



وزارة العمل
Ministry of Labour
دولة قطر • State of Qatar



"Doha Declaration"

On

**Labour Mobility between the Gulf Cooperation
Council, Lebanon, Jordan, and African Member
States**

We, the Ministers of Labour of the Gulf Cooperation Council countries (United Arab Emirates, the Kingdom of Bahrain, the Kingdom of Saudi Arabia, the Sultanate of Oman, the State of Qatar, the State of Kuwait,) in addition to the Hashemite Kingdom of Jordan and the Republic of Lebanon, and of the Ministers of Labour of the following African Union Member States:

(People's Democratic Republic of Algeria, State of Libya, Democratic Republic of the Congo, Republic of Sierra Leone, Republic of Botswana, Republic of Burundi, Republic of Djibouti, Arab Republic of Egypt, Federal Democratic Republic of Ethiopia, Republic of Ghana, Republic of Kenya, Kingdom of Morocco, Federal Republic of Nigeria, Republic of Cameroon, Federal Republic of Somalia, Republic of South Africa, Republic of South Sudan, Republic of Senegal, United Republic of Tanzania, Republic of Tunisia, Republic of Uganda, and Republic of Zambia), which participated in the "Doha dialogue" on labour mobility.

Considering the successful meetings held in Doha on 21 and 22 May 2024, which brought together ministers, experts, and Regional Economic Communities, UN agencies and social partners to discuss cooperation on labour mobility between Africa and the Gulf countries.

Recognising the role of the African Union Commission in mobilising its Member States towards effective labour migration management, in line with the Migration Policy Framework for Africa, the Joint Labour Migration Programme and other continental legal and policy instruments.

Given that the Doha Dialogue is a unique opportunity to address the challenges related to the labour mobility between African and the Gulf Cooperation Council countries, Jordan, and Lebanon to enhance labour mobility governance, strengthen the contributions in achieving sustainable development, and to enhance international and regional cooperation in this regard.

Recognising the role of the Abu Dhabi Dialogue, launched by the United Arab Emirates which created a common and sustainable platform for dialogue and exchange of expertise with Asian countries on labour migration issues such as skills development, mutual recognition of skills and qualifications and other common issues.

We hereby affirm the following considerations and recommendations:

Firstly, considerations:

1. African labour mobility to the Gulf Cooperation Council countries, Jordan, and Lebanon is witnessing significant growth. The movement of African workers is still relatively new and has been influenced by increased demand for expatriate workers, especially in sectors requiring more regulation, such as domestic work, agriculture, construction, logistics services, travel, hospitality, and other service sectors.
2. Labour mobility between Africa and GCC countries, Jordan and Lebanon contributes to achieving sustainable development, benefiting destination and origin countries as well as expatriates themselves.
3. Improving labour mobility management and the contractual work cycle and enhancing fair and ethical employment for workers between Africa and GCC countries, Jordan and Lebanon are objectives that both regions share. This is achieved through adherence to principles of mutual respect, social dialogue, equality, partnership, and shared responsibility, along with policy frameworks related to international labour and human rights, and effective management of labour mobility.

4. The Doha dialogue will contribute to resolving many labour migration issues facing both sides, especially in terms of skills development, certification and mutual recognition of skills and qualifications, recruitment, occupational safety and health, access to justice, use of technology to improve outcomes of labour migration, and other common issues.

5. The African Union Member States, GCC, Jordan and Lebanon affirm the importance of dialogue in recognition of international labour standards, due to the growing labour mobility from Africa and the urgent need to find practical and effective solutions that benefit both parties while preserving the rights and dignity of expatriate workers.

Secondly: Recommendations

Considering the positive and open dialogue held in Doha on 21-22 May 2024 between the Gulf Cooperation Council countries, Jordan, Lebanon, and African Member States, social partners and in accordance with the above stated objectives and considerations, participating countries have agreed on the following recommendations:

1. Launching of the "Doha Dialogue" as a voluntary, non-binding, state-led, consultative process, with joint secretariat based in Doha and under voluntary rotational chair between the GCC countries, Jordan and Lebanon and African Union Member States to enhance international and regional cooperation on labour mobility, based on social dialogue principles between Africa on one hand, and the Gulf countries, Jordan, and Lebanon on the other, through:

-Providing opportunities for exchange of experiences, lessons learned, and best practices regarding contractual employment, working and living conditions of migrant workers and deriving practical solutions.

-Enhancing data and research to address issues arising from labour mobility between Africa and the Gulf region, Jordan, and Lebanon.

2. Enhancing cooperation in the protection of expatriate workers from illegal practices to ensure decent work and enhance the contributions of African expatriate workers to sustainable development, whether in their sending countries or receiving countries, through:

-Enhancing knowledge in the areas of labour market trends and future skills demand, particularly considering challenges arising from technological advancements, climate change, and keeping pace with developments in the world of work by providing the workforce with the necessary skills and competencies for the future.

-Increasing collaboration with trade unions, employers organisations, public and private sector, employers, recruitment agencies, Regional Economic Communities, other stakeholders to build partnerships that enhance decent work conditions.

-Considering specific needs and vulnerabilities of female migrant workers to ensure their socio-economic wellbeing.

3. We commit to continued cooperation, and agree that future meetings would remain a platform for social dialogue, exchange of experiences, and best practices, as well as the development of more realistic measures to enhance the governance of labour mobility in both regions.

We commend the quality of the deliberations and express our gratitude to the State of Qatar and the African Union for co-convening the dialogue and we appreciate the State of Qatar for its gracious hospitality.

Doha, May 22, 2024.