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## Principles of Peaceful Coexistence in the State of Qatar and their role in Managing Population Diversity

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### Abstract

The study addresses the principles of peaceful coexistence in the State of Qatar and its role in managing population diversity. The significance of the study is that it sheds light on an issue that has received great international attention since the principles of peaceful coexistence are at the heart of the dialogue of civilizations that the developed world aspires to. The objective of the study is to identify the principles of peaceful coexistence in the State of Qatar and to show their impact on managing population diversity. The researcher uses the descriptive-analytical method to achieve the objective of the study. One of the most important findings of the study is that the State of Qatar has adopted a set of long-term reforms in the field of population diversity and civilized dialogue. Consequently, Qatar has become a pioneer in peaceful coexistence in the Gulf region and the Middle East. At the conclusion of the study, the researcher recommends the necessity of addressing the fears of the increase in the number of expatriate workers, because the presence of expatriate workers is temporary in most cases, important for the development of the country and their home countries in addition to being a kind of solidarity.

**Keywords:** Principles of Coexistence, Population Diversity, Civilization, Qatar.

### Introduction

As part of its vision towards achieving the objectives of the Alliance of Civilizations in the field of migration, the State of Qatar has utilized several principles in managing population

diversity that have proven their efficiency and ability to manage the population diversity in the country. Qatar is the home of diverse communities coming from different backgrounds due to its involvement in managing development process at several levels (Fahy, 2018).

This study sheds light on the principles of peaceful coexistence in the State of Qatar and its role in managing population diversity. The objective of the study is to identify the set of principles contributing to the state's ability to manage diversity. For this purpose, the researcher uses the descriptive-analytical method. Four principles will be addressed in this study. They are the economic, social, cultural, and legal principles. The researcher will explain how the State of Qatar has been able to utilize these principles to serve its development project in managing population diversity (Al-Tuwajiri, 2015, p. 35).

One of the most important studies related to the subject of the study is Al-Zaydi's book (2010) entitled: Contemporary History of Qatar. In the book, the writer addresses the history of the State of Qatar and its development in the political, economic, social, and cultural structure before and after the emergence of oil. The writer uses the mixed scientific method by relying on the historical research method in tracking the events of the era before and after the discovery of oil.

In addition, the writer uses the descriptive approach to identify the achievements and reforms of Sheikh Hamad bin Khalifa since he took power from 1995 to 2008. The writer arrives at a set of results. The most important of which is the emergence of a new era in the history of Qatar through the practical reforms brought about by Sheikh Hamad bin Khalifa in the political fields (at the local and international levels), such as democracy, popular participation, free media, investments, technical education, and scientific research, free trade and global sports and others.

Al-Shamsi's study (2006) entitled: Evaluating Migration Policies in the Gulf Cooperation Council Countries "Future Lessons" is one of the important studies that historically address the phenomenon of labour migration to the Arab Gulf countries to meet the needs of economic growth and participation in the labour market to achieve economic development. The researcher uses the descriptive-analytical method.

The study ends with a set of results. The most important results are that expatriate labour has had a significant impact on the economies of the Gulf countries and increased the competitiveness of some sectors in global markets that depend on high-intensity work with low production costs. Expatriate labour has had an impact in maintaining high aggregate demand in the local economy. The study also concludes that expatriates are a purchasing power that creates demand for goods and services such as apartments and others.

Furthermore, Expatriate workers have compensated for the absence of the local workforce in some professions and have filled the void in the number of the citizen population in general and in the labor market in particular. Besides, The study concludes that the expatriates have played a major role in the urbanization process, the growth of cities, the economic and social construction, such as the increase in the construction of buildings and facilities necessary for the components of the contemporary city. On the other hand, the huge number of expatriate workers has had a clear impact on the identity and culture of the Gulf society, in addition to the emergence of unemployment and an imbalance in the demographic structure of the Gulf countries, except for the State of Qatar. One of the serious results of the study is that the residence of expatriates for long periods leads to the emergence of unemployment, and the high number of immigrants has a negative impact on the political, economic, and cultural aspects. Hence, Qatar has been committed to manage social, religious and cultural diversity to reach its goals (Mahgoub & Qawasmeh, 2012).

