



اللجنة الدائمة للسكان

Permanent Population Committee

# QATAR POPULATION STATUS 2012

Three Years After Launching the Population Policy



# **Qatar Population Status 2012**

Three Years after Launching the Population Policy

**Dhul-Hijja 1433 / October 2012**



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## Preface

Qatar has undertaken a comprehensive development renaissance in areas of economy and construction. A renaissance that exceeded entirely the expected accomplishment rates. Consequently, the individual standard of living highly rocketed. Health, education and up-to-date services have become available for every citizen, enabling the country to pursue human development in modern world. According to the *Human Development Index* (2011), Qatar value index reached 0.831, ranking the country as 37 out of 187 countries.

These achievements, which are expected to enlarge in the future, are considered an actual incorporation of the broad trends of *Qatar National Vision*, that seeks to transform the country by 2030 to an advanced country able to achieve sustainable development and ensure the well-being for its people and future generations. *Qatar National Vision* is the bedrock for *National Development Strategy 2011 - 2016* and *Population Policy*.

In this context, it is worth noting that *Qatar Population Policy* is a continuous civilizational project. It will always be reviewed and re-formulated in line with the rapid occurring changes, and in accordance with the plans, projects and guidelines of *National Development Strategy (2011-2016)*.

In view of that, most of *Population Policy* goals have been integrated into related projects of *National Development Strategy*. Throughout the 2<sup>nd</sup> and 3<sup>rd</sup> phases of implementation follow-up, emphasis was limited to the most relevant objectives of the *Population Policy*, identified by population and labour force axis. The other three themes (education/training, health/environment, and empowerment issues), included procedures related to the primary axis that influence *Population Policy*, directly or indirectly.

After three years of the *Population Policy* implementation, whereby 13 working groups participated in the follow-up process, *Qatar Population Status 2012*, which is the 3<sup>rd</sup> national annual report, monitors the achieved progress in implementing the Programme of Action of *Population Policy* through several quantitative and qualitative indicators adopted as tools to determine implementation rates and efficiency evaluation of settled procedures, and by the same measures the achievement of each axis objectives, the change caused by a program or intervention, and constraints hampering the authentic execution of the different procedures, letting decision makers examine the goals and objectives of the policy or those of measures and procedures to be implemented.



The present report is divided into introduction, four chapters and conclusion. Each chapter deals with an axis of the population policy, which reviews the objectives and actions that have been turned into quantitative and qualitative indicators as methodological tools that monitor implementation process achievements.

In this regard, I would like to extend my gratitude and appreciation to those who contributed to the accomplishment of this report: the Working Groups that provided a precise description of the field findings, the relevant departments in charge of population policy implementation, which cooperated with the working groups by providing useful information, and the Permanent Population Committee Technical Bureau that made extensive efforts in supervision, coordination, direction, examination, revision and analysis of the collected data.

**Dr. Saleh Bin Mohamed Al Nabit**

**Secretary General**

**General Secretariat for Development Planning**



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## FIRST AXIS

### POPULATION AND LABOUR FORCE

As indicated in the 2<sup>nd</sup> phase, this axis is the bedrock and core of the 3<sup>rd</sup> phase of the population policy implementation follow up. It includes the following dimensions:

- Demographic growth and population structure
- Labour force
- Urban growth
- Housing

This axis tries to answer the following questions:

- What are the most effective ways to encourage Qataris marriage and reproduction?
- How can Qataris be encouraged to work in private sector?
- How would it possible to attract citizens and residents to dwell in urban districts away from Doha?
- What are the difficulties that impede the implementation of the Law No. 15 of 2010 preventing singles' residence near families?

The objectives that this axis tries to achieve are as follow:

- Encouraging citizens, especially youth, to marry and reproduce.
- Encouraging citizens to work in private sector.
- Developing urban centres far from Greater Doha and building attractive ones for citizens and residents.
- Following-up the implementation of the Law No. 15 of 2010 preventing singles' residence near families.

These objectives have been transformed into a set of procedures that have been converted into a set of qualitative and quantitative indicators to facilitate the process of evaluating the 3<sup>rd</sup> phase of monitoring the implementation of population policy, namely: achievements, challenges, priorities of the 4<sup>th</sup> phase follow-up of population policy implementation in the field of population and labour force.



## First: Achievements

### A. Legislations, procedures, qualitative and quantitative indicators

Population Growth & Structure	Objective 1: Encouraging citizens, especially youth, to marry and reproduce				
<b>Procedure 1: Accelerate the establishment of marriage fund</b>					
<b>Targeted indicator</b>	Current Status				<b>Content</b>
	Available			Unavailable	
Process being					
	Implemented	Legislated		Planned	
Existence of a tendency to establish a marriage fund					<ul style="list-style-type: none"> <li>The initiative for developing Marriage Fund has been set by a committee presided by Supreme Council for Family Affairs and the membership of the Amiri Diwan, Raf foundation, Family Consulting Center, Ministry of Social Affairs and other relevant bodies. The draft was submitted to the Amiri Diwan on 5 June 2011, Office of His Highness Heir Apparent. Follow-up processes are yet on-going.</li> </ul>
Marriage contracts number registered on the last three years (2009-2011)			year	Marriage contracts number	
			2009	1920	
			2010	1752	
			2011	1898	
<b>Procedure 2: provide financial grants and allocations for newborns</b>					
Existence of program of allocations and grants for newborn infants					
<b>Procedure 3: provide rewards for the most reproductive family</b>					
Existence of tendency to create a "Distinction" for the most reproductive family					
<b>Procedure 4: encourage marriage from divorced women and widows</b>					
Existence of programs and campaigns for marriage from divorced and widows					Some events are undertaken by Family Consulting Center and Ministry of Endowment and Islamic Affairs
<b>Procedure 5: strengthen religious manners through encouraging marriage</b>					
Existence of religious lectures and speeches to encourage marriage manners					<ul style="list-style-type: none"> <li>Ministry of Endowment and Islamic Affairs presents several religious speeches and lectures to promote marriage manners.</li> <li>Family Consulting Center presents lectures through "Decision and Stability" program to extend religious conducts.</li> </ul>



Procedure 6: organizing awareness campaigns for youth about reproduction issues																					
Targeted indicator	Current Status				Content																
	Available Process being																				
	implemented	legislated	Planned	Unavailable																	
Existence of reproduction awareness campaigns for youth					<ul style="list-style-type: none"> <li>Medical test before marriage in the country health institutions includes a clinical awareness about laboratory results and expected complications of latent genetic or transmitted diseases. Some departments in Qatar national health institutions prepare education programs about sexually transmitted diseases on events, such as World AIDS Day.</li> <li>Family Consulting Center through the program "Decision and Stability" offers in health axis rehabilitation for couples willing to marry, as well as women reproductive health and the importance of the medical test before marriage. This program has been presented 13 times and attended by 1988 persons. In addition to that, the Centre plans to increase programs, provide lectures and workshops for both sexes dealing with the importance of medical test before marriage and reproductive health.</li> </ul>																
<b>Objective 2: Addressing divorce and reaffirming the importance of reproduction and family cohesion</b>																					
Procedure 1: awareness of abusive divorce negative effects on the individual and society																					
Existence of programs on negative effects of divorce on the individual and society					<ul style="list-style-type: none"> <li>Awareness programs are included in educational and preventive programs offered by Family Consulting Center. All divorce applications that are presented to Family Court are directed to Family Consulting Center in an attempt to reconciliation and awareness about the negative effects of divorce during consulting sessions. As for divorce cases, they are directed to Family Consulting Center to implement the provisions of checking, incubation and visiting. Couples are re-consulted about divorce decision.</li> <li>Ministry of Endowments and Religious Affairs provides awareness through religious lectures, speeches and judgments (Fatwa).</li> </ul>																
The proportion of divorces to total marriages during the last three years(2009-2011)					<table border="1"> <thead> <tr> <th>Year</th> <th>Marriages</th> <th>Divorce cases</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>2009</td> <td>1920</td> <td>787</td> <td>41.0</td> </tr> <tr> <td>2010</td> <td>1752</td> <td>820</td> <td>46.8</td> </tr> <tr> <td>2011</td> <td>1898</td> <td>754</td> <td>39.7</td> </tr> </tbody> </table>	Year	Marriages	Divorce cases	%	2009	1920	787	41.0	2010	1752	820	46.8	2011	1898	754	39.7
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Procedure 2: Develop programs for marriage culture, rights and duties of spouses in building a cohesive family																					
Existence of programs for marriage culture, rights and responsibilities of spouses					<ul style="list-style-type: none"> <li>All programs are included in the plan of Family Consulting Center for 2012-2013 as presented regularly over the past years under educational programs. For example, the Center undertakes a study to identify breakdown marriages. It also provides the program "Kind Divorce" and regular awareness campaigns about family cohesion. Additionally, it presents the program "Cordiality" tackling this issue from different sides.</li> </ul>																



Procedure 3: Establishing new branches of Family Consulting Center in different regions					
Targeted indicator	Current Status				Content
	Available Process being				
	Implemented	Legislated	Planned	Unavailable	
Existence of a tendency to establish branches of Family Consulting Center in different regions					<ul style="list-style-type: none"> <li>The strategic plan (2011-2016) of the Centre includes opening representative offices and branches. Currently, this project is under planning. The Center also is seeking to achieve an effective partnership with the Ministry of Social Affairs, relevant authorities and funding sources to accomplish a geographical outreach.</li> </ul>

Labour Force	Objective 1: Improving recruitment policies in line with a knowledge-based economy
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Procedure 1: Limitation of unskilled foreign workers				
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Existence of orientations and procedures to limit unskilled foreign workers					<ul style="list-style-type: none"> <li><b>National Development Strategy:</b> Several orientations and procedures are under implementation by National Development Strategy, as in Labour Market Strategy to reduce recruitment of unskilled foreign workers included in (Project: 3) about labour force productivity which targets participation of foreign workers, and (Project: 4) that aims at increasing the recruitment and keeping foreign workers.</li> <li><b>Labour Law No. (14) of 2004:</b> Several orientations in labour law to recruit skilled foreign workers who can contribute in the training of Qataris. Article (27) states "the employer who employs foreign experts or technicians shall train an appropriate number of Qatari workers to be nominated by the department on the work carried out by the experts and technicians or employ assistant Qatari workers for them for purpose of training and gaining expertise."</li> <li><b>Law No. 4 of 2009 organizing the entry, exit, residence and sponsorship of expatriates:</b> skilled foreign workers in Qatar benefit from attractive administrative facilities as stated in Article (16): "Residence permits shall be granted to the spouse of the person granted a Residence permit and to his/ her male children who have not completed their university study up to the age of 25 years and to his/ her unmarried daughters. Subject to the consent of the Minister or his nominee at his sole discretion, the parents of the person granted a residence permit may also be granted residence permits." (the Minister identifies the granting of these permits to expatriates with high level of expertise)</li> </ul>																																			
Number of recruited expatriates in 2011, by occupation	Currently, no indicator is noted to expand the use of technology for reducing foreign workers number. The following table compares expatriates percentage in selected occupations with those recruited in 2008 (100%).																																							
	<table border="1"> <thead> <tr> <th>Occupation</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>Civil Engineers</td> <td>33.4</td> <td>37.9</td> <td>33.9</td> </tr> <tr> <td>Technicians</td> <td>82.2</td> <td>52.9</td> <td>50.2</td> </tr> <tr> <td>Electricians</td> <td>60.1</td> <td>44.7</td> <td>27.1</td> </tr> <tr> <td>Mechanical Technicians</td> <td>71.0</td> <td>27.0</td> <td>31.3</td> </tr> <tr> <td>Accountants</td> <td>60.1</td> <td>63.4</td> <td>43.9</td> </tr> <tr> <td>Workers</td> <td>40.2</td> <td>56.5</td> <td>48.4</td> </tr> <tr> <td>Cleaners</td> <td>108.3</td> <td>132.7</td> <td>104.0</td> </tr> <tr> <td>Packaging</td> <td>104.0</td> <td>376.8</td> <td>412.0</td> </tr> </tbody> </table>				Occupation	2009	2010	2011	Civil Engineers	33.4	37.9	33.9	Technicians	82.2	52.9	50.2	Electricians	60.1	44.7	27.1	Mechanical Technicians	71.0	27.0	31.3	Accountants	60.1	63.4	43.9	Workers	40.2	56.5	48.4	Cleaners	108.3	132.7	104.0	Packaging	104.0	376.8	412.0
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Procedure 2: Controlling recruitment rules of domestic workers					
Targeted indicator	Current Status				Content
	Available Process being				
	Implemented	legislated	Planned	Unavailable	
Existence of changes in recruitment rules of domestic workers in 2011					
Number of domestic workers for the last three years					Year
					Number of private sponsorship
					2009
					2010
				2011	49687
					51503
					55167

Procedure 3: Providing motivations for companies that modernize the means of production to reduce workers number					
Existence of motivations for companies					<ul style="list-style-type: none"> <li>Qatar Chamber of Commerce and Industry plans for an award (not decided yet) for the best company that improves the means of production to reduce the number of workers.</li> </ul>
Number of companies improving the means of production (according to knowledge-based economy standards) during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>It is not possible yet for the working group to obtain data for judging the number of institutions improving their means of production according to knowledge-based economy standards) during the past three years (2009-2011).</li> </ul>

## Objective 2: Encouraging Qataris to work in private sector

Procedure 1: Tendency to realize salaries equality in the three sectors (public, private and semi-public)					
Existence of legislations about salaries equality in the three sectors					
Average income for selected occupations (teachers, engineers, doctors and personnel)					<ul style="list-style-type: none"> <li>It is not possible yet for the working group to obtain the required data</li> </ul>
Procedure 2: Unify employment rules, leave and benefit systems in the three sectors					
Existence of legislations that unify labor systems, vacations and benefits in all sectors					
Annual leave period in all sectors					<ul style="list-style-type: none"> <li><b>Annual leave period in public sector according to human resources law:</b> <ul style="list-style-type: none"> <li>45 days to occupations with seven grade or higher or equivalent salary.</li> <li>40 days to occupations with eight to ten grades, or equivalent salary.</li> <li>30 days to occupations with other grades, or equivalent salary.</li> </ul> </li> <li><b>Annual leave period in private sector according to labor law:</b> <ul style="list-style-type: none"> <li>Article (79) states that the worker who has spent a full year (continuous) at the service of employer, is entitled to an annual paid leave as stated in Article (72). The leave must not be less than three weeks for the worker who has less than five years in service, and four weeks for the worker who has five years or more. The employee is entitled to have a leave during the year, according to the period spent in service.</li> </ul> </li> <li><b>Annual leave period in Qatar Petroleum for official holidays:</b> <ul style="list-style-type: none"> <li>The employee is entitled to a paid annual leave by (37) working days, he can get a leave after accomplishing the probationary period in accordance with work requirements.</li> <li>balance of unused vacation is settled at the end of the first calendar year of the employee service in accordance with procedures determined by the regulatory list of employees in the institution.</li> </ul> </li> </ul>



Procedure 3: Conducting a field survey about the changing trends of Qataris to work in private sector					
Targeted indicator	Current Status				Content
	Available Process being				
	Implemented	legislated	Planned	Unavailable	
Existence of a tendency to conduct the mentioned survey					<ul style="list-style-type: none"> <li>This kind of surveys is under implementation by Permanent Population Committee in cooperation with Ministry of Labor.</li> </ul>

<b>Urban Growth</b>	<b>Objective: Developing urban centers outside Greater Doha and creating new ones attracting citizens and residents</b>
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Procedure 1: ensuring appropriate job opportunities for population in urban centers outside Greater Doha (Doha and Al Rayyan municipalities)																																	
Existence of administrative rules and procedures to ensure job opportunities for active people in urban centers outside Greater Doha					<ul style="list-style-type: none"> <li>Existence of trends and plans to take the necessary measures and systems development for ensuring sufficient employment for active population in urban centers outside Greater Doha in the future, noting that these rules and procedures exist on a small level.</li> </ul>																												
Unemployed population proportion by nationality and municipality (except Doha and Al Rayyan)					<ul style="list-style-type: none"> <li>Unemployed population proportion in municipalities of Doha and Al Rayyan reached 88% of the total unemployment in the country. This percentage reached in other municipalities 12%. The following table shows the relative distribution of unemployment by nationality and municipality (except Doha and Al Rayyan):</li> </ul> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Municipality</th> <th>Qataris(%)</th> <th>Non-Qataris (%)</th> <th>Total (%)</th> </tr> </thead> <tbody> <tr> <td>Al Wakra</td> <td>53.2</td> <td>61.9</td> <td>57.3</td> </tr> <tr> <td>Umm Salal</td> <td>29.7</td> <td>26.5</td> <td>28.1</td> </tr> <tr> <td>Al Khor</td> <td>3.5</td> <td>3.9</td> <td>3.7</td> </tr> <tr> <td>Al Shamal</td> <td>0.0</td> <td>7.8</td> <td>3.7</td> </tr> <tr> <td>Al Daayen</td> <td>13.6</td> <td>0.0</td> <td>7.2</td> </tr> <tr> <td><b>Number of unemployed</b></td> <td><b>455</b></td> <td><b>412</b></td> <td><b>867</b></td> </tr> </tbody> </table>	Municipality	Qataris(%)	Non-Qataris (%)	Total (%)	Al Wakra	53.2	61.9	57.3	Umm Salal	29.7	26.5	28.1	Al Khor	3.5	3.9	3.7	Al Shamal	0.0	7.8	3.7	Al Daayen	13.6	0.0	7.2	<b>Number of unemployed</b>	<b>455</b>	<b>412</b>	<b>867</b>
Municipality	Qataris(%)	Non-Qataris (%)	Total (%)																														
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Al Daayen	13.6	0.0	7.2																														
<b>Number of unemployed</b>	<b>455</b>	<b>412</b>	<b>867</b>																														

