on «Analysis of demographic data and use demographic programs» at the "W Doha hotel" during 20-24 January 2013. The researchers of the PPC's Technical Bureau participated in this important training course, in addition to some focal points and candidates from other agencies.

In collaboration with the Institute of Administrative Development, a series of training sessions on computer, information and preparation of Programmes of Action were implemented in 2013 in which researchers of the PPC's Technical Bureau have participated. The following table shows the theme, date and duration of the course:

Table 1: Training Courses Implemented by the Institute of Administrative Development during 2013

N.	Theme	Date	Duration
1	Microsoft Outlook 2007	2013/2/21-17	5 Days
2	Team Work Skills	2013/9/12-8	5 Days
3	Microsoft Outlook 1) 2010)	2013/11/21-17	5 Days
4	Preparation of Programmes of Action	2013/9/26-22	5 Days

Fourth

Regional, Arab and International Cooperation

1) Internal Participation

The PPC has strong ties with the various institutions of the state, and through the activities of focal points it participates in the follow-up implementation of the population policy, in joint research teams of other ministries, and in the preparation of national studies and reports.

In addition, the PPC is involved in national activities and events related to population issues. During 2013, it participated in a number of local meetings, conferences and seminars:

- **Seminar on “Integrating the rights of persons with disability in national development”:**

Dr Kheder Zakaria, an expert in the Technical Bureau, and Mr. Abdul Hadi Shawi, Technical Bureau Researcher, participated in the seminar, which was held in Doha during the 24-25 December 2013. The aim of this seminar, that was organized by the Supreme Council for Family Affairs and the National Committee for Human Rights, was to reveal the reality of persons with disabilities, integrate them into the comprehensive development plans from the perspective of human rights, and discuss the role of the family, the government, private sector and civil society institutions in active partnership for the overall development of disability issues, in addition to the exchange of experiences and expertise in the area of disability issues integration in development to achieve Qatar National Vision 2030.

- **Forum on “Statistics and development: challenges of Data Availability”:**

on the occasion of the Qatar National Statistics Day and the International Statistics Year, the Ministry of Development Planning and Statistics organized this forum in the Four Seasons Hotel in Doha on 10 December 2013, under the auspices of HE Sheikh Abdullah bin Nasser bin Khalifa Al Thani, Prime Minister and Minister of Interior. HE Dr. Saleh Bin Mohamed Al-Nabit, Minister of Development Planning and Statistics, opened the Forum. The PPC was represented by Mr. Yousef Al-Dosari, Member Rapporteur; Mr. Abdul Hadi Shawi, Technical Bureau Researcher; and Ms. Khawla Al-Abdullah, Senior Social Development Researcher. This forum

stressed the importance of official statistics in the delineation of policies and strategies, as well as monitoring the progress of national development strategies based on accurate data.

- **International Seminar on «The impact of population dynamics on the Arab Family»:**

This seminar was organized by the Doha International Family Institute and was held in Doha during 2-3 December 2013. Dr. Kheder Zakaria, Technical Bureau Expert, and Mr. Abdul Hadi Shawi, Technical Bureau Researcher, have participated in this seminar, which included 13 sessions: some sessions directed to all participants, while other were specialized sessions. The seminar addressed the following areas: A) An interactive dialogue about the demographic challenges and their impact on the Arab family; B) The issues of generational solidarity and gender differences affecting the family cohesion; C) Teens and adolescence in the Arab countries: the most important health issues and their social context; D) Immigration and the family in the Arab countries; E) Fertility, family size and age structure changes of the population in the Arab countries; F) Marriage and family formation.

- **Forum on «The Millennium Development Goals in Qatar»:**

Mr. Yousef Al-Dosari, PPC Rapporteur, participated in this forum, which was held in Doha during 29-30 April 2013, and organized by the Statistics Authority in collaboration with the Diplomatic Institute at the Ministry of Foreign Affairs, with the participation of UNDP Nations Development Programme (UNDP), the Economic and Social Commission for Western Asia (ESCWA), and the United Nations alliance of Civilizations Secretariat. About 100 participants attended the forum representing a group of international officials, some leaders in government agencies and non- governmental organizations, experts and researchers. The forum discussed a number of themes, including: the role of government institutions and agencies in achieving the Millennium Development Goals within the Qatar National Vision 2030, and the post- goals which expire in 2015, as well as the role of civil society in achieving the MDGs.

2) External Participation

Since it was founded, the PPC still contributes effectively in the external cooperation through participation in meetings and conferences convened by the regional, Arab and international organizations on population related issues. During 2013, the PPC participated in nine external events (4 regional, 2 Arab, and 3 international).

