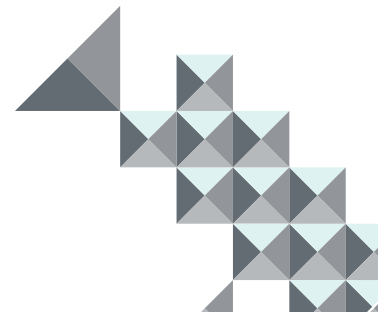


**2015 Annual Report of the National
Human Rights Committee (NHRC)
On the situation of Human Rights
in the State of Qatar
and the Committee Activities**





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First Edition: 2016

Doha - Qatar

Publisher: National Human Rights Committee

Tel.: (+974) 44022850

Fax: (+974) 44022231

P.O.Box: 24204

No. Deposit: 000 / 2016

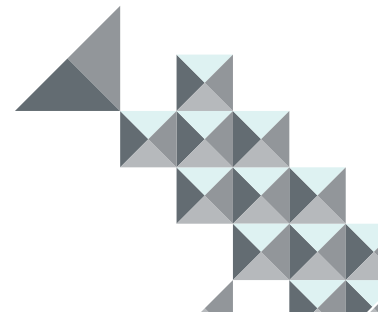
ISBN: 978 - 9927 - 000 - 0 - 00

Design By: Ahmed M. Hanafi

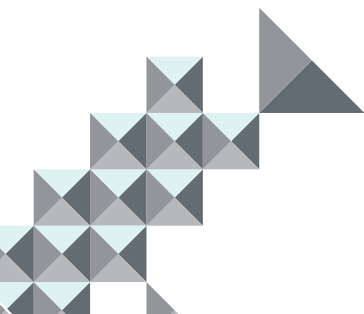
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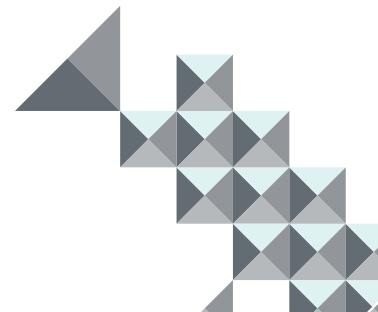
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Introduction

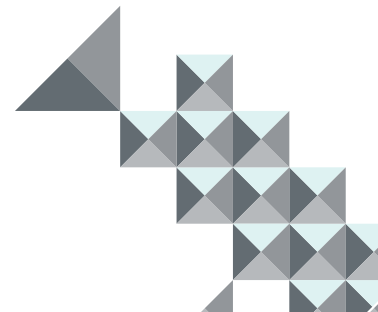
In 2002, the National Human Rights Committee has been established for the purpose of enhancing the respect and protection of the Human Rights inside the State of Qatar. The Committee's establishment law was subject to a number of modifications for accomplishing more independence alongside with insuring the immunity of its members while executing their tasks related to the Human Rights Filed, - in compliance with Paris Principles regulating the National Human Rights institutions adopted by the United Nations General Assembly which contributed to accreditation of the NHRC under status (A) twice in a row by the International Coordination Committee for national human rights institutions.

The committee implements its tasks in a positive atmosphere and a favorable mood for achieving more progress in respecting and protecting the Human Rights, in addition to having full powers and authorities while practicing the entitled tasks and expressing the required opinions in an open political atmosphere, His Highness Sheikh Tamim bin Hamad Al Thani, Emir of State of Qatar asserts- before the General Assembly of the United Nations held on Sep.2015, stressed the State's diligence to promote and protect the Human Rights Status by considering it as a strategic option representing the principle essence of the development on all levels, his Excellency also noted that the Qatar's membership in the Human Rights Council contributes to cooperating with the International Organizations in establishing concepts and culture of Human Rights via adopting a methodology based on the rule of law, transparency, justice and Human Dignity.

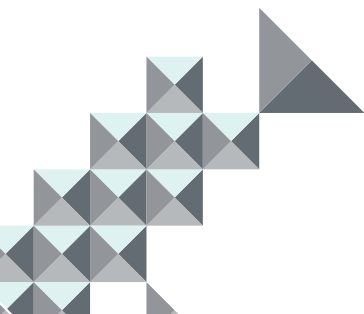
The mission of the NHRC lies on enhancing and protecting the Human Rights of those who subject to the Jurisdiction of the State of Qatar including as citizens, residents and transit travelers. Thus, in order to achieve this mission, the NHRC seeks to spread the awareness and education, provide the protection and support required to individuals alongside with concentrating on building the capabilities in the Field of Human Rights.

The NHRC does hereby commit to pursue the following specializations and tasks in this regard:

- 1- Suggesting the means required to enhancing and continuing realization of the objectives contained in the international agreements and conventions related to Human Rights in which the State becomes a party therein, and recommendation in connection to the execution of other agreements and conventions.



- 2- Providing consultancy and recommendations to the competent authorities in the Human Rights related matters.
- 3- Considering any violations or breaches of the Human Rights and seeking to settle and solve any reports or complaints in this regard besides, coordinating with the competent bodies to take all the required procedures and suggesting new means for their settlement and prevention.
- 4- Submitting the required suggestions to the Competent Bodies regarding the present legislations and the drafts of laws and the extent of their compliance with articles and provisions of the International Agreements and Conventions to which the State is a party.
- 5- Monitoring the Human Rights Situations in the State, preparing the related reports, and submitting them to the Cabinet attached with its opinion in this respect.
- 6- Monitoring the matters arising about the Human Rights Situation in the State and coordinating with the concerned Bodies.
- 7- Contributing in the national reports decided to be presented by the State to the bodies and international organizations concerned with Human Rights in connection with the agreements to which the state is a party.
- 8- Cooperating with the regional, international, and the national organizations concerned with the Human Rights and freedoms, in addition to participating at the relevant international bodies.
- 9- Spreading the awareness and education related to Human Rights, and freedoms in addition to establishing their principles theoretically and practically.
- 10- Conducting Field Visits to the Punitive, correctional institutions, detention centers, labor gatherings, health and educational departments in addition to monitoring Human Rights situation therein by the chairman of the committee and the committee members.
- 11- Coordinating and cooperating with the bodies and authorities concerned with Human Rights in the State each in the scope of its specialization and tasks.
- 12- Organizing and Conducting conferences, training courses and seminars in association to the Human Rights Filed, and Freedoms and coordinating with the competent authorities in this respect –if required.
- 13- Contributing in the preparation of in connection to the educational and research programs related to Human rights and participating in their implementation.

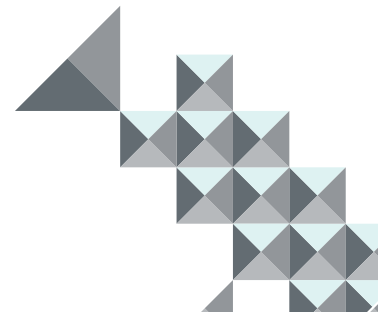


Executive Summary

This Report comes to address developments the Human Rights Situation in the State of Qatar during 2015 in addition to the efforts exerted by the National Human Rights Committee so as to apply its terms of reference as per the its establishment Bylaws.

Moreover, The First Section of this report handles the latest legislative developments as the State of Qatar accomplished a great progress concerning the amendments of law on protection of wages of expatriate workers which represents a very positive step towards preventing the salaries payment problems repeatedly occurred especially at the Construction Sector and the small contracting Companies. Also, passing a new law for regulating entry, exit and residence of expatriates within the last quarter of this year leading to enforce new regulations specialized for protecting the workers from modifying the terms and conditions of contracts concluded with the expatriate workers after recruitment where the visa – as per this Law- will not be granted only pursuant to an employment contract concluded directly with the recruited expatriate workers which will diminish the human trafficking phenomenon that starts from the Recruitment Agencies . This Law also permits the workers to change the employer upon the termination of the Contract Term of the fixed term contracts, and the Five years term stated at the unlimited –term contracts, while the said law does not provide any practical solutions for settling the disputes arise between both contracting parties during the contract term, it –on the contrary- left many issues to be resolved by the Discretionary powers, while referred a number of the crucial decisions back to the Executive bylaws and the “Grievance Committee” that is to be formed within one year form the issuance date of the Law. The National Human Rights Committee (NHRC) recommended the competent authorities to set the Executive Regulations in compliance with the purpose of the law alongside with availing the opportunity to pass more flexible decrees by the “Grievance Committee” so as to cope with the realities and establish positive practices related to the rights of the works ensuring dealing with them with justice and fairness.

Furthermore, the second section of this report focuses on the civil, political, economic, social, and cultural Human Rights situations since there are still incompatibility between national legislations and International standards of Human Rights in the provisions of many laws such as: The Community Protection Act, Establishing the State Security Service and the Terrorism Act, which allows the detention of the accused for



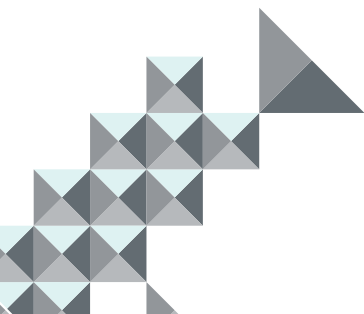
long periods, as well as these legislations that would allow more space for civil society as the Creation of Associations act which includes a lot of restrictions, the Citizenship and Election laws including some provisions that do not consist with the International Human Rights Standards, in addition to the Press and Publications Act.

Therefore, the committee recommended to reconsidering these aforementioned Acts in consistent with the International Human Rights Standards for the purpose of insuring obtaining ultimate powers and freedoms.

On the other hand, the legislative Council is still in service, and there is no such imminent announcement or declaration about any elections, while the Municipal Council election has been conducted between 127 candidates including five women, two women won with 29 votes , and in spite of the retreat of the number of women in the Decision - making; centers, or even undertaking any ministerial portfolios, the State of Qatar empowered women to taking over a number of Jurisdiction posts as an in precedent in the Arab Gulf Countries. Besides, this report includes recommendations to empower women to participate at the political, economic, social, and cultural lives, in addition to revoke the discrimination against them concerning obtaining their kids their nationalities, accelerate issuing the legislations focusing on the Domestic workers who are the most unjustly treated category in the Labor Act and the most category exposed to Violations of Human Rights.

On the other side, no execution punishments carried out inside the State of Qatar since 1995 till the date of issuing this report in compliance with the International Standards of Human Rights, the Committee has also monitored the application of the Convention against torture and all other types of treatments as cruel e punishment, inhuman or degraded punishments or treatments. Where the committee members made about 17 field visits to the detention centers and submitted many reports and recommendations to the government alongside with advising the government to approve the optional protocol of the Convention against torture types of treatments as cruel e punishment, inhuman or degraded punishments or treatments

In this context, the statuses of the mental patients at the Psychological Medicine Hospital as one of the detention centers in the State and the committee found out some crucial challenges – indicated herein-that require an immediate interference by the competent authority so as to protect this category.



This report also asserts the fact that the committee set a plan to supervising the detention places that is to be applied in 2016/2017 including making about fifty surprise visits preceded by intensified training courses to promote the capabilities of the staff to utilize a supervisory roll compatible with the standards set by the United Nations in addition to conduct a training course inside the detention centers for those who are concerned with enforcing laws and caring for the detainees, educating them , and raising their awareness as per the aforementioned international agreement.

As for the economic, social, and cultural Rights, Qatar is on top list of the Arab Countries regarding the development benchmarks in accordance with the United Nations Human Development report issued in 2015⁽¹⁾ and the State is placed the 32ndrank internationally among 188 country and by this it has been upgraded to one rank from the last year.

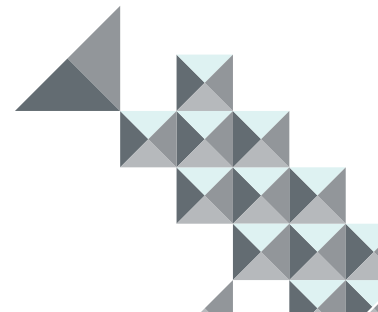
Moreover, the report entitled “the economic prospects of Qatar 2015-2017⁽²⁾ released by the Ministry of Development Planning and Statistics has pointed out that in spite of the lower oil prices, real growth remains robust during2015because of the hydrocarbon economy power and strength likely to remain steadily through 2016/2017.

In addition, the residents of Qatar enjoy ultimate rights to health, education, employment and residence, as that these rights have been significantly developed in terms of number and quantity since the Qatari citizens –now- reserves the right to obtain a social security allowance, a pension, and an accommodation allowance upon increasing spending rates. Such are accompanied with the impact of such on some categories of which are deprived from having these rights, especially the poorly paid labor, as the legislations related to labor are being violated by some companies without having any quick or effective mechanism to preventing the said breaches affecting the economic and social rights of the workers.

Whereas the set forth legislative developments are worth acknowledged, the efforts exerted by the State to establish industrial cities where the comfort and luxury methods can be found upon high spending rates reaching to more than two billion Qatari Riyals on integrated projects including shopping centers, green gardens and playgrounds shall be recognized. Nevertheless, there is still an urgent need to an

(1) <http://hdr.undp.org/en/search-reports>

(2) http://www.gsdp.gov.qa/portal/page/portal/GSDP_AR/knowledge_center_ar/reports_and_studies/QEO201_17_Arabic.pdf

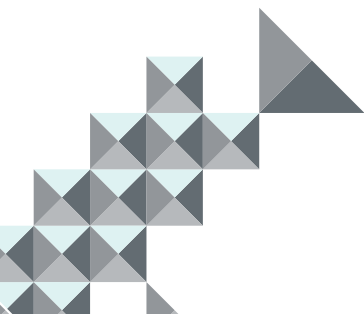


effective enforcement and application of the labor law alongside with the inspection system and adapter the laws with The International Labor Organizations for the purpose of removing the impediments standing before the formation of international organizations, the freedom of transportation and achieving Justice.

The Third Section of this report also includes the monitory of the Committee to the statuses of most vulnerable groups the elderly, the pensioners and then the committee requested the necessity to consider the humanitarian situations for about (729) of the poor pensions distributed between pensioners and those eligible for the Civil and Military pensions Funds as the families of those pensioners suffer from the insufficient pensions. Furthermore, the committee monitored the statuses of women, children, persons with disabilities. On the same context, and as the National Human Rights Committee (NHRC) is considered as an independent monitorial mechanism, it drugged its great part of its efforts to monitor and watch the application of the Convention on the rights of persons with disabilities and found a number of challenges, the most important is the situation of the mental disabilities alongside with the imposed isolation due to the lack of mechanisms for integration and accepting them. The said committee also found that merging those persons in schools has been blocked notwithstanding the impediments facing the persons with disabilities concerning the achievement of their goals, obtaining their right to work, exercise sports, and alike. Thus, the Committee started to apply "the action plan on the implementation of the convention of the rights of persons with disabilities for 2015 - 2016"

The Fourth section of this report-on the other hand- focuses on the activities of the committee nationally, regionally and internationally such as the conferences, seminars, training courses aiming at spreading the culture of Human Rights on terms of developing and building other capabilities on top of these activities was holding the Arab-Ibero-American Conference for the National Human Rights Institutions concerning combating the hate and extremism in addition to training courses in cooperation with the governmental and non-governmental, and international Academic foundations addressed to the members of the Civil Society and National Human Rights Committee (NHRC), and law enforcement officials at the Labor Ministry, Public Prosecution, Jurisdiction and Police Authorities.

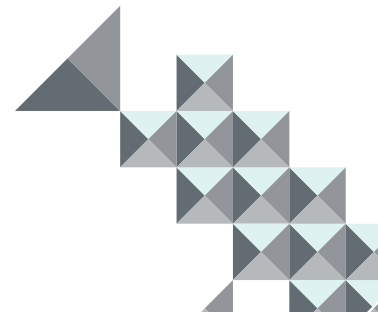
It is worth mentioning that the best practices in the field of promoting the capabilities are the cooperation between the National Human Rights Committee (NHRC) and the non-governmental organizations (NGOs) via conducting training



course about the hotlines specialized in combating Human Trafficking in cooperation with the Qatar Foundation for protection and social rehabilitation and “Polaris” Association. Furthermore, the said committee cooperated with a number of the international governmental bodies such as the Swiss Agency for Development as a Memorandum of Understanding has been concluded for the purpose of training the inspectors of the Ministry of Labor according to the perspective of Human Rights and the agreements conducted by the International Labor Organization further to the cooperation on the domestic level with the Ministry of Telecommunications in the State of Qatar through a program entitled “Better Communication” aiming at spreading the Culture of technology between workers.

While the fifth section of this report concludes with the recommendations of the National Human Rights Committee (NHRC) and their suggestions addressed to the advisory (shura) council judiciary and executive authorities.

Among these recommendations is the urging of the government by the Committee to develop the national legislations in compatible with the international standards of Human Rights, issuing principle laws for promoting the standards of Human Rights of which is the law of regulating the domestic workers in houses, Children Rights Act, Handicapped Rights Act, Mental Patients’ Rights Act , the Pensions Act, the Regulation of the Informative Activities Act, the Election Act, as well as recommended to create mechanisms enabling the workers to quick reaching to the fair methods whether via enforcing the new labor Act, Accommodation Act or via resorting to jurisdiction, such Committee has also advised the government to ratify the international agreements for Human Rights, the International Agreement to protecting the expatriate workers and their family members, the international Agreement to protecting all persons from enforced Disappearance, the optional protocol of the Agreement of resisting torture, the optional protocol to preventing discrimination against women, and the Committee concluded these recommendations by advising to consider and review the general reservations in particular Article no. (9) of optional protocol to preventing discrimination against women as such represents an enhancement for the situation of Human Rights in the State of Qatar and a support to the bodies having the same specializations regionally and internationally in particular under the membership of the State of Qatar in the Human Rights Council, and the chairman of numerous bodies, international & regional assemblies concerned with human rights.



First Section

Development on the Legislative Level

The National Human Rights Committee aims – from this section- at monitoring the national legislative moves issued while drafting this report and monitoring the status of the State of Qatar in connection to joining the Human Rights Conventions both regionally and internationally.

First: National Legislations:

The Committee commented in 2015 on a number of the draft laws submitted by several al bodies requested its consultancy, We will address legislations related to Human Rights directly, and concentrate on the gaps in comparison with the related International Standards as follows:-

A- Laws and Decrees:

- Law No. 1 of 2015 concerning the amendment of some of the Provisions of the Labor Law no. (14) of 2004

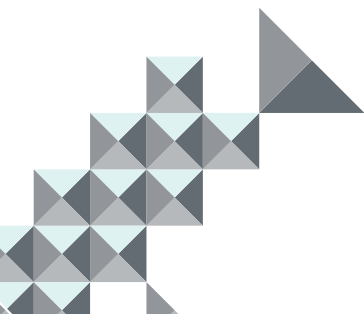
This law grants the employers a grace term as of the date of joining work so as to settle their situations in consistent with its (the law's) provisions, and permits by virtue of a decree issued by the Labor and Social Affairs Minister to extend this term for similar term(s).

Article no. (66) of the above-mentioned Law stipulates that “The wages and other sums to which the worker is entitled shall be paid in the Qatari currency. The wages of the workers employed on an annual or monthly wages shall be paid at least once in every month.

The wages of all other workers shall be paid once at least every two weeks”.

The legislator also obligated – through this Article- the employer transferred to the account of the worker with the bank allowing its disbursement at its decided time by the employee to withdraw it on the due date, and the employer shall not be released thereof only by paying it.

And delegated the Minister to issue the required controls to protect the wages of labors.



The law also determined a penalty of one month in jail in addition to a fine not less than two thousand Qatari Riyals and more than six thousand Qatari Riyals, or either of these two penalties to the violation of the Provisions of Article no. (66).

The National Human Rights Committee – on its part-even if it preferred this amendment that has been made in consistent with the aforementioned and recommended them previously recommend within its successive annual reports to protecting the rights of the works and their due sums what enhancing the Right to work as one of the Human Rights, but at the same time it finds this amendment as defective since it should include solutions and decisions for some of the problems and issues previously contained in many of its previous reports.

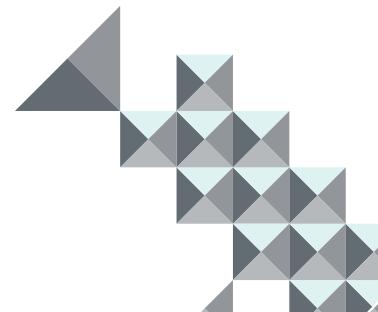
The Committee also hoped to mitigate the restrictions contained in Article no. (116) of the same Law related to the Labor Regulations as one of the labors rights. The Law – even by guaranteeing this right contained in the Article- it was weighted with numerous restrictions.

The same was found with respect to the workers right to strike that has been guaranteed by the same law within article no. (120) , while it was in its turn governed with cruel strict restrictions that are rarely found which requires to reconsider these procedures related to regulating the said rights.

The Committee –also- expected that the amendments may include granting more powers and authorities to the Work Relations Department and the Inspection Department affiliated to the Ministry of Labor and Social Affairs towards the companies and employers in case of violating the provisions of the Labor Law.