Procedure 2: opening branches of university colleges in urban centers outside Greater Doha					
Existence of a tendency to open branches of university colleges in urban centers outside Greater Doha					<ul style="list-style-type: none"> <li>Currently there is no prospected practical action in this field. Urban Plan includes proposals for establishing Qatar University branch in Al Wakra, a branch of the Faculty of Civil Aviation in Al Khor, and practical training branch of North Atlantic College in RasLaffan specialized in studies of oil and gas near RasGas platform.</li> </ul>

Procedure 3: establishing new cities (small and medium) in municipalities outside Greater Doha					
Existence of plans to build new cities in municipalities outside Greater Doha					





Housing	Objective 1: Following up the implementation of Law No. 15 of 2010 (preventing singles' residence near families)				
	Procedure 1: accelerating the realization of workers housing compounds with basic requirements				
Targeted indicator	Current Status				Content
	Available Process being				
	Implemented	legislated	Planned	Unavailable	
Existence of plans and projects to realize workers housing compounds					<ul style="list-style-type: none"> <li>On 18 January 2012, workers largest city in Qatar was launched "Barwa Al Baraha", the second phase of the project, was founded in the industrial area near Doha. It is considered to be a great project that will not only include workers housing compounds, but also a set of leisure entertainment services.</li> </ul>
Existence of regulations and measures to verify that workers housing compounds contain all necessary services					<ul style="list-style-type: none"> <li>Authorized bodies supervise the implementation of law concerning the application of the decision of the Minister of Civil Service Affairs and Housing No. (17) of 2005, which sets requirements and specifications of suitable housing for workers.</li> </ul>
Procedure 2: follow up the application of law					
The proportion of areas in which law is implemented out all concerned areas	<ul style="list-style-type: none"> <li>According to data from the Ministry of Municipality and Urban Planning, number of cases in which law has been fully implemented is about 460. The following table shows the number of removals in housing areas that are prohibited for workers:</li> </ul>				
	Month	Number of reports	Number of decisions	Estates being removed	Number of complaints
	November-December	33	0	20	31
	January	39	28	14	14
	February	15	2	20	15
	Mars	28	7	35	52
April	52	18	21	62	
May	22	23	13	29	



<b>Objective 2: Encouraging newly married couples to accept small and medium residential appropriate housing units</b>											
<b>Procedure 1: provide apartments for free or at reasonable prices for citizens newly married couples and those pretending to marriage</b>											
<b>Targeted indicator</b>	<b>Current Status</b>				<b>Content</b>						
	<b>Available Process being</b>			<b>Unavailable</b>							
	<b>Implemented</b>	<b>legislated</b>	<b>Planned</b>								
Existence of a tendency to provide apartments for free at reasonable prices for citizens newly married couples and those pretending to marriage					<ul style="list-style-type: none"> <li>There are no clear guidelines providing free accommodation for newly married couples, or at reasonable prices in the public sector. Such tendency exists in private sector (Barwa residential project), where prices of renting apartments are so affordable according to the market prices, and yet accessible to everyone. Its rent amount is as follows: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Kind of apartment</th> <th>Rent amount</th> </tr> </thead> <tbody> <tr> <td>3 bedrooms and utilities</td> <td>3800 Qrs</td> </tr> <tr> <td>2 bedrooms and utilities</td> <td>3300 Qrs</td> </tr> </tbody> </table> </li> <li>Noting that the provided apartments are not confined only to citizens, but all inhabitants.</li> <li>It is worth noting that Housing law No. 2 of 2007 meets the needs of newly married couples, and covers all categories and segments of society, males and females, providing them with a housing loan about 1.200000 Qrs, including administration expenses of 1% over 35 years. Noting that the administration of government housing provides houses for citizens in exchange of housing allowance given to them by their jobs.</li> </ul>	Kind of apartment	Rent amount	3 bedrooms and utilities	3800 Qrs	2 bedrooms and utilities	3300 Qrs
Kind of apartment	Rent amount										
3 bedrooms and utilities	3800 Qrs										
2 bedrooms and utilities	3300 Qrs										
Number of housing units granted for the categories mentioned in 2011					<ul style="list-style-type: none"> <li>The total number of Barwa residential apartments reaches about 2000 (some include 3 bedrooms, others just 2 bedrooms).</li> <li>In public sector, the number of transactions that its proceedings were terminated in 2011 by Qatar Development Bank (for Villas) reached 1806, including: 1515 Treatment of housing loan, and 291 only loans.</li> </ul>						
<b>Procedure 2: benefits of apartments for those with limited income, especially for just marrieds</b>											
Existence of awareness campaigns											
<b>Procedure 3: undertake prospective study on the attitude of just marrieds and those pretending to marriage about small and medium apartments as a provisional solution</b>											
Existence of a tendency to undertake the mentioned study					<ul style="list-style-type: none"> <li>A question was included within an internet sample study conducted by the Permanent Population Committee Technical Bureau, the answer was positive to some extent.</li> </ul>						

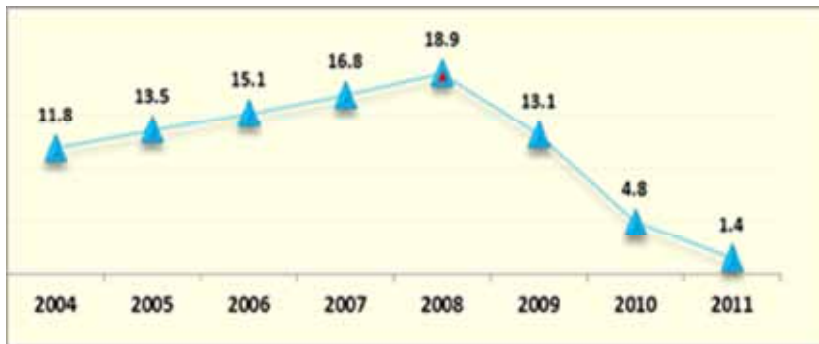


## B. General Statistical Facts

### ✚ Demographic growth and population structure:

- **Demographic growth rate:** Given the limited population size of citizens and its repercussions on human resources shortage, Qatar recruited large numbers of foreign workers from different nationalities. The aim is to finish infrastructure projects in line with economic growth, which obviously contributed in the last ten years to population growth rate fluctuation (Figure 1). Consequently, population growth increased by 18.9% in 2008, and then sharply declined to 1.4% in 2011. It is expected that population growth in Qatar will rise in the future, due to the increasing demand for expatriate workers in various fields, especially in construction sector, to ensure the requirements of Qatar World Cup 2022.

**Figure (1): Qatar Population Growth Rate by Years**



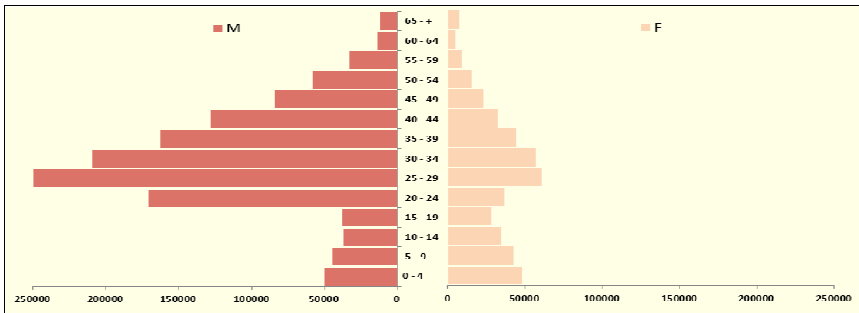
**Source:** Statistics Authority, unpublished data, 2012

- **Population Size:** In the last four decades, Qatar population multiplied by 15 times. In 1970, the population was about (111.000) person and they have become (1.732.718) person in 2011<sup>(1)</sup>. This large growth is a result of the in migrating flow of foreign workers needed to accomplish comprehensive development process.



- Age structure:** examining the population age structure helps in understanding several social and economic phenomena in any community, because it indicates the distribution of age groups, manpower productivity, and demographic dependency ratios. As in most Gulf countries, Qatar is characterized by an imbalanced population age structure illustrated in ages pyramid (Figure 2) which refers to the rise of work age-group (15-64 years): its relative size reached 84.1%<sup>(2)</sup>, a very high rate compared to citizens, who do not exceed 58%<sup>(3)</sup>.

**Figure (2): Qatar Population Pyramid, 2011**



**Source:** Qatar Statistics Authority, Population Estimations for mid-2011.

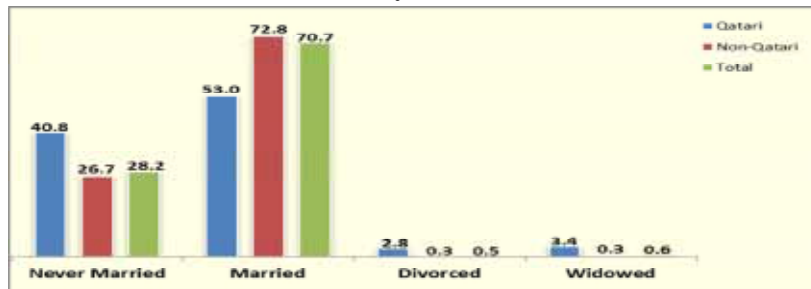
Accordingly, we notice that Qatar is among the lowest "Age Dependency Ratio" in the world whereby the proportion of people under 15 and over 65 years out of population at work-age (15-64 years old) reached 17.4% in 2011<sup>(4)</sup>. In comparison, Age Dependency Ratio reaches (49.9%) in countries with high human development, whereas in countries having low human development it reaches (77.7%)<sup>(5)</sup>. In the context of Qatar, the actual reason behind this low ratio is not low fertility ratio or declined numbers of elderly people (+65), rather it is due to the great influx of foreign workers who belong to age-group (15 - 64 years), and who are able to work.



principle in population gender structure (males per 100 females) is to be relatively balanced between 100% and 105%. However, official statistics indicate that gender ratio in Qatar reaches 308<sup>(6)</sup>, i.e. there are 308 males for every 100 females: it remains higher enough and surpasses the ratio among Qataris more than three times.

- **Marital structure:** It deals with population structure in terms of the percentage of those who have never married, married couples, widows and divorced. This percentage is directly affected by age structure, registered gender ratio, social and economic systems. In figure (3), recent official statistics denote that 28.2% of population in Qatar who are 15 years old and over has never been married, while the majority is married.

**Figure (3): Population 15 years and over by Marital Status and Nationality, 2011**



**Source:** Statistics Authority, labour force survey by sample, October 2011.

At first glance, marital structure of Qatar population seems perfect: about two thirds ( $\frac{2}{3}$ ) are married, but the reality is so different. If we review the distribution of married population by nationality, we find out that 92% are non-Qataris. What does that mean? It simply means that when they were asked about their marital situation, the majority of non-Qataris responded positively, that is, they are married in their



countries of origin, but currently do not have their families in Qatar. In this case, every person living alone (without his legal partner) for more than six months is considered single even he is married at the country of origin. This means that about two thirds of population in Qatar at 15 years are currently singles <sup>(7)</sup>.

### **Labour Force:**

- **Labour Force Size:** The number of economically active population doubled three times during seven years (from 444.133 in 2004 to 1.277,445 in 2011)<sup>(8)</sup>. This unprecedented growth resulted primarily from the recruitment of large numbers of foreign workers needed for the country's ambitious development plans. It led to a huge imbalance of labour force structure. Despite the slight improvement in Qataris proportion out of total labour force, non-Qataris reached 93.9% out of the total population in 2011, as stated in table (1).

**Table (1): Economically Active Population (15 years and over) by Gender and Nationality, 2010-2011**

	Qataris		Non-Qataris	
	2010	2011	2010	2011
<b>Male</b>	4.2	4.5	95.8	95.5
<b>Female</b>	17.2	17.3	82.8	82.7
<b>Total</b>	5.8	6.1	94.2	93.9

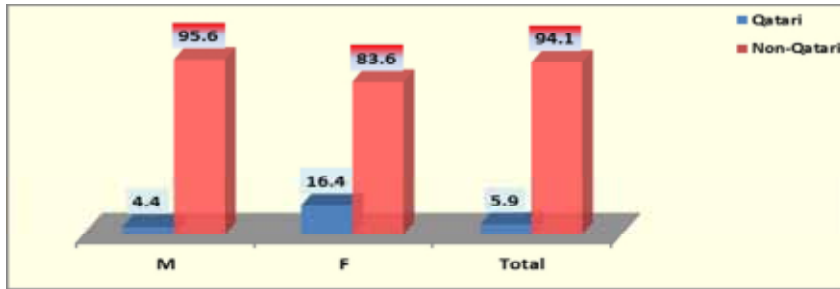
**Source:** Statistics Authority, labour force survey by sample, October 2011.

The positive indicators presented in Table (1) show that the proportion of Qatari females increased in comparison with males: females constitute 35.3% out of economically active population in 2011 and increased slightly their proportion in total labour force to 12.4%. Figure (4) shows the low ratio of



Qataris in total employment, as well as the high ratio of Qatari females when compared to them.

**Figure (4): Percentage of Employed People by Nationality and Gender, 2011**

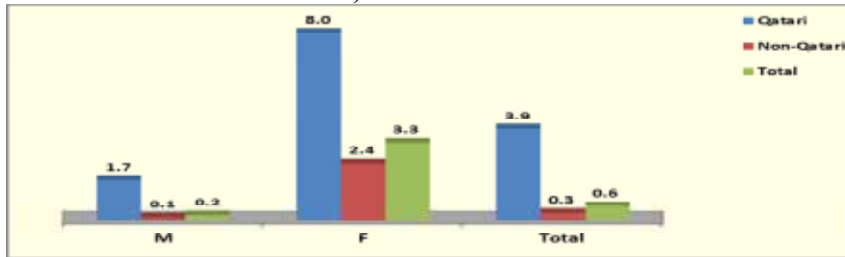


Source: Statistics Authority, labour force survey, 2011

- Unemployment rate:** the increased proportion of non-Qataris in labor force reduced the general unemployment rate in the country to be among the lowest rates in the world (0.6%). However, it is remarkable that high unemployment rate among citizens has augmented, particularly among females, compared to general unemployment rate in the country. According to Figure (5), the rate of Qatari Females reached 8% in 2011, compared to 1.7% for males. Concerning residents, unemployment rate did not exceed 2.4% for females as opposed to 0.1% for males. Actually, this relatively high unemployment rate among Qatari females highlights several questions: female residents rarely compete with citizen counterparts due to their different areas of work. It is probable that the high unemployment rate of Qatari females might be caused by enormous numbers of graduates, as well as the specified working conditions that fit Qatari females. The following figure shows in detail unemployment rates in Qatar during 2011.



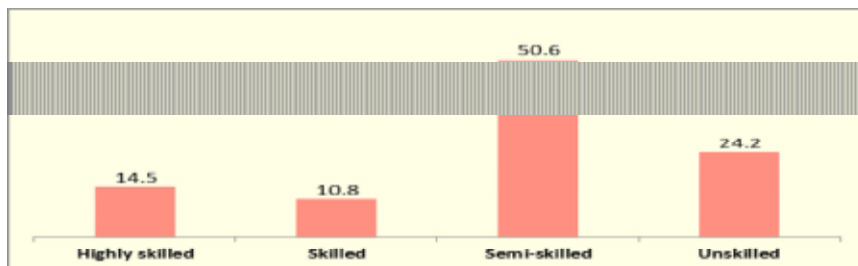
**Figure (5): Unemployment Rate by Nationality and Gender, 2011**



Source: Statistics Authority, labour force survey, 2011

- Skill level of foreign workers:** *Qatar National Vision 2030* calls on the adoption of "a knowledge-based economy characterized by research, development and innovation". This requires recruiting highly efficient foreign workers and maintaining skilled ones, as highlighted and considered within the projects of *National Development Strategy 2011-2016*. Furthermore, the program of action of *Population Policy* in the 3<sup>rd</sup> phase includes a knowledge-based economy as one of the key objectives though its achievement would involve a lot of time and effort. In Qatar, the available data on the skill level of foreign workers during 2011 show that a quarter of economically active expatriates are classified as 'skilled' or 'highly skilled', whereas the other quarter is 'unskilled', and about half of them are 'semi-skilled', as presented in Figure (6):

**Figure (6): Foreign Workers by Skill Level (%), 2011**



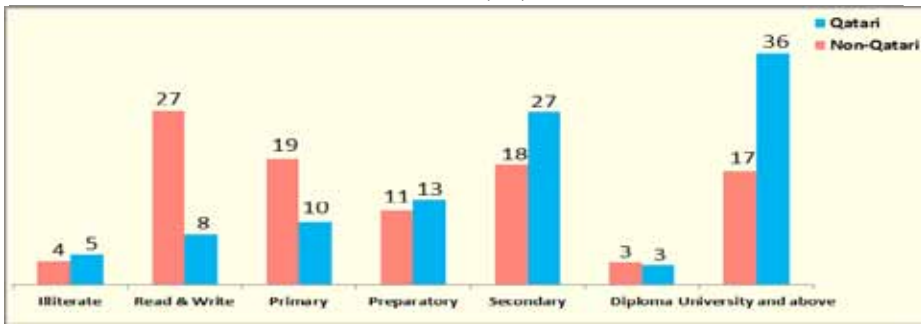
Source: Statistics Authority, labour force survey, 2011





We can also rely on educational level indicator to indicate the efficiency of labour force and rehabilitation. This indicator shows that half of the economically active people who are not Qataris have a primary level or less. University students who are economically active do not even exceed 17%. Figure (7) gives more details about educational level of economically active Qataris and non-Qataris in 2011.