A) Participation in Regional Activities

- **The first meeting of post-2015 MDGs working group:**

Pursuant to the decision of the Ministerial Committee for Planning and Development of Gulf Cooperation Council in the 23rd meeting (5 May 2013, Manama), that called for the formation of a specialized team including specialist members from the concerned authorities in each state to review the proposed goals and discuss the proposals of international organizations and bodies on the post-2015 MDGs to coordinate the positions of countries. The team held its first meeting on Sunday and Monday 3 and 4 November 2013 at the Headquarters of the General Secretariat in Riyadh. Mr. Yousef Al-Dosari represented the PPC in this meeting.

At the conclusion of the meeting, the team recommended the importance of coordination with the Arab League and the Economic and Social Commission for Western Asia (ESCWA) on the elaboration and drafting of the post-2015 MDGs, so that the GCC countries will play a role in the elaboration and drafting processes.

- **The 23rd Meeting of the Ministerial Committee for Planning and Development of the GCC Countries, which was held on the 5th of May 2013 in the Kingdom of Bahrain:**

HE Dr. Saleh Bin Mohammed Al-Nabit, Secretary-General of Development Planning and Chairman of the PPC, presided the Qatari delegation at the meeting. The participants discussed a number of topics that tackle issues on the agenda related to planning and development in the GCC countries. In relation to other topics, the meeting discussed the joint action of GCC countries in the field

of planning, development and economic integration, and the note on the follow-up implementation of the resolutions of the 22nd Meeting of the Ministerial Committee for Planning and Development, and the note on the areas of planning and development in the light of the resolutions and recommendations of the Committee of Under-Secretaries of Planning and Development in the GCC Countries, which held its meeting in the mid of the last April.

- **The 29th Meeting of the Committee of the Under-Secretaries and Bodies of Planning and Development of the GCC, which was held in Al Manama in the Kingdom of Bahrain on the 14th and 15th of April 2013:**

HE Dr. Saleh Bin Mohammed Al-Nabit, Secretary-General of Development Planning and Chairman of the PPC, presided the Qatari delegation at the meeting. The participants discussed a number of topics that tackle issues on the agenda related to planning and development in the GCC countries. He gave special priority to activate the long-term and comprehensive Development Strategy of Gulf Cooperation Council (2010-2025), which is considered the general framework of the joint work of development in the GCC countries. The meeting also reviewed the experiences of some Member States in the field of population policies, labor force, nationalization of jobs, development of labor force statistics, increase coordination between the public and private sectors about the employment of national labor force to replace expatriate workers and implement programs that contribute to the empowerment of youth and women to obtain rewarding jobs.

- **The 13th meeting of the Commission on Population Policies Gulf Cooperation Council for the Arab States of the Gulf:**

Responding to the invitation of the Secretariat, the Committee of Population Policies in the GCC countries held its 13th meeting on Tuesday and Wednesday, 12-13 March 2013. In this annual meeting Mr. Yousif Al-Dosari represented of the PPC. The meeting explored the

general framework of the population strategy for the GCC countries and work with it as pilot, as well as discussing the implementation mechanism to activate this framework in the light of remarks and observations of the Member States. The questionnaire of the population reality was also discussed that contains comprehensive and focused indicators from which to monitor the demographic reality in the Member States, and follow up the implementation of the population strategy after being filled in by the competent authorities of the Member States. In addition, the participants discussed the issue of preparing a report on the population reality in the GCC countries in the light of the resolutions that were fostered in previous meetings by the Ministerial Committee for Planning and Development.

B) Participation in Arab Activities

- **Regional Consultative Meeting on International Migration and Development in the Arab Region:**

Dr. Abdulla Mohamed AlHamadi, the Acting Director of the PPC's Technical Bureau and Mrs. Khawla Al-Abdulla, Social Development Researcher in the PPC participated in the regional consultative that was held at the headquarters of the General Secretariat of the League of Arab States in Egypt between 4-5 June 2013. The meeting aims at supporting the regional dialogue on international migration and development and strengthening the capacity and influence of the Arab countries in the second High-Level Dialogue on International Migration and Development to be held in the General Assembly of the United Nations in October 2013. The future steps has also been explored to enhance the contribution of migration in development in the Arab region, and reduce its negative effects on the countries of destination and origin.

- **Regional Arab Conference of Population and Development in Cairo:**

Dr. Abdulla AlHamadi, director of the Technical Bureau of the Permanent Population committee participated in this conference that was held between the 24th and 26th of June 2013 in Cairo. The conference focused on the issues relating

to the family, levels of reproduction, gender-based violence, eliminating violence against women, mother health, (internal and international) migration, ageing, youth issues, environment and climate change, etc. it is worth noting that the discussions held during the conference sessions tackled all the priorities included in the international questionnaire that was presented to measure the extent of development in each country. The conference issued a document called "Cairo Declaration".