- Law no. (2) of 2015 concerning setting the Financial System of the State:

This has been reviewed by the NHRC before its issuance according to the provisions of article no. (3/4) of Decree no. (17) of 2010 related to the regulations of the National Human Rights. The NHRC had remarks thereupon, the legislator avoids many of them, yet they are still fundamental ones, as the committee sees that whatever are contained in Article (4) of the contradict with the rights of the coming generations as one of the Human Rights, the committee has been entitled to protect since it is legally stated that the borrowing and lending shall not be performed unless by virtues of a law as



a guarantee for the next generations as this law shall be reviewed by the Legislative Council, yet the legislator avoided the legal context and allowed both transitions to be performed upon any mechanism complied with the law, as that Articles no. (34), and (36) of the same Law stipulated the appropriation of the possibility to borrowing and lending in accordance with a a decision not by a law, namely with two methods that do not guarantee performance of the borrowing or lending pursuant to a law.

Thus, the committee anticipated to amend this law in the foreseeable Future.

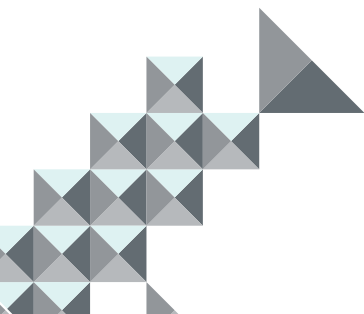
- Law no. (12) of 2015 concerning the amendment of some of the provisions of Decree no, (17) of 2010 related to the regulations of the National Human Rights Committee (NHRC):

This law was issued as an evidence of the support of the political leadership for the National Human Rights Committee and its members.

The said law also states “The National Human Rights Committee (NHRC) has ultimate powers and authorities in exercising its activities related to Human Rights, thus, the member of the committee does not bear any criminal or disciplinary responsibility concerning his or her testimonies before the committee and its subsidiary committees that is included under its jurisdiction.”

It is not permitted – in any cases except for Flagrante- to enter the committee headquarter, its branches, offices, or inspect any of them unless in the presence of an advocate upon an order by the competent judge.....”

The National Human Rights Committee –on its part- praises this draft law as it grants its members more independency, immunity, and robust legal guarantees to perform and execute their tasks stated by law with a great deal of freedom and transparency alongside with devoting the committee respect and appreciation for all the state-run bodies and individuals and highlighting the importance of its role and message related to the national duty, and passing a law that contributes at the continuity of granting the committee rank (A) by the international Coordinating Committee for National Human Rights institutes (ICC) for the second time successively and by this the committee will be granted the said (A) rank for other five years to be expired in 2020, in addition to assisting in enhancing the outstanding status of the committee on both the regional and international basis.



- Law no. (15) of 2015 concerning the Organs transplantation and implantation:

There is no doubt that Organs transplantation and implantation operations are considered to be the most crucial and influential achievements of the modern medicine since these operations grant hope to millions of patients around the world. This law merges both the right to Life and the Right to Health as two noble Human Rights , it –also- (Law) has been approved whilst curbing the Human Trafficking processes – as one of the most prevalent forms of Human Trafficking, as that the importance of criminalization of Human Trafficking to the fact that the purpose of this process is to utilize and exploit the Human Organs considering them a commodity that may be sold or purchased which represents a violation to the Human Rights in general and the Right of Humans to Life and to the Body Safety.

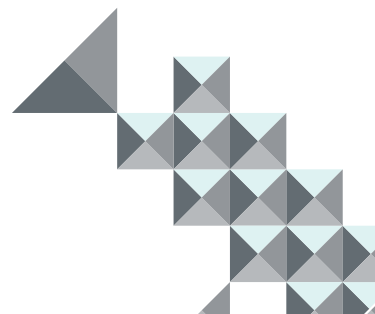
This law also set legislative frames regulating the operations of Organs transplantation, implantation, and tissues so as to prevent any trafficking, and it also includes drastic punishments for the Offenders committing the violations stated in this law.

Though, this law was approved quite compatible with the standards and principles related to the Organs transplantation and implantation set by the World Health Organization in this respect, yet the committee presented two remarks: First; The Law does not include any articles regulating the Organs transplantation and implantation from the corpses of the (unknown individuals); Second: The law does not also compromise and mechanize to guaranteeing and regulating the grievances of the persons benefiting from the Committees Decrees contained in Article no. (15) –the Medical Ethics Committee- in case of rejecting the performance of any Organs transplantation, implantation, and tissues.

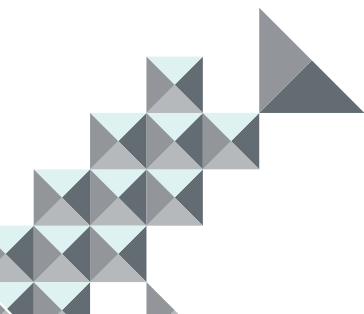
- Law No. (21) of 2015 regulating Entry, Exit and residency of expatriates:

This law is deemed an important step forward, and it was approved within the permanent developments of the internal legislative systems in accordance with the international standards and pursuant to the international obligations to which the State is obliged by virtue of the International Agreements of Human Rights that the State is a party therein, the law implies numerous positive areas; the most important of which are:

- The abolished system of sponsorship that was applicable during the past decades.



- The Law mitigated the restrictions imposed on the freedom of movement and Travel.
- The law granted the employee the right – immediately upon the termination of the Employment contract- to work for another employer without stipulating obtaining the approval or upon the consent of the first employer. This law set the maximum rate of the unfixed term employment contracts (five years) after which the employee may reserve the right to work for another employer without obtaining the approval or the consent of the first employer, thus; mitigating the restrictions imposed previously on the Right to Work, Freedom, and election of work and employer.
- The law stipulates in the second paragraph of Article no. (4) that the entry visa-work visa- to the expatriate shall not be granted only pursuant to a contract concluded by and between the worker/ employee and the recruitment agency according to the conditions and controls legally decided, noting that this is a developed addition to the said law comes in the frame of setting out serious controls to hindering the illicit visas trading, preserving the rights of the workers and protecting them from exploitation.
- Article no. (20) of the same law provides that the Ministry of Interior may obligate the recruitment agency recruited the expatriate to employment subject to the Labor Law to provide bank guarantee to assure the fulfillment of his obligations towards the Ministry of Interior and the recruited worker/ employee which to protect the interests and preserving the rights of the workers or preventing any procrastination.
- The new law realized more protection to the expatriate married women and who lives in the State and has a husband and children inside the State. Thus; her residence will be under the sponsorship of the employer, while upon the termination of her service or the cancellation of her residency permit by the employer, such woman may –as per the provisions of the new law and in case of fulfilling the required conditions-transfer her sponsorship to her husband so as to reunited her family conforming with the obligations of the State pursuant to the International Agreements it (the State) executed in this regard.
- The law stipulates on obtaining the approval of the Minister of Interior or any of the vested deputies for transferring the sponsorship of the expatriate worker to another employer in case of proving any abuse of authority by the employer, and

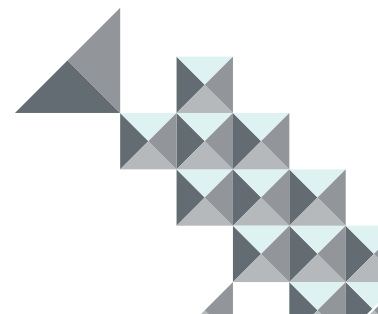


as well -temporary- in case of filing any lawsuits against each other as for the workers/ employees subject to the Labor Act.

The Committee –then- believes that the phrase “Abuse of Authority” should have been defined in addition to mentioning the ways of proving this violation especially in the presence of a Discretionary powers to review all the data.

- The law stipulates to obtaining the approval by the Minister or any of the deputies to transfer the sponsorship of the domestic workers to their spouse or one of their family members who are not subject to the Labor Act to work for new employer after proving any abuse of authority on the part of the recruiter.
- The committee anticipated that the set forth law should have included setting rules for the procedures adopted concerning doubting the abuse of authority till this violation was proved since terminating from affirming the rights requires more time the aforementioned category cannot bear, taking into consideration that those works (who are not subject to the Labor Act) may not own any Personal Identification Cards which may repeat the previous same troubles and problems of exploiting the poor financial status of the workers and the inability to bear the high living standards to stay at the State without work and thus they prefer to leave and forget about their dues in spite of their urgent need for them.
- While the law –on the other hand- prevents seizing the travel permits and documents of the worker by the employer, the newly approved law states the possibility of seizing these permits and travels, in case the worker desires so via a written notification, provided that the employer shall deliver these permits and documents to the worker/ employee upon the request of the latter, where such exception may pave the way to obligating the expatriate worker – even morally- to accept the employer seizure of the employee passport or travel permit.

The law permits to change the employer immediately upon terminating the employment contract term , as concerning the fixed term contract’s and the unlimited contracts of five years contract, while it does not provide any practical solutions for the disputes that may arise between the contracting parties before the termination of the aforementioned terms, also the law referred to a number of important issues for the Executive Regulations and the Grievances Committee at the Ministry of Interior, thus the National Human Rights Committee (NHRC) urges the competent authorities to set



the executive rolls and the standards specialized for the work of the said committee to the full satisfaction of the law and providing more flexible decrees that may respond to the reality and establishing positive practices to protecting the Rights of the Works.

Laws the Committee waits for their issuance:

- The National Human Rights Committee (NHRC) is awaiting for the modifications and amendments of the Pension Law, Regulating the Informative Activities Law, and it – on its part- expected that these amendments may be added in compatible with the aforementioned items especially after submitting its recommendations and suggestions concerning these amendments.
- The said committee hopes to expedite the issuance of the domestic workers Rights Act, The Children's Rights Act, The persons with disabilities Act and the Mental Patients' Rights Act by issuing them in a way that guarantee the legal safety required for these categories and in accordance with recommendations issued by the Human Rights Council and the International Mechanisms of the agreements that the State of Qatar concluded in this respect.

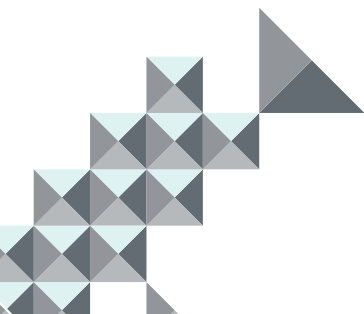
B- Emiri Decisions and Decrees:

- Emiri Decision no. (6) of 2015 regulating the Administrative Control and Transparency authority:

The aforementioned decree was issued to reorganize the Administrative Control and Transparency Authority in order to contribute at accomplishing the highest indicators of Fairness and Transparency in the field of public service, alongside with fighting corruption in all its forms and manifestations and so as for the

Performance of the Administrative Control and Transparency Authority to be more compatible with the provisions of the United Nations Convention concluded against Corruption by applying the implementation of obligations of the State resulted from ratifying and executing the above-mentioned conventions, depending on the means included in Article (1/6) and also involving in the tasks stated in Articles no. (36), (13/46), and (58) of the Convention while coordinating with the local and international parties in this regard.

The said committee desires to indicate the importance of enforcing the role of the Administrative Control and Transparency Authority to involving seriously with its tasks and initiating these tasks actually and practically in the reality.



- Emiri Decision no. (17) of 2015 to Establish (Naufar) Center:

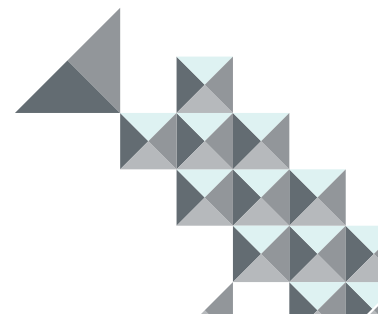
The aforementioned Center which is affiliated to the Supreme Council of Health, that has a legal entity in addition to a budget annexed to the Council's budget, at providing the ideal level of the overall therapeutic, rehabilitative & preventive services, community care in addition to the integrated educational programs and applied research addressed to addiction patients as per the policies adopted by the Council, in the framework of the approved methodologies inside the hospitalization resorts, and this center has in order to achieve these activities all the necessary powers and authorities.

The National Human Rights Committee (NHRC) praises – in this respect- the said decree which was approved among the State's efforts to promote the Rights to Health, and fight addiction as one of the most hazardous risks that could threaten the whole society.

- Emiri Decision no. (27) of 2015 concerning the amendment of some provisions of Emiri Decision no. (15) of 2014 concerning regulating The Cabinet:-

This Decree stipulates the formation of "Governmental Liaison office" that affiliates directly to the Prime Minister headed by an official spokesman of the office, and a decision of its appointment shall be approved by the Cabinet. The office is specialized in numerous specialization, the most important of which are:-

- Exerting expeditious efforts to displaying and presenting the general and positive image of the State for the purpose of clarifying the truth and highlighting the contributions of the country upon various fields and levels alongside with commenting on and responding to any claims or allegations that may affect its sovereignty and international stature in cooperation with the Ministry of Foreign Affairs.
- Enhancing the media relations with all different Mass media, senior editors, and essayists locally, regionally, and internationally.
- Coordinating with the Ministry of Foreign Affairs and all the other governmental authorities regarding unifying the visions related to the State and its Foreign Policy.



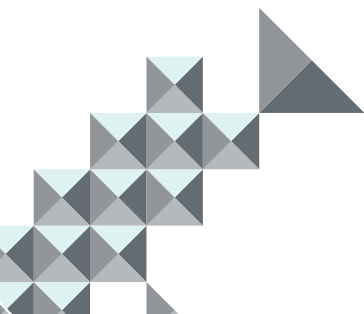
On its part, the National Human Rights Committee (NHRC) praises this decision since it includes the formation of a “ Governmental Liaison office ”in addition to all the other specializations owing to the ultimate importance of the Mass media whilst the recent technological revolution and the importance of showing realities and truths while removing any misunderstanding or doubt and false images that may spread outside the State of Qatar.

- Emiri Decision no. (40) of 2015 concerning the formation of a National Human Rights Committee:

This aforementioned Decree has been approved based on Decree no. (17)/2010 concerning the formation of a National Human Rights Committee amended by law no. (12)/2015.

Besides, the First Article of this law stipulates the Formation of the National Human Rights Committee as follows:

- | | |
|--|--|
| 1- Dr./ Ali Bin Smaikh Al Marri | Rep. of The Civil Society |
| 2- Dr./ Yusuf Mohamed Obaidan Fakhrou | Rep. of The Civil Society |
| 3- Dr./ Mohammed Seif Al Kuwari | Rep. of The Civil Society |
| 4- Dr./ Asmaa Abullah Mohamed Al Attiyah | Rep. of The Civil Society |
| 5- Dr./ Fawaz Bekheet Al Jatal | Rep. of The Civil Society |
| 6- Dr./ Abdelaziz Abdelkhader Al Megheissib | Rep. of The Civil Society |
| 7- Mrs./ Amal Abdelatif Al Mannai | Rep. of The Civil Society |
| 8- Mr./ Abdelrahamn Mohammed Faisal Al Suwaidi | Rep. of The Civil Society |
| 9- Mrs./ Mariam Abdullah Al Attiyah | Rep. of The Civil Society |
| 10- Sheikh/ Khaled Bin Jasim Al Thani | Rep. of the Ministry of Foreign Affairs |
| 11- Mr./ Abdullah Sakr Al Mohannadi | Rep. of the Ministry of Interior |
| 12- Mr./ Mohammed Hassan Al Obaidly | Rep. of the Ministry of Justice |
| 13- Mr./ Saleh Saeed Hamad Al Shawi | Rep. of the Ministry of Labor and Social Affairs |



C) Cabinet Decisions:

- Cabinet Decision no. (18) of 2015 concerning the formation of a National Committee to enforcing the provisions of the International Health Regulations of 2005:

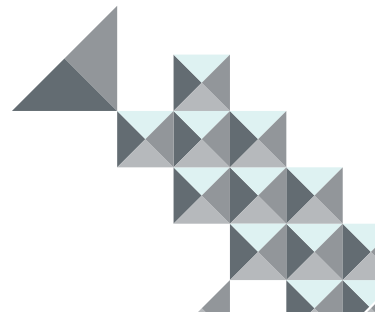
Article no. (2) of this Decree specifies the specializations of the Committee as follows:

- 1- Preparing the Executive Plan to applying the Health Regulations of 2005.
- 2- Reviewing and Developing the strategies and general preventive mechanisms needed to respond to risks that poses a critical concern on the Public Health internationally.
- 3- Submitting annual reports to the World Health Organization concerning the implementation of the provisions of the International Health Regulations of 2005.

The Committee commends this decision as it is approved within the framework of the development of the health system in the State of Qatar in which shall work in enhancing and supporting the Right to Health.

- Cabinet Decision no. (33) of 2015 concerning the amendment of some provisions of decree no. (29) of 2013 concerning the formation of the Grievances Committee related to dispossession of property for public interest alongside with determining its specializations:

The National Human Rights committee has previously asserted - commenting on Cabinet Decree No. (29) / 2013- on the formation of a Grievances Committee concerning the dispossession of property for the public interest and the determination of its specializations in addition to including this comment within its annual report issued in 2013, noting that this comment was set as follows: "The Committee has expected to that the referred Grievances Committee related to the dispossession for public interest as an independent Committee not affiliated to the Minister of Municipality and Urban Planning in realization to independency from the Administrative Body and to realizing more transparency, in order the committee can perform its role effectively and neutrally. However, the amended Decision no. (33) of 2015 failed to take this into consideration, thus the committee ascertained on the same pervious note.



- Cabinet Decisions:

- 1- Decision of 2015 concerning the formation of a ministerial group to coordinating and supervising major projects (With Strategic Importance)
- 2- Decision of 2015 concerning the formation of a ministerial group to stimulating and participating with the private sector in the Economic Development projects.
- 3- Decision of 2015 concerning the formation of a specialized ministerial group to balancing the allocation and reclamation of new lands. These Decisions have been issued in the framework of the current progress witnesses by the State, and the relentless urge towards the realization of the goals of the sustainable development in the light of the "Qatar National Vision of 2030, particularly to stimulating and encouraging the private sector to participate in various economic projects with national and strategic importance.

D) Ministerial Decisions:

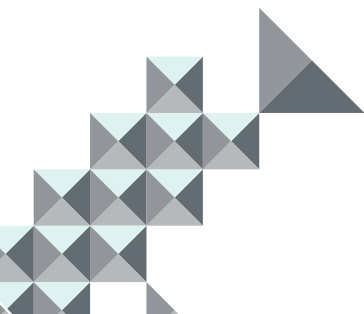
- The Decision by Labor and Social Affairs Minister no. (4) of 2015 with regulating the protection of the Wages System of the Workers/ Employees subject to the Labor Law.

This Decision was approved for enforcing the provisions of Article no. (66) of the Labor Law no.(14) of 2004, amended by Law no.(1) of 2015 concerning the declaration of the necessary regulations required to protecting the Workers'/ Employees' Wages.

This Decision obligates the Employers to transferring the Salaries of the Workers/ Employees to the State's Financial Foundations within seven days of the Due Dates via the Wages Protection System (WPS) which is a program aiming at ensuring the commitment of the employers to pay the salaries of the workers subject to the Labor Law on the Due Dates as per the concluded employment contract and the systems applicable inside the State.

The Minister or any of the deputies –hence- decided to take the below measures and procedures against any Employer who may violate the provisions of this Decision:-

- 1- Ceasing the issuance of any new business licenses or permits.
- 2- Ceasing all the employers' dealings and transactions with the Ministry and this cessation will not include the authentication of the labor contracts.



Besides, this cessation may be revoked by the minister or any of his deputies, after submitting a document proves the full transfer of the carried-over salaries by the Employer.

On its part, the Committee appraises this Decision that comes in the frame of Workers Rights protection to enforcing the provisions of the previously mentioned Law No.(1)/2015.

- Decisions by Minister of Municipality and Urban Planning:

- Decision no.(120) of 2015 concerning the plate of the site.
- Decision no.(121) of 2015 concerning the Fence of the site.
- Decision no. (122) of 2015 concerning Pavement works.

This Decision has been issued in application to the project of the stipulations manual of reducing the damages caused by the constructions, maintenances and demolitions in the sites approved by the Cabinet at its regular meeting of 2013 and held on Jan.1, 2013 in compliance with the relevant international standards in this field, as part of efforts exerted to protect the rights of workers and other inhabitants of the areas where constructions are performed.

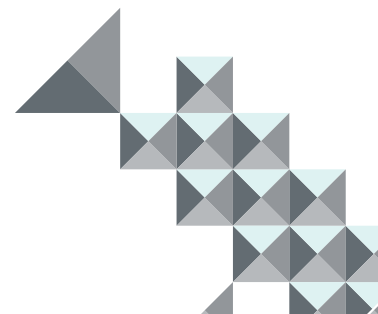
- Decision no. (47) of 2015 issued by the Minister of Youth and Sport concerning the formation of the Qatar Sports Federation for All:

This Federation aims at spreading the awareness of the concept and philosophy of sport for all, and work to expand the scope of exercising the sports in the State.

The Committee – that’s why- praises this Decision, as the purpose and the objective of forming this Federation is to contributing in promoting and encouraging the practicing of sports as it is a key element maintaining the health and human life, refining and altitude of morals. Moreover, Sports also considered as being one of the most important elements to fighting any physical and mental illness such as smoking, drug addiction, alcohol abuse, moral degeneracy, extremism, violence, and other delinquent behavior.