**Figure (7): Economically Active Population by Nationality and Educational Level (%), 2011**



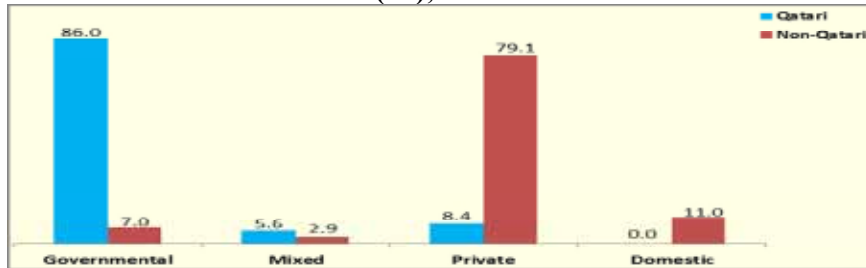
**Source:** Statistics Authority, labour force survey, 2011

- Economically active population by sector:** *Qatar National Vision* underscores the importance of building a diverse economy along with the call of *National Development Strategy* and *Population Policy* for encouraging citizens to work in private sector. This reflects the significance of addressing the challenge we previously referred to in (*Qatar Population Status 2011*): the majority of Qataris work in public sector, while few work in private sector, despite the fact that there is a significant increase in the proportion of Qataris working in private sector by 4% of the total labour force in 2004 to more than 8% in 2011 (Figure 8). Here, we should underline that the low rate of private sector absorbing Qataris is a two-dimensional issue: the first dimension concerns the nature and mechanisms of this sector (qualified employment with less



costs), and the second relates to the fact that public sector offers better financial benefits and high functional protection.

**Figure (8): Economically Active Population by Nationality and Sector (%), 2011**

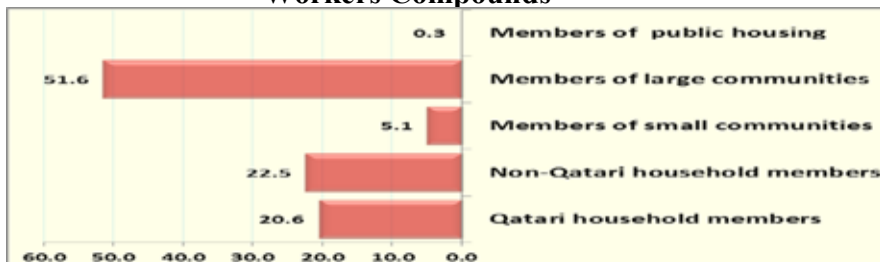


Source: Statistics Authority, labour force survey, 2011

### ✚ Housing:

- Distribution of housing units for families and workers:** Data of *Population, Housing, And Establishments Census in 2010* show that almost one over four of the housing units in the country is indeed for workers housing compounds. Less than seven persons reside in smaller ones, while up to hundreds live in larger ones. About 60% out of Qatar population live in these compounds. According to the PPC Technical Bureau estimations, about three-quarters of these residents are expatriate males. Figure (9) displays population distribution according to households and workers housing compounds.

**Figure (9): Population Distribution according to Household and Workers Compounds**



Source: Statistics Authority, comprehensive estate survey 2008.

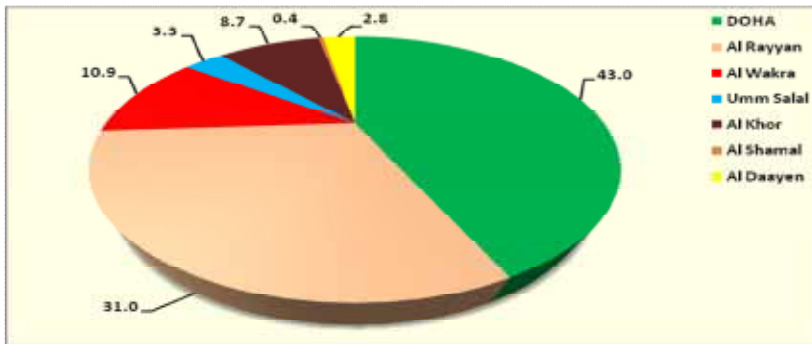


It is worth mentioning that the committee in charge of implementation of the Law No. 15 of 2010 preventing singles' residence near families has indeed begun in November 2011 and accomplished significant phases of clearing several areas.

### ✚ Urban Growth:

- **Urbanization rate:** Geographical distribution of population is primarily related to the ability of different regions to attract population. The concentration of social, cultural and economic services in urban centers has made it over-crowded by citizens and residents. In 1950, urbanization in Qatar did not exceed 50% of the population, but since 2010 it pulled to 100% <sup>(9)</sup>. In this regard, figure (10) indicates that Greater Doha (Doha and Al Rayyan) attracts 74% of population, while other proportions are distributed between different urban centers, such as: Al Khor, Thakhira, Al Wakra and Umm Salal ... etc.

**Figure (10): Population by Municipality (%), 2011**



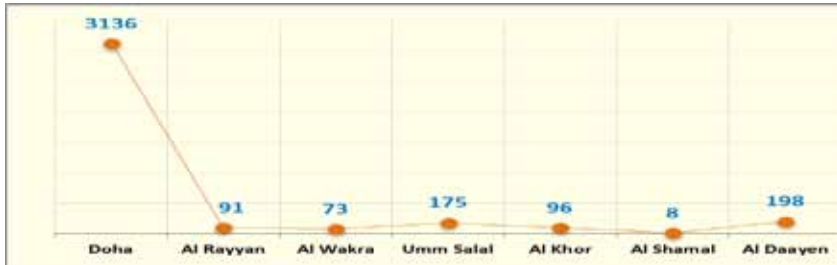
**Source:** Statistics Authority, labour force survey, 2011

Undoubtedly, Qatar rapid urban growth, particularly in Greater Doha, is the result of a large comprehensive development and a sign of economic and urban progress. However, this urban growth has several challenges, including:



1. *Geographical distribution imbalance of population:* population density in Doha municipality is about 3136 persons per sq.km, while does not exceed 8 persons per sq.km in Al Shamal municipality, as presented in figure (11).

**Figure (11): Population Density by Municipality per sq.km, 2011**



**Source:** Qatar Statistics Authority, Labour force survey, 2011.

2. *Environmental effects:* As shown before, high population density in Doha has negative impacts on most important environmental elements (land, air and water), and might harm public health.

Accordingly, Qatar began developing plans, strategies and policies for improving urban centers outside Doha and creating attractive new ones for citizens and residents. Likewise, it undertook necessary actions to protect population from environmental pollution that might result from high population density, as well as implementing some industrial projects, particularly those near urban centers.



## Second: challenges

Challenges that face the implementation of population policy in the area of population and labour force are the following:

- Encouraging Qataris, especially youth, to marry and reproduce is still a challenge confronting the achievement of the key-objective of population policy and population structure. This key-objective aims at increasing the current rates of citizens' natural growth, or at least maintaining the present ones to balance the general population growth. Therefore, more efforts should be done in terms of actions and measures that can play a positive role in this area, such as providing allowances and grants for newborn infants (creation of a program that provides financial grants for newborn infants, and "Distinction" for the most reproductive family), supporting marriage of divorced women and widows (reinforce awareness campaigns through specific programs), as well as reducing divorce, and opening branches of Family Consulting Center in various regions.
- Private sector companies continue recruiting cheap foreign workers, despite demands for moving into a knowledge-based economy and reliance on skilled workers.
- Qatari job seekers, especially females, insist on working in specific areas in which employment opportunities might not be available, increasing unemployment rate among them.
- Motivations for living outside Doha are insufficient. It is found that although the allocation of residential lands and the opening of government departments branches to provide different services for cities outside Doha, population pressure still permeates Greater Doha. This situation requires further actions such as: expanding employment opportunities for population in urban centers outside Doha, opening University branches and providing financial motivations... etc.



- Delay in granting the land allocated for citizens housing for newlyweds.

### **Third: Fourth Phase Priorities**

The fourth phase will start in October 2012 and complete in the same month 2013. Its priorities, related to population and labour force will be as follows:

- Follow up measurements of legislations related to the creation of Marriage Fund for citizens.
- Conduct efficient institutional procedures and actions to encourage citizens marriage and reproduction, through the allocation of financial grants for newborn infants, and establishment of "Family Distinction" for the most reproductive family...etc.
- Increase awareness campaigns aimed at encouraging youth to marry and ensure all available means for them.
- Develop a national plan aimed at public awareness to reduce expenses of dowries and marriage, accept marriage from divorced women and widows, and decrease divorce.
- Motivate employers to move toward knowledge-based economy.
- Encourage Qataris to work in the private sector, particularly in areas where employment opportunities are available, to reduce a large dependency on expatriate workers.
- Expand the establishment of workers housing compounds that have basic living requirements, and follow-up the implementation of the Law No. 15 of 2010 preventing singles' residence near families.
- Undertake further efforts to secure employment opportunities, launch new branches of university and other actions and measures to encourage citizens and residents to live in cities outside Doha.



## SECOND AXIS

### EDUCATION AND TRAINING

This axis includes two fundamental dimensions:

- Education
- Training

The present axis tries to provide answers for the following questions:

- How can education and teaching methods be developed from classic methods to modern, thus, based on self-reliance, critical thinking and creativity?
- How can the quality of education and training be developed in line with the requirements of development process and labor market?

This axis tries to achieve the following objectives:

- Give importance to educational quality.
- Improve the quality of training in line with the requirements of development process and labour market.

These objectives have been transformed into a set of procedures that have been converted into a set of qualitative and quantitative indicators to facilitate the process of evaluating the 3<sup>rd</sup> phase of monitoring the implementation of population policy, namely: achievements, challenges, priorities of the 4<sup>th</sup> phase follow-up of population policy implementation in the field of education and training.



## A. Legislations, procedures, qualitative and quantitative indicators

Education		<b>Objective:</b> Giving attention to the quality of education			
Procedure 1: Periodic review of educational methods of pre-university stages and updating from classic methods to modern ones based on critical thinking and dialogue					
Targeted indicator	Current Status				Content
	Available Process being		Unavailable		
	implemented	legislated	Planned		
Existence of a tendency to update educational methods in pre-university stages					<ul style="list-style-type: none"> <li>• There is an ongoing trend to update education methods, including independent schools and curricula of pre-university education at Qatar Foundation for Education and Science.</li> <li>• <b>1 - Independent Schools:</b> Education in Independent Schools, which is based on the development of basic knowledge and skills of students, seek continuously to update standards and methods of education, as well as learning acquisition, especially by enabling them to use effectively Arabic language in communication and critical thinking. Among the objectives of learning methods standards is the consideration of students' differences as a central element in the process instead of making them more effective in the educational process through research, analysis, experimentation, cooperation, dialogue and critical thinking. The learning method content is then arranged in accordance with these standards for the sake of achieving the ultimate objectives.</li> <li>• <b>2 - Qatar Foundation for Education, Science and Community Development:</b> educational methods in educational institutions relevant to Qatar Foundation for Education and Community Development such as: Qatar Academy (branch of Doha, Al Khor and Al Wakra), Awsaj Academy specialized for learning disable people, and Qatar Leadership Academy that follow the system of International Baccalaureate, which is based on principles of criticism, dialogue and critical thinking. These principles are included in all learning methods, all educational stages, levels, and activities. Schools do encourage the art of debating in the classroom, and through participation in local competitions as well, such as contests organized by QatarDebate Organization in Qatar Foundation, or in international competitions, such as participation in United Nations debate program organized in several schools around the world. QatarDebate also contains a debating club, where a team of coaches provide training for students in the art of dialogue, criticism and debate, to participate in student conferences of locally or internationally. It also focuses on training students to acquire these skills in both Arabic and English.</li> </ul>





Procedure 2: developing educational methods in pre-university stages																					
Targeted indicator	Current Status				Content																
	Available Process being																				
	implemented	legislated	Planned	Unavailable																	
Existence of a program and plan to rehabilitate and train teachers on modern teaching methods					<ul style="list-style-type: none"> <li>Office of Development and Training in the Supreme Education Council prepares an annual guide about professional development programs. It develops and trains teachers on modern teaching methods based on critical thinking and dialogue, according to comprehensive and national professional standards. These standards are divided into three levels: novice teachers' level, competent teachers' level, and long-practiced teachers' level.</li> <li>Qatar Foundation for Education, Science and Community Development, has a number of programs and plans to support teachers in terms of education and modern learning. These programs are based on critical thinking and dialogue that constitute the foundation of international baccalaureate methods, such as: weekly program for intensive professional development, weekly intensive meetings to discuss teaching methods and development, development program outside Qatar, and visiting programs to other schools to gain experience ... etc.</li> </ul>																
Number of teaching staff who benefited from such courses during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>Supreme Education Council provided training courses for educational staff in recent years to upgrade teachers level qualification and training to modern teaching methods, as shown in the following table:</li> </ul> <table border="1"> <thead> <tr> <th>Year</th> <th>Males</th> <th>Females</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2009</td> <td>498</td> <td>1588</td> <td>2086</td> </tr> <tr> <td>2010</td> <td>484</td> <td>1455</td> <td>1939</td> </tr> <tr> <td>2011</td> <td>976</td> <td>3158</td> <td>4134</td> </tr> </tbody> </table>	Year	Males	Females	Total	2009	498	1588	2086	2010	484	1455	1939	2011	976	3158	4134
Year	Males	Females	Total																		
2009	498	1588	2086																		
2010	484	1455	1939																		
2011	976	3158	4134																		
Procedure 3: involvement of new actors (family, civil society institutions ...) in updating teaching methods																					
Existence of initiatives for the integrating new actors in the modernizing education					<ul style="list-style-type: none"> <li>The process includes the involvement of new actors in education:</li> <li>1 - Supreme Education Council: since 2005, it regularly integrated new actors in education modernization, represented by independent schools boards of trustees, which have several members (4 members from parents, 3 members from community, and 1 member from school staff, in addition to the head of school).</li> <li>2 - Qatar Foundation for Education, Science and Development: it involves all individuals and institutions related to education in modernizing the teaching methods. Teachers select, develop and supervise these methods, whereas senior and middle management board of the school supervise the provided methods, as well as the used teaching approaches, and provide support for improvement and development.</li> </ul>																
Number of initiatives by departments and new actors					<ul style="list-style-type: none"> <li>Initiatives and meetings of independent schools trustees' boards are numerous, and held periodically during school year, according to circumstances.</li> </ul>																



Procedure 4: creation of educational standards that contribute in discovering talented students					
Targeted indicator	Current Status				Content
	implemented	Available Process being		Unavailable	
		legislated	Planned		
Existence of a tendency to develop educational standards for discovering talented students					<ul style="list-style-type: none"> <li>Qatar Foundation for Education, Science and Community Development recruited two specialists to follow-up and discover talented students. These specialists use many standards and tools to measure students' intelligence, talents and skills in language and mathematics. They also provide support for them in classrooms, and organize activities to enrich and improve their talents.</li> <li>Education Board in Supreme Education Council designs an integrated plan to take care of gifted students. This plan is now under planning, and there are individual practices and innovations of other schools interested in talented people, through developing and supporting their talents in internal and external programs.</li> </ul>

<b>Training</b>	<b>Objective: Improve the quality of training in accordance with development requirements and labor market</b>
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Procedure 1: enlarging training programs in private sector and improving its quality					
Existence of a tendency to increase training programs in private sector					<ul style="list-style-type: none"> <li>Training partial survey in private sector, conducted by training team in charge of population policy implementation, confirm the growing importance of training in private sector institutions in recent years. Training sessions number reached 164 sessions in 2011, while it did not exceed 72 sessions in 2009. This expansion was particular in health sector both in the field of nursing and therapy, or in the maintenance of medical equipment.</li> <li>Private training institutions provide several training courses to meet labor market requirements, such as administration technology, computer, English language and new labor market requirements.</li> </ul>
Existence of a tendency or measures to upgrade training programs quality in private sector according to labor market requirements					<ul style="list-style-type: none"> <li>Some private sector institutions, petroleum companies and institutions, provide advanced training programs to meet the labor market needs through organizing applied courses inside or outside Qatar for current or new employees. This task is assigned to training section at Qatar Petroleum. It supervises monitoring the implementation of company policy, Qatar Fertilizer Company, Qatar Petrochemical Company, NODCO, QASCO, RasLaffan LNG (RasGas), Qatar Gas. Other private sector institutions reconcile the needs and aspirations for developing training plans for their employees. private training institutions, about 106 centers, provide a variety of training courses.</li> </ul>