The study ends with a set of recommendations, the most important of which is the necessity of paying attention to education and vocational and technical qualifications for citizens in line with the requirements of the labor market, empowering women, modernizing the means of production, nationalizing jobs in the public and private sectors, developing clear strategies for population policy and developing human resources for market needs, and nationalizing highly qualified and accomplished people. Our study addresses the principles of peaceful coexistence in the State of Qatar and their role in managing population diversity. Here, the researcher reviews a set of these principles and their impact on diversity management, as follows:

- **The Economic Aspect**

The rapid development of infrastructure and economic growth in the State of Qatar has attracted hundreds of thousands of expatriates seeking to improve their lives and their families living conditions. Currently, Qatar provides job opportunities for nearly two million people. Sheikh Khalifa Bin Hamad Al Thani has taken it upon himself that one of the priorities of the State of Qatar is to secure a decent life for migrant workers. The government is also committed to reforming labour laws in line with ILO labour standards and related practices to achieve a system appropriate to the needs of both workers and employers (ILO, 2021).

It is worth noting that the amendment of Qatari labour laws is a new and important step in the process of reforms that have been carried out on the labour market and that will benefit employers, workers, and the state alike. Probably the most important labour market reform, according to Qatari Law No. 14 of 2004 and its amendments by Law No. 13 of 2017 is the announcement of the establishment of 20 visa centres for Qatar in each of India, Sri Lanka, Indonesia, Nepal, Bangladesh, Pakistan, the Philippines, and Tunisia, which will expedite the recruitment process and finalize all residency procedures in the State of Qatar and will ensure that workers are not exploited in their home country.

Important economic indicators that have contributed to the population diversity in the State of Qatar are the following:

- Inauguration of the Qatar Recruitment Company (WIZA) to attract skilled foreign workers, provide them with training and rehabilitation services, contribute to the churn of workers within Qatar, and the inauguration of visa centres outside the State of Qatar through which work contracts are electronically documented (General Secretariat of the Council of Ministers, 2020).
- Employers' obligation to provide all supplies that help workers perform work. Employers may not assign workers to perform work other than the work agreed upon
- The fairness of the wage system in the country. Workers shall receive the wage agreed upon in the employment contract in Qatari currency
  - The provision of equal opportunities for males and females and equal pay for women if they perform male duties (National Human Rights Committee in Qatar, 2009, p. 34).
  - The Qatari government's adoption of the minimum wage system, which amounted to (1,000) Qatari riyals, in addition to that, the employer is obligated to provide food and housing. If the employer does not commit to providing food and housing, he shall pay (300) Qatari riyals as food allowance and (500) Qatari riyals as housing allowance.
- The establishment of a strict legal system concerning wages, working hours, overtime, vacations, safety and physical health of workers, and the consequences of violating these rules.

- The establishment of an electronic platform for labour rotation by the Qatar Chamber of Commerce in partnership with the Ministry of Administrative Development, Labour and Social
- the non-Qatari investor the full right to invest in all economic sectors, even at a percentage of (100%) of the capital, following the executive regulations of this law (Al-Hammadi, 2018, p. 12).

In this regard, it should be noted that the International Labor Organization and the International Federation (FIFA), during a session of the European Parliament, praised the amazing changes that the State of Qatar had achieved in respecting human rights and the rights of expatriate workers ahead of the 2022 World Cup. Moreover, The United Nations organizations also praised the reforms of the State of Qatar (National Human Rights Committee, 2018, p. 24).

### **The Social Aspect**

Social peace and peaceful coexistence are the same things. The stability of society leads to peaceful coexistence and vice versa. The more people obtain the basics of life, including financial guarantees, education, health, and a safe environment, the greater their stability and, accordingly, their production. We believe that the measures taken by the State of Qatar (government sector, private sector, and civil society institutions) to achieve the stability of citizens and expatriates are the result of cooperation between all sectors of the state to achieve the public interest. In this section, we will identify the measures taken by the state in the social field to achieve the vision of population diversity and the alliance of civilizations in peaceful coexistence.