G) Other Decisions:

- **Decision no. (1) of 2015 concerning the amendment of the Statutes of Qatar Foundation for Social Action:**



On 5/9/1434 (A.H) corresponding to July 14, 2013 (A.D), Her Highness Sheikha Moza bint Nasser Qatari established the said Foundation for Social Action as a private institution for the public interest pursuant to the provisions of Decision No. (21) of 2006 concerning the private enterprise linked to public interest, Her Highness allocated the required financial support and funds and identified the ways and means of management in addition to setting the appropriate statutes stipulated by the aforementioned Decision.

Her Highness issued the said Decision concerning the amendment of the Statutes of Qatar Foundation for Social Action to achieving greater cohesion and harmony between the systems and methods of executive action and the specialization of the institution alongside its goals for the purpose of accomplishing a kind of balance between the idea of responsibility, authority and hierarchy of power for ensuring the proper workflow of the institution

Her Highness also issued the Following Decisions:

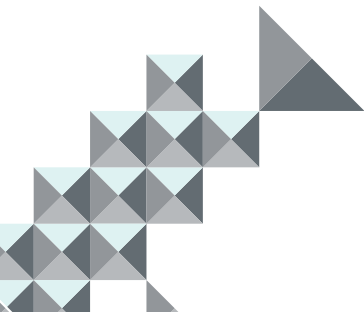
- Decisions no. (3) of 2015 concerning transferring the Social Development Center into a private institution with public interest.
- Decision no. (5) of 2015 concerning modifying the title of Shafallah Center for Children with Special Needs.
- Decision no. (6) of 2015 concerning modifying the title of Qatar Foundation for Elderly People Care.
- Decision no. (8) of 2015 concerning modifying the name of Qatar Foundation for Protection and Social Rehabilitation.

These Decisions were all issued within the same framework and the previously mentioned purposes aiming at implementing their (the institution and centers) work appropriately alongside with fully execution of their duties in serving the community.

Second: International Conventions:

A) Joining to the International Conventions of Human Rights:

A Committee affiliated to the Cabinet has been formed since 2013 specialized for studying the possibility of concluding the International Human Rights Conventions, while the results of the study have not been issued yet till the date of setting this report.



Decision No. (20) of 2015 has been issued for approving the conclusion of Arab Charter of Author and Copyright Protection and related rights), the amended version of the Arab Agreement of Author Copyright Protection- Baghdad 1981.

Decision No. (21) of 2015 approving the conclusion of the Budapest Treaty on the recognition International Deposit of Microorganisms for the Purposes of Patent Procedure.

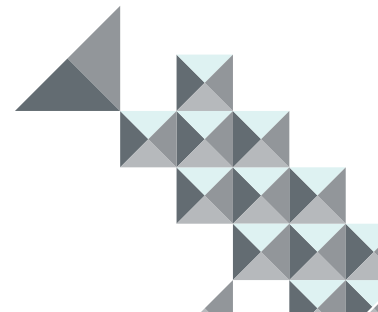
The Committee -thus –praises the State for concluding these two conventions concerned with the protection of patents rights and the right of the Industrial property, copyrights and intellectual rights which are part of the human rights that are necessary to be protected, and urged the government to approve the conclusion of the following:

- International Convention on economic, social and cultural Rights;
- The International Convention on Civil and Political Rights;
- The International Convention for the Prevention of enforced disappearance.
- The International Convention for the Protection of All Expatriate Workers and Members of their Families,
- Optional Protocol of the Convention against Torture,
- Optional Protocol of the Elimination of Discrimination against Women.
- Optional Protocol of the Convention on the Rights Persons with disabilities.

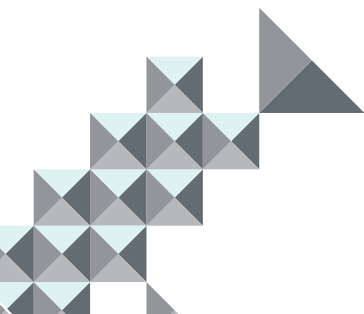
Therefore, the Committee recommends reviewing the general reservations, and some reservations, such as article no.(9)Elimination of Discrimination against Women Conventions, which represented an enhancement to the human rights situation in the State of Qatar and to supporting the bodies working in this same field both regionally and internationally especially under the membership of Qatar at the Human Rights Council, and its presidency of many international bodies and regional groupings concerned with Human Rights.

B) Conventions approved by the State:

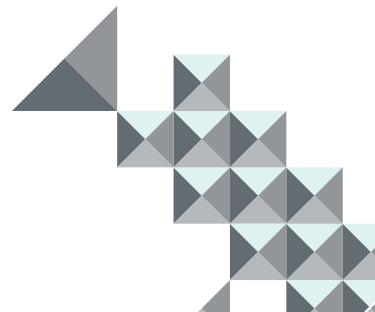
The Below table includes the standing point of the State of Qatar concerning approving on the most important International Human Rights Conventions and the reservations of the State:



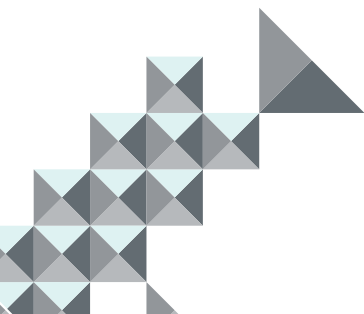
Ratification Status by the State of Qatar	The Most Important Human Rights Conventions	Reservations
Not Ratified	<p><u>International Legitimacy of Human Rights</u> - The International Convention on the Economic, Social and Cultural Rights of 1966.</p>	
Not Ratified	International Convention on the Civil and Political Rights of 1966.	
Not Ratified	The Second Optional Protocol of the Convention On Civil and Political Rights of 1996.	
Not Ratified	The Second Optional Protocol annexed to the Convention On Civil and Political Rights of 1998.	
Ratified on July 24, 1976	<p><u>Elimination of Discrimination</u> Internationaional Convention on the Elimination of All Forms of Racial Discrimination of 1965</p>	Reservation to any explanation that contradicts the principles of Islamic Sharia as stated in the provisions of the Convention
Ratified on March 19, 1976	International Convention on Suppression and Punishment of the Crime of Apartheid	Reservation to any explanation that contradicts the principles of Islamic Sharia as stated in the provisions of the Convention



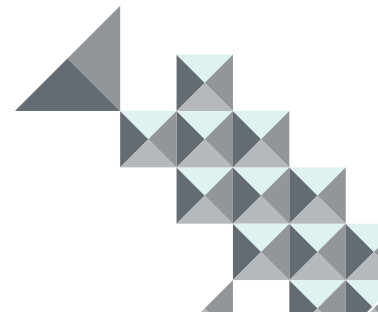
Ratification Status by the State of Qatar	The Most Important Human Rights Conventions	Reservations
<p>Decree no. (28) Ratified on June 23, 2009</p>	<p><u>Women Rights</u> Convention on Elimination of All Forms of Discrimination against Women of 1979</p>	<p>The State of Qatar has a number of reservations on the following Articles of the Convention: Article no. 2/1 Article no. 9/2 Article no. 15/1 Article no. 15/4 Article no. 16/1 These reservations are related to the rules of hereditary transmission of authority, granting equal rights to men with regard to granting nationality to children and husband, in addition to matters related to inheritance and testimony, and the freedom of movement, choice of residence & local housing, and all the other matters relating to marriage and family relations</p>



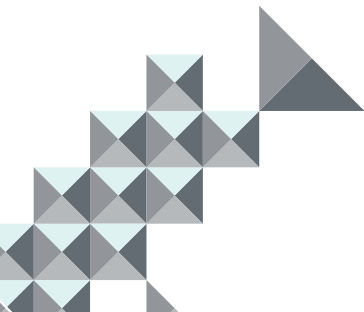
Ratification Status by the State of Qatar	The Most Important Human Rights Conventions	Reservations
Not Ratified	-Optional Protocol of Convention on the Elimination of All Forms of Discrimination against Women of 1999	None
Not Ratified	- Convention on Political Rights of Women of 1952	None
Decree no. (54) of 1995	<p style="text-align: center;"><u>Children's Right</u></p> Convention on the Children's Right of 1989	Reservation on Articles no.14 and no.2 of the Convention concerning the freedom of thought, religion, and punishment based on the position of the Child's father or guardians
Decree no. (15) of 2003	Optional Protocol of Convention on the Rights of the Child on the sale of children, child prostitution and child pornography of 2000	None
Instrument of ratification dated 25/7/2002	Optional Protocol of the Rights of the Child Convention on the involvement of children in armed conflict of 2000	None
Decree no. (29) of 2001	Elimination of the Worst Forms of Child Labor Convention And Immediate Action for the Elimination no. (182) of 1999.	None



Ratification Status by the State of Qatar	The Most Important Human Rights Conventions	Reservations
Instrument of ratification dated 7/12/2005	Minimum Age Convention No. (138) of 1973	None
Decree no. (27) of 2001	<p style="text-align: center;"><u>The right to physical integrity</u></p> <p>- The Convention against Torture and Other types of treatments cruel, inhuman or degrading, Treatment of 1984</p>	Reservation to any explanation that contradicts the principles of Islamic Sharia as stated in the provisions of the Convention as well Articles (21) & (22) of validity of the Against Torture Committee
Not Ratified	Protection from Torture and others kinds of treatments or cruel , inhuman or degrading punishment of 1984	
Instrument of ratification dated 6/6/1967	International Convention on the Elimination of Discrimination in Employment and Occupation No. (11) of 1958	None
Decree no. (26) of 2003	Convention on Forced Labor No. 29 of 1931	None
Decree no. (14) of 2007	Prohibition of forced and compulsory labor agreement No. (115) of 1957	
Not Ratified	Convention relating to the right to Organise and Collective Bargaining No. (98) of 1949	



Ratification Status by the State of Qatar	The Most Important Human Rights Conventions	Reservations
Instrument of ratification dated 28/4/2008	<p style="text-align: center;"><u>Rights of Persons of Disabilities</u></p> Rights of handicapped Convention of 2006	None
Decree no. (17) of 2007	<p style="text-align: center;"><u>Right to establish Justice</u></p> United Nations Convention against Corruption of 2003	- With reservation on the provisions of Paragraph(2) of Article (66) of the Arbitration Convention and the referential of the dispute to the International Court of Justice
Decree no. (10) of 2009	United Nations Convention against Transnational Organized Crime	None
Decree no. (10) of 2009	Protocol of Prevention and suppression of human trafficking and in particular women and children complementary to the Transnational Organized Crime of 2000	None
Decree no. (21) of 1985	<p style="text-align: center;"><u>Other conventions</u></p> Protection of the World Cultural and Natural Heritage Convention of 1972	None
Decree no. (50) of 1986	The Arab Convention for the protection of the rights of the author of 1981	None
Instrument of ratification dated 17/11/2008	Arab Charter on Human Rights of 2004	None
Decree no. (27) of 23/6/2009	Protection and Promotion of the Diversity of Cultural Expressions Issued by UNESCO in October, 2005	None



The Second Section

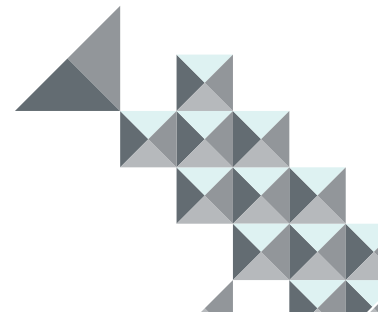
Human Rights Situation in Qatar

The Committee shall monitor the human rights situation in the State of Qatar and according to the divisions of rights enjoyed by the population to civil, political, human, economic, social, cultural rights including the national legislation, procedures, extent of appropriateness to the international standards of human rights, and provision of recommendations and proposals.

First: Civil and Political Rights:

These rights shall be treated upon the following order

- 1- Right to Life
- 2- Right to Protection from Torture and others kinds of treatments or cruel, inhuman or degrading punishment.
- 3- Right to freedom and personal Safety.
- 4- Right to mobility and freedom of choosing the Residence.
- 5- Right to Litigation and Fair and Just trails.
- 6- Right to Election and Nomination
- 7- Right to freedom of Religion and Belief
- 8- Right to Freedom of Opinion and Expression.
- 9- Right to Peaceful Assembly
- 10- Right to Establish Associations.
- 11- Right to Equality and non-discrimination.



1. Right to life

It is the first rights of every person guaranteed by international covenants and conventions⁽¹⁾

The NHRC did not monitor or receive reports or complaints indicate a violation of this right which may fall within the scope of the responsibility of public authorities representing the continuity of the positives of this right.

Qatar failed to apply any death sentence since 1995 up to the date of this report, as three sentence to death were issued during 2015, and for those judgments are still under appeal before the Court of Cassation.

It also is worth to mention that the Qatari Criminal Procedure Law contained a series of guarantees to those who sentenced to death that NHRC has already referred thereto in its previous annual reports.

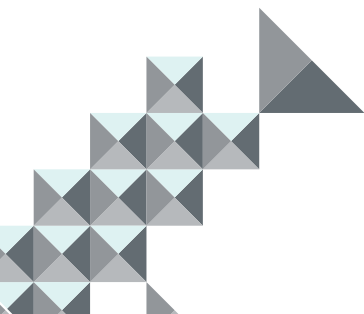
2. Right to Protection from Torture and others kinds of treatments or cruel, inhuman or degrading punishment.

The Permanent Constitution of the State of Qatar⁽²⁾ and the international conventions acknowledge the criminalization of torture, especially the Torture and others kinds of treatments or cruel, inhuman or degrading punishment International Conventions ratified by the State in the 2001.

The National Human Rights Committee has continued during the period covered by the report it internal visits to Penal and correctional institutions and places of imprisonment, detention, and conducted 17 surprise visit to the management of penal and reform institutions, the central prison and the police station Umm Salal Jail, deportation jail, Rayyan Security management, and the Department of Industrial Police, and the Department of Psychiatry at Hamad Medical City to find out the human rights of detainees conditions in these places, and prepared detailed reports thereof, together with its recommendations. While it failed to find any evidence or signs over the detainees indicate that they were tortured, listened to the stories of three of them

(1) Articles (5.3) of Universal Declaration of Human Rights 1948 and Article (6) of the International Covenant of the Civil and Political Rights of 1966 and Article (2) of the EU Convention on protection human rights and fundamental freedoms in 1951, and Article (4) of the American Convention on Human Rights 1969 and Article (5) of the Arab Charter on Human Rights 2004.

(2) Article (36) of the Constitution of the State of Qatar of 2004.



alleged beatings and ill-treatment during the investigation phase, and investigate the judiciary's position on the defendants' claims. The Committee reviewed the judiciary investigations documents which reported these allegations lack evidence.

And based on the specialization of the National Human Rights Committee to monitor the implementation of the Convention on the Prevention of Torture, it set out an action plan 2016-2017 to monitor detention places including the conduction of fifty unscheduled visit, preceded by intensive training courses- to lifting capabilities of working visits team in the Committee and approving a Regulations to monitor and match the standards of the United Nations, as well, to conduct training to the law enforcers to raise cultural awareness, including the plan of the Committee focusing in the role of the national mechanisms to monitor the detention places such as the Ministry of Interior, the General Prosecutor's Office and the judiciary, to make further efforts in this regard.

In this context, the Committee has recommended the government to ratify the Optional Protocol of the Convention.

3. Right to freedom and personal security

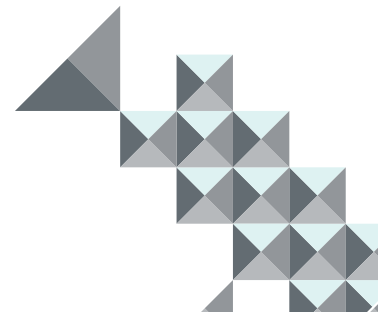
The permanent constitution of the State of Qatar shall guarantee personal freedom and prevent interference in private affairs⁽¹⁾, as the prevailed public climate in the State generally is positive, the residents of the State of Qatar ranging from citizens and expatriates enjoy living under secure stable atmosphere.

For the seventh consecutive year , Qatar is on the top of the list of Middle East and North African countries in the peace indicator of 2015AD

As it ranked No. 31 on the global level amongst 162 countries contained in the report. The report classifies the sequence of countries globally in the light of a scale reads the degree of enjoyment of the country to peace and internal security and stability during the year of the preparation of the report.

But there are still some significant challenges that faces the way of this right, the National Committee of Human Rights has already noted thereof in its previous reports and recommended more than once to modify them and recommended more than once to amend then observing the international principles and standards of the

(1) Articles (36) & (37) of the Constitution of the State of Qatar of 2004

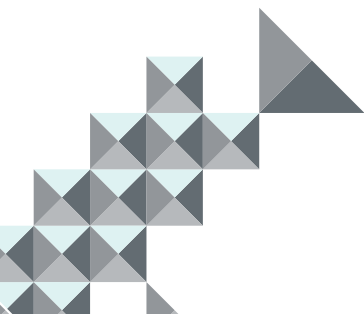


Human Rights applicable in this regard, and there is no way before the committee to re-emphasize them and recall them once again to need of:

- Reconsidering some provisions of Law No. 17 of 2002 concerning the protection of society contained in the Articles (1 &2) which allow the retention to the accused in some cases by a decision for a period up to two years without bringing before or referential to the court to prove an individual is guilty or not in a trial that guarantees to exercising the right of defense according to the provisions of Article (39) of the country's permanent constitution.
- Reconsider some provisions of Law No. (5) of 2003 concerning the State's security contained in Article(7) amended by Law No. (11) of 2008 AD with the reservation to those who are suspected of committing crimes that fall within the jurisdiction of the State's security body for a period up to thirty days without being brought before the public prosecutor.
- Reconsidering the provisions of Article (18) of Law No. (3) of 2004 concerning terrorism, as the Public Prosecution allows the provisional of the accused for a period reach to six months without bringing before the court.
- In general, the system of the Preventive detention as a measure of investigation proceedings and trial in criminal matters is still widely used. Where the Committee indicated in its previous reports that the Preventive detention represents in itself a punishment and the in particular that the provisions of the Criminal Proceeding Laws permits the renewal of the Preventive detention for periods up to half of the sentence prescribed for the charge that the accused is tried in its concern, although he is accused and he has not been condemned yet.

- Deportation Center

The National Human Rights Committee pointed out in its previous reports to its observations in connection to deportation detainment and recommended more than once the need to modify or replace the system. Perhaps the most prominent challenges faced by human rights during the period covered by the report, is the prolonged detention of those who are held imprisoned, as the Ministry of Interior stated that the reason for the delay of securing their deportation is either they illegal entry to the state or lacked citizenship documents accordingly, we contacted their embassies to extract travel document for them which prolong the time of their detention.



The Interior Ministry is seeking to expand its deportation Detainment and application of the standards of the places of detention in the deportation detainment as the best means to solve all these problems and to avoid any violations may occur to Human Rights.

- Forced disappearances:

The National Human Rights Committee did not monitor or receive any reports indicating the existence of any case of enforced disappearance during 2015 AD. The committee encourages the Government to ratify the International Convention an enforced disappearance, as for the great efforts and initiatives provided by the State of Qatar in international cooperation to restore abductees to their families.

4. The right to mobility and freedom of choosing the Residence

The Law No. (21) of 2005 of regulating the entry and exit of expatriates and their residence revoked the sponsorship system applicable along previous decades.

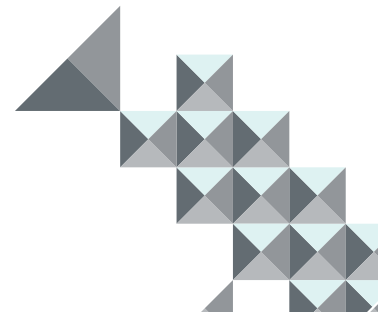
Since the law mitigated the restrictions imposed on freedom of mobility and travel, system of exit permission, However, it failed to revoke it completely and there are concerns on the said law referred thereto in the first section.

5. The Right to Litigation and Fair and Just trails.

The Committee pointed out in its report of 2014 to challenges, including, not to activate the work of the Constitutional Court, and the continuation of immunizing certain administrative decisions from judicial review, and the expansion of the investigation into the use of the provisional imprisonment, the length of Preventive detention and renewal it to long periods up to a half of the sentence term prescribed by law

In addition to the problems related to executive Procedures as the multiplicity of adjourning the case sometimes for the same reason,

In addition to other challenges related to the system of execution of judgments, and referential to experts without a need thereof which shall consequent the delay of determining in the case for six months at least. The most prominent example thereof is the labor lawsuits that related to delayed wages. Where the Committee considers that these cases need only to request authenticated documents from the employer



including the months that the workers receiving their wages, then the Court shall adjudicate him whatever wages failed to be paid monthly as long it is fixed.

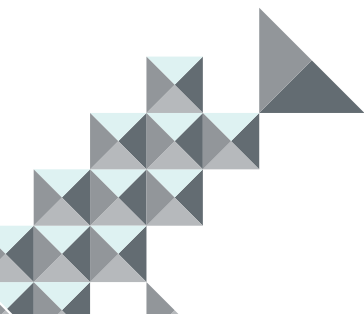
Expert fees paid by the plaintiff represents a problem despite that the law stated the exemption of labor lawsuits from the expenses, but the plaintiff still has to pay the expert fees less than six hundred Riyals. And in some cases it reach to a thousand Riyals, as the expert fees form a restriction on practicing their right by referring to the court.