C) Participation in International Activities

- **Participation in the High-Level Dialogue on International Migration and Development in New York (7 June 2013):**

the PPC was represented by Mr. Yousif Al-Dosari, the Committee Rapporteur, and Mr. Abdul Hadi Al Shawi, Technical Bureau Researcher, in the Fifth Preparatory Round Table for the High-Level Dialogue on International Migration and Development. The goal of the meeting was to provide a brief overview of recent international and regional labour mobility, including numbers and trends at the global and regional levels, and the main current and future drivers for labour mobility.

- **Participation in the forty-sixth Session of the Commission on Population and Development in the United Nations Headquarters:**

the PPC was represented by Dr. Abdulla AlHamadi, the Acting Director of the PPC's Technical Bureau, in the forty-sixth Session of the Commission on Population and Development of the UN Economic and Social Council, that was held at United Nations Headquarters from 22 to 26 April 2013. The aim of the meeting was to present an overview of trends in both international and internal migration, examining demographic aspects and discussing policies to enhance the contribution of migration to development and to address the challenges posed by population mobility.

- **Global Leadership Meeting on Population Dynamics and the Post-2015 United Nations Development Agenda:**

Mr. Abdul Hadi Shawi, Technical Bureau Researcher of the PPC, participated in the meeting that was held in Dhaka, the capital of Bangladesh, on 12-13 March 2013 by the joint initiative of Bangladesh and Switzerland to develop proposals on the post-2015 development agenda, which focuses on the Millennium Development Goals under the umbrella of the United Nations, which was attended by delegates from 51 countries including ministers of: Fiji, Sri Lanka, UAE, Serbia, Benin, and Nigeria.

The aim of the meeting was to provide a clear and shared vision on how population dynamics should be integrated into the development plan in the post-2015. For this reason, the meeting focused on the making of specific recommendations including identifying the potential targets and indicators related to population dynamics the post-2015 development agenda.

Fifth

Media and Awareness

In the framework of the PPC's efforts to spread the culture of the population and disseminate its issues at the state level and public awareness of the importance of population policy and its role in achieving sustainable development in the State of Qatar, the PPC is developing its media through the following:

1) Develop a media plan special populations

In the framework of the implementation of the cooperation agreement between the PPC and the United Nations Fund for Population (UNFPA) according to the Programme of Action prepared by the Technical Bureau, on 27-28 November 2013 the PPC hosted Dr. Abdul Hamid Abdel Jaber, UNFPA Media Expert.

Over two-days, the media expert met with the Technical Bureau experts and researchers, in addition to a number of heads of groups monitoring the implementation of the Programme of Action of the population policy. The participants discussed the aim of the visit and objective to develop a media strategy /plan to convey the vision and achievements of the PPC to the concerned agencies and individuals. The UNFPA media expert outlined in his presentation the development of an integrated media strategy from the setting of goals to reaching the desired results.

Also the Technical Bureau experts presented a brief overview of the population policy of the state and the stages through which it was prepared, which lasted about three continuous years (2005-2008), leading to a number of background studies and the three documents of the population policy, that have been modified to issue the final version approved by the Council of Ministers with its Programme of Action, which was launched in October 2009. The PPC pursue on an annual basis the implementation of this programme, in which four phases have been completed so far. Thus, reading the reports entitled "Qatar Population Status" will help understanding the issues that should gain central focus in the media plan.

Experts also stressed that the population policy of the state is currently focusing on issues of population and labor force, as one of its key areas. As for areas of education, health, empowerment, the PPC examines them in terms of their relationship to the issues of labor force and population structure, which the media plan should take into consideration.

The meeting attendees discussed the most important media tools which will contribute to the dissemination of the goals of the media plan, and stressed the need that a spokesperson should introduce the PPC and its work.

The meeting concluded with an agreement in which the

media expert is puts the outline of the plan in a maximum period of 45 days and submit it via e-mail to the PPC and the members participating in the meeting in order to review and suggest amendments or comments, and then forwarded to the media expert, so that to fix a date for his second visit to discuss the plan.

At the end of his visit, Dr. Abdel Jaber met with HE Dr. Saleh bin Mohamed AL-Nabit, the Minister of Development Planning and Statistics/ Chairman of the PPC, who discussed the media plan.

2) Sukkan Newsletter

As part of its media plan, the PPC issued the 22nd issue of «Sukkan», the quarterly newsletter, which is the fourth issue in 2013. As in all the previous issues, this new edition includes a range of topics, and aims to spread the culture of the population, introduce their issues at the state level, and disseminate the population policy, as well as the public awareness of this policy and its role in improving the quality of life of the individual, family and community.



3) Updating the PPC's Website

The PPC continuously seeks the dissemination of population culture and the population policy of the state, through its website (www.ppc.gov.qa) which was launched on 14 October 2009. The website includes the news, releases, newsletters, reports and studies conducted by the PPC's experts and researchers in order to increase the awareness of population issues, and inform the public of the importance and role of the population policy in achieving sustainable development in the State of Qatar.