- A- Education: Emiri Resolutions No. 25 of 2001 obliges education for all children in Qatar. The Qatari government has allowed the establishment of schools and educational institutes for the various communities in Qatar and has supported them and created a diversity of educational curricula in line with the existing population diversity. Statistics from the Ministry of Education and Higher Education indicate that the number of private schools in the 2016-2017 academic year was 543 schools. The teaching curricula of private schools vary according to the diversity of the communities residing in Qatar, in addition to international schools that adopt different curricula such as American, British, Jordanian, Pakistani, Canadian, Indian, Filipino, Japanese, Sudanese, French, Finnish, Lebanese, and Turkish curricula. Egyptian, Iranian, etc

In addition, schools use English and Arabic in teaching along with other languages such as French and Spanish. This large number of schools, compared to the small size of Qatar, reflects its belief in the importance of cultural diversity and confirms its ability to manage this diversity while preserving its originality and Arab-Islamic identity. According to Qatari law, if the child does not enroll in an educational institution when he reaches the age of 6, the person responsible for the child will be held legally accountable. The state has borne the costs of education for citizens and expatriates, as stated in the decree: "Education shall be compulsory and free for all children from the primary stage until the end of the secondary stage or until the age of eighteen, and the Ministry of Education is required to provide the requirements for this." The decision includes persons with disabilities by integrating them into public schools. Regarding higher education, Qatar provides scholarships for expatriates under certain conditions. Qatar University has provided financial aid to 1276 male and female

students, and 32% of non-Qatari students have received scholarships (National Human Rights Committee, 2018, p. 40).

- B- Health: Qatari law affirms the obligation to provide social health insurance for all residents of the State of Qatar. Law No. (7) of 2013, Chapter Two, Article (2) states that “the health insurance system shall be mandatory to ensure the provision of basic health services to all Qatari citizens, citizens of the Gulf Cooperation Council countries, residents and visitors to the state under the provisions of this law and the regulations. “Many expatriates settle in the State of Qatar with their wives and children for many years, and the state is committed to providing services that bring them a sense of psychological and material comfort and stability.

In this context, we note that the Qatari law has devoted several articles regarding the regulation of medical care for workers in industrial establishments to provide the appropriate environment for work under the principles of the International Labour Organization, the principles of human rights, and the principles of the International Federation of Construction and Wood Workers. The most important of these legal texts is what is stipulated in Article (3) of Chapter Two of Law No. 16 of 2005, which states: “The employer in establishments with more than one hundred workers is obligated to appoint a full-time nurse in the facility, in addition to providing first aid boxes. If the number of the establishment’s workers is more than five hundred, he shall allocate a clinic for them with at least a doctor and a nurse. The UAE legislator states under Article No. (4) of the same law that: “In addition to their work tasks, an appropriate number of workers in the facility must be trained to carry out first aid operations for the injured until the arrival of a paramedic or doctor.”

Charity: the government sector, the private sector, and civil society institutions undertake to assist citizens and expatriates alike. For example, the Red Crescent Society works to provide relief and development services to the poor, weak, and disadvantaged locally through:

-Humanitarian Services Fund: The Fund provides appropriate financial and in-kind assistance to all nationalities, which truly proves the trend towards social inclusion and peaceful coexistence.

-Patients Helping Fund: It is a fund designated to assist non-Qatari patients with low incomes of all nationalities to secure part or all of the value of the treatment according to the established principles. Patients Helping Fund is one of the basic and important projects that establish the values of solidarity and peaceful coexistence among all who reside in Qatar. To carry out this role, and through the Zakat Fund section, the Qatari Ministry of Awqaf distributes zakat funds to needy groups in the State of Qatar, including citizens and expatriates residing, fulfilling the duty of Zakah and achieving social solidarity. One of the activities of the Qatari Ministry of Endowments is to sponsor a student, provide breakfast for a fasting person, provide summer and winter clothing, provide a food basket for poor families, and distribute zakat al-Fitr.