Despite the acknowledgment of the National Human Rights Committee that the judge presides over court proceeding, and either alone or as a part of panel of judges has the jurisdiction to assess the expert's reports and the judicial judgments shall not satisfy half of litigants before the courts for losing legal litigations, However, this shall not prevent the Committee to submit its concerns on the reports set out by experts, and talk in details about such issue, as we trust the discerning readers of this report.

The Committee considers that there are many says in such concern are due to the fact that the experts used by the courts are not Public employees, but they are private offices registered in the records of experts in which there is not any control over their work, other than the court referential of the case to an expert and deciding that say that it is unspecialized in the subject of the duty the expert is mandated thereof, accordingly; courts on its own can't be responsible for evaluating the work at experts.

By reviewing the judgments of by different courts, in particular the First Instance Court, it becomes apparent that there is spelling errors that may not be proper in the judicial judgment, this shall affect the prestige and respect to the judicial judgment pronounced in the name of His Highness The Emir in addition to what it may result in altering their meaning which may affect the validity of the Judicial judgments.

Thus, the Committee shall refer to this matter in the Fifth Chapter in its recommendations, hoping to be considered to guarantee more fair and just trails to all people.



It is worth mentioning that the convening of the 13th UN Conference to prevent the crime and the criminal justice in Doha on the period from 12th to 19th April, 2015AD concluded to passing the Decision (1) by the declaration of Doha in connection to merging the crime prevention and the criminal justice in the broader agenda of UN in order to facing the social and economic challenges and enhancing the rule of law at the national and international levels and the participation of the public, the Declaration ascertained – amongst whatever it affirmed, on the compliance of the Member States’ to guarantee the right of every individual to a fair trial without unnecessary delay before a competent, independent and neutral tribunal established by the law and facilitate the ways of reaching to the justice equally with the guarantees to observing the procedural principles and facilitate the use of an advocate and interpreter, if needed and guarantee the provisions of Vienna Convention on Consular Relations of related rights. And to exercise due diligence to prevent acts of violence and control them, and take legislative, administrative and judicial measures to prevent all forms of torture and others kinds of treatments or cruel, inhuman or degrading punishment, and sue the perpetrators of such acts and punish them, In order to eliminate the possibility of impunity.

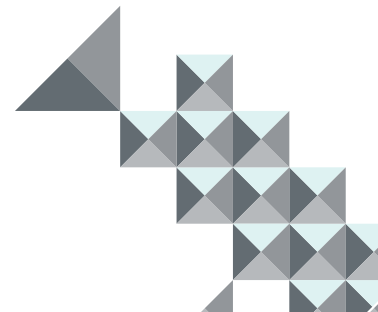
Table (1)

**Ordinances of preventive detention and releases
according to number and nationality**

Ordinance / decisions	Qatari	Non-Qatari
ordinance of preventive detention	350 ordinances	3153 ordinances
ordinance contained imprison release	120 ordinances	160 ordinances

6. Right to Election and Nomination

The period covered by the report witnesses the membership of the Central Municipal Council election by 127 candidates including 5 women, 29 candidates won including 2 women. The number of voters were (14671) representing the ratio of (6998%) of the total number of the voters registered in the constituencies.



The Central Municipal Council aims to work with the available means to the country's progress in Municipal Affairs field, it is an independent, advisory and censorship councils in discussing all issues and problems. It plays a complementary role with the Ministry of Municipality and Urban Planning

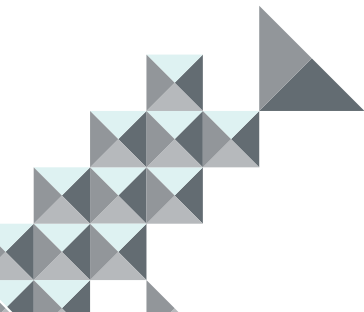
- The Role of the National Human Rights Committee to monitor the Central Municipal Council elections in 2015 AD

The Committee has exercised its role in spreading awareness and education and the right to run election, and has conducted several activities as follows:

1. Organizing a scientific seminar in partnership and cooperation with the Department of Psychological Sciences- Faculty of Education, Qatar University entitled: "Political rights of women in religious and legal vision" on March 18.
2. Organizing a discussion panel on "Political rights of persons with disabilities at Qatar Social & Cultural Center for the Blind, on March 29.
3. Organizing a seminar of the political rights of the persons with disabilities for election and nomination in partnership and cooperation with the Social Cultural Centre for the Deaf on May 11.
4. Launching SMS awareness service in cooperation with telecommunication companies for a week. In which 100,000 (one hundred thousand) SMS were sent. 20,000 (twenty thousand) introducing leaflets about the right of citizens in the electoral process were distributed on April 16.

The NHRC monitored the progress of the electoral process with all its details, where officials the electoral committees showed Full awareness with their responsibilities and they did not set any restrictions before the observers, the following have been monitored:

1. Sufficient electra Committees for voters in each constituency.
2. Lack of any promotional materials in all constituencies..
3. Facilitation of the process of voting of the elderly people.
4. No pressure was excerciced during filling in ballot papers.



5. Providing proper place to fill in the ballot papers confidentially.
6. Ballot boxes were organized, sealed and obvious to everyone.

On the other hand, some Constituencies were unknown to voters, as well some constituencies failed to facilitate the access and vote of the persons with disabilities thereto despite the availability of such facilities in other Constituencies.

Report of the NHRC working group on monitoring the elections of the Central Municipality Council on 2015 concluded recommendations as follows:

1. Providing the necessary arrangements to facilitate the vote for the persons with disabilities in all constituencies
2. Providing educational pamphlets and brochures for the persons with disabilities as blind and deaf prior to the election with the intensification of the awareness campaigns for this group to ensure their effective participation in the electoral process.
3. Continuing in the registration of voters till after the declaration of the names of candidates to give a greater opportunity to participate and to increase the number of voters, where it was noted that many voters expressed their desire in registration after the announcement of the names of candidates due to the existence of some qualified candidates who are able to achieve the hopes and aspirations of voters.
4. The need for the adequate instructions to voters about some of the electoral constituencies.

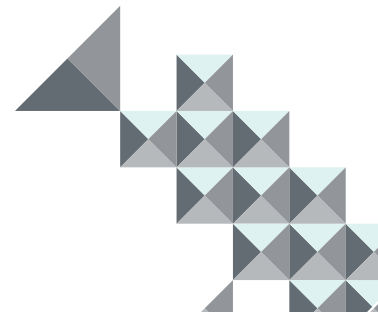
- Advisory Council (Shura Council)

The National Human Rights Committee still looks forward to conducting the elections scheduled for the advisory council as a legislative authority

Pursuant to the provisions of the permanent Constitution of the state of Qatar in this regard⁽¹⁾, the Committee hopes to conduct elections as soon as possible provided that it shall be preceded by the issuance of the regulating law of election which shall contain the conditions and procedures of nomination and election⁽²⁾. With a recommendation by the Committee of that the law shall have a space in the social

(1) Article (76) of the Constitution of the State of Qatar of 2004

(2) Article (78) of the Constitution of the State of Qatar of 2004



dialogue and discussion in a manner that shall ensure harmonization and enhance the participation and representation of all groups and segments of society including women and persons with disabilities.

7. Right to freedom of Religion and Belief

The Constitution of the State of Qatar⁽¹⁾ guarantees the freedom of Religion as the citizens and residents are practicing their religious rites freely. So the State established a Religious Complex contained the various Christian churches to enable them to practice their religious rituals as well the Doha Centre for Interfaith Dialogue to work on spreading the culture of dialogue and coexistence between religions and the acceptance of others.

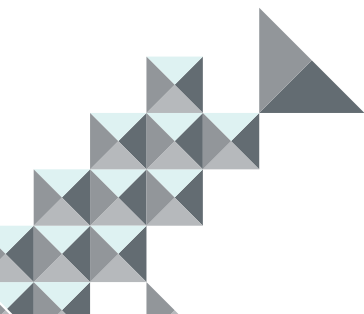
The NHRC received during the period covered by the report a complaint by two security individuals (Muslims) working for a security and companies stating that the company had terminated them due to long beard, which constitutes a violation to their religious freedom, the Committee sent a letter to the department of the Human rights at the Ministry of Interior in connection to their complaint, the Department reported that it had taken special procedures to consider the complainants, where the complaint was dismissed due to lack of the evidence on arbitrariness of the referred company. The Committee has not received any other complaints related to the discrimination or harassment of other religions.

8. Right to Freedom of Opinion and Expression

The National Human Rights Committee has not received any complaints with regard to the right to freedom of opinion and expression, and there is a clear and increasing approach and a real will by the wise leadership of the State towards the promotion of this right, is clearly shown in the numerous local, regional and international seminars and conferences held ⁽²⁾, which were governed by the free discussions on all political, cultural and social levels. As for the Press and Publications Law, which dates back to 1979 does not reflect this evolution and the delay in passing a law to regulate media activities to adopt recent legislative philosophy in compliance with the international

(1) Article (51) of the Constitution of the State of Qatar of 2004

(2) for example, but not limited the conference of "Freedom of opinion and expression in the Arab world between reality and ambition" organized by Public Freedoms Department and Human Rights in Aljazira Network in cooperation with UN and National Human Rights Committee on 2223- March, 2015 AD

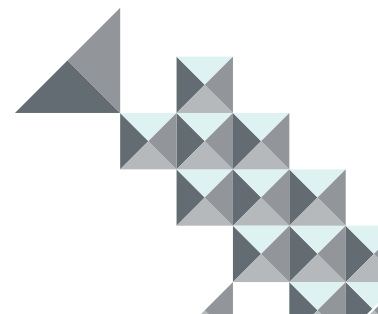


standards in ways that enhance freedom of opinion and expression and freedom of press is a very important to find a stable and secure environment within a law guaranteeing freedom of opinion and expression, and at the same regard there is a fear on the freedom of opinion and expression about whatever are contained in Law No. (14) of 2004 concerning combating cybercrimes and using loose phases like (violation of the public system or general principles), the same concern in Press and Publications Act No. (8) of 1979 AD.

It is worth mentioning that Third Conference on Arab Ibero-American did large on combating hate speech was held in Doha during the period from 15 to 16 September, 2015 in cooperation between the NHRC in Qatar, the Arabic Network for National Human Rights Institutions, the US Human Rights Network, representatives of National Human Rights Institutions in the Arab region, their counterparts from the American continent, besides the High Commissioner for Human Rights, the Arab League, the Gulf Cooperation Council (GCC), some Organizations and centers on human rights and the dialogue of religions and cultures had participated in the dialogue.

This dialogue is considered the third of its kind, where the first dialogue was held in Morocco on 12- 13 October 2010 under the title the protection of human rights and their promotion, while the second one was held in Mexico on June 3, 2014 under the title phenomena of immigration and general policies govern it and the role of the national human rights institutions.

While this dialogue had discussed the issue of anti-hate speech and extremism and aimed to find out mechanisms and conceptualize for an action plan that shall reduce the hate speech and extremism. While the key objective of the conference is to exchange views, ideas and best practices and experiences in the area of anti-hate speech and extremism as the conference covered in six addressed topics of national legislation, International instruments and guarantees of freedom of opinions and expressions protection, freedom of expression and transparency. In a manner that shall not contradict with the respect of Religions and laws that prevent their contempt, as well as liabilities related to confront hate and intolerance speech , the dialogue has not ignore treating the role of educational and religious institutions in promoting a culture of tolerance and anti-hate speech and extremism and generalize the idea of the democratic dialogue between religions as a mean to promote peace, and focused



on the role of the national bodies in reducing hate speech, its prevention thereof and responsibility to disseminate a human rights culture to reach to the dialogue , tolerance, love and peace, as well the importance of having a political will to eradicate the hate speech.

9. Right to Peaceful Assembly

The Right of citizens to peaceful assemble is guaranteed by the Constitution⁽¹⁾, and the National Human Rights Committee has not to monitored or receive any complaint about this right during the period covered by the report, and the authorities does not put any obstacles to exercise this right.

However, the Committee wishes to recall what has been noted in its successive annual reports of the necessity of reconsidering some provisions of the public meetings law and marches No. (18) of 2004 AD as they represent a restriction on the exercising of this Right which requires the amendments of the provisions of Articles (3,4,5,6,11,12,13,15,17,18,19) of the referred Law.

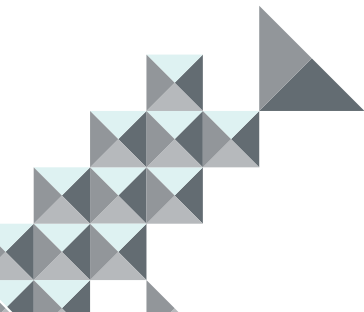
10. Right to Association

Freedom of association is guaranteed according to the Constitution of the State of Qatar⁽²⁾, so the Committee repeats its recommendation of the importance to reconsider some provisions of Law No. (12) of 2004 regarding associations and private institutions to reduce the restrictions connected to the procedures of establishing the Association and determine the scope of their work, and grant them more powers to perform its duties, which requires to modify the provisions of the referred Law to include the mitigation of the financial conditions, and the mitigation of the administrative authority on the associations, and appealing before court any administrative decisions issued in their concerns.

As giving spaces for civil society and the expansion of the establishment of the professional associations to realize positive results in preserving the rights of its affiliates, taking care to their common interests, the Committee emphasizes the need to expand the association targeting the care, protection and promotion of the rights of

(1) Article (44) of the Constitution of the State of Qatar of 2004

(2). Article (45) of the Constitution of the State of Qatar of 2004



certain groups such as the rights of women, children, persons with disabilities, elderly people, workers, prisoners, psychiatric patients and others.

11. Right to equality and non-discrimination

The Constitution of the State of Qatar provides on the equality between men and women in rights and duties⁽¹⁾, only the discrimination between them in

granting the citizenship to children's is still constituting one of the most important problems facing this right, and whatever shall consequent upon the discrimination of the sufferance of Qatari citizens in their children's education, care health and employment opportunities, compared to what the children's of citizens of the Gulf Cooperation Council (GCC) enjoy of rights than those enjoyed by the children of Qatari women, and compared to unknown parentage, who enjoy Qatari nationality.

In this place, the National Human Rights Committee would like to refer to the need to reconsider the discrimination between original Qatari citizen and the naturalized Qatari citizens in the rights acquired by each of them, with the implementation of the recommendations already submitted to the Government by the Committee in this regard.

Second: The economic, social and cultural rights

1- Right to work

A- Qatari employees

B- Non-Qatari employees

C- Domestic workers

D- Combating-human trafficking

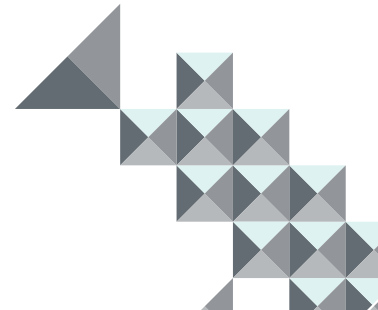
E- Best practices

2- Right to Health

A- Treatment Abroad Committee

B- Mental patients

(1). Article (34) of the Constitution of the State of Qatar of 2004



3- Right to Education

4- Right to housing

5- Right to a Decent Life

1- Right to work

A- Qatari employees

The country ensures the right to work while the Human Resources Law organizes the civil employees' rights in ministries, governmental bodies, institutions, and local authorities. On the other hand the law applies on the private and joint sector institutions alongside with the law that organizes entering the Expatriates.

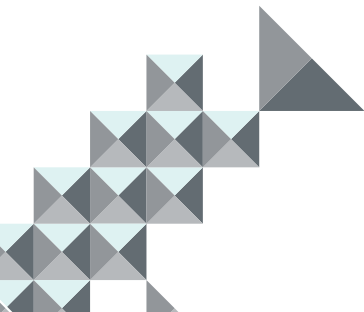
The committee observed renewed efforts for the state of Qatar to provide working opportunities for all the citizens in the private sector besides the state sector. The total number of the Qatari citizens' requests submitted to the National Human Resources Management during 2015 was (895) citizen, (424) appointed in jobs, they were (266) male, (158) female. Knowing that (405) the jobs in the private sector has been submitted to them but they refused.

There are some other problems facing the Qataris to obtain this right such as; lack difficulty to a suitable works due to their capabilities.

The Ministry of Labor and Social Affairs confirmed to the NHRC that the number of jobseekers has been increased as a result for the successes achieved by the educational and vocational institutions in graduating the skilled and high efficiency personals and national manpower that able to participate effectively in achieving the integrated development.

Therefore the ministry's efforts diverse in such field according to the followings:

- Registration of the jobseekers
- Guide and instruct the governmental bodies and employers operating in the state by the importance of participation of the national manpower in the sustainable development process by way of emerge into the labor market through nationalizing jobs.



- The continuous supervision for Nationalization Jobs Program with all the different parties, through periodical reports submitted from the employers.
- The continuous work of updating the labor market's data, information, and researches.

From a different side the NHRC received complaints from Qatari citizens during the period of covered in this report, they complained about the refusal of their request to consider their employment status without any legal grounds, thus the committee notified the employer to detailed the complaint in a reply as per to the Article (16) of the decree number (17) of year 2010 AD concerning organizing the NHRC⁽¹⁾.

The committee also received a complaint from a female Qatari citizen in which she had been suspended from work without pay the NHRC raised the issue to the prime ministry.

The committee also received a complaint from a male Qatari citizen in which the employer terminates him without any legal basis, the committee prepared a Legal Opinion Memorandum concerning the complaint with the recommendations and sent to the employer, according to article (3) of the decree law number (17) of year 2010 concerning organizing the NHRC⁽²⁾.

B- Non-Qatari employees

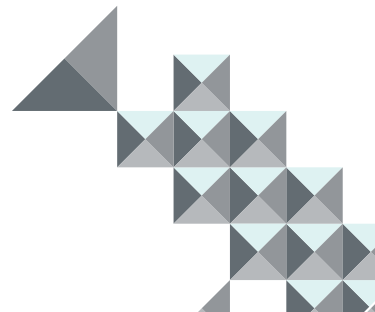
The year of 2015 witnesses issuing important legislations relating to the right to work, these legislations represented in the wages protection law, and Expatriates entry, Departure, Residence and Sponsorship Law.

Even so the NHRC has many notices regarding these two laws, and these notices have been mentioned above in the first section of this report. Back to avoid repetition⁽³⁾.

(1) Article (16) of the law no. (17) Of year 2010 AD, Obligated the ministries, the governmental agencies, institutions and state organization to cooperate with the NHRC in its missions, and tasks, and present the necessary information and data at this regard.

(2) Article (3) of the law no. 17 of year 2010 stipulated the missions and tasks of the NHRC such as; presenting the consultations and recommendations for the concerned authorities in the matters related to human rights, examining any breaches or overuse for the human rights, working on settle all the complaints, statements at this regard, and coordinating with the concerned authorities to take the necessary procedures to prevent any violations.

(3) Back to the first section of this report (development in the legislative level)



The NHRC received during one year about (2241) complaints, most of these complaints were submitted by expatriate employee, (1789), by males (452) are submitted by females and the most common of these complaints were to transfer the sponsorship, money dues, or both leaving, departure the country, or financial aid. So the committee has been informed that the Ministry of Interior approved 2185 requests for sponsorship transfer from the expatriates during 2015, out of which 1062 temporarily and 1123 permanently.

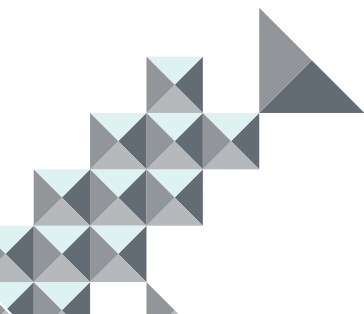
There are many challenges face the expatriates such as the tough conditions of working due to the violation of the Labor Laws, and the Ministerial Decrees by their companies, in particular, these matters summarized in delay of paying the dues and transferring the sponsorship or refusing pay the dues, besides, confiscating the passports, and given the companies the right to issue the visa cards, health insurances for the employee, and arresting, In addition to lack of providing suitable places complying with the health, safety, and environmental conditions.

The committee also observed that the problems that face some of the employees whom could not leave the country are still continuous even after ending their service by the employer, due to bank debts and the employer and Ministry of Interior refusal to let them work in a new palace. Meanwhile some could not leave the country for unsettled legal actions against them, in some cases the legal procedures exceeded four years⁽¹⁾, so they are remaining and live in the country without work and in bad standards of living.

The committee also noticed the expatriate are still prohibited from finishing their sponsorship transferring procedures as a result for closing the commercial record for their company, in this regard the committee recommended to set a new measure to settle these cases which the committee had mentioned in the report of 2014.

One of the best practices for the NHRC is developing the access mechanism for workers through establishing a lot of offices inside the committee's premises under its supervision, these offices for the Indian, Nepali, and Philippines communities besides the African states communities (Egypt, Sudan, Nigeria, Ghana, Cameroon etc.)

(1) A complaint presented to the NHEC from a Croatian citizen.



C- Domestic Workers

The domestic workers are still suffering from the existing law and looking for a law organizes their affairs and relationships with the employers, by away ensures their protection and keeping the rights in the light of lack of their submission to the labor law.

The committee observes in the submitted complaints and requests that there are some negative and inhuman practices against this category like forcing them to work for a long times, preventing them from obtaining the weekends and preventing them from their dues totally or partially as per to their working contracts so some sponsors resort to reduce the domestic workers' salaries under the exerted moral pain, and threat to arrest or departure.