The Technical Bureau continuously updates the website content and design. A team is in charge of the website follow up and is currently developing the design and contents, such as adding a calendar of special world days related to population issues, and facilitate the downloading of "Sukkan" newsletter electronically.

Among the proposed updates there is the design of a special part called «Watch Now» which posts all the videos of the PPC.

4) Updating the PPC's page on the facebook

The Technical Bureau is currently updating the page on the «Facebook», which was launched on 21 April 2011, in order to expand the dialogue initiated at the forum of the PPC on major population issues in the State of Qatar, and involve more numbers of interested people, including Qatari youth to freely exchange their views and perspectives on population issues. This will help raise the level of social awareness of population issues and its problems, as well as proposing solutions and treatments. The page includes an overview about the PPC's activities, conferences, seminars, workshops and meetings, etc.



Annexes

Annex (1)

Population Growth Population Structure		Goal 1: Promoting the family cohesion, eliminating divorce and addressing its effects.				
Procedure 1: Offering special courses on marital life before and after marriage to maintain the family cohesion						
Targeted indicator	Current status				Content	
	Available process being:			Not-available		
	implemented	legalized	planned			
Existence of comprehensive programs on marital culture, spouses rights and duties.						
Existence of activities and events (sessions, workshops, seminars, lectures, and media programs: audio, visual and written...) to raise the awareness about the importance of preserving the family cohesion						
The number of activities and events related to raising the awareness of spouses and those willing to marry about the importance of maintaining the family cohesion. These activities are listed according to the activity theme, type and the organizing authority during the past three years (2011 ,2010 and 2012)						
The percentage of divorce cases to the total marriage contracts during the past three years (2011 ,2010 and 2012)						
Procedure 2: Including the negative effects of divorce within secondary education curriculum						
Existence of a plan or trend to include the negative effects of divorce in the secondary education curriculum						
Procedure 3: Examining the appropriate mechanisms to retain the benefit of children after divorce						
Existence of a law that regulates the provision on the rights of children to parental care after divorce (including the disabled children)						
Existence of a venue or specialized center to receive, submit and implement the vision related to the children of divorcees in an exemplary environment that would be safe for the child and his parents, and supervised by a specialized team in the social, psychological and educational areas.						
Existence of family courts specialized in protecting the benefits and rights of children after divorce.						
Procedure 4: launching the awareness campaigns to change the view of society towards the divorced women, and to facilitate their integration into society						
Existence of a comprehensive awareness plan on the importance of changing the view of society towards the divorced women and facilitate their integration into society.						
Existence of programs and awareness campaigns to encourage the marriage of divorced women and widows.						
The percentage of divorced women and widows who have married after divorce or after being widowed during the past three years.						

Annexes

Annex (2)

2/A

Statement of H.E

Dr. Saleh bin Mohamed Al Nabit

Minister of Development Planning and Statistics
Chairman of the Permanent Population Committee

"In the name of God, the Most Gracious, the Most Merciful"

Excellencies,

Distinguished guests,

Ladies and Gentlemen,

Peace be upon you,

I am very glad to welcome you and appraise your perseverance to the events of Qatar Population Day that the Permanent Population Committee celebrates every year in consistency with the virtues of the United Nations' World Population Day celebrations, which was created by the General Assembly in 1989.

This year the Qatar Population Day is convened under the theme «the Interactive relationship between population and development issues in the State of Qatar», which embodies the vital role of the demographic factor in identifying the national development trails in adherence to the linkages between the issues of population and development in the Qatar National Vision 2030, National Development Strategy 2011-2016, and Qatar Population Policy.

On this occasion, allow me to detail in depth the linkages of most of the National Development Strategy projects with the objectives of the Population Policy, which was indeed done through the coordination of the Permanent Population Committee efforts with the concerned authorities to implement the strategy.

In consistency with of the integrated methodology of social development, the national strategy includes a number of projects to promote family cohesion, strengthen parental responsibility and rely on domestic workers to provide care for children, improve the level of the Qatari family's economic and social empowerment, increase women's empowerment, and achieve a better balance between work and family responsibilities. While the strategy comprises projects to establish an cohesive system of social protection, and build an enabling milieu for the integration of marginalized and vulnerable groups in society and the labour force; it also emphasizes the need to decrease domestic-based violence, provide protection and support to affected families, increase support for families with special circumstances, and adopt holistic and comprehensive approach towards the children welfare. These projects convey clearly the goals of Qatar Population Policy in the areas related to the empowerment of women, child, older persons, and persons with disabilities, etc.