Targeted indicator	Current Status				Content																																																																							
	Available Process being																																																																											
	implemented	legislated	Planned	Unavailable																																																																								
Number of training programs in private sector by theme during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>Partial training survey allowed the training team to follow up population policy implementation (survey included three private institutions: Al-Ahli Hospital Medical services company, and Damaan Islamic Insurance Company) to provide some quantitative data about training findings in private sector. This can be summarized as follows:</li> <li>Expansion of training courses: private sector training expanded in recent years showing the trend extent towards private sector institutions in adopting local training policies to raise employees capabilities in line with their plans and objectives. The following table shows the increasing number of courses in different areas:</li> </ul> <table border="1"> <thead> <tr> <th>Year</th> <th>Courses number</th> <th>Fields</th> </tr> </thead> <tbody> <tr> <td>2008-2009</td> <td>71</td> <td></td> </tr> <tr> <td>2009-2010</td> <td>117</td> <td></td> </tr> <tr> <td>2010-2011</td> <td>164</td> <td></td> </tr> </tbody> </table> <p>1. <b>Beneficiaries of courses:</b> employees of both sexes, citizens and residents, benefited from the training courses that were held inside Qatar or abroad, as shown in the following table:</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Qataris</th> <th colspan="3">Non-Qataris</th> <th colspan="3">Total</th> </tr> <tr> <th>M</th> <th>F</th> <th>T</th> <th>M</th> <th>F</th> <th>T</th> <th>M</th> <th>F</th> <th>T</th> </tr> </thead> <tbody> <tr> <td>2008-2009</td> <td>1</td> <td>0</td> <td>1</td> <td>29</td> <td>315</td> <td>344</td> <td>30</td> <td>315</td> <td>345</td> </tr> <tr> <td>2009-2010</td> <td>2</td> <td>22</td> <td>24</td> <td>280</td> <td>290</td> <td>570</td> <td>282</td> <td>312</td> <td>594</td> </tr> <tr> <td>2010-2011</td> <td>0</td> <td>1</td> <td>1</td> <td>100</td> <td>290</td> <td>390</td> <td>100</td> <td>291</td> <td>391</td> </tr> <tr> <td><b>Total</b></td> <td><b>3</b></td> <td><b>23</b></td> <td><b>26</b></td> <td><b>409</b></td> <td><b>895</b></td> <td><b>1304</b></td> <td><b>412</b></td> <td><b>918</b></td> <td><b>1330</b></td> </tr> </tbody> </table>	Year	Courses number	Fields	2008-2009	71		2009-2010	117		2010-2011	164			Qataris			Non-Qataris			Total			M	F	T	M	F	T	M	F	T	2008-2009	1	0	1	29	315	344	30	315	345	2009-2010	2	22	24	280	290	570	282	312	594	2010-2011	0	1	1	100	290	390	100	291	391	<b>Total</b>	<b>3</b>	<b>23</b>	<b>26</b>	<b>409</b>	<b>895</b>	<b>1304</b>	<b>412</b>	<b>918</b>	<b>1330</b>
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<b>Procedure 2: Creation of a central training body (in public, private and semi-public)</b>																																																																												
Existence of a tendency to establish a central training body					<ul style="list-style-type: none"> <li>There is a trend towards developing the tasks of the Institute of Administrative Development in the field of training, and expansion of its functions to cover all economic sectors. It has legal authorization, central power and permissions to prepare and follow-up training issues, including specific training courses related to various department's needs.</li> <li>Another trend emerged from Qatar National Strategy that recommends appointing the Institute of Administrative Development to lead and guide all training activities in the country.</li> </ul>																																																																							

## B. General Statistical Facts

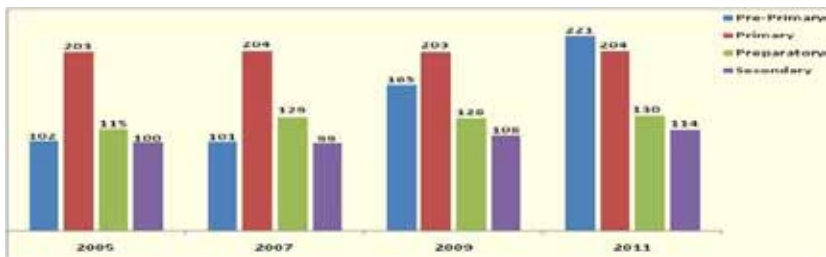
### Education

- Expansion of educational infrastructure:** Education is a basic component of community in Qatar. Article 25 of Qatar Permanent Constitution states that "Education is one of the



*basic pillars of social progress. The state shall ensure, foster, and endeavor to spread it".* In recent decades, the country institutions tried to develop education and expand learning opportunities for all society components. It represents the institutions devotion to education issues through launching several national initiatives for improving education, such as "*Education in the new era*", that was dedicated to education stages from kindergarten to 12<sup>th</sup> grade, development and diversification of higher education at Qatar University, expansion of educational activities in Qatar Foundation for Education, Science and Community Development, establishment of Education City and Qatar National Research Fund, and adoption of *Education and Training Strategy 2011-2016*. Institutional interest in education modernization has contributed to the continuous expansion of school map in Qatar. In 2011, public, independent and private schools reached 669. This number did not exceed 520 in 2005 (see figure 12), generating accordingly an estimated annual growth rate of 4.2% between 2005 and 2011.

**Figure (12): Total Number of Schools by Educational Level, 2005-2011**



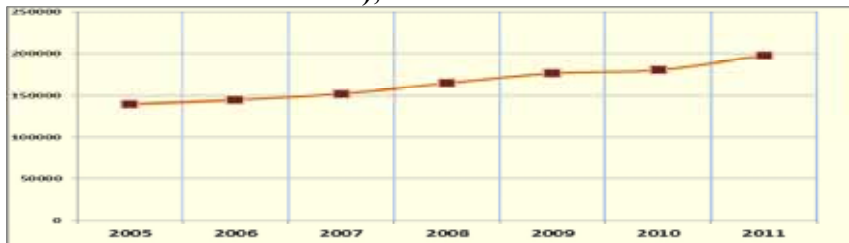
**Source:** - Ministry of Education, Annual Statistical Report, several issues  
 - Supreme Education Council, Annual Statistical Report, several issues  
 - Statistics Authority, [www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual\\_Abstract\\_2011](http://www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual_Abstract_2011)  
 \*The number of specialized schools has been added to that of preparatory and secondary schools.



Though institutional interest has included various stages of education, pre-primary education has witnessed a continuous expansion in recent years, to the extent that the number of educational institutions at this stage has doubled. In Figure (12), official statistics indicate that educational institutions number in pre-primary stage reached 221 institutions in 2011 as compared to 102 institutions in 2005. This expansion reflects the emergent institutional care to children in Qatar in line with the country aspirations that aim at increasing the gross enrollment rates in first grade of primary education. This expansion can be explained by the increase of the age group between 3 and 5 years for both citizens and residents.

- Students' Increased Number:** The expansion of educational opportunities in different stages of education along with the increasing of age groups citizens and residents who are at school age have augmented students number enrolled in education institutions in Qatar in recent years. According to figure (13), students total number come close to 200 thousand students in 2011 (47% are Qataris), as compared to less than 131 thousand in 2004 (40% are Qataris). It means that students' number has increased between 2005 and 2011 by 9500 per year, i.e. about 5.11% estimated annual growth rate.

**Figure (13): Students Enrolled in Schools (Public, Independent and Private), 2005-2011**



**Source:-** Ministry of Education, Annual Statistical Report, several issues  
 - Supreme Education Council, Annual Statistical Report, several issues  
 - Statistics Authority, [www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual\\_Abstract\\_2011](http://www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual_Abstract_2011)



Furthermore, the country efforts regarding gender empowerment for educational opportunities access have increased female participation in education, as presented in table (2).

**Table (2): Female Students Enrolled in All Education Levels, 2005-2011**

Numbers		
years	Qataris	Non-Qataris
2005	31928	35689
2011	38599	57672
Growth Rate		
2011-2005	3.16	8

Source: - Ministry of Education, Annual Statistical Report, several issues  
 - Supreme Education Council, Annual Statistical Report, several issues  
 - Statistics Authority, [www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual\\_Abstract\\_2011](http://www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual_Abstract_2011)

- **Enlargement of higher academic institutions and evolution of enrolled students:** higher education school map in Qatar has witnessed remarkable enlargement. About 15 public and private university education institutions include different scientific disciplines. In view of that, table (3) refers to students increased number enrolled in higher education in recent years. The annual growth rate of students reached 8.1% between 2007 and 2011.

**Table (3): Students Enrolled in All Higher Education by Gender and Years.**

Year	Females		Males		Total	
	Number	%	Number	%	Number	%
2007	7,231	65	3,870	35	11,101	100
2009	8,244	63	4,889	37	13,133	100
2011	9,854	64	5,498	36	15,352	100

Source:- Ministry of Education, Annual Statistical Report, several issues  
 - Supreme Education Council, Annual Statistical Report, several issues  
 - Statistics Authority, [www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual\\_Abstract\\_2011](http://www.qsa.gov.qa/eng/GeneralStatistics.htm#Annual_Abstract_2011)



The expansion of students' number in higher education is attributed to the increasing numbers of secondary school graduates in recent years and to the range of academic options in higher education. Today, with the increasing academic options at Qatar University (numerous modern disciplines were opened), opening of international universities branches, and the government support to academic studies through students internal scholarships, students do continue university studies to improve their skills and knowledge before heading to labour market. Students expansion number is characterized by the growing participation of women as stated in table (3) that displays the rising quantity of university female students in all higher education institutions of the country. It also indicates that Qatar has made great strides in the empowerment of women education.

- **The increased number of Qatari scholarship students:** educational programs of international universities inside Qatar have led, by way or another, to more education opportunities for Qatari students. In recent years, scholarship students have augmented inside and abroad, particularly female students, including those who have scholarships in foreign countries (table: 4).

**Table (4): New Qatari Scholarship Students by Gender and Place of Study during the Last Three Academic Years**

Scholarship Place		2009-2008			2010-2009			2011-2010		
		F	M	T	F	M	T	F	M	T
<b>Abroad</b>		23	73	96	42	113	155	63	128	191
<b>Inside country</b>	Academic bridge	170	65	235	130	68	198	159	116	275
	Carnegie Mellon	7	10	17	15	9	24	18	5	23
	Islamic Studies Faculty	4	2	6	10	8	18	2	2	4
	North Atlantic	12	6	18	24	14	38	44	18	62
	George Town	8	2	10	6	3	9	6	3	11
	North Western University	11	1	12	0	0	0	0	0	0
	Qatar Aeronautical College	0	0	0	16	0	16	10	1	11
	Texas A and M	19	8	27	21	11	32	26	14	40
	University of Calgary	1	0	1	5	0	5	5	0	5
	Virginia Commonwealth	19	2	21	28	2	30	31	2	33
Weill Cornell Medical College	13	4	17	5	7	12	9	5	14	
<b>Total</b>		287	173	460	302	235	537	375	294	669

Source: Statistics Authority, Annual statistical Abstract, education chapter, 2011.



- **Increase of University Graduates Number:** quantitative expansion in students number in higher education institutions have increased graduates from Qatar University, private universities, colleges and scholarships (total graduates of educational institutions reached 2178 students in 2011, Qataris represent 61%). The structure of educational institutions graduates has recognized large disciplines, while in Qatar University it is still dominated by literary disciplines (Table 5). Graduates from colleges of education, literature, science, law and Islamic religion represent 64% of the total Qatari graduates.

**Table (5): Qatar University Graduates by Nationality, Gender and College during the Academic Year 2010-2011**

Qualification	Qatari			Qataris			Total		
	F	M	T	F	M	T	F	M	T
BA in Education	39	8	47	3	5	8	42	13	55
BA in literature and science	273	27	300	119	11	130	392	38	430
BA in Islamic studies	61	16	77	28	9	37	89	25	114
BA in Engineering	42	18	60	36	48	84	78	66	144
BA in Management and Economy	107	37	144	59	28	87	166	65	231
BA in Law	21	12	33	3	2	5	24	14	38
BA in Pharmaceutics	3	0	3	15	0	15	18	0	18
Other diplomas	12	4	16	31	24	55	43	28	71
<b>Total</b>	<b>546</b>	<b>118</b>	<b>664</b>	<b>263</b>	<b>103</b>	<b>366</b>	<b>809</b>	<b>221</b>	<b>1,030</b>

Source: Statistics Authority, Annual statistical Abstract, education chapter, 2011.

- **Expansion of adult education:** Qatar efforts in education are not only confined to social groups involved directly in education, but it also includes those who could not complete their study, through providing appropriate educational opportunities in the form of night schools and illiteracy eradication centers. In recent years these centers and courses have witnessed great demand (Table: 6).





**Table (6): Persons Attending Night Schools and Illiteracy Eradication Centers by Education Level and Gender**

Education Stage	2007-2006	2008-2007	2009-2008	2010-2009	2011-2010
Primary	401	414	539	544	494
Preparatory	582	747	1,043	1,191	1,318
Secondary	1,607	1,307	1,638	2,599	2,823
<b>Total</b>	<b>2,590</b>	<b>2,468</b>	<b>3,220</b>	<b>4,334</b>	<b>4,635</b>
Females percentage to total students	24	27	25	19	15
Qataris percentage to total students	90	91	90	93	93

Source: Statistics Authority, Annual statistical Abstract, education chapter, 2011.

## Training

- Number of Training Centers, programs and trainees:** multiplicity and diversity of economic activities in different sectors and domains entail expanding the training opportunities for different economically active groups. It was reflected in the increasing number of training centers that reached 72 in 2011. In a related context, the programs of training centers spread and varied extending more than 1200 program in 2011, including numerous scientific and administrative fields. Training centers and programs increase was accompanied by the growing number of trainees who exceeded 66 thousand in the same year, compared to less than 34 thousand in 2009 (Table: 7). It means that the annual growth increased by 33% between 2009 and 2011.



**Table (7): Trainees by Nationality, Gender and Type of Training Agency, 2011**

Training Agency	Qataris			Non-Qataris			total		
	F	M	T	F	M	T	F	M	total
Govet. Ministries & Corporations	9086	11443	20529	3881	14789	18670	12967	26232	39199
Semi.Govt.Corporation	540	900	1440	259	9905	10164	799	10805	11604
Private Training Centers	5290	2,520	7810	3831	3713	7544	9121	6233	15354
<b>Total</b>	<b>14916</b>	<b>14863</b>	<b>29779</b>	<b>7971</b>	<b>28407</b>	<b>36378</b>	<b>22887</b>	<b>43270</b>	<b>66157</b>

Source: Statistics Authority, Annual Statistical Report, 2012

- **Trainees Basic Characteristics:** training is not limited to professional categories or specific age, it equally includes different economically active categories, regardless of their relationship to labor force, age and gender structures and educational levels, as will be clarified in the following points:

- **Trainees Professional Status:** training centers, mainly private ones, rehabilitate employees and job seekers, both Qataris and non-Qataris, in fields of management, computer and languages in order to multiply training objectives in the country (table: 8) and contribute in promoting their capacities.

**Table (8): Trainees at All Private Training Centers by Field of Training Program, Employment Status, Nationality and Gender, 2011.**

Training Field	Nationality	Educational Level					
		Employed			Unemployed		
		F	M	T	F	M	T
Department	Qatari	2819	808	3627	11	0	11
	Non-Qatari	1925	1519	3444	7	0	7
Computer	Qatari	591	340	931	614	394	1008
	Non-Qatari	772	1050	1822	573	648	1221
Languages	Qatari	1112	878	1990	143	100	243
	Non-Qatari	443	379	822	111	117	228

Source: Statistics Authority, Annual Statistical Report, 2012



- **Age and Gender Structure of Trainees:** As mentioned earlier, training is not only confined to specific age or gender category, rather it includes age groups of both sexes related to employment, especially age-group (25-39 years), who are looking for new employment opportunities or improve their capacities, earnings and skills. This group represents more than 50% of males and 66% of females in 2011 (table 9). Age groups (40 years and over) are seeking to enhance their technical and administrative skills. Youth group (less than 25 years) attendance to training courses is very weak due to the available educational opportunities in Qatar, which might have played a role in making youth acquire technical, linguistic and information capabilities in comparison with other categories.

**Table (9): Trainees by Age Groups and Gender at Government and Semi-Government Corporations, 2011.**

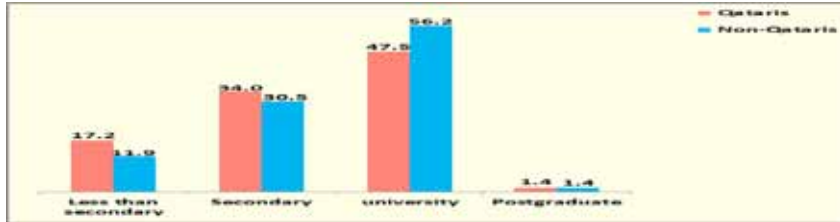
Age-groups	Female		Male		Total	
	Number	%	Number	%	Number	%
Less than 18	80	1	30	0	110	0
18-24	1636	12	2098	6	3734	7
25-39	9019	66	18712	51	27731	55
40+	3029	22	16199	44	19228	38
<b>Total</b>	13764	100	37039	100	50803	100

Source: Statistics Authority, Annual Statistical Report, 2012

- **Trainees Educational Status:** In line with its function and objectives, training requirements are extended to active groups with several educational levels. Training in private sector attracts primarily university graduates (Qataris and non-Qataris), as shown in Figure (14). University graduates are the most numerous compared to other educational levels.