In witnesses the committee recommended to establishing new mechanisms to receive the complaints and statements from this category, and present enough protection means in the light of the offense, abuse and hurting, such as; developing the hot line system to become coordinated with the Police, and General Persecution, establishing a centre with the suitable capacity for sheltering them and provide all kind of legal, and social services for the victims, on the other hand the NHRC encourages on issuing the Demotic Workers Law as soon as possible after it obtained the Cabinet`s approval in 2007.

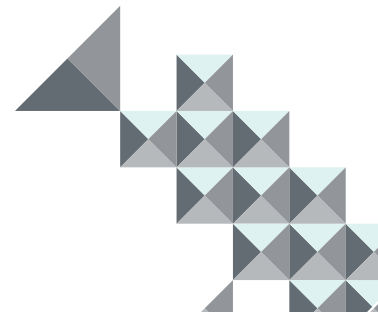
- Situation of workers at 2022 World Cup`s facilities

The Supreme Committee for Delivery & Legacy supervises on performing the projects related to the championship. The committee set some model standards to protect the worker`s rights, in this respect a group from the experts and specialists are dedicated to ensure applying these standards, in addition to periodical reports with the entire transparency publishes to confirm applying these standards. The NHRC emphasizes in its field study that all the violations against the workers' rights in the sports⁽¹⁾ facilities are limited and got the immediate suitable solutions.

- Governmental statistics

In the regard of the governmental statistics for the year of 2015, the working conflicts in the Ministry of Labor and Social Affairs reached into 6111, and the Labor

(1) <http://www.sc.qa/ar>



Inspection Department performed 57013 work visits, while the health, safety and environmental inspectors made 20777 work visits, and the sports facilities had 14.0% houses of the employees was 22.2% and working sites was 55.4%.

The labor lawsuits number which a ruling has been issued within 2015 reached to 559.

D- Combating Human Trafficking

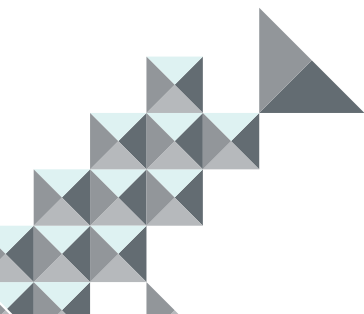
The law number (15) of year 2011 on combating-human trafficking in the state of Qatar defined the human trafficking as stated in the protocol of Prevent, Suppress and Punish Trafficking in Humans which the country ratified in 2009, unfortunately the law has not set a national mechanism on combating-human trafficking, however, the law it is the responsibility of the "concerned authorities" which defined as " all the bodies, institutions, organizations that in charge of enforcement the rule of law (this was one of the criticisms that faced the said law) the Qatari foundation for combating-Human Trafficking at the time of issuing the law⁽¹⁾ may be the reason behind lack of a well-known mechanism, it was established by the decree number (1) of year 2008 of the chairman of the Supreme Council for Family Affairs.

The current status of the Qatari Foundation for Combating Human trafficking

In the year of 2013, some of the civil society organizations had been integrated and reorganized. In the regard of the Qatari foundation for Combating-Human Trafficking, it had integrated with two other institutions under a single institution called "Protection and Social Rehabilitation Center" then its name changed this year to " Qatar Social Work Foundation"; the statute and target groups changed so the Foundation concerned with combating human Trafficking now, this implied cancelling the Qatari Foundation for Combating-Human Trafficking and it has no longer exists nowadays.

QFCHT had a great impact in the light of the objective behind its establishment, its mission and the strategy, after the absence of the foundation there is no any sheltering or care houses for the victims of the trafficking, this is requiring an urgent solution as

(1) Qatari Anti-Human Trafficking Foundation"one of the civil society organizations"works on all kinds of anti-human trafficking, it was doing many tasks to prevent human trafficking, and providing the necessary protection, care, shelter, and help for the victims.



per to the recommendations of the committee to established a specialized department in the Ministry of Interior to perform the required search and investigations related to the trafficking crimes and establishing the necessary care centre for this category of victims.

E- The NHRC role in Combating-Human Trafficking

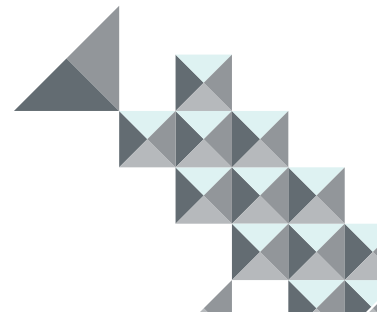
The committee, in receiving the complaints and conducting field visits, observed that the country exerted high efforts in the field of Combating-Human Trafficking and applying the protocol of Prevent, Suppress and Punish Trafficking in Humans, especially against the children and women, which considered an organized crime in the nations. In addition the committee works on helping the people through legal consultations, guidelines, and playing the mediator role between authorities to find a solutions for them, also the committee informs the ministry of Labor and Social Affairs, and Ministry of Interior about the names and information related to the suspicious companies and persons in human trafficking crimes⁽¹⁾.

The committee organized through the period that the report covered a workshop about the hot lines and combating human trafficking in cooperation with Qatar Social Work Foundation and "Polaris" association.

Moreover, several training workshops were organized in cooperation with the Ministry of Interior, Supreme judicial Council, and the General Prosecution for those who are in charge for enforcement of the law including judges, prosecutors, and policemen to raise their knowledge of the international and national laws that related to human Trafficking, in addition to effective mechanisms, procedures, investigations and judgments in this respect.

Training workshops had been also organized in cooperation with Ministry of Labor and Social Affairs to increase and support the capabilities of the officials, (the Labor

(1) The committee received replies from the Ministry of Labor and Social Affairs notifying that the legal actions had been taken against some companies, and the charges were not true against the others, the committee also received replies from the ministry of Interior "Human Rights Department" notifying that the transferring of the sponsorship had been taken for the cases that suffered from this crime.



Relationships Department, and Labor Inspection Department) on the international and national laws that related to human Trafficking, effective mechanisms, procedures an Combating-Human trafficking, and paying attention to the most kinds of human trafficking (forced labor, constructions employees, domestic workers, plantation workers, factory workers) and recognized the best ways specially the newly one in attracting the victims of human trafficking and control them, presenting the necessary assistances for the victims⁽¹⁾.

2- Right to health

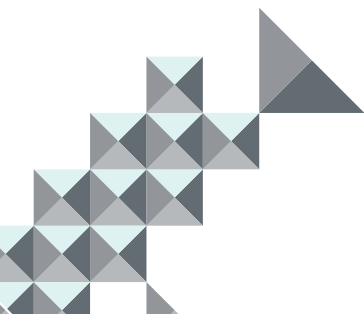
Hamad Medical Corporation (HMC) in the state of Qatar provides and operates eight specialized hospitals; Hamad General Hospital, Rumailah Hospital, Maternity & Children Hospital, Al-Amal Hospital, Heart Hospital, Al Wakra hospital, Al-Khor Hospital, the Corporation provides the primary health care and emergency services.

The Corporation is known effectively between the residents of the state of Qatar, despite the overcrowd in some of the clinics that prepared to receive the patients in the daytime and night shifts, many of the clinic`s guests suffered from a long waiting periods to get examined and some of the patients complained that they did not receive for months any messages or calls informing them by the examinations day.

The Corporation provides more than 2000 beds for the patients, besides many national research centers to operate the treatment and researches in the diabetes and Cancer diseases in addition to the Social Services, and Simultaneous Interpretations Departments in each hospital affiliates to the centre.

HMC announced application of the regulation of the patients and families` rights, it also provides copies of these regulations in every patient care department inside the hospital, the important thing in this respect is that these regulations made it clear that every patient has the right to obtain the necessary care regardless his race, religion, origin, beliefs, values, language, age, or disability, and he shall have the emergency services regardless of his/her ability to pay. It also stipulated saving the patient`s

(1) The NHRC organized in 2015 two training courses to illustrate the laws concerning to Human Trafficking and the mechanisms of applying in the state of Qatar, the first course was for those who are in charge of enforcement the law like the judges, public prosecution members, policemen during the period of 29-30 November, the second course was for the employers of the ministry of Labor and social works in the period from 6-7 December 2015Ad.



dignity, and participating him in his treatment plan, gave him the right to take the decisions related to his disease, and he shall be given an effective method to complain.

There regulations require patients except in the emergency cases to have a valid health card, national ID and passport. These requirements lead us to think of workers category who do not have the necessary document like national ID, Health card due to failure of some of the employers in issuing these documents or withholding these document.

With regard to health care system, the national company for insurance announced that the last day for presenting its services will be on 31 December 2015Ad according to the ministerial decree issued on 32 December 2015 AD, whereas the NHRC noticed that some of the citizens were affected due to the application of this decree, and they had forced to complete their treatment on their own expenses.

The Supreme Health Council will coordinate with the Ministry of Finance to return the health insurance within a period does not exceed six month through making contracts with private companies having a high experience.

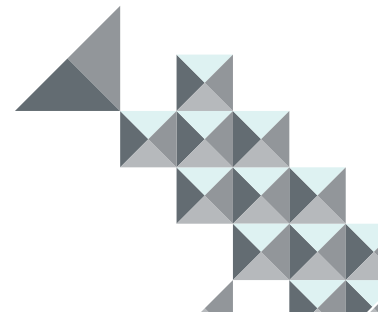
According to the statements of the Ministry of Health for the Qatari News Agency "QNA" the size of expenditure reached into 894 Million Riyals in the period from April 2014 To March 2015, plus 391 Million in the period 1 April to 21 October 2015.

A- Treatment Abroad Committee

The state of Qatar provides a great service for its citizens represented in the right to treatment abroad for the cases that has no treatment inside the state, the Treatment Abroad Approval Committee exerted great efforts to receive the citizen`s requests and taken the decisions, where the approval numbers to treatment abroad for the patients was (2231) in the period from 01/01/2015 to 30/06/2015 AD.

On the other hand the NHRC received complaints from citizens claimed that there is discrimination in providing this service for the citizens.

According to the information received by the NHRC from the Treatment Abroad Committee, a Supreme Committee formed to look into applications submitted by



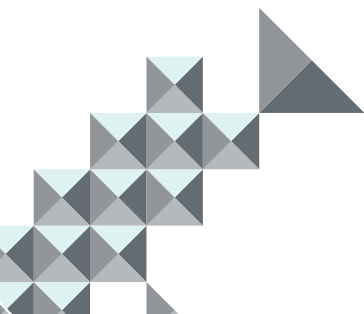
citizens seeking medical treatment upon a report from the Medical committee in charges for evaluating the case, the followings have been noticed:

- 1- There is no an adopted "Regulations" determining how the requests are considered in both committees.
- 2- Lack of clarity for the mechanism of reviewing the grievances.
- 3- Delay in considering some requests by the Supreme Committee due to a delay in receiving the report of the Specialized Medical Committee led to deterioration in some cases.
- 4- Approval of some of the treatment abroad requests- even the availability of its treatment inside- made a long waiting list, alongside with lack of supervision indicated that there is discrimination in acceptance some of the requests.
- 5- There is no an adopted "Regulation" determining how to act in the case any citizen gets injured aboard or faces any emergency conditions.

The Medical relations and Treatment Abroad Department supervise on the aboard medical offices, their tasks include taking the logistic arrangements related to the patient's travel and his/her companions. In the regard of the performance of these offices, the committee received from the abroad citizens the followings:

- 1- Lack of supervision and coordination in some of the abroad offices with the medical centre which charged of the treatment thus this lead to exploitation in some cases.
- 2- Some of the abroad offices contract with private offices to provide the registration, transportation, and translation services for the citizens without any supervision, which led to maltreatment services such as lack of translation service, shortage in appropriate patient transport services and negligence in scheduling the appointments with the medical centre etc.
- 3- Delay in approving requests of increasing or expending the expenses dedicated for treatment.

The NHRC recommends the followings:



- 1- Adopting “Regulation” to determine the mechanisms of operating the Supreme Treatment Abroad Committee, and the Specialized Committee, besides the grievances methods on the decisions taken by the Supreme Committee.
- 2- Adopting “Standards Regulation” to determine requirements for nomination of members of the Supreme Treatment Abroad Committee, and the Specialized Committee.
- 3- Adopting “Executive Regulation” to illustrate the mechanism in case citizens get injured aboard or face any emergency conditions.
- 4- Developing the work mechanisms of aboard offices and practice the suitable supervision on their services.

B- Rights of mental patients

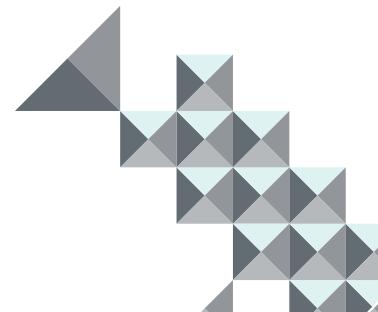
In the beginning of December 2013AD, the Minister of Health inaugurated the national strategy for mental health in the state of Qatar for five years under the slogan to create a high quality mental health system and changing the dominant view in Qatar about the mental patients and developing the methods of treatment” the strategy indicates to important structural changes allowed Hamad Medical Corporation to pay and provide special attention on the health care services for all patients in the due time and ensured a healthy environment.

In a study conducted by HMC (Hamad Medical Corporation) that (the people suffered from mental disorder in any stage of their lives are estimated one off five person, while less than 25% from the people who are in a need for mental care get the care. Other local studies shows that level of awareness in the mental health are low, in addition to, the dominant negative perceptions against the mental diseases forced the people to delay or prevent asking for help)⁽¹⁾.

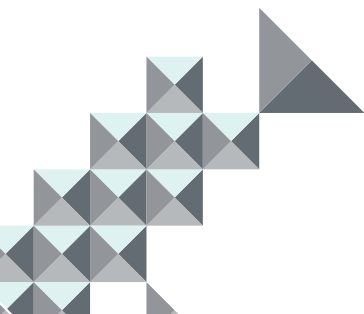
- The NHRC observations for mental patient conditions

The NHRC visited the Mental Medicine Department in HMC on 6 April 2015 AD, and met with the patients, employees, nurses, and their assistants in the hospital, the Committee noticed the following points:

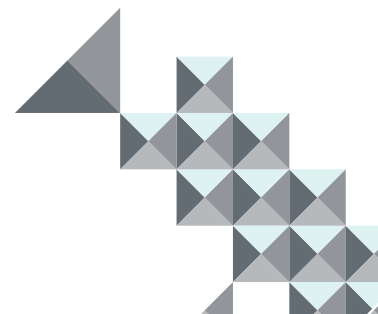
(1) Annual report for HTC 2013-2014



- A land allocated for the mental health hospital at Al-Wakra city since 2009 AD, and the engineering schemes for building made but there is no any confirmed information about kicking the constructions works off or even the date of handing over.
- Psychiatry Department owns 96 beds- meanwhile there are 1200 visitors in the year between a inpatient or out patient. Moreover, the number of the clinic visitors was 3000 in 2013 and 5000 in the year of 2014AD.
- Most patients put in the hospital by their families to evaluate their status and getting the treatment for temporary long or short periods due to lack of the ability to deal with them.
- The decision of existing the mental or psychological patient from the department cannot be taken without the family or the sponsorship`s approval, consequences remaining some patients without any medical reason for months or even years due to the family or sponsor`s refusal to get the patient out.
- Some cases refer to the hospital by the Public Prosecution for a 15 days evaluation, or remaining them permanently.
- The Medical Supervision Team in any of the hospitals affiliated to HMC may decide that if any patient suffers from psychological illuess to transfer into psychiatry even the case suffers from other physical and organic symptoms.
- The mental patient complain from physical diseases does not take into consideration or seriously.
- There is confusion between the mental disease and psychological disease. Some rulings issue by putting some of the metal patients in psychiatry for ever. This constituted a big burden on the department, there are 5 inpatients in the psychiatry Department; two of them by an order form the public prosecution, two by a court ruling, and one due to lack the family ability to take care of him.



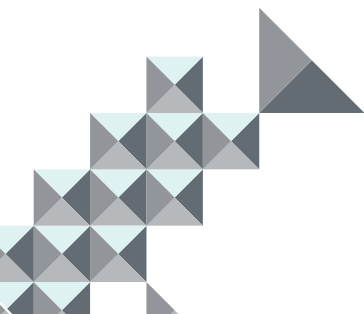
- Absence of any educational and culture programs, entertainment and sport places, as a result for lack of the allocated places, all these contradicts with the targets of the national strategy for the metal health that related to the mental patients.
- The existing beds in the Women Department is insufficient and have poor conditions to provide the necessary protection without supervision to ensure preventing any sexual harassments or abuses. There is a dangerous overriding concern against women, whereas the male assistants are allowed to assist in the case of rage to take clothes off to give the tranquilizing injection under a claim that the female nurses cannot control the female patients in the case of angry or rage. Such matter the committee considers untrue, or it can be handled through providing psychiatry strong female women.
- Absence of civil society organizations that adopt this category, although establishing the Friends of Mental health Association (FMHA) its promalgation in 2012 is a good step but this association as per to its statute does not performing the supervision role and its role is limited in the fields of education, training, raising the awareness about the metal health issues besides submitting some consultations.
- Some of the addicts suffers from metal problems in what is known as “ Dual Diagnosis” and they cannot get a Certificate of Good conduct from the Ministry of Interior even after their treatment, this forced the university students- or postgraduate student whom expected a better future for themselves- to avoid treatment or filling an application in the Metal Health Department fearing they become known in the future.
- Some security authorities exerted pressures and asking reports about patients who are in the treatment process, this is against the dignity and privacy of the patient even the failure efforts of the metal department to keep the information confidential.



- Expanding on appointing many of non-Arabic speakers which constructs an obstacle to understand, communicate, and providing the required services for the Arabac patients.

In witnesses whereof, the NHRC recommends promptly issuing a law organizing the metal patient's rights and performing the followings:

- Issuing the mental health law
- Setting "regulations" determine guidance principles for the behaviors of the employees with the metal patients, and an accredited "regulation" determines the vocational requirements in the field of metal health from doctors, nurses, and assistants.
- Establishing a complementary building with all the needs, entertainment and sport places, vast green spaces, and industrial water bodies, these facilities proved its help on improving and healing the mental patients.
- Establishing a mechanism to prevent the patients from violent and all kinds of attacks, and identifying the cases that exposes to violence, and setting a rehabilitation program.
- Considering the health report that issued by the hospital and approves from the Supreme Health Council an evidence for the capacity of the patient to departure or remaining in the hospital.
- Necessity to separate between the mental and psychological patients, in particular, those has rulings in criminal lawsuits for mental disease.
- Encouraging establishing civil society organizations for the mental patients and their families.
- Paying attention for the quality of beds, furniture, and lunch meals in the mental medicine department.
- Spreading the mental health culture and raising the society awareness.



3- right to Education

The educational enrollment rates in the children in the age groups (1524-) increased into 100 %, thus the illiteracy rates decreased in Qatar to be 2.5 % in the latest survey in 2013⁽¹⁾. In the contest of the exerted efforts to literacy and adult education, the Education Body affiliated to the Supreme Education Council ensured the arrangements for the academic year 2015/2016 reviewed the adult education system to provide good chances for the student and encourage them on completing their education process, to realize the goal of supporting and executing a comprehensive program for a continuous adult education.

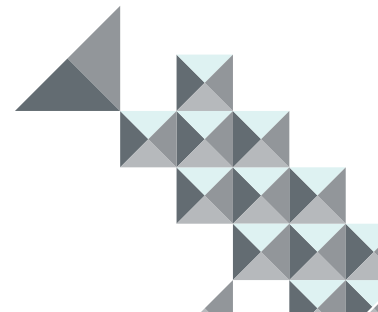
The basic education system in the state of Qatar consists of primary stage (six years), preparatory stage (three years), and secondary stage (three years). Education is mandatory and free from any charges until the preparatory stage or the age of eighteen years whichever occurs earlier. According to the basic education index for the year of 2014-2015AD, Qatar occupied the ninth grade on the world level from (142) country included in the report with a percent (5.7) in the time that the United Arab Emirates came in the (13) on the world level with a quality estimated by 5.4.

The government supports the private education and the international schools through providing books, papers health services, and water and electricity for free.

Although the large improvements that exerted by the government in the education and training sector, analysis the current situation indicates that the state of Qatar faces challenges which effects the supply and demand far education and training field, and making connection with the labor market, these challenges demonstrated in the followings:

- The poor level of performance the Qatari students in the mathematics, science and English language subjects in all levels, as per to the test results.
- Inconsistencies of the national curricula with the labor needs.

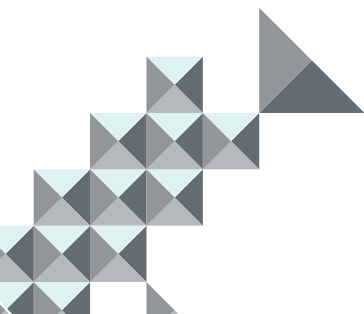
(1) A statement for the chairman of adult education department affiliated to the Supreme education council for the Qatari News Agency "QNA" dated on 10/09/2015



- The poor level of teaching in some private schools, like neglecting the Arabic language, and Islamic education subjects, and the differences between subjects from a school to another to the information received by as the committee informed from the parents `complaints in local television channels.
- Insufficiency of the available tracks after the secondary process, this limited the available opportunities for the Qataris to complete their education after the secondary stage for ever - (the Strategy of Education and Training sector 1011-2016).

