



QATAR

IMPLEMENTING THE OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES

TUAC SUBMISSION TO THE 15TH MEETING OF NATIONAL CONTACT POINTS (25TH JUNE) AND THE INFORMAL MINISTERIAL MEETING ON RESPONSIBLE BUSINESS CONDUCT (26TH JUNE)

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"Governments and businesses need to heed that wake-up call to ensure there is a before and an after Rana Plaza in the global economy."

Draft Chair's Report on the Activities of the National Contact Points, 2014

"The lessons of Rana Plaza go beyond the textiles and garment sector and beyond Bangladesh..."

Professor John Ruggie

"Slavery, forced labour and the failure to adhere to international rules in Qatar pose significant risk for construction companies, World Cup sponsors and Global Brands operating in Qatar."

International Trade Union Confederation (ITUC)

1. Introduction

1 TUAC is gravely concerned about the high level of work-place accidents in Qatar leading to injury and death of migrant workers and the widespread violations of workers' human rights. Qatar has the highest ratio of migrants to citizens in the world. The awarding of the FIFA 2022 World Cup to Qatar will increase still further the demand for migrant labour.

2 In April 2014, the UN Special Rapporteur on human rights of migrants, François Crépeau, published a report of his Mission to Qatar undertaken in November 2013.¹ The report identifies a host of abuses that constitute severe violations of workers' human rights, including:

1. Report of the Special Rapporteur on the human rights of migrants, François Crépeau Addendum, Mission to Qatar*; http://www.ohchr.org/Documents/Issues/SRMigrants/A-HRC-26-35-Add1_en.pdf

- the kafala (sponsorship) system;
- detention;
- deportations;
- exploitative recruitment processes including recruitment fees;
- confiscation of passports;
- denial of trade union rights;
- high level of accidents leading to injury and death;
- absence of a minimum wage;
- late payment of wages and failure to pay wages;
- inadequate living conditions in the labour camps;
- failure either to provide identity cards or to extend them, meaning that workers cannot access healthcare;
- lack of effective access to remedy.

3 Earlier in March 2014, the International Trade Union Confederation (ITUC) published its report *'The Case Against Qatar'* on the basis of several missions to Qatar and meetings with the Qatari Government. The ITUC report exposes the appalling living and working conditions of migrant workers through detailed case files.² The ITUC estimates that at least 4,000 more workers will die before the start of the World Cup in 2022. It also describes the key elements of Qatar's 'broken system', most of which were also identified by the Special Rapporteur on the human rights of migrants and are identified in the list above. A selection is presented in **BOXES 1-3** below.

BOX 1: THE KAFALA SYSTEM

The Kafala System is designed to regulate the relationship between employers and migrant workers, such that a worker's work permit is linked to a sponsor (normally the employer). This sponsor has the right to prevent migrant workers from changing employment or leaving the country. Hence under the Kafala System, employers have near total control over the movement of workers in their employment. This results in a host of abuses including:

- confiscation of migrants' passports;
- refusal to give "no objection" certificates, which allow migrants to change employer;
- refusal to give resident's permits;
- refusal to give exit permits to leave the country;
- refusal to pay the plane ticket home.

BOX 2: RECRUITMENT FEES³

The ITUC has met many labourers who have migrated to Qatar. Every one of them has been charged a recruitment fee, from an average around US \$1,000 to several times more in extreme cases. ... Workers often borrow large sums of money at high rates of interest to pay the recruitment fee. The outstanding debt is what often forces workers to remain in abusive situations... In many cases, the family home or the assets of relatives and friends are collateral. ... International law, in particular ILO Convention 181, prohibits agencies charging workers recruitment fees. Qatari law also prohibits Qatari agencies from charging fees, but does nothing to stop overseas agencies from doing so... At the same time, Qatari employers frequently disregard the initial offers of employment provided by the recruiter, and write up a new contract with wages that are far lower or for different work. Recruitment agencies do nothing when these original terms are disrespected.

2. The Case Against Qatar, ITUC Special Report, March 2014.

3. This text is taken wholly from the report of the International Trade Union Confederation: The Case Against Qatar, ITUC Special Report, March 2014, page 20.

BOX 3: DETENTION AND DEPORTATION EXPLAINED⁴

Detention

Many companies do not supply workers with an ID card, which is compulsory. Without a valid ID card, workers can be detained by the police in countrywide sweeps. The detention centres are kept for absconded workers whose ID and paperwork is not in order. There are an unknown number of people in the detention centre at any one time.

Deportation

The deportation centre is for those serving time before they can leave the country. Workers spend up to 90 days in the deportation centre, enough time to save up to get their ticket home, as their employer will not honour the terms and conditions of their contract with a ticket home.

2. The Corporate Responsibility to Respect the Human Rights of Migrant Workers

4 Under the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises companies should respect human rights. This means they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.

5 The corporate responsibility to respect extends to all human rights – enterprises cannot pick and choose which rights they respect. The corporate responsibility to respect exists independently of States' abilities and/or willingness to fulfill their human rights obligations, and does not diminish those obligations. This means that companies operating in Qatar, or which are linked to operations in Qatar, should respect all internationally recognised human rights, regardless of the extent to which the Qatari Government meets its human rights obligations.

6 Both instruments recognise that the human rights of migrant workers may be specifically at risk, requiring "particular attention" (see *BOX 4*⁵). Hence MNEs have a responsibility to respect all the human rights of migrant workers, including those set out in the Migrant Workers Convention (1990) (see *BOX 5*).