**Figure (14): Trainees (%) at All Private Training Centers by Nationality and Educational Status, 2011**



Source: Statistics Authority, Annual Statistical Report, 2012

## Second: Challenges

Challenges that face the implementation of population policy in the field of education and training are as follows:

- Deficit of national human resources in education.
- Absence of a unified institutional framework that would manage and control training needs of all employment sectors in the country.
- Need to link higher education disciplines with future requirements of labor market.
- Upbringing new generations of Qatari researchers in various scientific fields.

## Third: Fourth Phase Priorities

Priorities of the fourth phase in the field of education and training are:

- Improving theoretical and practical capacity of students in early stages.
- Providing educational opportunities for Qatari with secondary school level.
- Linking educational options (short and medium) with future needs of labor market, Qatar World Cup 2022 and development plans.
- Developing training to fulfill different needs of active groups in line with future requirements of labor market and to cover the needs of economic activities and new service, this will be initiated in the country in the coming years.



## THIRD AXIS

### PUBLIC HEALTH, REPRODUCTIVE HEALTH AND ENVIRONMENT

This axis includes three basic dimensions:

- Public health
- Reproductive health
- Environment and sustainable development

This axis is trying to answer the following questions:

- What impedes the expansion of health centers, hospitals and beds in comparison with demographic growth, taking into account population distribution?
- What should be undertaken for speeding up the establishment of specialized centers for studying and treating problems related to low fertility and abortion, and in the same time conducting a comprehensive and detailed national survey about different aspects related to reproductive health issues?
- How should citizens conserve non-renewable natural resources (water and energy)?

This axis tries to achieve the following objectives:

- Spreading out health services infrastructure in different parts of the country, and increasing medical staff, especially citizens, in accordance with international quality standards.
- Improving reproductive health and database.
- Reducing the consumption of non-renewable natural resources (water and energy) and providing a green urban environment.

These objectives have been transformed into a set of procedures that have been converted into a set of qualitative and quantitative indicators to facilitate the process of evaluating the 3<sup>rd</sup> phase of monitoring the implementation of population policy, namely: achievements, challenges, priorities of the 4<sup>th</sup> phase of the follow-up of population policy implementation in the field of public health, reproductive health and environment.



## First: Achievements

### A. Legislations, procedures, qualitative and quantitative indicators

Public health		<b>Objective:</b> Expand health services infrastructure in different parts of the country, and increase medical staff, especially citizens, in accordance with international quality standards			
<b>Procedure 1: Increase number of specialized health centers in different areas</b>					
Targeted indicator	Current Status				Content
	implemented	legislated	Planned	Unavailable	
Number of specialized health centers built during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>• Opening of three governmental centers for primary health care:                             <ul style="list-style-type: none"> <li>- Dhaayin Health Center (center of primary health care institution)</li> <li>- Abu Nakhleh health Center (center of primary health care institution)</li> <li>- Workers' Health Center (run by Red Crescent)</li> </ul> </li> <li>• National Center for Research and Cancer Treatment has been opened.</li> </ul>
<b>Procedure 2: Creation of modern specialized hospitals in different regions</b>					
Number of public, private and semi-public hospitals established during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>• Opening of one hospital: Al Wakra Hospital, which has recently started operating on a trial basis</li> </ul>
<b>Procedure 3: increasing percentage of beds and doctors in public and private hospitals</b>					
Number of beds and doctors in public and private hospitals					<ul style="list-style-type: none"> <li>• Health working team responsible for monitoring the population policy implementation could not obtain the required data for 2011; instead they relied on data of 2010, which indicates that the number of beds in government hospitals reached 1667 beds, while reached in private hospitals 366 beds.</li> </ul>
Rate of medical doctors and dentists per thousand people in 2011					<ul style="list-style-type: none"> <li>• The same applies to the data of this indicator in 2011, data of 2010 was used, which indicate that the rate of medical doctors reached 3.49 doctors per thousand people, while dentists reached 0.55 per thousand people.</li> </ul>
<b>Procedure 4: Increasing citizens medical staff in hospitals and various health centers and training them in accordance with international quality standards</b>					
Existence of a plan or program for medical staff training, especially citizens					<ul style="list-style-type: none"> <li>• National Health Strategy (2011-2016) includes projects and plans to ensure medical, health and administrative staff, especially Qataris, as well as providing them training in accordance with international quality standards.</li> <li>• Hamad Medical Corporation has implemented a joint program with the American- International Recognition Council for the quality of higher education. Hamad Medical Corporation is preparing to establish a national board of graduate studies in medical specializations that would fulfill quality features.</li> </ul>
Number of national medical staff trainees during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>• Health working team responsible for monitoring the work program of population policy confirmed the absence of any statistical data about the number of national medical staff who have been rehabilitated in accordance with international quality standards during the last three years (2009-2011).</li> </ul>



Reproductive health		<b>Objective: Improving reproduction health and developing database</b>			
<b>Procedure 1: creation of fertility medicine specialized center</b>					
Targeted indicator	Current Status				Content
	implemented	legislated	Planned	Unavailable	
Existence of a specialized center studying the reasons behind low fertility and ways of treatment					<ul style="list-style-type: none"> <li>There is a preliminary study about establishing a specialized center studying the reasons behind low fertility</li> </ul>
<b>Procedure 2: Conducting a scientific survey on the reasons of high rate of legal abortion among Qatari women</b>					
Existence of a tendency to conduct a modern field survey on legal abortion					<ul style="list-style-type: none"> <li>Currently there is no survey on the reasons of high rate of legal abortion of Qatari women. There are various reasons, most importantly the lack of experienced and specialist staff (embryologists).</li> </ul>
Legal abortion rate among Qatari women in the last three years (2009-2011)					<ul style="list-style-type: none"> <li>Abortion rate reached 29.2% out of the total pregnancies (1145 pregnancy) in 2011 according to medical history collected from clinics that follow up pregnant women in primary health centers (Health working team confirmed that this should not be considered as final statistic and should be reviewed and compared with other concerned parties, which have not issued yet their statistics of 2011)</li> </ul>
<b>Procedure 3: Developing a database for reproductive health indicators in line with international standards</b>					
Existence of a database of reproductive health indicators in line with international standards					<ul style="list-style-type: none"> <li>There is only a statistical report on the follow-up of pregnant women in primary health centers, which is not appropriate to the desired database needed by Qatar.</li> </ul>
Environment and sustainable development		<b>Objective1: Reducing the consumption of non-renewable natural resources</b>			
<b>Procedure 1: issuance of necessary legislations for better use of water and electricity</b>					
Existence of a tendency to issue necessary legislations to aware citizens about reasonable use of water and electricity					<ul style="list-style-type: none"> <li>In addition to Law N. 26 of 2008 about reasonable consumption of electricity and water, there is a draft law on water in National Development Strategy included in Qatar National Vision 2030. This draft is under implementation by several authorities among whom are: Ministry of Environment, Kahramaa and Public Works Authority (ashghal)...</li> </ul>



Procedure 2: importance of reducing non-renewable natural resources to achieve sustainable development					
Targeted indicator	Current Status				Content
	Available Process being			Unavailable	
	implemented	legislated	Planned		
Existence of programs and national awareness campaigns to reduce consumption of water and electricity					<ul style="list-style-type: none"> <li>On 22 April 2012, Qatar General Electricity and Water Corporation launched national campaign "Tarsheed" under the slogan "Qatar to remain vibrant." This campaign aims at raising the efficiency of water and electricity use, reducing waste and promoting a culture of rationalization in the community. This campaign will continue for five years including a range of education programs and advertising campaigns aimed at reducing water consumption per capita by 35% and electricity by 20%. "Tarsheed" campaign is an important step towards sustainability, inspired from Qatar National Vision 2030.</li> </ul>
Procedure 3: expanding the treatment of wastewater for agriculture and industry uses					
Existence of projects that expand the treatment of wastewater for agricultural and industrial uses					<ul style="list-style-type: none"> <li>Among these projects there is "the increased use of treated wastewater in value-added activities" This project is covered by: Public Works Authority (ashghal) and Ministry of Environment ....</li> <li>The Public Works Authority actually provides most of the street beautification projects with treated water supply in addition to Alrrakya farm, Qatar Hassad, AlRiffa farm and three sand washing factories. Treated water lines were also prepared for Golf Club, Qatar Cool. In addition, Department of designs in Public Works Authority is currently in the process of developing and updating a comprehensive plan for current water treatment, which was prepared in May 2006, and its updated plan is expected to be issued on December 2012.</li> </ul>
Objective 2: Ensuring a green environment					
Procedure 1: developing a "green building" strategy					
Existence of a tendency to develop a "green building" strategy					<ul style="list-style-type: none"> <li>In Qatar National Vision 2030 and in line with national development strategy 2011-2016, the Ministry of Environment, represented by laboratories affairs and standardization specifications "QCS 2010", launched its fourth edition, in addition to its first time slogan "Qatar Construction specifications". This followed its approval as a mandatory technical regulation under the Ministerial Decree No. 28 of 2011 issued on 28 March 2011. As published in the Official Journal, it states the adoption of these specifications as being mandatory and must be applied to all projects, buildings, public and private roads, which constitute an essential regulation that contractors and consultants should abide by, both in public or private sectors belonging to the field of construction.</li> <li>"Sustainability and green building technology" issues were within the list of research studies and consulting work that will be conducted by Planning Department during 2012-2015. A necessary budget was allocated for that.</li> </ul>





Procedure 2: Encourage owners, investors, designers and developers to provide a green building environment																																									
Targeted indicator	Current Status				Content																																				
	Available Process being	implemented	legislated	Planned		Unavailable																																			
Existence of Plans and programs to encourage owners, investors, designers and developers to provide a green building environment					<ul style="list-style-type: none"> <li>Inclusion of an item within the regulations to develop Al Khor, Al Wakra, Thakhira and Lukir. The item states giving additions to a total construction area (Bonus FAR) in case designers or developers adopted green building technology and sustainable development standards. As for the areas of Doha and its suburbs, projects that support sustainable development standards should be taken in consideration. Designers adopted these standards as positive encouragement of Planning Department on preliminary design.</li> <li>Qatar World Cup Committee has future plans to build sports facilities respecting Green Building Code.</li> </ul>																																				
Number of registered projects according to Green Building Code					<ul style="list-style-type: none"> <li>An action plan has been adopted since 2010 and will complete by 2020 so that all facilities and constructions in Qatar respect requirements of green building code. According to the Ministry of Municipalities and Urban Planning, the registered projects matching to green building code until May 2012 are about 39 projects, as shown in the table below:</li> </ul> <table border="1"> <thead> <tr> <th>Building Type</th> <th>Location</th> <th>No</th> <th>Square Meter</th> </tr> </thead> <tbody> <tr> <td>house</td> <td>Doha, Qatar,</td> <td>13</td> <td>459,494.00</td> </tr> <tr> <td>house</td> <td>Doha, Qatar, Sail City</td> <td>11</td> <td>379,831.10</td> </tr> <tr> <td>house</td> <td>Doha, Qatar, different</td> <td>5</td> <td>31,377.00</td> </tr> <tr> <td>Sport construction</td> <td>Doha, Qatar</td> <td>1</td> <td>50,000.00</td> </tr> <tr> <td>Sport construction</td> <td>Doha, Qatar, Sail valley</td> <td>1</td> <td>127,300.00</td> </tr> <tr> <td>Building for different services</td> <td>Doha, Qatar</td> <td>3</td> <td>1,069,418.66</td> </tr> <tr> <td>Building for non-civil services</td> <td>Doha, Qatar</td> <td>5</td> <td>61,213,445.79</td> </tr> <tr> <td colspan="2" style="text-align: right;"><b>Total</b></td> <td><b>39</b></td> <td><b>63,330,866.55</b></td> </tr> </tbody> </table>	Building Type	Location	No	Square Meter	house	Doha, Qatar,	13	459,494.00	house	Doha, Qatar, Sail City	11	379,831.10	house	Doha, Qatar, different	5	31,377.00	Sport construction	Doha, Qatar	1	50,000.00	Sport construction	Doha, Qatar, Sail valley	1	127,300.00	Building for different services	Doha, Qatar	3	1,069,418.66	Building for non-civil services	Doha, Qatar	5	61,213,445.79	<b>Total</b>		<b>39</b>	<b>63,330,866.55</b>
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Procedure 3: promoting awareness about benefits of green building																																									
Existence of awareness campaigns about benefits of green buildings in terms of longevity, saving electric power, water, minimizing environmental pollution and global warming					<ul style="list-style-type: none"> <li>In addition to "Green Encounters" at schools, Qatar Green Building Council played an active role in organizing several workshops, seminars, radio and television interviews, and training courses, with aim at spreading green buildings culture and awareness about its importance and advantages. The events held by the council target all sectors of construction, as well as academic institutions, government departments, civil organizations and specialized agencies.</li> </ul>																																				

## B. General Statistical Facts

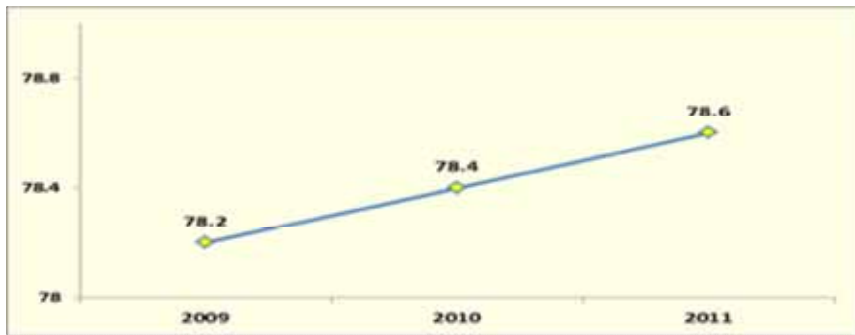
### Public Health

- Life expectancy at birth: Qatar National Health Accounts Report: A Trend with a new Classifications, published by



Supreme Council of Health in June 2012, revealed the high rate of current and capital spending on health from 9530 million Qr (2.618 million US) in 2010 to 12.088 million Qr (3.320 million \$) in 2011, i.e. an increase of 27%. 77% of this amount is funded by the government, reflecting Qatar commitment to develop and improve health services for citizens and residents. As a result, life expectancy at birth positively increased in 2011 to 78.6 years, as shown in Figure (15).

**Figure (15): Life Expectancy at Birth, 2009-2011**



**Source:** Supreme Council of Health, Qatar National Health Accounts Report, June 2012.

- Rate of globally targeted diseases:** Qatar has made remarkable progress in the field of preventive and therapeutic health services. The government provides these services for free to citizens and residents, believing that healthy safe living is capable of making all society members strong and effective in the future. These efforts are positively reflected in the rates of some communicable diseases targeted globally, such as measles and hepatitis A (Table: 10).



**Table (10): Incidence Rate of Global Target Communicable Diseases per 10000 Population 2007-2010**

Diseases	Years			
	2007	2008	2009	2010
<b>Malaria</b>	1.6	1.5	1.5	2.6
<b>Measles</b>	2.9	0.6	0.7	1.2
<b>Hepatitis (A)</b>	16	15.2	8.7	9.2
<b>Hepatitis (B)</b>	3.74	3.89	3.54	3.01
<b>Hepatitis (C)</b>	48.9	55	44.1	-
<b>AIDS/HIV</b>	0.07	0.04	0.03	0.04

Source: Supreme Statistics Authority, Health chapter, 2012

- Health services:** Qatar has given special attention to health services achieving a remarkable advance over the previous decade. As a result, numbers of health units in public, private and health centers have increased. Services have expanded. Capabilities have improved providing better services for citizens and residents. Consequently, the number of public, private and semi- public hospitals reached 10, while health centers reached about 30, and private, individual and multiple clinics reached 317 <sup>(10)</sup>. Hospital beds per 1,000 of population have augmented from 1.2 beds in 2009 to 1.3 beds in 2011 <sup>(11)</sup>.
- Health Human Resources:** In relation to health services evolution, table (11) shows some improved indicators in terms of health sector human resources. The total doctors' number has increased from 3.11 doctors per 1000 people in 2006 to 4.03 generalist doctors in 2010.



**Table (11): Manpower Health Indicators during 2006-2010**

Indicator	2006	2007	2008	2009	2010
	Rates (for every 1000 people out of total population)				
Total number of doctors	3.11	2.94	3.18	3.13	4.03
Medical doctors	2.38	2.28	2.45	2.82	3.49
Dentists	0.72	0.66	0.73	0.31	0.55
Nurses	6	5.89	5.82	4.63	6.19
Pharmacists	1.14	1.08	1.01	0.55	1.17
Provider of medical services	2.05	2.11	2.15	1.76	2.69

Source: Statistics Authority, Annual Statistical Abstract, 2011.