In the field of raising the occupational quality for the staff in the Supreme Education Council and providing them with the latest practices and trends in the organizational, financial, pedagogical, and educational thinking, the Supreme Education Council organized more than 35 workshops for more than 700 female/male Clarks from the commend staff from the different organs and bodies of the council.

The committee observed the great efforts exerted from University of Qatar in paying special attention to the College of Medicine after adopting its work plan by its board of trustees in its meeting in last year, for supporting the health sector improvement in the state and realizing the national Qatari 2030 vision, the study has been starting in the college with the beginning of the academic year 2015/2016AD. In the field of supporting the University Students, the policy of the academic enrollment was adopted in December 2015 AD to identify the standards of enrolling the master`s students in the University of Qatar according to their academic degrees, and the grievance and reenrollment procedures, furthermore, the policy of choosing the academic materials which fixed some terms and conditions to grant the Bachelor students a chance to prepare according to the stated terms by the university, the policy or reenrollment which stipulated the terms of reenrolling the bachelor students whom had been terminated from the university to their college and academic programs with a maximum two years from the date of issuing the official notice of termination.



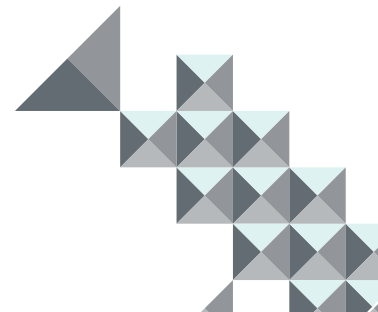
In a positive step complies with the fast growing in the health sector of the state, the board of trustees in the University of Qatar approved on establishing a new college for the health science, in its meeting held on January 2016 AD, so the college is expected to open its doors for the first group in the autumn semester of year 2016AD.

In the field of higher education, scholarships and missions, there are many scholarships for the students of medicine, pharmacy, and health sciences according to an agreement between the University of Qatar and the HTC to improve the corporation in the field of Education, Training, and scientific research between the two parties which will come into force in the academic year of 2015-2017.

4- Right to Housing

The state of Qatar pays a special attention to providing a decent house as a part of the right to a decent life for citizens and expatriates likewise; the law regulates the process of using the right of housing wherein " housing may be granted to those whose financial resources enable them to repay the value of the loan, housing for the people in need whom came under the social security umbrella, the housing laws ensures many benefits like long term installments, providing free lands for construction of houses, accredited drawings, providing the main water and electricity services free, demolition and rebuilding of council houses for those whose financial resources are limited, and performing the free maintenance for the public council housing of those whose financial resources are limited. However the committee is still observing some challenges related to housing lands which the committee mentioned in the previous reports such as:

- Providing lands without facilities for some citizens, which would limit constructing the house as the schedule and consequences financial liabilities that the citizen could not afford such as paying the rental value for a temporary house until finishing the facilities and services in the granted land.
- The frequent complaints of the widows and divorced women about the toughness of the granting a land procedures, and lack of transparency in this necessary conditions in this regard.



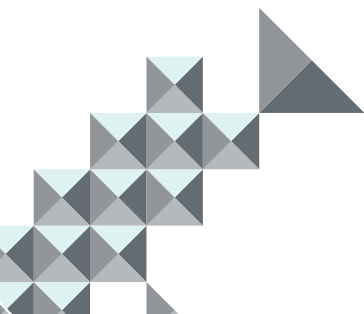
In respect of the expatriate workers, the ministry of Labor and Social Affairs issued the ministerial decree number 18 of year 2014AD, concerning the requirements and standards of the decent housing for the workers, this decree stated all the standards related to providing a suitable house for the expatriates according to the well-known and applicable international standards in this regard, and the degree identified the necessary and healthy minimum standards for the workers housings, which subject to the unscheduled and periodical inspections from the Labor Inspection Department in the Ministry.

In spite of all these efforts, the employee housing units in some companies, in particular the small construction companies are not suitable and do not have the minimum humanitarian conditions, thus the government in the present time takes the necessary measures to improve the situation through building new facilities for the workers in the areas outside the city downtown include all the components of decent life, there is currently a new project replaces the old industrial area.

One of the commendable achievements is inaugurating the Labor City in Mesaimmer in October 2015, that accomdates 53 Thousand workers, the city is a part from a large project costs in all stages two billion Riyals, the city includes its own service facilities, green zones, shops, and clubs. This city considers the largest Labor City in Qatar and the Gulf states, which build as per to the latest international standards, the total capacity of the buildings is 91500 Square meter.

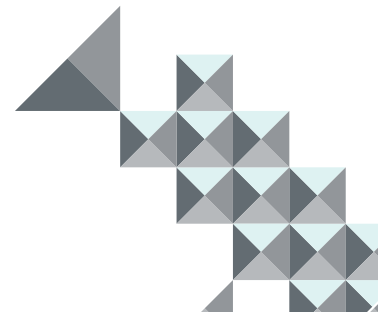
5- Right to a Decent Life

Every person has the right to live in conditions meet with the necessary requirements at least, which is represented in the decent life. Thus the committee received some complaints from the citizens exposed for suspension of the social security due to their traveling aboard due to the fact that they don't inside in the state with attention that



their families reside in the state, and faces tough conditions due to the social security suspension.

The Ministry of Labor and Social Affairs stated that in the regard of the statistics of social security beneficiaries during the current year reached into 10987 beneficiaries including 649 new beneficiaries.



Third Section

Rights of the most vulnerable groups:

National Human Rights Commission is working on clarifying the rights of some categories who have the priority to be cared according to the studied priorities at Qatar as follows:

- 1- Women's Rights
- 2- Children Rights
- 3- People with disabilities's Rights
- 4- Elderly's Rights
- 5- Pensioners' Rights

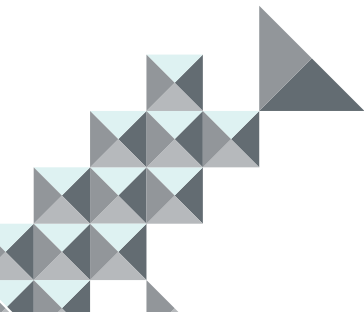
1. Women's Rights

The Permanent Constitution of the State of Qatar of 2004 laid the principles of equality of rights and duties among citizens⁽¹⁾, and equality before the law regardless of gender⁽²⁾.

During the last two decades, the proportion of the presence of Qatari women in public office and the private sector increased where she held some high-level positions in executive authorities, the judiciary and the diplomatic work, in addition to the increasing proportion of women in obtaining the education, where there are equal opportunities for male and female to enroll all available levels of education and using information technology with possibility to travel abroad for study or tourism, thus high percentage women enjoy with the better quality of life. Opening international universities in Qatar contributed provides highly education level for families who do not want their daughters to travel abroad for education, since year 2011 the number of enrolled female students to Higher education is double the number of males which led to counterproductive gender gap as the number of graduates reached in the year 2014 where the graduates number reached to (1261); 988 were females and

(1) Article (34) from the permanent Constitution of Qatar state

(2) Article (34) from the permanent Constitution of Qatar state



273 males,⁽¹⁾ and that resulting from the male preference to enroll in the police or the armed forces instead of completing higher education, according to the report of the Fourth Human Development of the State of Qatar.

Despite the improvement in the perception of women's work and their contribution to society, are still some of the negative stereotypes entrenched strongly, no females has been appointed in the Shura Council, and in the municipal council elections that took place recently which included 127 candidates, including five females, where 29 candidates won including two females. Survey results showed that 22% of participants prefer males to be representatives in the Central Municipal Council which is the same preference for about 50% of the female⁽²⁾.

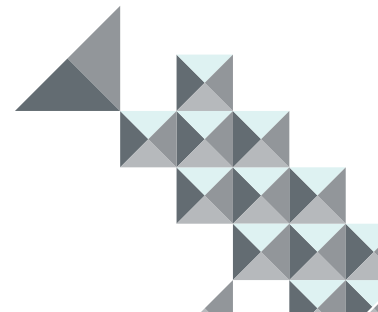
It is noticeable that women presence declined in decision-making positions and assuming the ministerial portfolios to be one minister only for transportation, however, the State of Qatar enabled three women access to the judicial profession in the past years which is concedered as a precedent in Arabian Gulf region.

Qatari women is still refrained from passing their nationality to their non-Qatari husbands or children from him, and their rights to get the lands or housing loans where the law requires unmarried females above 35 years, and divorced women or widows, 5 years after divorce or death of sparce to be eligible for housin. However the NHRC monitored the lack of commitment by the departments of those provisions, according to the following:

1. 1118 cases of widows, divorcees and unmarried females have been approved to get land, and their documents have not been reffered to land department without legal justification,
2. (223) cases out of the said cases submitted their requests to the Housing Department, and were postponed deciding without giving any reason where there were no instructions about these requests.
3. (130) cases submitted their request to benefit from the housing system of persons with disabilities, but the requests were postponed without any justification.

(1) Millennium Developmental Goals in 2104 - State of Qatar - Ministry of Developmental Planning and Statistics

(2) Fourth Human Development of the State of Qatar



The NHRC has pointed out those cases in a draft of annual report of 2013; the points were lifted from the report after reporting that a committee is to be forward to discuss these cases, and although the first meeting of this committee was held in 16/3/2013, but it did not take place again, which led to put this issue in the report of NHRC of 2014 AD.

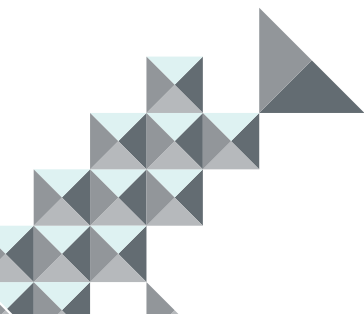
On the other hand, the cultural norms constitute a challenge to reduce the incidence of domestic violence and to provide protection for taunted women, and more than 20% of the Qataris males and even 6% of the Qatari females believe that beating is justified in certain circumstances. According to a report of the Ministry of Development, Planning and Statistics in 2014; the reporting cases of domestic violence are not acceptable socially or culturally, and domestic violence victims do not aware a lot of their legal rights and the available support services. Victims and their families also fear social, legal and political implications for the victims and their families. On the other hand training for the detection of violations is not mandatory, and thus there is a lack of training causes targeting officials at medical and educational fields and public safety result in low detection levels in the primary healthcare centers, schools and nursery, so the real level of violence can be hidden.

Civil society organizations contributed to reduce violence against women and girls including the protection and rehabilitation center, Social and Family Counseling Centre, which opened several offices in each of the capital management in Ministry of Interior, Hamad Medical Corporation and Public Prosecution⁽¹⁾.

The received number of exposed cases of violence by the protection and rehabilitation center during this year reached to 397 female, including 130Qatari and 267 non-Qataris.

The NHRC recommends holding a cabinet meeting to discuss what is stated in this report concerning of the divorcees and widows in order to study the possibility of solving this problem, in light of the provisions of the International Convention for the Prevention of Discrimination against Women that is ratified by the state since 2009.

(1) http://www.gsdp.gov.qa/portal/page/portal/GSDP_AR/knowledge_center_ar/Tab2/HDR%201%20June%202015.pdf



2- Children's Rights

The infant mortality rate in Qatar decreased from 10 deaths per thousand live births in 2007 to 7 deaths in 2013, and according to the Organization for Economic Cooperation and Development; the mortality rates has greatly decreased in ages ranging from one year to four years, as the rate decreased from 2.3 deaths per 1000 births in 2000 to 1.3 deaths in 2013⁽¹⁾.

Health care, good nutrition, medical and immunization, clean drinking water and equipped health facilities are available to care of the children's health, services and health care are applied for all children without discrimination under the umbrella of health insurance.

All children in the State of Qatar enjoy the right to education, where the law stipulates that education is compulsory and free from the beginning of primary or preparatory school or reaching the age of eighteen⁽²⁾.

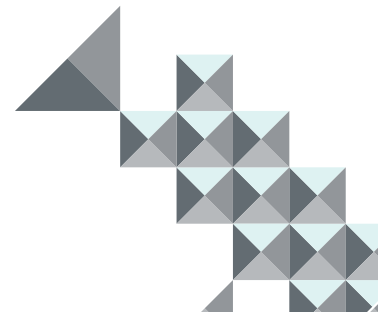
However, complaints are still frequently by received from limited cases where some of children have difficulties to be enrolled in independent schools due to non-availability of seats, or their parents have not valid residence documents, so the NHRC addressed the competent authorities in order accen the right to education for those children.

The administrative regulations prohibits all forms of corporal punishment for children at schools, protection and social rehabilitation centers play active role as one of the civil society organizations⁽³⁾ in providing support, protection and care for victims of violence, children and women of suffering from family disintegration those who maybe exposed to these situations, by providing temporary shelter for them, receiving the communications, necessary psychological and legal counseling and the implementation of rehabilitation programs. Cases of children who exposed to violence have reached this year; according to the data of the center 389 cases including 174 Qataris, and 215 non-Qataris. The Qatar orphan foundation (Dhreima) plays a similar

(1) Fourth Human Development of the State of Qatar

(2) The law No.(23) of 2001 which is amended by law (25) of 2009 concerning of the compulsory education

(3) Its name was modified by the decision of Her Highness Sheikha Moza bint Nasser No. (5) of 2015 dated in 28/6/2015 from Qatar Foundation for the Protection and Social Rehabilitation to be "Protection and social Rehabilitation Center".



role to protect orphans, where received during this year's ten children, according to the provided statistics by the center to the National Human Rights Commission.

Scott Study 2011 which was conducted by the Supreme Council for Family Affairs in 2011 on the 500 expatriates and Qataris families has revealed that one child out of five children in Qatar is exposed to some form of abuse, both - psychological, or physical or sexual at home, school or community away of sight, and another study of 2013 confirmed that 1077 Qataris and non-Qataris students are exposed to physical abuse and violence, including corporal punishment in schools⁽¹⁾.

On the other hand, juvenile justice is regulated in the Juvenile: Law of 1994, the Penal Code of 2004, and the Code of Criminal Procedure of 2004. Also Shariah provisions are applied to certain cases when the defendant or the victim is a Muslim.

The minimum age of criminal responsibility is seven years and Juvenile Law defines the Juvenile as a person over the age of Seven years old and younger than sixteen years at the time of committing a crime and the articles of the Juvenile Law will be applied on them. death penalty will not be applied on persons under eighteen years of age for committing a crime.

The number of crimes that were committed by juveniles has reached to 417 crimes in the years 2013 - 2014, while the number of cases that were decided reached to 167 cases⁽²⁾.

The Committee recommends that the completion of the issuance of the Children's Act which contains provisions prohibiting all forms of corporal punishment against children of both sexes, and raising the age of criminal responsibility, in addition to the provisions of the Child Protection from Exploitation, and the need to modify all legislation to be in line with the provisions of the Children's Convention.

(1) Fourth Human Development of the State of Qatar

(2) The book of Achievements of the State for year 2013-2014

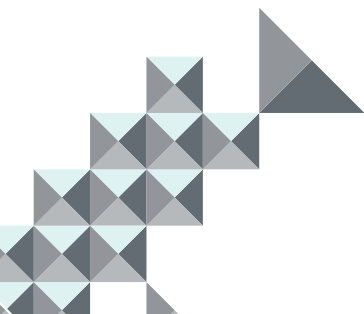
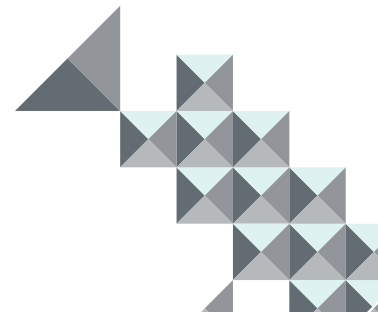


Table (2)

The received cases by the Family Counseling Center in the Family Court over the telephone, remote consulting department during the period from 1 January to 31 December 2015 AD according to the number, nationality, type of counseling

Type	Nationality				Number	%
	Qatari		Non-Qatari			
	Number	%	Number	%		
Social	7	64	4	36.0	1	65.0
	8	0.0	4	%	2	7
	6	%	2		2	%
Legal	7	59	5	40.0	1	6.7
	4	0.2	1	8%	2	%
		0			5	
Legitimacy	1	50	1	50.0	2	0.1
		0.0		%		%
		%				
Psychological	1	59	8	40.0	2	11.0
	2	0.5	7	5%	1	5
	8	%			5	%
Educational	1	64	1	35	2	16
	9	0.5	0	5%	9	0
	3	%	6		9	%
Total	1	63	6	63.0	1	10
	1	0.2	8	8%	8	0.0
	8	%	7		6	%
	2				9	



3- Rights of persons with disabilities

The draft law concerning of the persons with disabilities was shown on the National Human Rights committee within the year 2015, where the NHRC pointed out several notes on it, this draft law was composed of 28 articles, while almost half is contained in the articles of the current law No. (2) of 2004 concerning of the persons with disabilities , where the NHRC has prepared a detailed report on its observations and its views, and has sent to the General Secretariat of the Council of Ministers.

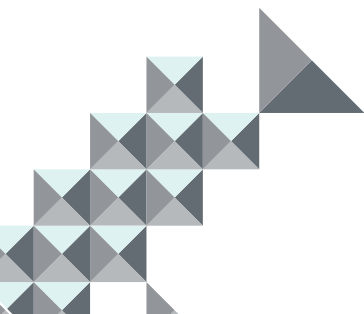
The NRHC hopes that the new law includes the proposed recommendations, in line with the Persons with Disabilities' Rights Convention, including the establishment of a national mechanism for the promotion and protection of the rights of persons with disabilities and monitor the implementation of the provisions of the Rights Convention, pursuant to article (33) of the Convention, which is recommended by National Human Rights committee in successive reports.

- Role of National Human Rights Committee

The Qatar State's ratification on the Rights of Persons with Disabilities' International Convention of 2003 comes to complete the efforts to improve the conditions of this category, where the state started since the 1995 developing the policies and programs that adopt a human rights approach, which are accompanied by a high rate of expenditure for the establishment the educational, health and rehabilitation facilities for people with disabilities,

The convention stated in Article (33) concerning of "the implementation and monitoring at the national level," responsibilities of states lie in creating a coordination authority for the implementation of convention, as follows:

1. States Parties shall appoint, in accordance with their system of organization, one or more coordination authority within their government relating to - the implementation of this Convention, and giving the due consideration to the establishment or designation of a coordination mechanism within government to facilitate the related action in different sectors and at different levels.
2. States Parties shall, in accordance with the legal and administrative systems, maintain, strengthen, designate or establish a framework within the state – party including an independent mechanism, as appropriate, to promote this convention and protect and monitor its implementation. States Parties shall take into account,



when assigning or creating such a mechanism, the principles relating to the centers and work methods of national institutions for protection and promotion of human rights.

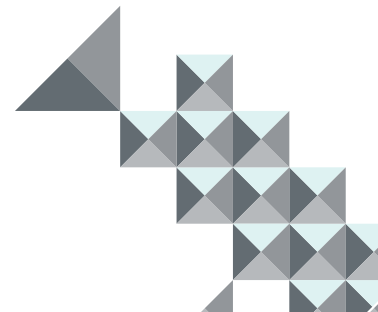
3. Civil society, particularly the persons with disabilities and their representative organizations contributes to monitor process and participate in the full participation.

Based on the foregoing item No (2);the National Human Rights committee developed an action plan (2015-2016) to monitor the implementation the Convention, where the Secretary-General of the NHRC issued a decision to form a team which consists of 8 representatives, a supervisor and coordinator of the plan.

The plan aims mainly to achieve an independent monitoring of the implementation of the Persons with Disabilities' Rights Convention, and a number of sub-objectives as follows:

1. Identifying the opportunities and challenges for the implementation of the Convention.
2. Creating an organization and a permanent mechanism for dialogue and discussion among all parties concerned on a collaborative basis based on the idea of common responsibility.
3. Promoting the implementation of the provisions of the Convention, and the application of the recommendations of the committee treaty on persons with disabilities.
4. To make their voices heard and strengthen their participation.
5. Urging the state to create a high-level coordination authority in accordance with Article 33 of the Convention.
6. Encouraging the establishment of organizations to represent the people with disabilities.
7. Dissemination of the Convention, and raising awareness in the community.
8. Establishing a unit of persons with disabilities within the structure of the National Human Rights committee.

Action plan consists of three phases, as follows,



A. Phase I:

1. Meetings of the National Human Rights Committee with people with disabilities themselves and members of their families:

The National Human Rights Committee organized several meetings with stakeholders from persons with disabilities themselves and their family members, the NHRC is seeking through these meetings to give the opportunity to the people with disabilities to express their cases, and considered them credible to monitor the related work and to participate in the development of recommendations within their reports.

