

Business, Society & Ethics

14 April, 2019 | Lecture #32

Qatarization In the Private Sector





CORPORATE SOCIAL RESPONSIBILITY
THE TRIPLE BOTTOM LINE



Strategic
CSR



Responsive
CSR



Purpose-Based
CSR

CLOCKWISE FROM TOP RIGHT: [K108], 2015;
K, 2016; SYDA PRODUCTIONS, N.D.

Business Ethics in ***Qatar***





Qatar National Vision 2030 calls for “increased and diversified participation of Qataris in the workforce through ... incentives for Qataris to enter professional and management roles in business, health and educational sectors ... [and] increased opportunities and vocational support for Qatari women.”

“Qatarization is the identification and development of quality, competent Qatari male and female employees to assume permanent established positions. The overall Qatarization percentage target for the energy and industry sector is 50%.”

Qatar Labor Law (Law No. 14 of the Year 2004)*

“Article 23 *indicates that a non-Qatari can only be employed in the circumstance that there is not a Qatari available for the work to be stipulated.*

“Article 26 *requires that the Minister of [Administrative Development, Labor & Social Affairs] determine the proportion of Qatari and non-Qatari employed in any sector. There [may be] some sectors where non-Qatari employment is prohibited.*

“Article 27 *requires companies that hire non-Qataris to conduct parallel training for Qataris or hire them as assistants so they can gain experience.”*

*The Labor Law does not apply to Qatar Petroleum, nor to its subsidiaries.

“Qatar’s economy cannot dispense with foreign expertise and labour, this is true, yet Qatar cannot be built without you [the Qatari youth], and cannot be built on a limited number of professions and specialties.

“There are vital sectors of the State such like the field of security, army and police, and even the planning, management, engineering, medicine and scientific research where we need Qatari youth, and Qatari youth must proceed to all specialties and take their homeland into account when taking decisions. Citizenship is not a set of privileges, but first and foremost it is a sense of belonging to the homeland. This affiliation entails a set of rights and duties towards the society and the State. Citizenship is also a responsibility.”



QATARIZATION



Business



FROM LEFT: TERP, 2012; CHATRIWALA, 2010

The State



Prejudice & Quotas

One important goal of Qatarization concerns placing more Qatari women into the private sector. James Rachels (1997) suggests that using quotas may be an effective way to overcome any unconscious prejudices when it comes to the hiring of women and other underrepresented groups.

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