## Reproductive Health

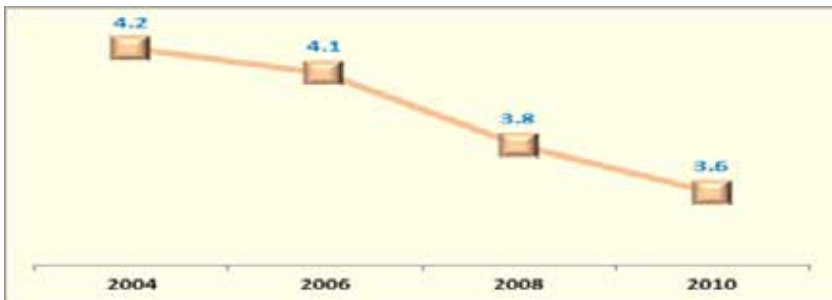
- Maternal mortality rate of Qatari women per 100,000 live births:** Maternal mortality rate is an important indicator that reflects the reality of maternal health care. In this regard, latest official statistics indicate that maternal mortality rate declined from 16 cases per 100.000 live birth in 2005 to 10.3 cases in 2010 <sup>(12)</sup>. Put differently, maternal mortality in Qatar caused by pregnancy, childbirth and postpartum declined from 3 deaths in 2005 to 2 in 2010. This situation is due to the sustainability of women health care before, during and after childbirth. It is also due to various care means and follow-up through: checks, medical analysis, rich food, and family care towards pregnant woman.
- Percentage of women who have access to primary health care services:** Qatar has given particular attention to primary health care services to the extent that they have become available for all women by 100% since 2003.
- Pregnant women and births attended by skilled health personnel:** According to official data, 100% of pregnant women were attended by skilled health personnel. It reflects a qualitative progress in reproductive health, ultimately



contributing to the upgrading of Qatar ranks among developed countries. World Health Organization (WHO) recommends three check visits during pregnancy. Qatar provides a monthly check visit and a check visit every 10 days during the last month of pregnancy. The total number of check visits reaches 12 per pregnancy.

- **Total fertility rate for Qatari women:** Fertility is one of the most important indicators of population size. It deals with the average number of children that a woman can give birth during her natural reproductive period. For Qatari women, Figure (16) shows that total fertility rate has declined in recent times from 4.6 in 2004 to 3.6 in 2010. This is due to the increase of women enrollment rate in higher education and the great contribution to economic activity. Despite the decline in Qatari women total fertility rate, it remains higher if compared with other countries.

**Figure (16): Total Fertility Rate for Qatari Women, 2004-2010**



**Source:** Statistics Authority, Vital Statistics Annual Bulletin Births and Deaths, different issues.

## **Environment and sustainable development**

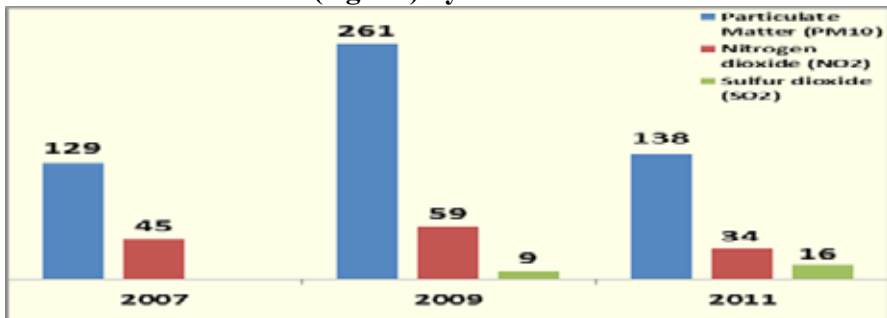
- **Average of individual's consumption of water and electricity:** According to recent data, water average of individual consumption in Qatar reached in 126.1 cubic



meters in 2010, while electricity reached 9,504 kW/h<sup>(13)</sup>. This average is among the highest in the world.

- Concentration of air pollutants in urban areas:** Given the significant population growth concentrated mostly in Doha, and due to the related growth of human activity in different sectors (such as transport and manufacturing industries...etc.), official statistics indicate in Figure (17) an annual fluctuation in values of fine particles and nitrogen oxides, besides the increase of sulfur dioxide from 9 ug/m<sup>3</sup> in 2007 to 16 ug/m<sup>3</sup> in 2011. However, sulfur oxides are less than the internationally accepted limit (80 ug/m<sup>3</sup>) as well as nitrogen oxides (100 ug/m<sup>3</sup>), while pollutant particles are beyond limits (50 ug/m<sup>3</sup>)<sup>(14)</sup>.

**Figure (17): Concentration of Air Pollutants in Urban Areas (Ug/m<sup>3</sup>) by Years**



**Source:** Statistics Authority, Annual Statistical Abstract, various issues, unpublished data 2011

- Substances that Deplete the Ozone Layer:** We notice from figure (18) that the amount of imported substances that deplete the Ozone Layer varies annually. It reached 1357 metric tons in 2009 and decreased to 1095 metric tons in 2011. This decline might possibly due to the actions undertaken recently by the government to limit the import and use of ozone-depleting substances, including the cooperation

with neighboring countries to combat illegal trafficking. As a result, these actions reduced the industrial and domestic demand.

**Figure (18): Consumption of Substances that Deplete the Ozone Layer (metric tons) by Years**



**Source:** Statistics Authority, Annual Statistical Abstract, 2011, unpublished data of 2011.

- Rate of inhabitants using improved potable water sources:** This indicator reached 100% since 2001. It shows how far Qatar achieved the 7<sup>th</sup> Millennium Development Goal concerning the need to ensure environmental sustainability. It really could not be achieved without major national efforts that have been undertaken at the beginning of third millennium for water desalination.
- Rate of inhabitants using improved sanitation utilities:** As in the case of the previous indicator, the present indicator has reached 100% since 2001. This proportion could be explained by the great infrastructure investments in sanitation making the country among the leading countries where the population use improved sanitation facilities at the beginning of the third millennium.



## **Second: challenges**

Challenges that face the implementation of population policy in the field of public health, reproductive health, environment and sustainable development are as follows:

- Weak relation between population increase, expansion and dissemination of health component.
- Lack of a specialized center for fertility medicine.
- Absence of a database of reproductive health indicators compatible with international database. Scarcity of surveys, scientific studies and official statistics related to reproductive health.
- Lack of public awareness about the dangers of irrationalized consumption of water and electricity.

## **Third: Fourth Phase Priorities**

Priorities of the fourth phase in the field of public health, reproductive health, environment and sustainable development are:

- Accelerating the establishment of health centers, hospitals and beds compatible with demographic growth, taking into account population distribution.
- Establishing a specialized center for the study and treatment of low fertility and abortion problems, and conducting a national comprehensive and detailed survey about various sides of reproductive health.
- Following up consumption guidance of non-renewable natural resources, and encouraging owners, investors, designers and estate innovators to provide a green urban environment.





## FOURTH AXIS

The present axis includes five key-dimensions:

### EMPOWERMENT ISSUES

- Women
- Childhood
- Youth
- Elderly people
- Disabled

This axis is trying to answer the following questions:

- How would it possible to expand and improve the establishment of nurseries and kindergartens, especially at workplace, by improving supervision, for continuous women participation in labour market?
- How can we activate the role of youth organizations that care about young people, particularly their leisure time activities and provide them with useful and creative activities to develop their talents, especially for those talented?
- In what ways possible can monitoring cases of child abuse be developed and addressed?
- What should be done to reduce early retirement, promote elderly employment, support and spread neighbourhood councils.. etc?
- How should we develop mechanisms to integrate disabled people in family and social environment in which they live?

This axis tries to achieve the following objectives:

- Develop services for employed women and create a suitable working environment.
- Combat violence against children.
- Activate the role of youth organizations that care about young people, particularly their leisure time activities.
- Follow up the completion of a law for the elderly including their social, economic and health aspects.
- Develop mechanisms to integrate disabled people in family and social environment in which they live.

These objectives have been transformed into a set of procedures that have been converted into a set of qualitative and quantitative indicators to facilitate the process of evaluating the 3<sup>rd</sup> phase of monitoring the implementation of population policy, namely: achievements, challenges, and priorities of the 4<sup>th</sup> phase follow-up of population policy implementation in the field of empowerment issues.



## First: Achievements

### A. Legislations, procedures, qualitative and quantitative indicators

Women		Objective 1: Develop supporting services and environment for employed women			
<b>Procedure 1: creation of new nurseries and kindergartens, particularly at work places</b>					
Targeted indicator	Current Status				Content
	implemented	legislated	Planned	Unavailable	
Existence of legislations or tendencies that encourage establishing nurseries and kindergartens					<ul style="list-style-type: none"> <li>Law draft of kindergartens is still being reviewed by the Council of Ministers. On April 2012, the Council considered the remarks of the relevant authorities to the presented projects in the process of issuing the law. It should be noted that the law draft organizes work of all types of nurseries, including nurseries at work places.</li> <li>Kindergartens are within the jurisdiction of Supreme Education Council. They are either attached to primary schools or independent, but not to work places.</li> </ul>
Number of institutions that have nurseries and kindergartens					<ul style="list-style-type: none"> <li>The number of legal nurseries, up to the end of September 2011, reached (84) nurseries. About (78) nurseries are owned by individuals, and (6) nurseries owned by institutions or companies. The number of independent kindergartens reached (38) in 2011. The number of private kindergartens reached (146) in 2010. There are no kindergartens belonging to work institutions for they are considered as educational, while nurseries are considered as alternative care.</li> </ul>
<b>Procedure 2: provide training for nurseries and kindergartens staff through training courses and recruitment of skilled ones</b>					
Existence of plans for nurseries and kindergartens staff training					<ul style="list-style-type: none"> <li>Faculty of Education at Qatar University posts, within teachers' preparation program, early childhood diploma, Special Education Diploma, primary education diploma and secondary education diploma. Qatar University also offers periodic programs such as assistant teacher for Supreme Education Council. There are no training programs below BA level, as there are no official training programs for nurseries workers posted by any governmental department.</li> </ul>
Number of staff by educational level (or percentage of qualified women to the total)					<ul style="list-style-type: none"> <li>Working team concerned with women issues could not obtain the required data about this indicator.</li> </ul>
<b>Procedure 3: reducing working hours for employed women with kids in need of care</b>					
Existence of a tendency to endorse women part-time work					<ul style="list-style-type: none"> <li>Council of Ministers decision in its regular meeting (38) in 2010 formed a committee presided by the Council of Ministers and membership of Supreme Council for Family Affairs, Ministry of Labour, and Qatar Petroleum to develop an optional system for some positions appointment based on part-time work in government agencies. Part-time work law draft was presented to Ministers Council on 25 January 2011. Some articles of Law draft have been re-examined by the committee. The Committee completed its work in June 2011. Up to the moment, the law draft is still under study by the Ministers Council.</li> </ul>
Number of institutions adopting this system					<ul style="list-style-type: none"> <li>Human resources law N. 8 of 2009 does not contain part-time work in the management of human resources in public sector.</li> </ul>



procedure 4: creating a program or project that support women work from the house					
Targeted indicator	Current Status				Content
	Available Process being				
	implemented	legislated	Planned	Unavailable	
Existence of programs or projects that allow women in some institutions to carry out their responsibilities from home					<ul style="list-style-type: none"> <li>Supreme Council of Information and Communication Technology (ictQatar) and Qatar Telecom (Qtel) launched on the 1<sup>st</sup> of April 2010 a pilot project entitled "women working from home", which aims at empowering employed women in Qatar to meet the challenges they face. It also helps them conciliate between family obligations and participation in labor force, through use of latest media technology. The project provides a virtual office environment with laptops, voice communication, data exchange links and an advanced web portal to link directly with their work. The project is still in place, and expanding its participants.</li> </ul>
Number of institutions and employees benefiting from this project	<ul style="list-style-type: none"> <li>The project is not implemented up to the present.</li> </ul>				
<b>Objective 2: Provide awareness and protection of women rights</b>					
<b>Procedure 1: developing a national comprehensive plan about women social, economic, cultural and political rights</b>					
Existence of the mentioned plan					<ul style="list-style-type: none"> <li>There is a plan to raise awareness of women rights for three years 2011/2012- 2013/2014. The plan is activated by the Supreme Council for Family Affairs in cooperation with National Human rights Committee (a memorandum of understanding has been signed). The plan includes three annual events related to women rights.</li> <li>A national plan for human rights in Qatar is being developed by National Human Rights Committee in partnership with relevant authorities. The plan is expected to propose a partnership system between the government and civil society.</li> </ul>
<b>Procedure 2: issuance of legislations to create women rights associations</b>					
Existence of legislations to create women rights associations					<ul style="list-style-type: none"> <li>Establishment of private associations and charity institutions law N. (12) of 2004, supervised by the Ministry of Social Affairs, is considered the regulating law for the establishment and function of associations. Even though this law does not prevent creation of human rights associations, yet there are no associations.</li> <li>Law N. (21) of 2006 regulates the functions of private institutions for public interest, which have a legal character, including Qatar Foundation for child and Women Protection, and Qatar Foundation for Combating Human Trafficking.</li> </ul>
Number and activities of the mentioned associations	<ul style="list-style-type: none"> <li>The total number of registered associations in 2011 reached 22 associations. No association is concerned with rights.</li> <li>The number of private institutions with public interest and concerned with rights are: Qatar Foundation for child and Women Protection, and Qatar Foundation for Combating Human Trafficking.</li> </ul>				



Childhood		<b>Objective 1: Combating violence against children</b>																															
Procedure 1: revision of laws on domestic violence against children																																	
Targeted indicator	Current Status				Content																												
	implemented	legislated	Planned	Unavailable																													
Existence of a tendency to issue new legislations on domestic-based violence					<ul style="list-style-type: none"> <li>There is a law under endorsement from legislative authorities containing strict provisions for child protection.</li> </ul>																												
Number of child violence cases presented to courts during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>Qatar Foundation for child and Women Protection data show that violence against the child has increased during the last three years. This increase is due to the seriousness and expansion of statistical registration to include all cases of violation of child protection laws in Qatar in recent years. The following table shows the issues of domestic violence against children during 2009-2011.</li> </ul> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Case type</th> <th>2009</th> <th>2010</th> <th>2011</th> </tr> </thead> <tbody> <tr> <td>Physical violence</td> <td>41</td> <td>52</td> <td>61</td> </tr> <tr> <td>Psychological violence</td> <td>5</td> <td>7</td> <td>2</td> </tr> <tr> <td>Negligence</td> <td>17</td> <td>36</td> <td>25</td> </tr> <tr> <td>Sexual violence</td> <td>14</td> <td>17</td> <td>17</td> </tr> <tr> <td>Family breakdown</td> <td>12</td> <td>10</td> <td>12</td> </tr> <tr> <td style="text-align: center;">Total</td> <td style="text-align: center;">89</td> <td style="text-align: center;">122</td> <td style="text-align: center;">117</td> </tr> </tbody> </table>	Case type	2009	2010	2011	Physical violence	41	52	61	Psychological violence	5	7	2	Negligence	17	36	25	Sexual violence	14	17	17	Family breakdown	12	10	12	Total	89	122	117
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Total	89	122	117																														
Procedure 2: Promoting awareness campaigns about family violence against children																																	
Existence of a tendency to establish awareness campaigns about family violence against children					<ul style="list-style-type: none"> <li>In recent years, a number of community and institutional frameworks were activated to raise awareness against domestic violence in Qatar. In this regard, Qatar Foundation for Child and Women Protection launched the campaign (Stop Silence) against sexual violence within the program of psychological treatment and rehabilitation (Change Your Life) on 17 April 2010. In addition, rehabilitation training programs for employees in education and health sectors have been launched such as "Friends of Child Protection". Due to children widespread use of new means of communication, Qatar Foundation for Child and Women Protection organized a campaign about "seduction" on the Internet. In addition, the foundation inaugurated on May 2010 a free line to inform about violence against children cases.</li> </ul>																												
Number of awareness campaigns by relevant departments during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>Qatar Foundation for Child and Women Protection provides annual campaigns and lectures in schools about domestic violence in collaboration with schools.</li> </ul>																												
Existence of a plan about conducting a study on types and effects of domestic violence					<ul style="list-style-type: none"> <li>A study about domestic violence was conducted by the Supreme Council for Family Affairs in the strategy of family cohesion and women empowerment.</li> </ul>																												



		<b>Objective 2: Opening new children emergency centers</b>			
<b>Procedure 1: enlarging children emergency services in municipalities</b>					
Targeted indicator	Current Status				Content
	Available Process being				
	Implemented	legislated	Planned	Unavailable	
Existence of a tendency to open new children emergency centers in municipalities					<ul style="list-style-type: none"> <li>There are many tendencies to open children emergency centers outside Doha.</li> </ul>
<b>Procedure 2: opening children special units in medical centers</b>					
Existence of a tendency to open children special units in medical centers					
Number of health centers including children special units during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>There are 5 branches for children emergency: in Alsad, Al Rayyan, the airport, Al shamal, and Al Dhaayin. Al Dhaayin branch is the newest, for it was launched recently (three months ago). It contains 32 beds, medical staff and integrated nursing, including a pharmacy, a laboratory and X-ray room. It works in two periods: the first from 7 am to 2 pm. The second from 4 pm to 10 pm. During the next few months it will be working 24 hours.</li> </ul>
<b>Youth</b>		<b>Objective 2: Activating youth centers that offer leisure time</b>			
<b>Procedure 1: creation of new and diverse youth centers (non-sportive) in all regions and municipalities responding to their aspirations</b>					
Existence of a tendency for establishing new and diverse youth centers (non-sportive) in all regions and municipalities responding to their aspirations					
Number of non-sportive youth centers by specialization	Center		N	Specialization	
	General centers		7	Cultural, scientific, entertaining and artistic activities...etc.	
	Specialized centers		10	Environment, painting, photography, music, voluntary work and information technology...etc.	
	Clubs and associations		10	Different activities	
<b>Procedure 2: expanding youth activities in schools for all educational levels</b>					
Existence of a tendency to expand youth activities in public and private schools for all educational levels					
Number of accredited non-sportive youth associations in schools by specialization					<ul style="list-style-type: none"> <li>There are no youth associations or a central plan for student activities practiced at schools. Independent and private schools support all activities that contribute to the development of students skills, interests, talents, and attitudes, as well as education (for example: Press group, Al Rahma group for the elderly, Shafallah group, Quran learning Club, Robot Group and talented youth...).</li> </ul>