2. Meetings of the National Human Rights Committee with relevant governmental and non-governmental organizations concerned with the application of the Persons with Disabilities' Rights Convention:

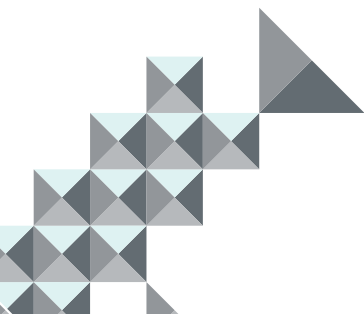
The NHRC organized several meetings with the government to share information, and to find out the made efforts by the competent authorities for the application of the International Convention for the Rights of Persons with Disabilities and the extent of ensuring the protection and promotion of the rights of this category from the human rights-based perspective, and to achieve best practices to enrich the constructive dialogue between all parties concerned.

3. Bilateral meetings between the National Human Rights Committee with government authorities that have jurisdiction to study specific topics,

The NHRC organized the meetings with the competent authorities to focus on the discussion of the application of the treaty commission's recommendations regarding the right to access, the preparation of a detailed database, and other topics.

B. Second Phase

The National Human Rights Commission forms quad semi-voluntary work teams that shall not exceed than six including all the work of representatives from the following authorities:



- National Human Rights Committee, number 1
- The competent government authority, number 1
- The persons with disabilities themselves and their family members, on a voluntary basis of, the number of 2 or more
- Civil society, on a voluntary basis, the number of one or more, and the work team designation is formed on the basis of the idea of common responsibility among all government and non-governmental authorities to ensure the rights of persons with disabilities, and create a mechanism to transmit their voice directly. teams are named as per the the mes that they will follow up according to what will be chosen by the people with disabilities themselves and their family members.

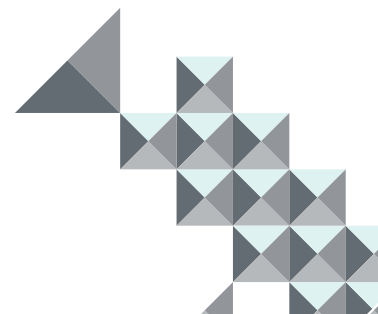
C. Third Phase: Evaluation

The NHRC evaluated at the end of December 2016 the extent of plan's implementation with regard to independent monitoring of the implementation of the Convention, and sub-goals announced in the plan.

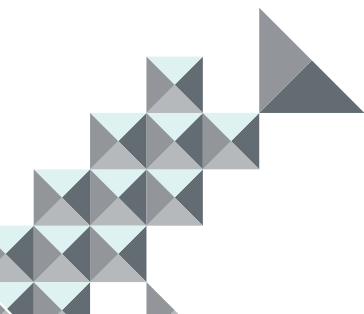
- Persons with disabilities situation:

The NHRC was held many meetings in 2015 with people with disabilities and their families based on the referred to listen to them and discuss the challenges which they face, where it found several concerns as follows:

1. Mental disability constitutes the main challenge, as this group is facing the social exclusion. Some families of people with disabilities has talked about being mistreated and inhumanely from some school principals, and stressed that it is not available a sufficient number of specialists or appropriate programs for the success of the merger task in education. As one mother said, "The status of a disabled child in an inadequate school for dealing is considered injustice of a child and other children, and the burden on non-specialists teachers"; As one of the parents reported that "he has three children are over 20 years of those who have the autism disability staying where they stay in the house for hours and days, as there is no place where they feel welcome, it has been difficult for positions in public places, as one of them asked him to leave the area to prevent the embarrassment.



2. Al-Shafallah and Al-Awsaag Centers, which receive cases of learning disabilities, have the long waiting lists, where Al-Shafallah center tried to relieve from the list by acceptance some of the children for the treatment of a half-hour session per week, but that is not inadequate, and the most of participants in the referred meetings complained the lacking of physical ability to enroll their children in private centers, and described some of these centers as “exploitative” and overcrowding, too. Where one of the mothers said: “I was forced daily to leave my child who has been diagnosed with cerebral palsy alone in home for eight hours a day, where there is no place or a person who takes care of him during my absence. So “some parents demand creating governmental centers in different areas of the Doha to meet the needs of this population, without nationality based discrimination.
3. Many standards of parking are improper (narrow) and stairs and ramps are mostly unsafe for wheelchairs without assistance in terms of the proper height, in addition to the lack of side barriers; also the used tiles are slippery. Also there is the lacking of other facilities for other disabilities as deafness, dumbness, blindness... etc. “The participants at these meetings demanded working on modifying all the facilities in accordance with the Global Standards for buildings, and to take into account the right of access within all projects, policies and programs such as the “Doha Corniche” and preparations for the World Cup 2022.
4. Available information to protect this category against exploitation is insufficient, and it is important to publish an approved list by the Supreme Council of Health that contains the names of private centers and specialists. Where one mother said: “I was forced to pay half of my salary for a specialist to come to the house to treat my son and I know later that it he is unqualified and doesn't not have a certificate, after paying large sums of money hoping to get a result in treatment.
5. Lacking of counseling and education sessions about the mechanisms to protect persons with disabilities from exposure to violence and sexual abuse and harassment.
6. Difficulties of persons with disabilities employment which firstly relates with continuous and professional habilitation, and training, and providing follow-up and training services in workplaces.



7. Lacking of sufficient number of civil society organizations that concerns with disability issues, where one of the parents said, "There are no organizations that make the voice of people with disabilities and their families, and they are not participated in the development of laws, programs or policies relating to them; except the ones that are more formal and propaganda."

The Commission discussed with people with disabilities themselves and members of their families the text of Article 33 of the Convention and the duty of states to form an authority at the level of ministries to work on the application of the Convention.

All attending the referred meetings stressed on the importance to exist a responsible person to be a higher reference to persons with disabilities who have the power to take and implement the resolution."

4- Elderly's Rights

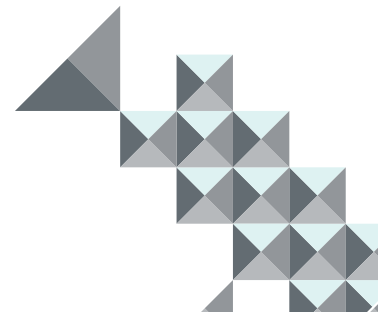
The number of elderly persons registered in the centers is 29000 ⁽¹⁾ people for the year 2010, where their ages above 60 years. The number of elderly persons registered in "Tamkin" center for elderly care this year is 92 people including 48 Qatari, 12 female, and 44 non-Qataris to 44 including 8 females.

"Tamkin center" conducted 2655 home visits during this year to 2327 elderly persons. 1235 elderly persons were benefited from Physical Therapy program, and 664 elderly persons from psychological counseling programs.

Most Qatari elderly benefit and get the pensions, State's aid and other privileges. According to Fourth Human Development Report of the State of Qatar, the participation rate of non-Qataris older in the manpower is 93% males, and 17% for females. The high rate of manpower participation of non-Qataris elderly persons raises the importance to continue to work in order to stay in the country, where upon the retirement of one of them; it either to leave the State of Qatar or transfer the work visa to a family residence on under the sponsorship of one of his sons if he wants to stay in the country. Elderly expats is not entitled to a pension or social security.

The National Human Rights Committee commends the made efforts by the Ministry of Interior, Ministry of Labour and Social Affairs, which aim at facilitating of

(1) Fourth Human Development of the State of Qatar



procedures related to services presented to the elderly, also commends the tireless effort of “Tamkin center” for elderly care⁽¹⁾ to provide care for this group, and carrying out its programs for the advancement of their service.

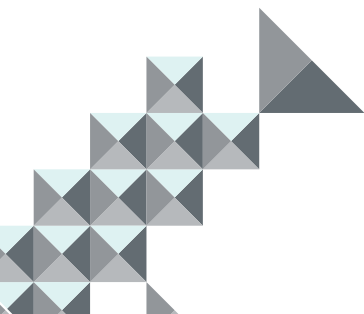
However, the NHRC still recommends the adoption of more programs and policies to integrate the elderly in the community and provide adequate employment opportunities to them to invest their expertise and professional competencies in this regard. The NHRC also recommends organizing more media programs related to awareness and education of rights of this category.

(Table 1)

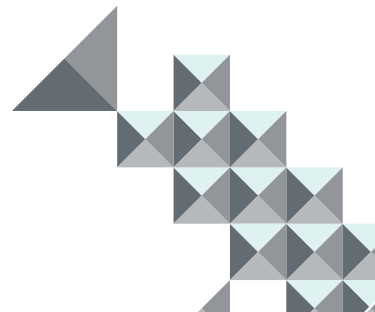
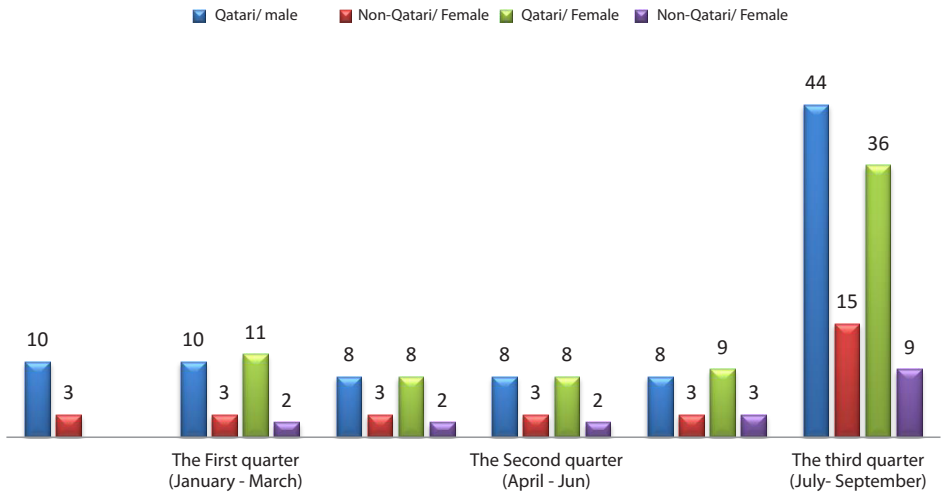
The center’s Guests of elderly according to the number, gender and nationality during 2015

Programs	The number of beneficiaries cases from the psychological care program according to program during 2015					
	Individual And collective guidance For the elderly	Family Guidance	Qualifying Care Providers	Initial Psychological Evaluation	Psychological Tests	Psychological guidance Programs
Month						
January	22	6	15	4	0	21
February	36	8	0	1	4	18
March	73	6	0	3	2	26
April	20	0	7	2	0	2
May	25	0	6	2	0	4
June	10	0	2	1	0	2
July	15	0	5	5	0	15
August	31	0	10	3	0	18

(1) Qatar Foundation for Elderly Care previously



Programs	The number of beneficiaries cases from the psychological care program according to program during 2015					
	Individual And collective guidance For the elderly	Family Guidance	Qualifying Care Providers	Initial Psychological Evaluation	Psychological Tests	Psychological guidance Programs
Month						
September	44	2	10	7	1	15
October	103	-	37	4	-	140
November	48	1	10	4	-	31
December	26	1	10	3	-	40
Total Beneficiary Cases	453	24	112	39	7	332



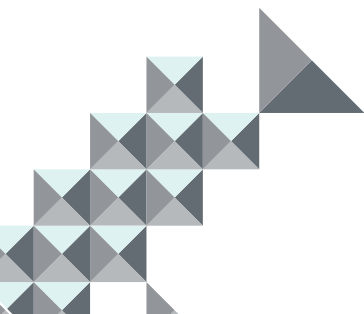
(Table 2)**Elderly beneficiaries of psychological care program according to the number and type during 2015****5- Pensioners' Rights**

According to the published information on the website of the General Authority for Retirement and Pension about increasing the pension of civilian and military retirees⁽¹⁾, and after issuance of the Amiri Decree No (50) Of 2015 AD to increase the basic salaries; social allowances and pensions for retirees employees, Qatari civilians and military personnel of State, the General Authority for Retirement and Social Security settled and released the increase in the pensions of retirees or their beneficiaries who subjected to the Civil Service Retirement System and retired military system of starting from 1/1/2009 AD, and pension information indicates that the number of beneficiaries of pension increase (12,287 people), they are distributed between retirees and their beneficiaries for both civil and military pension fund. In addition to the enjoyment of approximately (726) beneficiaries with poor pensioners, where they are divided between retirees and their beneficiaries from civil and military pension fund, to raise their pensions to the limit (5000 Riyal) before applying the increase, and then the application of prescribed them in the Amiri Decision No. (50) of 2001 to reach to (8000 Riyal).

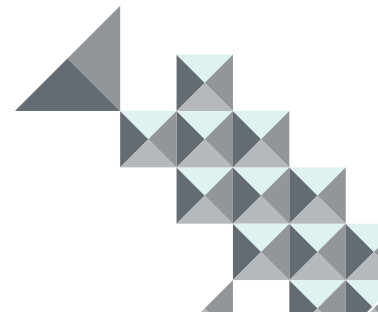
The announcement for the a new law preparation for retirement has come a good thing, where the current law (24) of 2002 AD affects to retire on a wide range of citizens who are in desperate need of state support to achieve their economic and social security, so the Commission hopes to expedite its issuance, with taking into account several factors such as:

1. Finding a solution to the cases of retiring before enforcing the said law, and in which the fourth article of the law - expel them from the insurance umbrella.
2. Abolition of Article 16 of the law, to emphasize the spouse's eligibility for his deceased wife's pension, and widow eligibility for in her deceased husband's pension.

(1) <http://www.grsia.gov.qa/StudiesandReports/AnnualReports/Pages/default.aspx>



3. Abolition of Article (169) of law no (8) of 2009 on human resource management, on regulating employee's right to get end of the service, even when they are entitled to pension.
4. Making the average wage, which is used to calculate the average pension, is the last two years instead of the last five years, to avoid making great difference between the salary of the citizen and his pension.
5. It shall take into account the human conditions, more than (729) beneficiaries with poor pensioners, they are divided between retirees and their beneficiaries from civil and military retirement fund, who has pension settlement limit (5000 Riyal) before applying the increase to get (8000 Riyal) after applying prescribed increase for them by the Amiri decision No. (50) of 2015 AD, where the families of those suffer from the lack of retirees pension.



Fourth Section

Activities of the National for Human Rights Committee

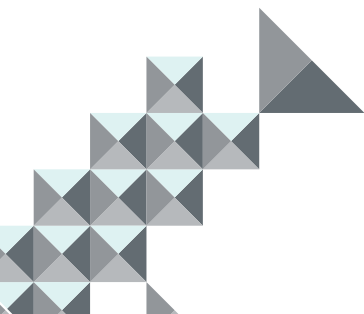
First: Activities held by the Committee inside the Country:

1. Conferences and Seminars

- Organizing the regional seminar about "Freedom of opinion and expression in the Arab World: between reality and ambition" in cooperation with Aljazira network 22-23 March 2013.
- Organizing the women political rights seminar- religious and legal vision "in cooperation with the psychological sciences department- Faculty of Education- Qatar University 19 March 2015.
- Organizing the seminar of political rights for persons of disabilities and nomination in cooperation and partnership with Qatar Social and Cultural Center for blind people, 27th April 2015.
- Organizing the political rights for persons with disabilities: election and nomination in cooperation and partnership with Qatar Social and Cultural Center for the deaf people 10th May 2015.
- Organizing the third Arab-American Iberian Dialogue conference for national institutions for human rights on combating Hate and Extremism 15-16 September 2015

2. Training Courses:

- A training course about hotlines in cooperation with Polaris and the Qatar foundation for protection and social rehabilitation 1-5 February 2015
- A Training course about enhancing the potentials of international cooperation departments 5-7 May 2015.
- A training course about the ultimate framework of how to deal with the international mechanism for the protection of human rights 24-26 May 2015.
- A Training course for the Imams and preachers of mosques about human rights 7-8 October 2015

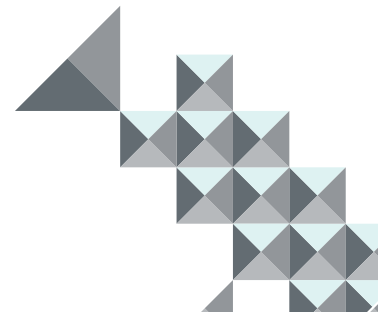


- A Training Course about the international protection mechanisms for workers in cooperation with the human rights institute in Leon University of France 9-10 2015
- Dialogue sessions about the development based on the human rights principles in cooperation with the Qatar institution for social work 15-16 November 2015.
- training course for the members of prosecution, judges and police officials about the introduction of legislations related to combating human trafficking and implementation mechanisms in Qatar 29-30 November 2015
- Second Training course about the national legislations for combating human trafficking and its methods of application in Qatar for Labor Ministry inspectors 6-7 December 2015.
- A Dialogue session for the national human rights committee members 8th December 2015
- A regional workshop about the international protection during humanitarian crisis in partnership with the OHCHR, Riyadh Office 14-15 December 2015.

3. Field visits paid by the legal affairs administration in partnership with the members of the visits committee for 2015.

- Detention locations visits:

- 1- A field visit to the Penal and correctional institutions department- Ministry of Interior- April 2015
- 2- A field visit to the "psychiatry" hospital in April 6, 2015
- 3- A field visit to the Research and Follow up Department in June 18, 2015
- 4- A Field visit to the Penal and correctional institutions department in June 2015
- 5- A Field visit to the Penal and correctional institution- Central prison in September 6, 2015
- 6- A Field visit to the Penal and correctional institutions department- Central prison in October 1, 2015
- 7- A Field visit to the Research and Follow up Department in October 8, 2015



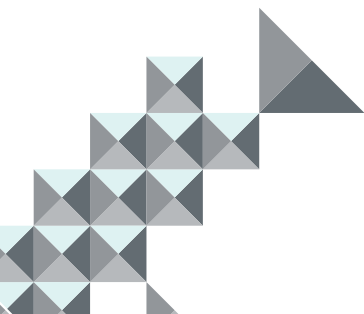
- 8- A Field visit to the Research and Follow up Department in October 12, 2015
- 9- A Field visit to the Research and Follow up Department in October 14, 2015
- 10- A Field visit to the Research and Follow up Department in October 19, 2015
- 11- A Field visit to the industrial safety in October 19, 2015
- 12- A Field visit to the Research and Follow up Department in October 26, 2015
- 13- A Field visit to the Research and Follow up Department in October 28, 2015
- 14- A Field visit to Umm Salal prison in October 30, 2015
- 15- A field visit to Ryan Security Department- Ministry of interior in December 8 2015
- 16- A visit to the Research and Follow up Department – Ministry of Interior in December 15, 2015
- 17- A visit to the Research and Follow up Department –Ministry of Interior in December, 2015

- Visits to the workers sites and residences:

- 1- A Field visit to the industrial zone, accomodation of Asia Mall workers in October 22, 2015
- 2- A field visit to Med-Gulf Construction Company in May 17, 2015
- 3- A Field visit to El-Alfy Qatar for Marble and Granite in June 10, 2015
- 4- A field visit to the residence of Marl Trading workers, German Qatari Painter Company in March 21, 2015
- 5- A visit to the Construction development company “CDC” in October 29, 2105
- 6- A visit to the accomodation of the Construction development company “CDC” workers in November 11, 2105
- 7- A visit to the Construction development company “CDC” in November 19, 2105

- Other visits:

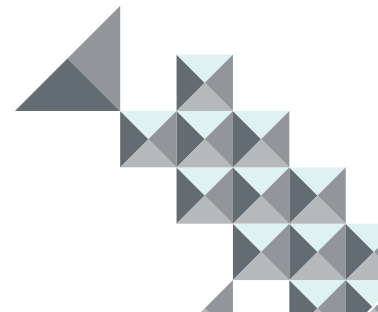
- 1- A visit to “Al Khor hospital” Meles, June 22, 2015



2- A field visit to the Supreme Health council- Department of medical relations and Treatment abroad

4- Raising awareness and Education programs for Schools and colleges.

- A lecture for the students of Ahmed ben Mohammad Military School in January 5, 2015
- A lecture for the students of Abo Obaida independent preparatory school for boys in January 20, 2015
- A lecture for the students of Iman Independent High School for girls in February 25, 2015
- A lecture for the students of Omar ben Abdel-Aziz Independent High School for boys, March 5, 2015
- A lecture for the students of Abdel-Rahman ben Jasem Independent preparatory School for boys at the committee headquarter in March 12, 2015
- A lecture to the Preparatory, secondary Religious institute for boys in March 12, 2015
- A lecture to Hafsa Independent Preparatory School for girls in March 18, 2015
- A lecture to Ibn Sina Independent School in March 19, 2015
- A lecture to Ali ben Jasem ben Mohammad Secondary School for boys in May 6, 2015
- Awareness lecture for the students of Wakra Secondary Independent School for boys in October 22, 2015
- Awareness lecture for female students in Aqsa Preparatory Independent School for Girls "about the role of the committee and the concepts of Human Rights" in October 10, 2015.
- Awareness lecture of the legal clinic for students of in the Faculty of law, Qatar University at the committee headquarter in October 12, 2015
- Two lectures titled "introducing the national human rights committee and the legal nature" in the Police Academy in November 16, 19, 2015



5- Awareness Campaigns and Ceremonial Occasions

- A campaign for announcing the launching of Martyr Hasan AlJaber reward in March 2016
- Celebrating the Sports Day inside Qatar State in February 10, 2015.
- A campaign to introduce the political and civil rights in the occasion of the elections of the municipal council in May 2015
- Celebrating the National Day for Human rights in November 11, 2015
- Organizing the campaign " Rights and duties " in cooperation with the Primary Healthcare institution and issuing the Guide for Human Rights in hospitals, health facilities and treatment centers in November 11, 2015
- Participation in Doha International Book Fair in December 2-12, 2015
- Celebrating the International Day for Human Rights in December 10, 2015.