In the areas relevant to promoting human development, the National Development Strategy projects aim at establishing a comprehensive and integrated system of health care in line with global level, provide effective health care services, and form a skilled national labour force in the area of health care. It also emphasizes strategic projects in the area of building

knowledge and skills to address the key issues in education and training, improving public and higher education, promoting technical education and vocational training, and promoting scientific research, etc. These projects meet the objectives of the Population Policy in the areas of health, education, training and youth.

The strategy also gives considerable attention to strengthening an efficient and highly effective labour force, through projects that aim to increase labour productivity, promote strategic planning for human resources, increase higher quality training opportunities for Qataris, motivate them to work in the private sector, increase the ability to attract and retain skilled expatriates, improve the employment services in the labour market, and increase professional services. These projects are fully consistent with the objectives of the Population Policy and its temporary goals in the area of the labour force.

The National Development Strategy also comprises several projects in the areas of environment, culture, media, sport and other projects that emphasize the interactive relationship between population and development issues.

Ladies and Gentlemen,

Allow me here to present the following remarks:

First, population challenges facing the State of Qatar in the coming years, especially in light of hosting the World Cup 2022, require the incorporation of population dimensions in all the projects developed by the strategy. Accordingly the Permanent Population Committee will be in charge of developing a future balanced conception of population that would comply with the needs of national development projects, and preserve the identity and Arab-Islamic culture of the Qatari society.

Second, the institutional work among the various ministries involved in the implementation of the Population Policy and National Development Strategy requires the involvement of the Permanent Population Committee, with its unique approach, in supervising the implementation of the existing strategy or developing the future strategies beyond 2016. The aim is to follow up and enrich the implementation of procedures and joint ventures, and to ascertain that the population dimension is incorporated.

Third, what has been stated above entails conducting multi-faceted population studies, which should be related to the strategy projects, in order to attain a practical conception and feasible solutions for the population issues that will arise in the future. Actually this what the Technical Bureau of the Permanent population Committee is doing through publishing seventeen study up to the present, including two field surveys, and all these studies are within the framework of

following up the implementation of the Population Policy and National Development Strategy. We are working to enhance the possibilities of the Technical Bureau to pursue conducting research and studies that achieve development and population goals.

Distinguished guests,

I am delighted that H.E Dr. Abdullah bin Saleh Al-Khulaifi, Minister of Labour and Social Affairs, is the guest of honor of this event. I would like also to commend the great cooperation between the Permanent Population Committee and the Ministry of Labour and Social Affairs, which yield in the greatest impact on the success of the follow-up implementation of Programmes of Action and joint ventures, and in the preparation of a number of joint researches and studies.

It gives me a great pleasure to note that the cooperation of the working groups and focal points in ministries, government bodies and private organizations concerned with population issues with the Permanent Population Committee in monitoring the implementation of the Programme of Action of the Population Policy has helped significantly in the achievements of the Permanent Population Committee, and in documenting the results of the follow-up in the annual report on «State of the Qatar population», which sheds light on the most important achievements and challenges still facing the application of the Population Policy.

On this occasion, I extend my gratitude to all national ministries, agencies and institutions for the positive and continuous interaction with the working groups responsible for monitoring the implementation of the Qatar Population Policy. I also thank the heads and members of the working groups on their invaluable efforts to make the Population Policy implementation a sound success.

I have the honour to express my gratitude to the Technical Bureau's experts and researchers who are persistently work in seriousness and dedication to accomplish the required tasks, either to supervise the working groups, or conduct studies and researches on population and development, in addition to preparing the reports on the state of the Qatar population, which are important scientific documents that help the decision makers have an overview on Indeed, the reality of Qatar population at different levels, dimensions and transformations.

In conclusion, I reiterate my gratitude for your participation in the event of Qatar Population Day hoping that God will guide us to the benefit of our bountiful country.

Peace be upon you (As-salamalaykum)

2/B

Statement of H.E

Dr. Abdullah bin Saleh Al-Khulaifi

Minister of Labour and Social Affairs

"In the name of God, the Most Gracious, the Most Merciful"

At the beginning I extend my sincere thanks and appreciation to H. E Dr. Saleh Bin Mohammed Al-Nabit, Minister of Development Planning and Statistics and Chairman of the Permanent Population Committee, for the kind invitation to make the opening statement in the "Qatar Population Day" from the perspective of the Qatar National Vision 2030.

Ladies and Gentlemen,

Increasing the participation of Qataris in the labour force is a strategic goal in the Qatar National Vision (2030) that was issued by the Amiri Decree No. (44) of 2008. The vision has set a number of strategic goals, including:

- Building a capable and motivated workforce through increasing the participation of Qataris in the labour force:
- Broad investments in certification and training programs by public and private institutions.
- Incentives for Qataris to enter professional and management roles in business, health and educational sectors.
- High quality training opportunities for all citizens, corresponding to their ambitions and abilities.
- Increased opportunities and vocational support for Qatari women.

