

**YOUR VOICE IS
IMPORTANT!**

An introduction to Joint Committees

training

social services

cultural awareness

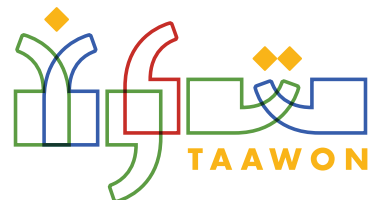
productivity

safety

organization of work



International
Labour
Organization





As a worker, your voice is important! You may have a problem to speak about or a good idea to share. But how can you let management know? One way to make your voice heard is through a Joint Committee.

What is a Joint Committee?



Under Qatar labour law, companies with more than 30 workers can form a Joint Committee. A Joint Committee brings together equal numbers of workers and management from your company.



How can a Joint Committee help me?

If you have a problem or suggestion, worker representatives on a Joint Committee can discuss it with the management.

How often do they meet?



Joint Committees meet at least once a month to discuss important workplace issues.

Who represents the workers?

Workers elect their own representatives to sit on Joint Committees for two years. They listen to fellow workers and discuss their concerns. They also communicate what has been agreed at Joint Committee meetings back to the workforce.

Can I be a candidate?

If your company has a Joint Committee you can stand as a candidate for election as a worker representative. All workers whether they are directly hired by the company or if they work for a contractor or agency and are based at the company can stand for elections. You must have a valid contract, have completed at least one year of service and not hold a management position.



Will I be paid?

There is no extra pay to be a Joint Committee member, however you will be given time off work during working hours to carry out your duties.

How will I know if there is an election?



Your Human Resource department will announce if there is to be a Joint Committee election in your company and how it will take place.

Will I be trained if I am elected?

If elected, you will be trained about your new role and responsibilities.

Where can I find more information?

For more information, watch **these videos** or visit www.ilo.org/qatar