To achieve the vision of the Alliance of Civilizations regarding peaceful coexistence, civil society organizations work to spread awareness of the importance of human relations among all segments of society through intercultural dialogue, educational lectures, social activities, initiatives, and humanitarian aid carried out by the Red Crescent Society, the Doha Center for Interfaith Dialogue, the Center Abdullah bin Mahmoud “Barahat Communities” Program of Qatar Charity, Qatar Media Corporation, Ministry of Culture and Sports, Qatar Social Work Committee, and Supreme Committee for Delivery and Legacy. To implement the Alliance of Civilizations plan regarding expatriate workers, the Ministry of Foreign Affairs has

created a community police department that works to integrate expatriates into Qatari society through lectures, awareness-raising, and introductory activities on laws, customs, and traditions in work and housing sites.

The public policy in Qatar is committed to manage population diversity and to bridge the gap between the diverse communities such as expatriates and citizens to reach effective results (Tok et al., 2016). The Community Police Department engages expatriate workers in national celebrations on various occasions and vice versa, where they participate in their national and religious celebrations and occasions. It also handles labor disputes and strikes in peaceful ways and allocates a hotline for complaints in different languages (Al-Shalaq, Aqeel, Al-Abdullah, 2009, p. 35).

### **The Cultural Aspect**

Culture is defined as a group of ideas that translate into behavior that indicates the identity of a nation in various areas of life and achieves the lofty objectives of migration. The renaissance of the nation is through science and technology imbued with intellectual, literary, artistic, cultural, and social advancement for individuals and groups. Cultures can be utilized in activating peaceful coexistence in multicultural societies. Qatar is keen to invest in the various human cultures within it to get different cultural groups to get to know each other and to remove the wrong stereotype of some towards others. Qatar affirms that it guarantees freedom of religion or belief for non-Muslims, as stated in the speech of the State of Qatar at the 28<sup>th</sup> session of the Human Rights Council in Geneva (Human Rights Council, 28<sup>th</sup> session 2015).

Qatar has communities from 185 countries, which provides opportunities for real acculturation and qualitative communication, whether in the usual daily patterns of behaviour or through organized programs through multiple media such as cultural events, written, audio-visual media channels, restaurants, schools, and other channels (Zaytoun, 2010, p. 64). Qatar has been able to adapt this diversity and manage it professionally by making it a source of knowledge, cultural, social and economic enrichment. The spread of cultural centres from many cultures, cultural events for foreign communities, cultural seasons for foreign countries, as well as the spread of restaurants and popular dishes from different regions of the world are great sources of cultural and knowledge enrichment. Based on the Qatari constitution, Qatari laws and legislations, and Islamic Sharia, Qatar has taken measures that have helped the integration of population groups, which has led to the peace and stability of its population. It also contributed to the continued development. The most important of these measures are the following:

- Personal freedom: According to Article No. (36), the Qatari constitution guarantees the preservation of personal freedom for every person living on its territory. Anyone who violates the private affairs of others, such as housing, work, clothing, etc., shall be punished, provided that he does not violate the general laws. Article No. (37) stipulates: "Human privacy is inviolable. No person may be subjected to any interference with his privacy, family affairs, home, correspondence, or any interference affecting his honour or reputation, except in accordance with the provisions of the law and in the manner stipulated therein."

Freedom of worship: According to the permanent constitution of the State of Qatar, Article 50 states that "freedom of worship is guaranteed to all in accordance with the law and the requirements of protecting public order and public morals." The article has come into

force since June 9, 2005, and accordingly, foreigners in Qatar have been allowed to freely practice their religious and cultural rituals.

**Cultural Freedom:** Under the auspices of the Ministry of Culture and Sports, Qatar's museums, centres and institutions organize a cultural exchange program through a series of exhibitions, festivals, competitions and events throughout the year with the aim of promoting mutual understanding, recognition and appreciation between countries, and exploring Qatari culture, similarities and cultural differences.