In order to achieve these objectives and to make its workforce productive, skilled and committed to work ethics, the State of Qatar must make major reforms in the labour market through encouraging entrepreneurship and motivate the Qataris to participate in the private sector. The human development pillar in Qatar National Vision 2030 has identified two main objectives that govern the labour market policies:

1. The diverse and motivated participation of Qataris in the labour force.
2. Fully-considered participation of foreign workers.

The National Development Strategy (2011-2016) is a medium-term framework to achieve these goals, through Labour Market Sector Strategy, which aims to achieve great development of national human capital and ensure greater

efficiency of the labour market during the period 2011-2016. Both Qatar National Vision and the public and sectoral strategy (National Development Strategy and Labour Market Sector Strategy) constitute a strategic framework for the employment policies of Qataris, a framework from which the mechanisms and tools are derived to implement these policies and translate them into tangible results and increase significantly the participation rates of national employment in the labour force.

Ladies and Gentlemen,

The Labour Market Sector Strategy (2011-2016) comprises a number of projects that target specifically increasing the participation of national employment in the labour force. Thus it contributes to increasing the proportion of Qataris employment through nine projects aimed at strengthening the national employment policy, which is implemented by the Ministry of Labour and Social Affairs in accordance with the existing policies of Qataris employment. Yet its implementation will be accompanied by improving the existing policies through the development of new means, methods and tools for the employment of Qataris.

Ladies and Gentlemen,

The Ministry of Labour and Social Affairs sees that the list of improvements resulting from the development includes not only the income increase, but also the achievement of a more stable opportunities for employment, which helps to increase economic productivity. In this context, the Ministry has ensured jobs and opportunities for 29788 Qatari job seekers, both males and females, during the period 2007-2013, about 22505 of them have been recruited in the government sector i.e. 75% of them, while 7283 were recruited in the private sector i.e. 25% of the total number. Females constituted 15783, around 53% of the total number, while males constituted 14005 i.e. 47% of the total number. These efforts of the ministry are stated Labour Force Sample Survey conducted by the Ministry of Development Planning and Statistics in the second quarter of 2013, which confirms that the overall unemployment rate in the second quarter reached 0.3%, as being the lowest rate worldwide.

The Ministry of Labour and Social Affairs has launched a

program targeting the major private sector corporations and institutions concerning the preparation of a five-year plan for the period 2011-2015 to employ Qataris in these institutions. The aim is to nationalize specialized and leadership positions, grant institutions and companies flexibility in the preparation of Qatarization programs according to their circumstances, and consider the labour market future trends in terms of the quality of the most desired jobs, in order to support the orientation and guidance by real data on the wanted disciplines and to help in qualifying the citizens through this orientation and guidance, as well as urging the private sector to train, give scholarship to citizens and develop their skills in leading or supervising positions.

Ladies and Gentlemen,

The Qatar labour market is facing particular challenges such as increasing and diversifying the Qatari participation in the labour force. The diversification includes the participation of national labour force in the private sector, besides increasing women participation as well. The Ministry also aims at increasing the participation in the labour force and raising the proportion of Qataris in senior positions, however some challenges that limit the attainment of these goals such as the lack of higher education and skills, and the lack of technical and vocational education for youth who are less oriented towards academic education.

The Labour Market Sector Strategy has developed a program to improve the participation of the national work force in the private sector. This proposed program focuses on three pillars:

1. Launching an entrepreneurship initiative that targets youth and Qatari women.
2. Encouraging Qatari women to work in the private sector.
3. Reduce the differences in rewards (wages and bonuses) between the public and private sectors.

The Ministry of Labour and Social Affairs is currently implementing those projects and programs in accordance with the schedules prepared previously by the Strategy Projects Department.

Ladies and Gentlemen,

The Ministry of Labour and Social Affairs depends on many legislative mechanisms in achieving its goals and objectives to preserve the rights of citizens and encourage them to actively participate in the labour force. These mechanisms include the Qatar Permanent Constitution of 2004, Labour Law of 2004 and its amendments, and the Human Resources Management Law of 2009. This legislation shows that the Qatari plan has founded clear legal foundations for the recruitment of Qataris as stated in the Constitution, and in the labour laws in the public and private sectors.

The state of Qatar has given great attention to social development at the institutional level in the Qatar Permanent Constitution and at the level of strategies and policies in Qatar National Vision 2030 and the National Development Strategy 2011-2016. The Constitution sets out the rights and duties of citizens, ensures their security, stability and equal opportunities, and accentuates the need for effective social protection system. The Qatar National Vision provides an effective system to ensure all citizens their civil rights and estimate their contributions to the development of their society, and ensure them sufficient income to maintain a healthy and dignified life. The Social Protection Sector Strategy 2011-2016 aims to improve and strengthen the social protection system, build an enabling atmosphere for the integration of disadvantaged groups in the labour force, and broaden the participation in the private sector and civil society. The Ministry of Labour and Social Affairs is making great efforts in the implementation of projects and programs of the Social Protection Sector Strategy, in addition to improving the services and activities in the areas of social protection, older persons and persons with special needs, child and women, social security for vulnerable groups, and supervision for private associations and institutions, as well as the development of housing systems for citizens.

