

*High-Level Forum***Business and Migration: Strengthening dialogue between the private sector and governments**

1 October 2019

Marsa Malaz Kempinski, The Pearl - Doha, Qatar

9:00 a.m. – 2:00 p.m.

Forum facilitator: Ministry of Administrative Development, Labour and Social Affairs (ADLSA), *tbc***Opening remarks (9:00 a.m. – 9:30 a.m.)**

- H.E. Yousuf Mohamed Al Othman Fakhroo, Minister of Administrative Development, Labour and Social Affairs
- Rashid Hamad Hazza Al-Athba, Second Vice-Chairman, Qatar Chamber of Commerce and Industry (QCCI)
- Michelle Leighton, Chief of Labour Migration Branch, International Labour Organization
- Stéphanie Winet, Head of Stakeholder Engagement, International Organization of Employers

Panel 1: Labour migration reforms in light of Qatar's National Vision 2030 (9:30 a.m. – 10:30 a.m.)

Migration and labour laws in Qatar are in the process of transformation. This panel will present these key reforms and areas for future development, which aim to further improve migrants' experiences, create a level playing field for businesses and attract new companies and investment to the country.

- Mohammed Al Obaidly, Assistant Under-Secretary for Labour Affairs, ADLSA
- Nasser Ahmed M Al-Meer, Employer Representative, Former Board Member of QCCI
- Karima Cherifi, Human Resources Director GCC countries, Nexans/Qatar International Cables Company
- Samer Abdelhamid, Country Manager, General Electric, Grid Solutions

Moderated by: Houtan Homayounpour, Head, ILO Project Office for the State of Qatar

Key themes for discussion:

- Qatar's reforms on labour market mobility (between employers & between occupations) & Labour inspection reform to support increase legal compliance leading to an equal playing field
- Skills assessment: value proposition of differentiating between low, medium and high skilled workers & Learning how skills assessments and recognition are done in other countries
- International good practices of responsible employers rewards schemes
- Movement between companies and its application in Qatar

Guiding questions:

- What are the benefits of labour market mobility and further planned reforms in Qatar?
- Is there value in differentiating between low, medium and highly skilled workers in legal requirements? Should the treatment of employee/employers be the same?
- How easy is it to hire a female employee on company sponsorship – new hire vs transfer? What are the different rights and benefits for family members?
- How can companies that comply with the law, be differentiated with those that do not?
- How can authorities ensure companies are complying with local and international laws?
- How is Qatar establishing change around responsible recruitment practices that will benefit business?

Panel 2: International good practice in migration governance (10:30 a.m. – 11:30 a.m.)

Governments and Businesses have to consider a number of factors when recruiting and employing foreign employees. This panel will look into migration governance good practices worldwide.

- Pietro Mona, Ambassador for Development, Forced Displacement and Migration, Federal Department of Foreign Affairs, Switzerland

- Azeem Mohiuddin, Practice Leader, Fragomen Qatar
- Ghassan Kosta, Country Manager, Dell EMC, *tbc*
- Virgilio Carter, Human Resources Manager, Raytheon

Moderated by: Murtaza Khan, GFMD Business Mechanism

Key Themes for discussion:

- What businesses look for in an “ideal” migration framework?
- The effect of migration policies on businesses
- The role of the private sector in shaping migration policies and the interaction with government
- Examples of private sector collaboration outside of Qatar

Guiding questions:

- What are the requirements for applying for a Block Visa and what challenges do business face in this process?
- How effectively do the different governmental departments communicate/align themselves on matters of policy and law?
- How do businesses respond to migration policies? Is their clarity in the regulations? How is the information disseminated to business?
- Is the Government discussing labour migration requirements with the business community?

Coffee break (11:30 a.m. – 12:00 p.m.)

Special Panel – Governance of temporary labour mobility - Lessons learned in the preparation for the FIFA World Cup 2022 (12:00 p.m. – 12:45 p.m.)

In the preparation for the FIFA World Cup 2022, there has been and will be an influx of temporary workers required for different sectors, including the construction sector. This high demand for workers has driven positive change in the governance of labour mobility and working and living conditions.

- Mohammed Al Hajiri, Supreme Committee for Delivery and Legacy
- Hans Mielants, Human Resource Director, QDVC
- Sebtaï Nasser, CEO, STS Group

Moderated by: Ryszard Cholewinski, Senior Migration Specialist, ILO Regional Office for Arab States

Key Themes for discussion:

- The contribution of the World Cup 2022 to a sustainable and fairer system of labour mobility and to the governance of temporary migration
- Lessons learned to improve and ensure decent working and living conditions in the construction sector and beyond (e.g. on OSH, wages, workplace cooperation, recruitment, etc.)
- Potential creation of new categories of visa (i.e. visas for athletes/temporary visa options)

Guiding questions:

- How has the 2022 World Cup contributed to improvements in the labour migration system and working and living conditions of workers in Qatar?
- What are some of the achievements in the construction sector when it comes to working and living conditions? Has there been any spill over to other sectors?
- What are some of the biggest challenges that businesses had to face to adapt in this new context? What solutions did they find to ensure a better protection of workers while remaining competitive?
- How have new issues been dealt with (e.g. regarding bilateral relations on athletes’ treatment)?

Special Panel – The hospitality industry: an innovative model of sectoral engagement (12:45 p.m. – 1:30 p.m.)

The government of Qatar in partnership with the ILO and the hospitality industry have started since 2018 an innovative collaboration at three levels: a strategic dialogue to ensure coordination and identify leverage, a working group with the entire sector to build the capacity of hotels on labour laws and migration reforms, as well as pilot interventions with selected hotels to achieve fair recruitment and establish joint committees.

- Shaikha Al Khater, Director of International Labour Relations Department, ADLSA
- Aseem Kapoor, General Manager, Grand Hyatt Doha Hotel
- Idriss Sidig, Human Resources Director, Hilton Hotels

Moderated by: Alix Nasri, Labour Migration and Employment Specialist, ILO project Office for the State of Qatar

Key themes for discussion:

- Advantages of regular dialogue between the Government, the hospitality sector and key partners in identifying risks and solutions
- Specificities of the hospitality sector on working conditions
- Lessons and key achievements to consider replicating in other contexts

Guiding questions:

- What have been the key leverages in the hospitality sector, how do you explain the high rate of participation of hotels to recent activities?
- What are the key risks in the hospitality sector and how were each of them addressed?
- What have been the progresses made since 2018 and what the future looks like for the hospitality industry?

Closing remarks (1:30 p.m. – 2:00 p.m.)

- Stéphanie Winet, Head of Stakeholder Engagement, International Organization of Employers

Lunch, hosted by Qatar Chamber of Commerce and Industry (2:00 p.m.)