**Freedom of the press, printing and publishing:** According to Article (48) of the Qatari constitution, the freedom of the press, printing and publishing is guaranteed. A number of magazines and newspapers have been published for the foreign communities in Qatar such as the Indian Matherbhumi newspaper, which is one of the largest Malayalam newspapers. The Qatari constitution has also facilitated the entry of publications from the home countries of foreign communities in Qatar. Several Qatari newspapers have also been published in English, including: Gulf Times newspaper, The Peninsula newspaper, and Qatar Tribune newspaper.

**Recognition of holidays and seasons for foreigners:** many cultural centres have been established, such as the Indian Cultural Centre, which was established in October 1992, the British Council, the Iranian Cultural Centre, the Sudanese Cultural Centre, and the Kerala Muslims Cultural Centre. In addition, a wide range of restaurants and cafes were established, reflecting the American, French, Japanese, Korean, Filipino, Indian, Iranian, Mexican, Argentinean, Egyptian, Levantine, and Iraqi styles (Mahouder, 2012, p. 275).

### **The Legal Aspect**

Qatar recognizes the significant role that expatriate workers have played in economic, social and urban development for more than six decades. Qatar established the first labour law in 1962. This shows the efforts of the State of Qatar to preserve labour rights for more than 60 years.

The Emir of the State of Qatar, Sheikh Tamim bin Hamad Al Thani, Emir of the country, followed the same practice. He outlined Qatar's vision for expatriate by saying: "The State of Qatar has adopted a consistent policy to protect and promote human rights based on our Arab and Islamic principles and values that exalt the value of the human being." Qatar has made important achievements with regard to workers' rights and working conditions in coordination with the International Labor Organization" (Speech by the Emir of the State of Qatar at the United Nations, 2019). Accordingly, the State of Qatar has been keen to issue laws and affirm its commitment to global agreements in general and the Alliance of Civilizations in particular with the aim of strengthening and affirming the rights of workers to obtain their economic, social and cultural rights and to provide a suitable environment that enables them to work and perform their duties.

It has been stated in the Qatari Constitution in Article (30) that the relationship between workers and employers is based on social justice, regulated by law. This makes the work environments within the State of Qatar attractive and desirable at the level of the Middle East, and even at the global level. We notice an influx of expatriate workers from European countries because they enjoy privileges in Qatar that they do not find in their developed countries, such as salaries and housing privileges, health insurance, educational insurance for their children in private schools, in addition to the low rate of inflation and the tax rate. We can sum up the most important rights enjoyed by the expedite worker according to the Qatari Labour Law, and as stated in the Government Communications Office:

-Article (35) of the Qatari constitution states: "People are equal before the law. There is no discrimination between them in this regard on the grounds of gender, origin, language, or religion."

-The provisions of Civil Law No. 22 of 2004 do not discriminate between a citizen or an expatriate in the civil rights stipulated in this law. The civil status of persons and their capacity shall be governed by the law of the mother country to which they belong, such as marriage and divorce contracts, provisions on guardianship and inheritance, as stated in Article (11) of the Civil Code. As for the economic projects of companies and institutions, Qatari law shall apply to them as stated in Article (12).

### **The Reforms Undertaken by the State of Qatar to serve the Population Groups Present on its Land**

The State of Qatar has undertaken a number of reforms that achieve safety for the population groups residing in the country, which has been positively reflected on the population diversity in Qatar. The most important reforms are:

- 1- Job rotation: Referring to one of the objectives of Qatar National Vision 2030 of attracting employees, taking care of their rights and ensuring their safety, the government of Qatar allows employees to change their workplace in accordance with the Labour Law without requesting a no-objection certificate from the employer. The new decision enhances economic development efforts and opens horizons for investors, employers and employees alike, thus increasing competition in the labour market in Qatar by allowing employees to change employers, and allowing employers to bring the best skills in the local market.
- 2- The Labour Complaints System: Joint committees were formed comprising representatives of the employers and employees by a decision in April 2019. This decision stipulates regulating the conditions and procedures for electing employees' representatives in the joint committees in the facilities and companies. This decision provides the employees in companies that have 30 or more employees the opportunity to elect their representatives. The committee discusses all issues related to work in the facility, receives and solves employees' complaints, organizes work, ways to increase and develop production, improves productivity, worker training programs, means of preventing risks and improves the level of adherence to occupational safety and health rules. In 2019, the number of employees' complaints amounted to 16562 (Council of Ministers of Qatar, 2020).
- 3- Establishment of a Committee for the Settlement of Labour Disputes: In 2018, Qatar established a Committee for the Settlement of Labour Disputes to achieve justice by settling labour disputes within three weeks of the expatriate employee's submission of a complaint. It includes 3 committees, each of which has a judge and employees from the Ministry of Administrative Development, Labour, Social Affairs and a Secretary.
- 4- Prompt action and resolution of labour cases: Article 10 of the Qatari Labor Law stipulates that all lawsuits filed by employees or their heirs claiming rights arising from the labour law or the employment contract, shall be considered expeditiously and shall be exempted from judicial fees.
- 5- Establishment a 24/7 hotline to receive complaints: through which employees can submit complaints. Qatar has provided 11 self-service complaints machines (working in 11 languages) in the branches of the Labor Relations Department of the Ministry of Administrative Development, Labor and Social Affairs located in 11 areas in Qatar. It has

also provided a website for submitting complaints through the “Amerni Qatar” application in several languages. Through these devices, the employee can file a complaint against the employer without disclosing his name.

- 6- Acknowledging equality under the Code of Criminal Procedures between citizens and expatriates: Where Qatar has established a criminal procedure law for expatriates and citizens as follows: Law No. (23) in 2004 that confirms equality between all residents in the criminal case, whether citizens or expatriate. This right is available to all without any discrimination.
- 7- Holding annual meetings between the Ministry of Interior and the boards of directors of the various embassies to discuss issues of interest to expatriates.

These reforms had a major role in the population diversity and civilized dialogue that the advanced nations are calling for at the present time. Understanding emotional and cognitive processes can help researcher to better understand consumers’ behavior, decision-making, thereby improving the strategy (see Alsharif et al., 2021a; 2021b; 2021c; 2021e; 2021f).

### Discussion and Conclusion

In conclusion, the study concludes that the State of Qatar adopts a series of long-term reforms in the field of population diversity and civilized dialogue that make it a pioneer in the Gulf region and the Middle East. The study also concludes that the reforms and measures taken by the State of Qatar in the field of peaceful coexistence included all societal aspects and that Qatar is constantly working on developing its procedures in the field of peaceful coexistence through its legal, civil, and societal institutions.

The study concludes that the Qatari society is a generous society that helps the poor and needy, assists the oppressed, and helps the afflicted to gain a reward from Allah. It concludes that Qatar pays attention to cultural and religious projects related to other cultures and religions to create an atmosphere of friendliness, solidarity, and cooperation among the population communities on its land to provide stability and a decent life for all in light of the objective of positive coexistence of migration. It also concludes that the real partnership and cooperation are in promoting the rights of migrant workers between the Ministry of Administrative Development, Labor and Social Affairs, and local and international human rights organizations and that Qatari laws constitute an evidence that the Qatari legislator has achieved equality and justice between citizens and expatriates residing in the country. To conclude the study, the researcher recommends the following:

1. Spreading the right awareness to reduce fears of an increase in the number of expatriate workers, because it is a temporary presence in most cases, and their presence is important for the development of the state, the development of their home countries and a kind of solidarity, which is a human behavior.
2. Instilling positive concepts of population diversity in society, especially young people, through educational, cultural and religious institutions.
3. Investing in the diversity taking place in the country to spread the values of tolerance and peaceful coexistence globally, especially towards minorities who suffer from injustice and persecution outside the State of Qatar.

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