Peace be upon you (As-salamalaykum)

2/C

Statement of H.E

Mr. Asr Toson

Representative of the United Nations Population Fund
Sub-Regional Office Gulf Cooperation Council States

"In the name of God, the Most Gracious, the Most Merciful"

Your Excellency Dr. Saleh bin Mohamed Al Nabit, Minister of Development Planning and Statistics, Chairman of the Permanent Population Committee

Your Excellency Dr. Abdullah bin Saleh Al-Khulaifi, Minister of Labour and Social Affairs

Your Excellency Abdullah Al-Hamadi, Acting Director of the Technical Bureau of the Permanent Population Committee

Ladies and Gentlemen,

On behalf of the United Nations Population Fund, Sub-Regional Office Gulf Cooperation Council States, I have the honor to participate in this event and celebrate the Qatar Population Day, which reflects the great attention given by Qatar government under the wise leadership of His Highness the Emir, Sheikh Tamim bin Hamad bin Khalifa bin Hamad Al Thani, by will and determination, to the population and development issues. Thus the Qatari government has implemented a number of development programs to build a modern infrastructure in economic and social areas in order to advance the welfare of population in general, and citizens in particular. Through its development achievements Qatar has become in the ranks of many developed countries. Demographically, Qatar is moving steadily towards the early stages of the demographic transition, with low death rates and high levels of fertility.

In this context, and since 2005 the UNFPA and Qatar, represented by the Permanent Population Committee, have launched a program for the technical cooperation in the area of statistics and population to provide the necessary expertise in the areas of statistics, population development, humanitarian development. The aim is to ensure sustainable development and to support national capacity in the development and implementation of population strategies through several activities that include inter alia:

1. Completion of the national strategy for population and development.
2. Set and implement the Executive Program of the national strategy on population and development.
3. Provide detailed demographic data and conferences by region and gender, showing quality and compatibility.

4. Formulate the media strategy for the Permanent Population Committee.
5. Design and implement training programs in the area of analysis and statistics, including the statistics geographical information.

Despite the progress made in the areas of population and public health, including reproductive health and sustainable development, there are still many crucial issues to be tackled. In this regard, the Permanent Population Committee has been able to accomplish many achievements towards identifying these issues and conduct a statistical analysis for it, involving a range of demographic, social and economic themes and challenges.

The government, guided by the Population Strategy for the GCC Member States of 1998, has identified a number of population critical issues for the purpose of studying and tackling them, including health, improving the status of women, youth and development. During the past decade, the State of Qatar has contributed to many regional and international initiatives, such as Oman Declaration on Population and Development in 1993, the Cairo International Conference on Population and Development in 1994, and the Cairo Conference Review of 2013 after 20 years, as well as the Review of the Conference on Population and Development. In addition, Qatar has hosted many seminars related to the population policies of the Cooperation Council for the Arab Gulf States.

These achievements are the result of great efforts, particularly from the clear and concise vision of the Qatari government and its Permanent Population Committee, that contributed to drawing the roadmap for the Qatar National Vision on human development, with all its will to make Qatar a developed country by 2030, a country that will be able to provide sustainable development and welfare for its people for generations to come. The UNFPA confirms its willingness to support this vision through the collaboration with Permanent Population Committee and all the relevant authorities in Qatar.

**Thank you
Peace be upon you
(As-salamalaykum)**

2/D

Statement of

Mr. Yousif Mubarak Al-Dosari

Technical Bureau

Permanent Population Committee

"In the name of God, the Most Gracious, the Most Merciful"

**Excellencies,
Distinguished Guests,
Ladies and Gentlemen,
Peace be upon you,**

Allow me to welcome you and extend my deep gratitude for attending the Qatar Population Day, which we celebrate its fourth edition this year. Over the years this national occasion has become established within the institutional system of the state, as a national event dedicated to discuss one of the priorities and challenges of the Qatari society: the demographic reality of the state and its linkages with many vital areas. This is manifested through the wide participation of the state institutions and all vital sectors who are present with us here today. It also reflects the principle of partnership that has been adopted by the Permanent Population Committee since its foundation in 2004. Your presence today with us is the best evidence of your keenness to participate in building the future of our country and the coming generations.

