

The Council of Ministers' Decision No (6) of 2018

On the establishment of the Workers' Dispute settlement Committee, the rules and procedures, which are to be followed before it, the mechanism for the implementation of its decisions and setting its rewards.

The Council of Ministers,

After perusal of the constitution,

And Law No. (13) of 1990 which promulgates the Civil and Commercial proceeding Law and its amending laws,

And the Labour Law promulgated by Law No (14) of 2004, and its amending Laws,

And Law No (15) of 2017 on Domestic Workers,

And the Emiri Decree No (29) of 1996 on the decisions of council of Ministers that raised to the Emir to ratify them and released,

And the proposal of the Minister of Administrative Development, labour and Social Affairs,

It has been decided the following:

Article (1)

In the application of this law, the following words and expressions shall, unless the context otherwise requires, have the meaning respectively assigned to them:

Law:	Labour Law referred to
Ministry:	Ministry of Administrative Development, Labour and Social affairs
Minister:	Minister of Administrative Development, Labour and Social Affairs

Committee: The Workers' Dispute Settlement committee

Article (2)

Three Committees will be formed at the Ministry, to settle labour disputes, as follows:

- 1- First Committee

Mr./ Mohammed Ali Alshaer Al Sulaiti	Chairman
a judge at the Court of First Instance	
Mr. / Khaled Abdulla Al Ghanim	member
Ms. / Shaima Abdel Qader Al Qahtani	member
- 2- Second Committee

Mr. / Ali Abdulla Ali Al-Obaidli	Chairman
a judge at Court of First Instance	
Mr. / Abdulla Mubarak Al Dosari	member
Mr. / Ahmed Saleh Khalaf	member
- 3- Third Committee

Sheikh / Mohammad Fahad Ahmed Al_Thani	Chairman
a judge at the Court of first Instance	
Mr. / Abdulaziz Sharif Abu Jabra	member
Ms. / Thanwa Saad Al subuai	member

Each committee shall have a secretariat of one or more of the employees of the Ministry, their nomination and setting their competences and their remuneration will be issued by a decision from the Minister

Article (3)

Each committee of the labour dispute settlement shall meet three (3) times a week at a request of its Chairman and whenever necessary. The meeting of the committee shall be valid only in its entirety. In case of the absence of the Chairman or any of the members of the committee, or there was an obstacle to conduct it, the supreme Judicial Council or the Minister will chose someone to replace him / her.

Article (4)

The sessions of the committee shall be held in public, but its deliberations shall be confidential. The decisions shall be issued by the majority of its members.

Article (5)

Each party of the dispute shall have the right to appear before the committee in person or by designating somebody on his behalf to present his case. The Chairman of the committee has to make sure that the person presenting the case is bonafide.

Article (6)

The committee shall examine and review the memorandums of the parties and the documents they have submitted, and hear their statements. In addition, to ask those who think there is a need to listen to their testimonies. The committee shall follow all the procedures that it deems appropriate for the speed of the settlement of the dispute. The proceedings of the dispute cannot be postponed more than once for the same reason.

Article (7)

The Committee may request from any of the parties of the dispute to submit explanations or documents, as it deems necessary before the specific session to consider the dispute and during its proceedings.

Article (8):

Any document issued in a language other than the Arabic language must be accompanied by an accredited translation into the Arabic language by one of the licensed translation offices.

Article (9):

In the case of similar litigants and complaints, the Committee may collectively put together the submitted disputes in order to settle them by a single decision.

Article (10):

It is not allowed to modify dispute applications, or submit new applications, documents or defense memorandums after setting the date for adjudication, unless the Committee permits that in a fixed date.

Article (11):

The committee may dismiss the dispute if the plaintiff or his legal representative does not attend any of the sessions after verifying that he has been informed, and may continue to consider the disputes and settle it in the absence of the plaintiff or the other party by its own accord or at the request of the present party.

Article (12):

The Committee may decide to request a proof if the plaintiff has withdrawn the dispute at his own unless the other party requests to pursue reviewing the dispute. The proof of the plaintiff's legal representative for withdrawing the dispute will be valid only under a power of attorney to prove that the case has been withdrawn.

Article (13):

The resolution reached by the committee to conclude the dispute put before it, should be backed up and signed by the Chairman and the secretary of the committee, and it shall include the following:

- 1- Names of the Chairman and the two members of the committee who issued the decision, the date and place of its issuance.
- 2- Names of the parties of the dispute, their professions and their presence and absence.
- 3- A summary of the sessions of the dispute.
- 4- Requests and defenses of the litigants.

Article 14:

The draft decision shall include the reasons for the dispute, signed by the committee's Chairman and its members when pronouncing the decision; otherwise, it shall be null and void.

Article 15:

The committee's secretariat shall notify both parties of the dispute of the procedures and its decisions at their address, or workplace by registered mail, or by any other means with an acknowledgement receipt.

Article 16:

The committee shall correct the spelling or calculation errors made in its decisions, either on its own or at the request of the concerned parties, and to correct the original copy of the decision and signed by the Chairman and the secretary of the committee.

Article 17:

The parties of the dispute may request an interpretation for ambiguity that may be contained in the decision. The decision of interpretation is considered in all aspects a complementary of the decision to be interpreted.

The committee shall refuse the interpretation in the following cases:

- 1- If the Committee found that, there is an appeal against the decision to be interpreted before the competent department at the Court of Appeal.
- 2- If the Committee found that, the interpretation request intends to amend the decision to be interpreted.

Article 18:

The Chairman or any member of the committee shall not attend or participate in the committee's sessions when considering a dispute that he has already expressed his views about it. Or he was one of its parties, or he has a direct or indirect interest therein, or if he has a family or kinship relationship with one of the parties of the dispute, till the fourth degree, or if he is a business agent of one of the litigants or he is a legal representative or a custodian for him. In this case they should declare any interest interfere with the nature of their competence in the Committee.

Article 19:

The Chairman and the members of the Committee shall receive a monthly allowance of QR (5,000).

If any of them does not attend a meeting, QR (1.000) will be deducted from him for each meeting.

Article 20:

All competent authorities, each within its jurisdiction, shall be bound to implement this decision. This decision shall be effective from the next day following its publication in the Official Gazette.

We agree on this Decree and to be published.

Tamim bin Hamad Al-Thani

The Emir of the state of Qatar