<b>Objective 2: Interest and care towards talented youth</b>					
<b>Procedure 1: developing special programs for talented youth in private and public schools</b>					
<b>Targeted indicator</b>	<b>Current Status</b>				<b>Content</b>
	implemented	legislated	Planned	Unavailable	
<b>Existence of a tendency to develop special programs for talented youth in private and public schools</b>					<ul style="list-style-type: none"> <li>Education Committee in the Supreme Education Council is designing an integrated plan about discovering and promoting talented youth, which is now under planning. There are also individual practices of some schools interested in refining sponsoring talented youth programs. From these initiatives, Qatar Foundation for Education, Science and Community Development appointed two teachers to follow-up and discover talented youth. These specialists use kinds of standards and tools to measure students' intelligence, talents, language and mathematical skills, as well as supporting them in classes.</li> </ul>
<b>Number of schools that adopt programs for talented youth according to private or public schools</b>					<ul style="list-style-type: none"> <li>Given the related procedure of special programs for talented people in schools that is still under planning, it is not possible to obtain statistical data of this indicator concerning the number of schools adopting such programs.</li> </ul>
<b>Procedure 2: opening special centers for talented youth</b>					
<b>Existence of a tendency to open special centers for talented youth</b>					
<b>Objective 1: Enacting a law covering the social, economic, health aspects of elderly people</b>					
<b>Elderly people</b>					
<b>Procedure 1: enacting a law covering elderly people rights</b>					
<b>Existence of the mentioned law</b>					<ul style="list-style-type: none"> <li>A committee is established and presided by Supreme Council for Family Affairs to enact a law regulating elderly people status.</li> </ul>
<b>Procedure 2: limiting early retirement</b>					
<b>Existence of Legislations that regulate early retirement</b>					<ul style="list-style-type: none"> <li>According to law No. (8) of 2009, retirement age is extended to 65 years. Article (160) of Human Resources law No. (8) of 2009 extended the employee service after reaching 60 years by a maximum of 5 years, some cases might be extended more than (65) years.</li> <li>New retirement draft law of 2012 includes new measures that prevent early retirement or reduce years of service.</li> </ul>
<b>Number of early retirement cases during the last three years (2009-2011) by occupation and educational level</b>					<ul style="list-style-type: none"> <li>According to data of Retirement and Pensions Board, number of retired citizens during the last three years reached 5,295 civilians and 910 military citizens (detailed information is not available).</li> </ul>



Procedure 3: encouraging elderly people private work					
Targeted indicator	Current Status				Content
	Available Process being	implemented	legislated	planned	
Existence of Tendencies that encourage elderly people private work					<ul style="list-style-type: none"> <li>Qatar supports elderly people in areas of private work through Social Development Center and Department of the Productive family in the Ministry of Social Affairs. It also supports the planning to benefit from their experiences and opinions in different areas of work, as part of celebrating the projects of Elderly People International and Arab Day in the department of elderly and disabled people in the Ministry Social Affairs.</li> </ul>
Number of elderly people who have private work during the last three years (2009-2011)					<ul style="list-style-type: none"> <li>According to data of Social Development Center and Department of the Productive family in the Ministry of Social Affairs, 60 elderly people have a private work, especially during the last three years.</li> </ul>

Procedure 4: creating and supporting quarter councils					
Existence of a tendency to expand creating and supporting quarter councils					<ul style="list-style-type: none"> <li>The project is now at the office of Municipality Minister to undertake decision.</li> </ul>
Number of quarter councils created in the last three years (2009-2011)					<ul style="list-style-type: none"> <li>There are three councils; other ones are not yet activated, however they are available from a period of time.</li> </ul>

Procedure 5: integrating elderly people medicine in universities and health clinics					
Existence of a tendency to integrate elderly people medicine in universities					<ul style="list-style-type: none"> <li>Included in Qatar Weil Cornell University in syllabus of 1<sup>st</sup> and 2<sup>nd</sup> years.</li> </ul>
Number of health clinics that include elderly people medicine					<ul style="list-style-type: none"> <li>There is no doctor specialized in elderly people medicine, only generalist doctors.</li> </ul>

<b>Disabled people</b>	<b>Objective 1: Developing mechanisms of disabled people integration in social environment</b>
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Procedure 1: expanding social, cultural and sportive participation of disabled people		
Number of programs and centers that integrate disabled people in society by type and department	<ul style="list-style-type: none"> <li>There are different and varied programs presented for people with special needs concerning social and academic integration by the following centers and institutions:</li> </ul>	
	<b>Program type</b>	<b>N</b>
	<b>Supervising Department</b>	
	Comprehensive support for disabilities inside independent schools in the country	1
Academic and social support and different activities	7	- Shafallah center - Noor center - Best friends center - Qatar association for disabled people care and rehabilitation - Listening training schools - Qatar social and cultural center for the blind - Qatar cultural and social center for Deaf
Sport support	1	- Qatar disabled sports federation



Procedure 2: ensure appropriate job opportunities for disabled people					
Targeted indicator	Current Status				Content
	Available Process being implemented	Planned	Unavailable		
Percentage of disabled people who got a job out of total job seekers in 2011					<ul style="list-style-type: none"> <li>There is an absence of accurate and recent data of this indicator. However, volunteering committee for disabled people employment has been able, according to <i>Al-sharq</i> newspaper on 23 July 2011, to employ more than 50 disabled since it was established three years ago, while 80 people are still on the waiting list: 36 are Qataris and 44 non-Qataris.</li> </ul>

Procedure 3: activating and developing academic integration programs for disabled people					
Existence of a tendency to activate and develop academic integration programs for disabled people					<ul style="list-style-type: none"> <li>Activation of people with special needs law has completed by an interdisciplinary team under the umbrella of Supreme Council for Family Affairs through a Committee presided by Her Excellency Sheikha Hessah bint Hamad bin Khalifa Al Thani, President of Supreme Council for Family Affairs and submitted to the Council of Ministers.</li> </ul>

## Objective 2: Monitoring the status, needs and actual size of disabled people in society

### Procedure 1: intensifying studies, researches and surveys about disabled people status and needs

Number of studies, researches and specialized surveys about disabled people status and needs	Year	studies number	Implementing department	Study title
	2009	3	Shafallah medical genetics center	<ul style="list-style-type: none"> <li>Genetic factors of genetic diseases in families associated with relatives marriage</li> <li>Genetic mutations that cause Mediterranean fever.</li> <li>Genetic factors for epilepsy.</li> </ul>
2010	1	Shafallah medical genetics center	<ul style="list-style-type: none"> <li>Genetic and environmental factors of autism</li> </ul>	
2011	3	Shafallah medical genetics center	<ul style="list-style-type: none"> <li>Social implications of genetic knowledge regarding genetics and anthropology in Qatar.</li> <li>Autism prevalence percentage in Qatar and the factors affecting its prevalence.</li> <li>Genetic factors that cause children disability cases</li> </ul>	
	1	Al-Noor institute	<ul style="list-style-type: none"> <li>Skills list of students with multi-disabilities.</li> </ul>	

### Procedure 2: intensifying cooperation and coordination with health centers and hospitals to monitor the actual size of disabled in society.

Existence of tendencies or plans to develop mechanisms of cooperation with health centers and hospitals to record all cases of disability, especially among females					<ul style="list-style-type: none"> <li>There is a joint committee between the Supreme Council of Health and Shafallah Center for Children with Special Needs. The committee is formed by Amiri Order No. 9 of 2011 as a "National Consultative Committee for the development of rehabilitative care". It is presided by Assistant Secretary-General for medical affairs at the Supreme Council of Health, and representatives from Shafallah Center, Noor Center for the Blind, and a number of civil society institutions.</li> </ul>
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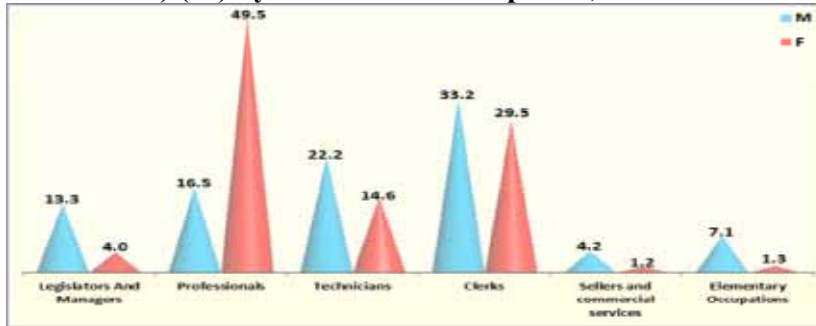


## B. General Statistical Facts

### + Women:

- **Participation of Women in Economic Activity:** Qatari women participation in economic activity is improving steadily. Their proportion has increased in Qatar labour force from 30.3% in 2004 to 35.3% in 2011 <sup>(15)</sup>. Also their areas of activity have gradually varied, pushing a number of Qatari women to professions and regular businesses, as shown in figure (19):

**Figure (19): Qatari Economically Active Population (15 Years and over) (%) by Gender and Occupation, 2011.**



**Source:** Statistics Authority, labour force survey, 2011.

As we have indicated in population and labour force axis, Qatari women percentage in total women employed in the public sector exceeded 16% in 2011, compared to male employees that reached 4.4%. These proportions reflect the real improvement of Qatari women in economic activity.

Among the measures that help increasing women participation in economic activity, new forms of work might be adopted, such as domestic and part time work. The Supreme Council for Family Affairs conducted a field survey on women part-time work. The survey findings constituted a basis for the Supreme Council for Family Affairs initiative to



submit a draft law regulating women part-time work, which is now under study by the Council of Ministers.

- **Women Political Participation:** There is a significant progress of Qatari women participation in political and public life along with the progress of Qataris participation in general. In recent years, a number of ladies took over ministerial posts, many of them presided university and its agencies. However, women have the right to elect and vote in Municipal Council elections. A further progress in this area happened, when they participated actively in the ballot: a lady won Municipal Council membership for the first time in its 2<sup>nd</sup> session in 2003, as well as at the 3<sup>rd</sup> session in 2007. In the 4<sup>th</sup> session a lady got in one of electoral districts the highest percentage of the vote. In spite of the instability of the voting public proportion that is governed by many factors, the percentage of female voters to the total of voters had risen from 38.6% in 2003 to 45% in 2011<sup>(16)</sup>, representing a significant increase of women participation in political life.
- **Combating violence against women:** All cases of violence against women are not declared to the concerned authorities because of social traditions. However, Qatar established numerous institutions, including: Supreme Council for Family Affairs, Qatar Foundation for Child and Women Protection, Qatar Foundation for Combating Human Trafficking, and *Dar Al Aman Shelter* for women subjected to violence. For example, Qatar Foundation for Child and Women Protection provided various services for women. These cases increased from 259 in 2009 to 452 in 2011 (Table: 12 ).



**Table (12): Domain of Women Protection by Type during the Last Three Years**

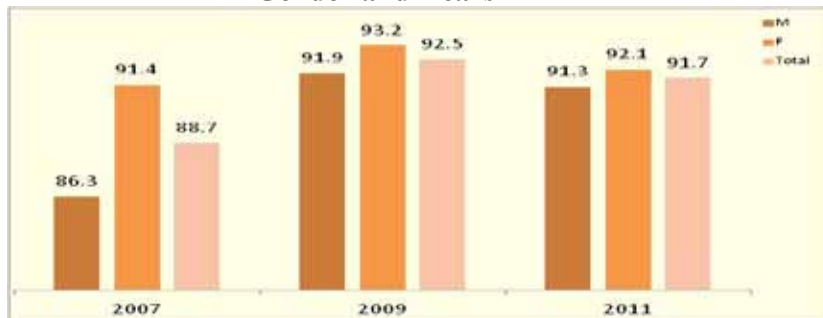
Year	Social Protection	Legal Protection	Economic Protection	Education Protection	Health Protection	Total
2009	186	37	25	1	10	259
2010	231	53	51	1	12	348
2011	315	74	50	5	8	452

Source: Statistics Authority, Annual Statistical Abstract, 2012.

### **Childhood:**

- **Increase of Education Opportunities:** Compulsory education law in Qatar played a central role in increasing educational opportunities for children. As a result, levels of enrollment of both males and females in primary education increased in recent years. Consequently, as stated in figure (20), the net enrollment rate in primary education in 2010 reached 91.2% for males and 94% for females.

**Figure (20): Net Enrollment Ratio in Primary Education by Gender and Years**



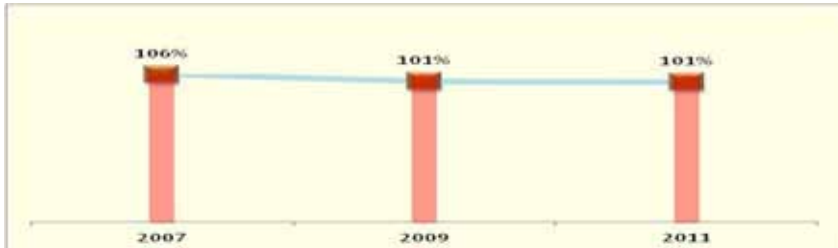
Source: Statistics Authority, non-published data, 2012.

- **Equal educational opportunities among children of both sexes:** Qatar Constitution states in Article (49) education right for both sexes. Figure (21) refers to equal educational opportunities provided for both sexes without any distinction.



It also indicates the ability of Qatar educational system in providing equal educational opportunities for males and females.

**Figure (21): Gender Parity Rate in Primary Education by Years**



**Source:** Statistics Authority, non-published data, 2012.

- Infants and under-five mortality rate:** According to Statistics Authority estimations for mid-2011, children (under 15 years) represent 14.8% of the total population. This social group enjoys special constitutional interest. Articles 21 and 22 reflect the country's insistence to preserve and protect childhood. This special care fostered many frameworks aimed at creating a safe and secure environment for Childhood. The first of these frameworks is the enacting of legislation and ratification of international laws in this area. It has also contributed in increasing interest in childhood and improving their conditions, particularly health conditions that have known significant advancement in recent times. According to official statistics presented in Table (13), infants and under-five mortality rate declined remarkably, putting Qatar on the path towards achieving the 4<sup>th</sup> Millennium Development Goal related to reducing under-five mortality by two-thirds by 2015. This tendency will contribute to Qatar will attempting 7 per thousand as developed countries.



**Table (13): Infants and Under-Five Years Mortality Rates per 1000 Live Birth in 2011**

Mortality Rates	Qataris			Non-Qataris			Total		
	M	F	T	M	M	T	M	F	T
<b>Infants</b>	7.09	5.6	6.35	9.46	6.6	8.06	8.6	6.23	7.43
<b>Under-Five Children</b>	8.14	8	8.07	10.06	8.49	9.29	9.36	8.31	8.84

Source: Statistics Authority, non-published data, 2012.

- **Percentage of Basic Vaccinations:** The main reason behind the decline in infants and under-five mortality is the development of health care provided for children and the ensured services, particularly vaccinations, in different medical public hospitals, as shown in Table (14).

**Table (14): Basic Vaccination Coverage (%) during the First Year of Age, 2006-2010**

Vaccination Type	Coverage Percentage %				
	2006	2007	2008	2009	2010
T.B(B.C.G.) (at Birth)	100.0	96.2	98.0	98.0	97.0
O.P.V3	95.0	96.7	97.1	98.0	96.0
D.P.T3	96.0	94.2	97.4	99.0	95.0
Hepatitis B Vaccine3	96.0	94.2	97.4	99.0	95.0
Measles/M.M.R1	98.4	92.3	95.3	100.0	98.0
Haemophilus Influenzae(3rd dose)	96.0	94.2	97.4	99.0	95.0
Varicella (dose1)	98.0	92.2	94.2	100.0	97.0
conjugated pneumococcal (PCV-1)	91.0	90.0	91.0	99.0	95.0

Source: Statistics Authority, Annual statistical Abstract, Health Chapter, 2012.

- **Child Support and Protection:** Child protection in Qatar has been given great care from different government institutions trying to provide support and services to abused children. In addition to the Family Consulting Center, other institutions in the country such as Qatar Foundation for Child and Women Protection provide assistance for abused children, as shown in Table (15).