This year the Qatar Population Day coincides with the state entering a new inspiring development era with all its requirements and challenges: the launch of many development projects and the projects for hosting the football World Cup 2022. It is indeed a new development era that requires monitoring the demographic, societal and economic determinants to achieve an effective, coherent, consistent and perfect development. An era of our nation's progress, which requires controlling the ever-present challenge in the area of developmental policies that of the «Interactive Relationship between Population and Development Issues in the State of Qatar», the theme of this year event.

However the relationship between population and development is considered as a traditional problematic in the area of political, economic, social thought and policy, its regenerating and diverse challenges, which are associated with the nature of the demographic reality of each country and society, would always require examination and review, or even a follow-up for the nature of the interaction of population and development, whenever the institutional frameworks are provided, as in the case of the State of Qatar

that has an integrated and adopted Population Policy.

The Qatar Population Policy was adopted after national consultations and wide participation in 2009. Its fundamental objective is to achieve a balance between population growth and sustainable development requirements: to ensure the welfare for Qatar inhabitants, increase their abilities and expand their choices, and raise the level of their participation in the progress of society. The relationship between population and development was directly declared in the Programs of Action of the Population Policy.

The relationship between population and development is not confined only to providing tangible needs, rather the development is a comprehensive and wide process in which many aspects are incorporated including empowerment, participation and welfare conditions. All this is consistent with the Qatar National Vision 2030 and Permanent Constitution, as well as the population policy that corresponds to the pillars and goals of the other adopted institutional frameworks.

In order to achieve the main purpose of the policy many areas have been adopted on vital areas related to development such as population and labor force, education, training and human resource development, public and reproductive health, empowerment issues, environment and sustainable development. Each area contains one or more objectives to follow up the impact of these areas vital on the development process, the demographic reality and structure, especially through sustaining its equilibrium.

The population policy is not limited only to identifying the compatibility between development and population through its primary objective, but through its annual working program and partial and precise follow-up it seeks to control the various factors that contribute to the development aspects and levels of its relation to the population growth of the State, so as to achieve the social welfare based on reconciling the pace of population growth and the targeted comprehensive development requirements.

The population policy gives great importance to increasing the current rates of natural population growth of the citizens, or at least maintaining them, as well as achieving a balance in the general population growth, correcting the imbalance of the population structure in order to increase the proportion of citizens in the total population, controlling the urban growth to attain a distribution of population balanced with development requirements, and reducing internal

migration, especially to the city of Doha, as well as increasing the contribution of Qataris in the economic activity. In its main area the population policy focuses on the pivotal role of population growth for the citizens and the extent of its impact on the development process, given that the human factor has an effective role in the national development in the present and future. The population policy adopts a convenient approach between the requirements and challenges of national development and the needs of the labour force, in addition to maintaining a balanced population reality capable of ensuring an satisfactory representation of citizens.

Development has many basic pillars and foundations that have been adopted by the population policy, especially those associated with the areas of societal empowerment: the empowerment of women, youth and childhood and participation of older persons and persons with disabilities. The ongoing empowerment processes ensure the participation of all components of the Qatari society in the social and economic development, without any exclusion, so as to achieve an inclusive development.

However the population policy recognizes the requirements of national development, especially the active workforce to meet the needs of the projects of the National Development Strategy 2011-2016 and the World Cup 2022, it also underlines the size of these needs and their implications on the demographic reality in the next stage.

Ladies and Gentlemen,

Allow me here to present the following remarks:

1. The future needs of the foreign workforce for the implementation of various projects of the National Development Strategy 2011-2016 and the World Cup 2022, require a new and flexible approach between developmental and demographic realities, to reduce the gap between citizens and non-citizens in the population structure to avoid any thing that may hinder the social integration and even the general social fabric of the Qatari society.
2. The future development needs will require that the concerned state agencies have to control recruitment and its continued intervention and even coordination

in order to maintain moderate levels in the population structure equilibrium, so as the future and accelerating development needs will not affect the demographic reality and social identity.

3. To follow up the impact levels of development reality and needs on the population, there should be a forecast for all aspects of the future changes, to be incorporated within the priorities of the next stages of the population policy implementation follow-up, in addition to identifying the interventions of the government institutions.
4. Population and even planning in the next stage will require conducting new studies on measuring the implications of future needs of the labour market and development projects on all life and social aspects in order to maintain an integrated and sustainable development process that upholds the basic characteristics of the Qatari society while achieving its welfare and sound rank among nations. This will only be achieved through the provision of data and the use of modern working tools.

Distinguished Guests,

Development and population are indeed the interconnected problematic that communities always face. In the same time they require continuous review, approach and treatment in order to control the all aspects of this interconnectedness, and forecast the future, which is our ultimate goal possible only through our cooperation and partnership.

In conclusion, I renew my gratitude to you for your participation in the event of Qatar Population Day wishing that God will guide us to success.

Peace be upon you (As-salamalaykum)