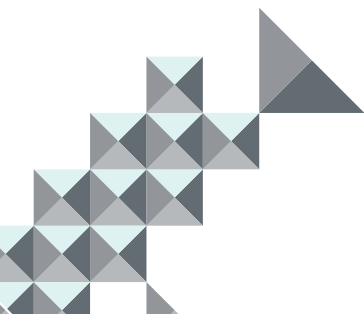
Second: Activities held by the Committee Abroad:

1- Training Courses and Workshops

- Training Course about the business and Human rights, Asia -Pacific Forum in Thailand, March 4-8, 2015
- A course about investigation and documenting torture acts held in Manila-Philippine, 20-24th April 2015
- A Training Course within the experiences exchange in Sultanate of Oman, 23-25 November 2015.
- Training Course for monitoring the detention places of immigrants from 30 November to 3 December 2015 in Malaysia.

2- Foreign Field Visits and participations:

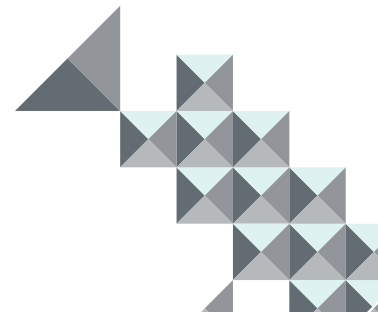
- Participation of the NHRC in a delegation composed of the Ministry of Interior and the Social work institution to visit the Interpol General Secretary Headquarter, France- Leon, and 13-15 January 2015.



- A visit of the NHRC delegation to Oslo- Norway and exchanging information about human rights during 1-3 February 2015
- A visit by the NHRC to Kuwait and holding a training course titled "The ultimate framework for how to deal with the human rights issues through regional and international mechanisms in cooperation with the Kuwaiti Ministry of Foreign Affairs during 23-25 March 2015.
- Participation in the sixth session for the open-membership working group concerned with ageing New York 9-14 July 2015.
- Participation in the Conference of International Coordination Committee about "The objectives of sustainable development" of the United Nations- Mexico, 8-10 October 2015,
- Participation in a seminar about immigration and displacement in the context of conflicts witnessed in the Arab region, held in ISISCO headquarters in Rabat- Morocco during 15-16 December 2015.

3- Meetings related to the Committee's membership at the Regional and International Human Rights Organizations

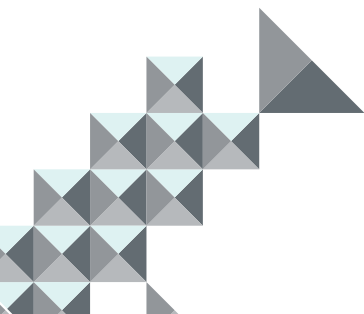
- Round table regarding the accreditation committee affiliated to the international coordination committee for national Human Rights Institutions (ICC) in March 10, 2015.
- Meeting of the Executive office of the ICC in March 11, 2015
- General Meeting of ICC and inaugural meeting for the Fund raising team of the ICC in March 12, 2015.
- General Meeting of the ICC in March 13, 2015
- ICC meeting- Office of the UNHCR, March 9, 2015
- Regional meeting for Asia-Pacific forum in March 11, 2015



- Participation in the side event of United Nations for the support of the participation of national institutions on the level of the United Nations General Assembly in New York 11-12 October, 2015
- Participation in the CEOs meeting of the member Human Rights National Institutions in the Asia-Pacific Forum, Malaysia 3-5 November 2015.
- Participation in the annual meeting of APF in Mongolia 2015
- Cooperation with APF to open a regional office in Doha during 8-9 December 2015 to discuss the scope of the regional office activities.
- Cooperation with the UN permanent mission of Qatar in New York and the Asia Pacific Forum, and the permanent mission of Germany in the UN and the ISHR and the Arab Network for National institutions for human rights to support the draft decision of the human rights national institution participation in New York on the level of the General Assembly in 2015.

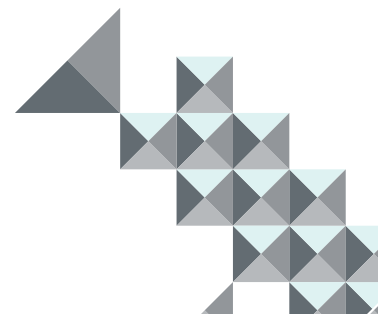
4- Meetings held with the Regional and International Human Rights mechanisms.

- Meeting with the present Human Rights Council in March 9, 2015.
- Meeting with the Higher Commissioner, the European Commission Representative and the representative of UN Development Program in March 10, 2015
- A discussion session in the 28th session of the Human Rights Council in which the committee has participated with a working paper about the principles related to Extreme poverty and the role of Human Rights National Institutions in eliminating poverty, March 25, 2015.
- Participation in executing the human rights exhibition accompanying the UN Conference No. 13 for prevention of crime and criminal Justice in April 12, 2015.
- Participation at Meeting of the committee on Rights of People with Disability at the headquarter of the high commissioner for Human Rights in Geneva-



Switzerland regarding the presentation of the primary report of Qatar related to the Convention of People with Disability during 2-23 April 2015.

- Forum of Human Rights National Institutions in Brussels- Belgium during 3-4 June 2015.
- The 38th session of observers in the Human Rights Permanent Arab Committee held in Cairo in June 7, 2015.
- Eighth session for the member parties titled "Inclusion of the rights of people with disability in the Development Agenda post 2015" in New York, 9-11 June 2015.
- Participation in the fourteenth session of the committee on People with Disability Rights in Geneva, 24-27 August 2015.
- Participation in the annual meeting for senior CEOs in the Human Rights National Institution which was held during 30-5 November in Kuala Lumpur- Malaysia
- Participation in the meeting of the executive committee of the ICC in Mexico, 6-7 October 2015.
- Participation in the second conference of the challenges to security and human rights in Tunisia, 3-4 November 2015.



Third: Numbers of Complaints submitted to the Committee from the 1st of January 2015 till 31st of December 2015.

Third: Numbers of Complaints submitted to the Committee from the 1st of January 2015 till 31st of December 2015 as per gender and number.

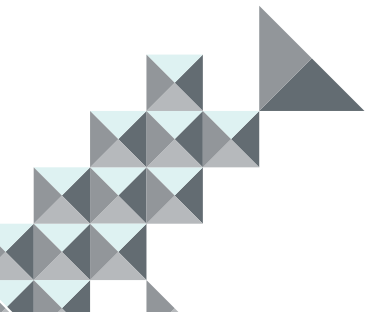
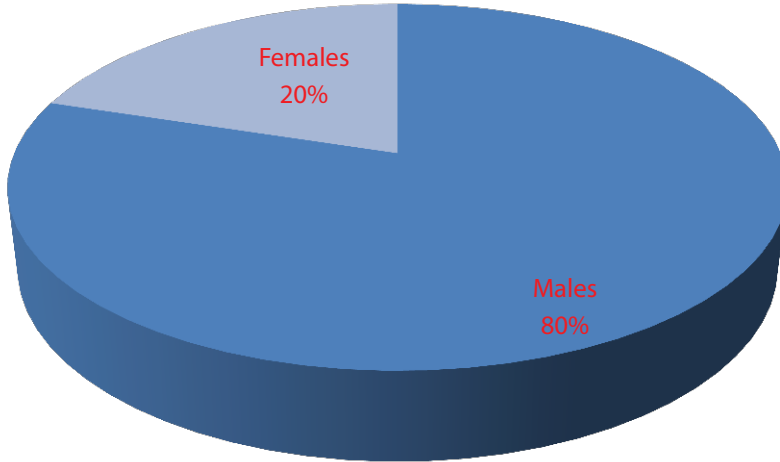


Figure No.1:
Complaints submitted to the Committee as per gender and number

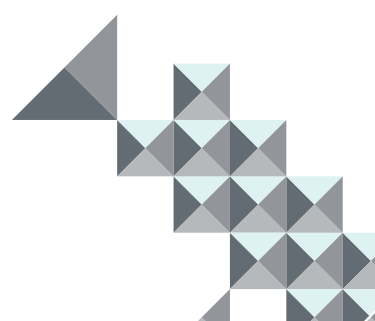
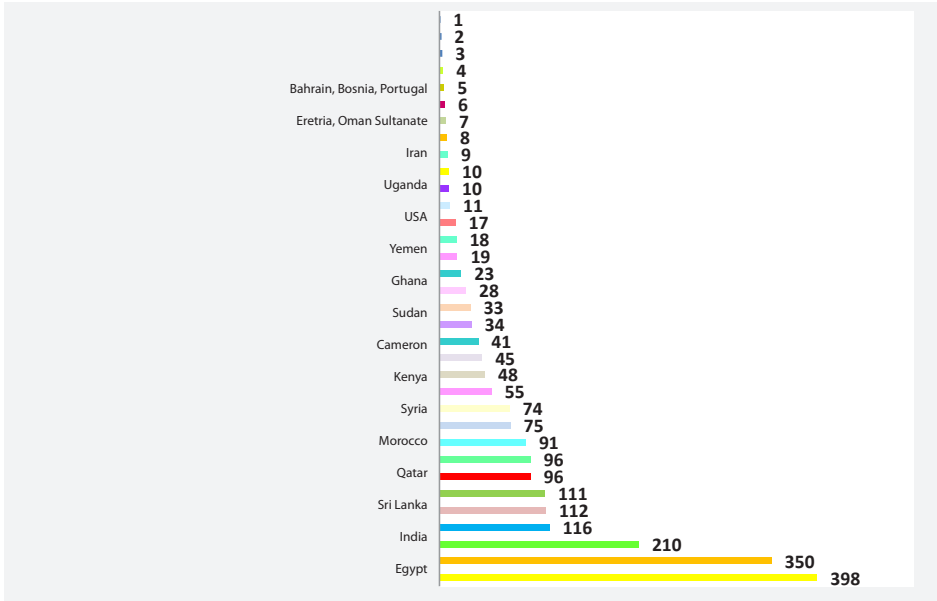


Figure No.2:

Complaints submitted to the Committee as per gender and number

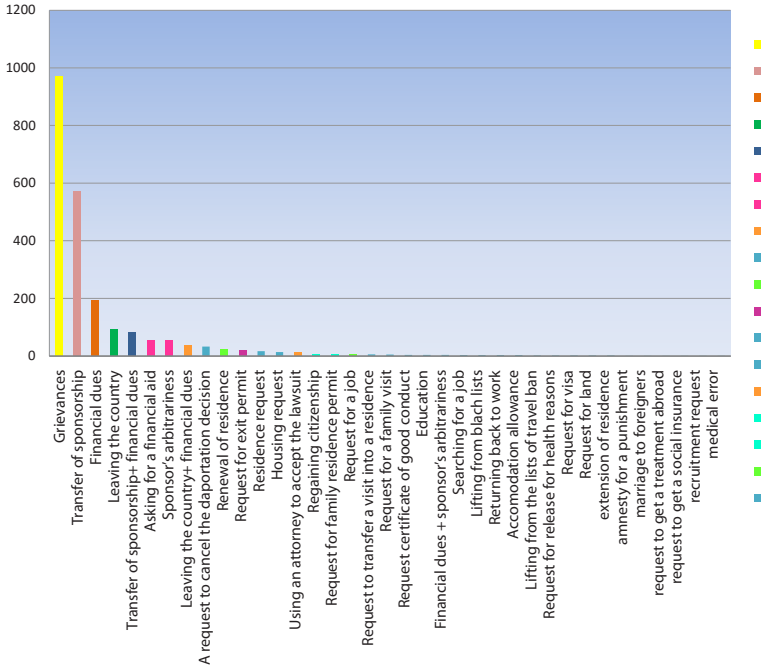
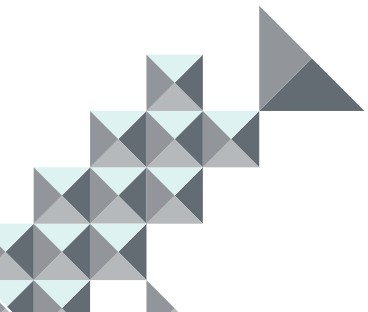


Figure No.3:

Complaints submitted to the Committee as per gender and number



Fifth Section:

Recommendations of the National Human Right Committee (NHRC)

First: recommendation to the advisory (Shura) Council and to the General Secretary of the Cabinet

1. To develop the Political and Civil rights:

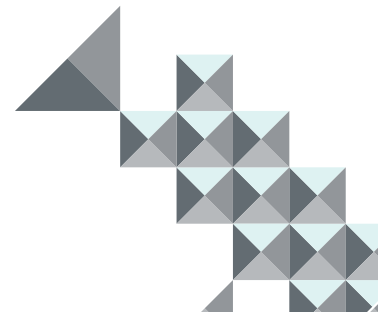
- Consider ratifying the international covenant of civil and political rights
- Consider ratifying the International convention for the prevention of enforced disappearance
- Consider ratifying the optional protocol for the convention of anti-torture
- Reconsider other related legislations such as the Law for the protection of society, Terrorism law, Law for establishing the State Security Service, law of establishing associations, law of Public marches according to the International standards for Human rights, in addition to expedite the issuance of the election law, law of organizing media activities.

2. To develop the economic and social rights

- Consider ratifying the International Covenant for economic, social and cultural rights
- Studying acceding to the International convention for the protection of immigrant workers and their family members.
- Reconsidering some legislations associated with the covenant referred to such as the housing law, the pension law and continue developing the legislations related to workers and residence

3. Develop legislations to the most vulnerable groups:

- Giving priority to the study of draft laws related to human rights
- Consider ratifying the optional protocol for the convention of the People with Disability Rights
- Ratifying the optional protocol to eliminate discrimination against women and reviewing the general reservations especially reservation on article no.9 related to women right to transfer their nationality to their spouses and children.

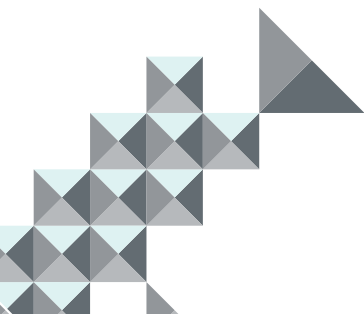


- Issuing the law that regulates the rights of people with disabilities
- Issuing the law for children rights and amending a criminal and civil legislations in compliance with the provisions of the convention of the rights of child.
- Issuing a law regulating the rights of psychiatric patients
- Reconsidering the family law and developing a legislation or a system for the protection against domestic violence.
- Issuing a law for regulating rights domestic of workers.
- Continue presentation of laws relevant to human rights on the committee before approving it and calling the committee to attend the discussions for the drafts of legislations.
- Consulting the stakeholders concerned with laws as listening to the opinions of individuals and groups concerned with law is one of the best practices to guarantee developing integrated legislations.
- Holding sessions to discuss the matters in the report regarding the right of citizenship and the right of divorced and widow women in having a house.
- Instructing all concerned authorities to collect data about the cases of violence against women, number of lawsuits, convictions, the availability of protection and rehabilitation services for abused women, and totally terminating all aspects of violence to which female domestic workers are exposed by developing a hot line system connected to police and prosecution and establishing a shelter that provides all legal and social services.

Second- recommendations to the Supreme judiciary council:

These recommendations are related to the procedures of improving the conditions of practicing the right to fair and just trial:

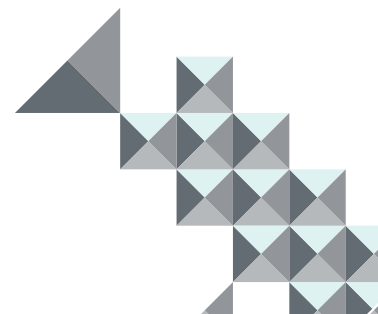
- Establishing an department or an authority that is affiliated to the Superior Committee of Justice or the Ministry of Justice that includes experts in all specializations necessary to settle any disputes.
- Commitment of the Judges not to assign any expert except to perform a task that the court can't perform due to its need to allocate a technician or a professional Expert
- Activating the system of exemption from paying the fees of the expert in the labor lawsuits, especially for workers with limited wages.



- The necessity to activate the legal provisions that would prevent the postponing of lawsuit for many times due to the same reason so that it would be settled quickly, together with considering the system of successive sessions in the cases that affect the society and the state.
- Expansion in the decisions of prisoners release and decreasing the decisions of preventive detention
- Developing new mechanisms and activating the mechanisms of settling the disputes stated in the different legislations as the NHRC considers that developing some new mechanisms and activating some of the different mechanisms for settling the disputes amicably or using simple procedures might lead to improving the circumstances of practicing the right of litigation, at least through lifting the load of investigating in the less important cases away of the shoulders of the judges which leads to investigating the significant cases that need studying and investigation. The most important of these mechanisms is activating both systems of reconciliation and arbitration in labor disputes provided for in the labor law no.14/2004, for there is no doubt that the big number of labor lawsuits, most of which can be solved through both committees of reconciliation and arbitration, especially that they are usually disputes related to fixed matters such as salaries and wages.
- Issuance of the Emiri Decision no.57.2012 to establish the Qatar labor committee may facilitate the acceleration of activating both committees, which facilitated in turn the existence of representatives for workers in both committees.
- The necessity to have a department that includes specialists in Arabic language and law to review the sentences after they are issued and make sure they are free from the Spelling mistakes and typos before the courts' presidents sign them

Third: recommendations to the Public Prosecution:

- Establishing a human rights office in the prosecution headquarter to receive complaints
- Increasing the number of visits to monitor detention places and issuing an annual report on the situation.
- Decreasing the number of the preventive detention decisions and replacing it with precautionary measures



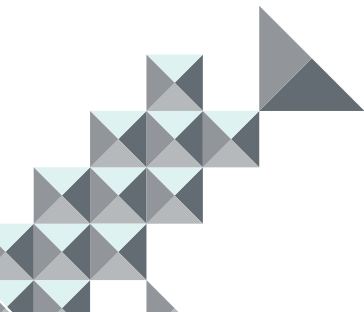
- Holding intensive training courses targeting the public prosecution employees on applying the anti-human trafficking act.

Fourth: recommendations for the Ministry of Interior

- Considering the development of the executive regulations and work standards of the grievance committee in applying law no.12/2015 regarding the organization of the entry, exit and residence of the expatriates in order to achieve the objective of the law and give the opportunity to make flexible decision that respond to the practical reality and promote the positive practices in protecting the rights of workers and enabling them to access justice for purposes of equity.
- Expansion of the deportation centre, developing the health and safety systems and considering the international standards for the rights of detainees.
- Continue developing programs to handle the legal situations of the illegal labor.
- Establishing a department for research and investigation in the human trafficking crimes.
- Increasing the number of field visits to the detention places and issuing reports about this.
- Establishing an office affiliated to the Ministry of interior, human rights department in Hamad international Airport to review the issues that some of the workers get exposed to when they arrive and follow up their situations.

Fifth: recommendation to the Ministry of Labor and Social Affairs

- Providing the information and signage in the departments in different languages
- Providing workers with the translation in different languages
- Developing mechanism to access to workers.
- Obligating the companies to form " Joint Committees" according to the law of labor.
- Activating the provisions of the arbitration and reconciliation committees provided for in the law of labor.
- Activating the Qatari labor committee established according to the Emiri decision no.57/2012
- Continue training and strengthening the inspection department and establish a training center in Qatar.



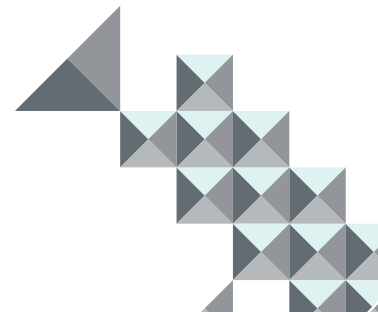
- Achieving equal opportunities for training inspectors and their access to the foreign courses including female inspectors.
- conducting courses for training inspectors to identify the victims of human trafficking and how to investigate and disclose any forms of these crimes, in addition to developing a hotline system in cooperation with the police and prosecution as well as establishing a shelter house of a sufficient capacity in which all legal and social services are available
- Establishing an office affiliated to Ministry of labor in Hamad international Airport to review the issues that some of the workers get exposed to when they arrive and follow up their situations.

Sixth: recommendations to the Ministry of Education and the Supreme Council of education

- Consider in benefitting from the guide of education on human rights for the elementary, preparatory and secondary stages that the committee presented to the Ministry since 2012.
- Publishing reports about educating students with disabilities in the independent schools
- Consideration of the international day for fighting racism in the 12th of March each year and disseminate the culture of human rights in general

Seventh: recommendations to the Ministry of Municipality and Urban Planning:

- Making sure that all lands are granted after they are furnished with all utilities and services
- Getting rid of the slow procedures related to allocating and handing over of lands and handling waiting lists
- Looking into the repeated complaints of widows and divorced women regarding the difficulty of procedures in granting the lands and the non-transparency of the conditions necessary for this.
- Monitoring the application of the building guide for people with disability.





اللجنة الوطنية لحقوق الإنسان
National Human Rights Committee

Doha - Qatar