**Table (15): Domain of Child Protection by Type, Gender and Years**

Service field	2009			2010			2011		
	M	F	T	M	F	T	M	F	T
<b>Social</b>	58	38	96	71	43	114	66	51	117
<b>Legal</b>	3	3	6	3	5	8	4	11	15
<b>Economic</b>	1	2	3	2	3	5	3	2	5
<b>Educational</b>	17	15	32	160	102	262	93	59	152
<b>Health</b>	13	4	17	22	23	45	36	19	55
<b>Total</b>	92	62	154	258	176	434	202	142	344

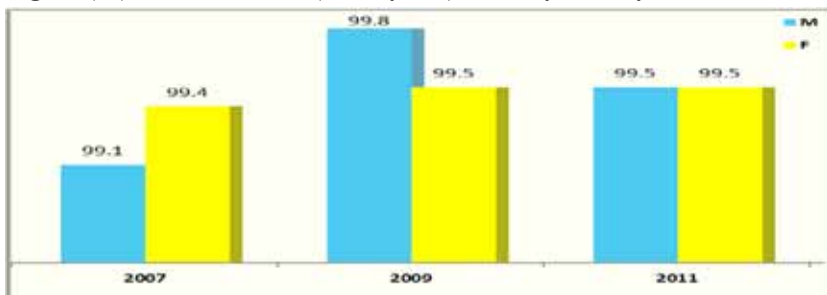
Source: Statistics Authority, Annual statistical Abstract, 2012.

### Youth:

- **Youth Literacy Rate between 15-24 years:** According to *Labour Market Survey* of 2011, youth in Qatar reached 257,151 representing about 15% out of the total population. Non-Qatari youths constitute 79% of the total youth number in the country.

Qatar's early investment in education influenced positively the learning process of future generations of citizens. This trend was increasingly reflected in the ongoing enrollment of Qataris in education. As a result, educational system succeeded in raising levels of scientific and cognitive attainment for males and females alike. Figure (22) shows that literacy rate among Qatari youth in 2011 reached 99.5% for males and females, which means eliminating permanently the gender gap in education.

**Figure (22): Qatari Youth (15-24 years) Literacy Rate by Gender and Years**



Source: statistics Authority, Labour force statistical bulletin.



- **Promoting Qatari Youth (15-24) Participation in Labor Force:** The government efforts for youth empowerment promoted their economic participation. According to *Labor Force Survey* of 2011, employed youths constitute 20% of the total Qataris.

In a related context, economic participation of female Qatari youths have increased during the last seven years (2004-2011) by an annual rate of 11.3%, enhancing levels of Qatari women participation in labour market as well. However, this does not reduce the gender gap of economic activity participation among youth of both sexes in Qatar.

- **Expansion of Youth Activities:** Generally speaking, youth entertaining activities in Qatar are not limited to sports activities; rather they include a variety of cultural, scientific, social and volunteering activities. In Qatar, youth activities are as diverse as their preferences and desires including several fields where they can spend their free time positively, such as religious, social, cultural, scientific, artistic and even environmental activities. What distinguishes youth activities in Qatar is the reconciliation between youth traditional needs and voluntary work for the benefit of social interest, as illustrated in Table (16):

**Table (16): Youth (13-25 Years of Age) Practicing Non-Sport Activities during 2007 and 2011**

Activity Type	Year	
	2007	2011
Religious	252	312
Cultural	103	135
Scientific	227	311
Artistic	816	1008
Theatre	123	158
Music	222	284
Social	496	630
Photography	169	251
<b>Total</b>	<b>2,408</b>	<b>3,089</b>

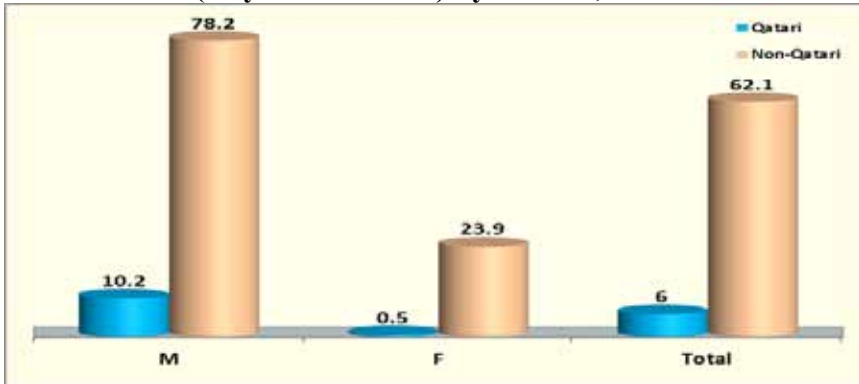
Source: Statistics Authority, Annual Statistics Abstract, different issues.



## ✚ Elderly People:

- Elderly People Percentage:** Percentage of elderly people (+65 years) varies between Qataris and non-Qataris, and remains very low among expatriates. According to *Labour Force Survey* of 2011, elderly percentage of non-Qataris reached 0.63% as compared to 3.5% of Qataris (according to the Statistics Authority mid-year estimations in the mentioned year), making this percentage very low within total population as well; for it has not exceeded 0.95%. Possibly, the actual reason behind the decline of elderly people percentage, both at the level of non-Qataris and total population, is that expatriates return to their countries of origin after retirement, which reduces the numbers of this age group compared to citizens. However, available data shows that there is a significant percentage of elderly people who are involved in economic activity, particularly non-Qataris. It is normal that participation percentage of elderly males is greater than female participation, as shown in Figure (23):

**Figure (23): Economic Participation Rate of Elderly (65 years and over) by Gender, 2011**



Source: Statistics Authority, Labour Force Survey by Sample, 2011.

Qatar Foundation for Elderly People Care provides accommodation services, health and social care. However, people living in the foundation do not exceed 50 of both sexes:





either because of dominating social traditions that keep elderly care within the family, or due to the services provided by Al Rumaila Hospital inside or through indoors periodic visits.

### ✚ Disabled People:

- **Disability Prevalence:** According to official statistics, disability rate in Qatar dropped from 0.9% in 2004 to 0.4% in 2011. As shown in Table (17), disability rate among Qataris declined from 2.1% in 2004 out of the total Qataris to 1.2% in 2011. It is a very low percentage in comparison with the international rate that is around 10%. In the same context, it is noted that the disability rate among Qatari females remains lower than among Qatari males. This situation is attributed to the social norms dominating Qatari society that do not encourage the registration of all cases of disability, mainly among females.

**Table (17): Disability Prevalence (%) by Gender, Nationality and Years**

Year	Qataris			Non-Qataris			Total		
	M	F	T	M	F	T	M	F	T
2004	2.6	1.7	2.1	0.4	0.7	0.5	0.8	1.1	0.9
2005	2.2	1.4	1.8	0.3	0.5	0.4	0.6	0.8	0.7
2006	1.7	1.1	1.4	0.2	0.4	0.2	0.4	0.6	0.5
2007	1.6	1.1	1.3	0.2	0.4	0.2	0.4	0.7	0.4
2008	1.8	1.2	1.5	0.2	0.4	0.2	0.3	0.7	0.4
2009	1.7	1.2	1.4	0.1	0.3	0.2	0.3	0.6	0.4
2010	1.4	1.2	1.3	0.2	0.6	0.3	0.3	0.8	0.4
2011	1.3	1.1	1.2	0.2	0.6	0.3	0.3	0.8	0.4

Source: - Statistics Authority, Annual Statistical Yearbook, different issues.  
- [www.qix.gov.qa](http://www.qix.gov.qa)

- **Educational Status of Disabled People:** Regarding the absence of recent data about the educational level of disabled people, we relied on the results of the General Census of Population, Housing and Establishments of 2010. The percentage of persons with education level reached 67.3% for males and 48.4% for females out of the total Qataris disabled people, while it reached respectively 87.8% and 81.6% for



non-Qatari disabled people. These rates are relatively higher despite the difficult social and health conditions that disabled people face.

- **Occupational Status of Disabled People:** Since there are no recent data, we relied on the results of the General Census of Population, Housing and Establishments of 2010. The percentage of disabled people who are already employed reached 5.9% of the total disabled Qataris. While the percentage of Qataris, who are already employed, remains higher in age groups 25-44 years, the percentage of non-Qataris remains higher in age group 45-54 years. The number of disabled people who are job-seekers and who have not been recruited is about 33 citizens (including 22 females) and 19 residents (including 13 females).

## Second: challenges

Challenges that face the implementation of population policy in the field of empowerment issues are the following:

- Diversification of economic activities and occupations in which Qatari women work.
- Promotion of levels of political participation in general, and women participation in particular.
- Expansion of nurseries and kindergartens, especially at work, and reduction of over-reliance on domestic workers.
- Insufficiency of specialized children units at health centers.
- Contestation of various aspects of violence against children.
- Increase of the levels of youth political, economic and social participation.
- Absence of youth activities at private and public schools in all different levels.
- Insufficiency and lack of specialized centers for talented youth.



- Preservation of values that show respect for elderly people and awareness of the importance of family care.
- Awareness of the importance of sending elderly people to care shelters, whenever needed, particularly when the family has no caregivers.
- Insurance of more job opportunities for disabled people.

### **Third: Fourth Phase Priorities**

- Expanding, and improving supervision for new nurseries and kindergartens, especially at workplace.
- Encouraging the creation of associations of women rights.
- Conducting field surveys on the desirability of women part-time job, work from home and the efficacy of these trends.
- Opening more children emergency centers in different municipalities.
- Moving from traditional care to the development of endowments and talents; and opening centers for gifted children and youth.
- Encouraging youth integration and participation in future national development plans and projects for Qatar World Cup 2022.
- Enlarging private and collective youth initiatives in the field of investment by enhancing the opportunities of the creation of small or medium corporations.
- Spreading and supporting quarters' councils, as well as encouraging youth attendance.
- Limiting early retirement along with encouraging elderly people to create private work.
- Developing statistical database for disabled people through networking with different national departments in order to detect their actual size in society.
- Ensuring more job opportunities for disabled people.



## CONCLUSION

### GENERAL ASSESSMENT AND FUTURE PERSPECTIVES

#### First: General Assessment

##### A) General Assessment of field-follow up of population policy procedures

- **General Level of the Focal Points Performance:** The experiences gained by working groups in the 1<sup>st</sup> and 2<sup>nd</sup> phases of the population policy implementation follow-up are reflected

positively on the excellent performance of the majority of these groups in the 3<sup>rd</sup> phase (October 2011- October 2012). The majority of these groups accomplished the given tasks on time, while others did not.

- **Collaboration Level of Concerned Authorities with Focal Points in the Implementation Process:** The 3<sup>rd</sup> phase is characterized by the cooperation between all concerned agencies and the working groups involved in the follow up process. The advanced level is due to the consideration of the Council of Ministers to the follow-up results of the population policy implementation, which were reviewed in Qatar Population Status Report of 2011, which showed, in addition to the achievements, the major constraints and challenges facing the application of the population policy program. Consequently, this led to more cooperation between the concerned authorities and focal points to facilitate its mission, interact extensively and provide the necessary support for the sake of national benefit that everyone will gain without exception.
- **Data Quality :** In general, we can say that, as in the 2<sup>nd</sup> phase, the majority of the working groups in the 3<sup>rd</sup> phase provided appropriate data, as importance as this report, for the Permanent Population Committee Technical Bureau. However, there were few groups unable to provide the



necessary data in the right time and with the required quality, obliging the Technical Bureau to avoid that through continuous communication with the focal points or through different interventions, whenever necessary, to improve the quality of the required data.

## B) General Assessment of Application of the Population Policy

**Procedures:** The 3<sup>rd</sup> phase of implementation of population policy Program of Action contains 22 goals and 67 procedures: about 52% are fully and partly implemented. It means that great achievements have been realized in general, however, they vary from a dimension to another that have been followed up in the present phase, as shown in Table (18)\*:

**Table (18): Axes and Dimensions of Population Policy by Percentage of Achievement**

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

\*Despite the quantitative assessment of the procedures presented in this table, which are not very accurate because of its nature, however, the previous table approximately projects out the degree of the achieved progress in different dimensions of the four axes adopted in this phase.



According to table (18), results of the implementation follow up can be outlined as follows:

- **First axis** (Population and Labor Force): This phase contains 7 goals and 23 procedures among which 35% are fully or partially implemented. In addition, 22% of the total procedures are under planning. About 43% of these axis procedures have not been implemented yet. The most important ones can be listed as follows: absence of serious trends to allocate grants for new-born infants, frailty of recruitment control standards of domestic workers, absence of opening some university branches in urban centers outside Greater Doha, and absence of awareness campaigns about apartment's benefits for people with limited-income, particularly newlyweds.
- **Second axis** (Education and Training): This phase contains 2 goals and 6 procedures among which 83% are fully or partially implemented. In addition, 17% of the total procedures are under planning. The most important ones can be listed as follows: Linking higher educational disciplines with future needs of labor market, and the absence of a unified institutional framework that would manage and control training needs of all employment sectors in the country.
- **Third axis** (public health, reproductive health and environment): This phase contains 4 goals and 13 procedures among which 77% are fully or partially implemented. In addition, about 23% of these axis procedures have not been implemented. The most important ones can be listed as follows: weak relation between population increase, expansion and dissemination of health component, lack of a specialized center for fertility medicine, and lack of public awareness about the dangers of illogic consumption of water and electricity.



- **Fourth axis** (Empowerment issues): This phase contains 9 goals and 25 procedures among which 48% is fully or partially implemented. In addition, 16% of the total procedures are under planning. About 8% of these axis procedures have not been implemented. The most important ones can be listed as follows: diversification of economic activities and occupations in which Qatari women work, combating various aspects of violence against children, increasing levels of youth political, economic and social participation, providing awareness about sending elderly people to care shelters whenever needed, particularly when the family has no caregivers, and ensuring more job opportunities for disabled people.

## **Second: Future Perspectives**

In relation to what has been cited above, the 4<sup>th</sup> phase (2012-2013) will focus on a number of priorities related to population and labour force, particularly the follow up of measurements of legislations related to the creation of Marriage Fund for citizens, motivating employers to move toward knowledge-based economy, providing more job opportunities in urban centers outside Greater Doha, and awareness campaigns for the just-marrieds and those pretending to marry about medium apartments as a provisional solution.

Concerning the other axes, emphasis will be given to the aspects related to the central axis of “*Population and labour Force*”.

In the area of education and training, focus will be given to different issues, such as: linking educational options (short and medium) with future needs of labour market, Qatar World Cup 2022 and development plans; and developing training to fulfill different needs of active groups in line with future requirements of labor market and to cover the needs of



economic activities and new service, which will be initiated in the country in the coming years.

As for public health, reproductive health, environment and sustainable development, 4<sup>th</sup> phase priorities will be confined to increasing the building of health centers, hospitals and beds compatible with demographic growth, taking into account population distribution, creating a specialized center for the study and treatment of low fertility and abortion problems, developing a modern database for reproductive health issues, providing awareness about the dangers of irrational consumption of non-renewable energy, and encouraging owners, investors, designers and estate innovators to provide a green urban environment.

Concerning empowerment issues, importance will be given to expanding, developing and improving supervision for new nurseries and kindergartens, especially at workplace, opening more children emergency centers in different municipalities, enlarging private and collective youth initiatives in the field of investment by enhancing the opportunities of the creation of small or medium corporations, encouraging elderly people to create private businesses, and ensuring more appropriate job opportunities for disabled people.

**To conclude**, it is worth mentioning that the continuous and fruitful implementation of the population policy along with the follow up process for the 4<sup>th</sup> phase (October 2012-October 2013) will ultimately ensure a decent life for Qatar population, advance their capabilities, expand their choices and enhance their levels of participation for the progress and glory of Qatari society.





## Sources and Endnotes

- 1- Statistics Authority, *Labour Force Survey by Sample*, 2011.
- 2- Statistics Authority, population estimations for mid-2011.
- 3- Ibid.
- 4- Ibid.
- 5- United Nations Program, Human Development Report, 2011.
- 6- Statistics Authority, *Labour Force Survey by Sample*, 2011.
- 7- It is understood that the national legislation and laws do not allow expatriates to bring-in family unless under certain conditions. These conditions do not apply to the majority of expatriate and workers, who live without their families in Qatar. In this case, those singles plus those who have never married make the celibacy rate in Qatar very high. Available statistics show that the number of single expatriates (never married+ married without their families) who live in small or large compounds constitute more than 72% of the total population of non-Qatari aged 15 years and over: 97% of them are males and 3% are females. If we add domestic workers who are usually considered as members of the household (the majority are singles), and members of non-Qatari households aged 15 years and over who have never married, celibacy rate among expatriates reaches more than 80% out of their total number, and nearly two-thirds of the total population of Qatar, who are aged 15 years and over.
- 8- Statistics Authority, results of the General Census of Population, Housing and Establishments (2004) and *Labour Force Survey by Sample*, 2011.
- 9- -----, General census of population, Housing and Establishments in Qatar, 2010
- 10- -----, Statistical Group, 2011
- 11- Supreme Council of Health, Qatar National Accounts Report, June 2012.
- 12- Statistics Authority, Vital Statistics Annual Bulletin Births and Deaths, different issues.
- 13- Qatar general Electricity and Water Corporation and Statistics Authority, 2010.
- 14- Statistics Authority and Diplomatic Institute, Sustainable Development Indicators in Qatar, April, 2012.
- 15- Statistics Authority, results of the General Census of Population, Housing and Establishments (2010) and *Labour Force Survey by Sample*, 2011.
- 16- Percentage was computed by Statistics Authority, unpublished data based on the number of voters and electors in the fourth sessions of the municipal council elections.