BOX 4: THE CORPORATE RESPONSIBILITY TO RESPECT: MIGRANT WORKERS

Commentary on Chapter IV, Human Rights, OECD Guidelines for Multinational Enterprises 40. ... [e]nterprises should respect the human rights of individuals belonging to specific groups or populations that require particular attention, where they may have adverse human rights impacts on them. In this connection, United Nations instruments have elaborated further on the rights of indigenous peoples; persons belonging to national or ethnic, religious and linguistic minorities; women; children; persons with disabilities; and migrant workers and their families...

BOX 5: THE MIGRANT WORKERS CONVENTION⁶

ALL MIGRANT WORKERS

Article 11:

1. No migrant worker or member of his or her family shall be held in slavery or servitude.
2. No migrant worker or member of his or her family shall be required to perform forced or compulsory labour.

Article 14:

No migrant worker or member of his or her family shall be subjected to arbitrary or unlawful interference with his or her privacy, family, correspondence or other communications...

Article 15:

No migrant worker or member of his or her family shall be arbitrarily deprived of property...

Article 25:

1. Migrant workers shall enjoy treatment not less favourable than that which applies to nationals of the State of employment in respect of remuneration and:

4. This text is taken wholly from the report of the International Trade Union Confederation: The Case Against Qatar, ITUC Special Report, March 2014, page 24.

5. Chapter IV, Human Rights, OECD Guidelines for Multinational Enterprises.

6. The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990.

- (a) Other conditions of work, that is to say, overtime, hours of work, weekly rest, holidays with pay, safety, health, termination of the employment relationship and any other conditions of work which, according to national law and practice, are covered by these terms;
- (b) Other terms of employment, that is to say, minimum age of employment, restriction on work and any other matters which, according to national law and practice, are considered a term of employment...

Article 26: ...

(a) To take part in meetings and activities of trade unions and of any other associations established in accordance with law....

(b) To join freely any trade union and any such association as aforesaid...;

(c) To seek the aid and assistance of any trade union and of any such association as aforesaid.

DOCUMENTED MIGRANT WORKERS

Article 40:

1. Migrant workers and members of their families shall have the right to form associations and trade unions in the State of employment...

7 Given the widespread and severe human rights abuses of migrant workers, MNEs operating in or with links to operations in Qatar are almost certainly involved in adverse human rights impact and thereby violating the OECD Guidelines and the UN Guiding Principles. A list of companies operating in Qatar is provided in *ANNEX I*.

8 The report of the Special Rapporteur on human rights of migrants, François Crépeau, recognises the responsibility of companies under the UN Guiding Principles to respect human rights and makes a number of recommendations (see *BOX 6*). The recommendations also underline the need for MNEs to provide for transparency in their labour supply chain (see *BOX 7*).

BOX 6: MEETING THE CORPORATE RESPONSIBILITY TO RESPECT HUMAN RIGHT OF MIGRANT WORKERS⁷

UN Special Rapporteur on human rights of migrants, François Crépeau

I. Recommendations to the private sector

140. Implement the Guiding Principles on Business and Human Rights.

141. Ensure that international human rights and labour standards are respected for all persons working on their projects and throughout the Company's value chain. Integrate binding commitments to respect the rights of migrants in contracts with suppliers, contractors and business partners and put in place robust systems for the oversight of suppliers and subcontractors at all levels.

142. Implement due diligence mechanisms to identify, prevent, mitigate and account for potential and actual adverse impacts on the rights of migrants that the Company may be causing or contributing to, or that may be linked to its operations, products or services.

143. Ensure that the migrants they hire do not pay recruitment fees in their home countries.

144. Ensure that contracts signed by workers in their home countries are respected and that the work they perform is in accordance with those contracts.

145. Provide adequate accommodation for their workers.

146. Refrain from confiscating employees' passports and ensure they are always paid their full salary on time, including overtime compensation when applicable, *inter alia* through opening bank accounts for them.

147. Issue "no objection" certificates and exit permits as requested by employees, unless there is a justified reason not to do so.

148. Provide identity cards to all their employees and renew them as soon as they expire.

7. Report of the Special Rapporteur on the human rights of migrants, François Crépeau Addendum, Mission to Qatar*; http://www.ohchr.org/Documents/Issues/SRMigrants/A-HRC-26-35-Add1_en.pdf

BOX 7: RESPONSIBILITY OF MNES – TRANSPARENCY IN LABOUR SUPPLY⁸

“Transparency in the labour supply chain is crucial in order to prevent abuse: all intermediaries, subcontractors and other partners should therefore be identified and suppliers and other business partners should not engage unauthorized subcontractors. Companies must ensure that workers, including subcontracted labour, are not subjected to exploitative working conditions.”

3. The Role of Governments including NCPs and the OECD

9 Under the UN Guiding Principles on Business and Human Rights, States have a duty to protect against human rights abuse of migrant workers by third parties, including business enterprises⁹. Ministers gathered at the *Informal Ministerial Meeting on Responsible Business Conduct*, in line with the State duty to protect against business-related human rights abuses, should:

- i) Make a statement setting out their collective commitment to work with companies operating in, or linked to operations in, Qatar (see BOX 8);
- ii) Call on those companies to respect the three authoritative international instruments: the UN Guiding Principles on Business and Human Rights, the ILO MNE Declaration and the OECD Guidelines for Multinational Enterprises;
- iii) Recognise the central role of the National Contact Points in implementing the OECD Guidelines and invite NCPs to convene meetings involving MNEs operating in or with links to operations in Qatar, trade unions and investors with a view to addressing these human rights violations, including through human rights due diligence.

BOX 8: TUAC PROPOSED MINISTERIAL COMMUNIQUE TEXT

We are gravely concerned about the reports of work-place deaths and injuries and widespread abuse of the human rights of migrant workers in Qatar. As the ILO has confirmed, freedom of association is prohibited for the vast majority of the workforce in Qatar and that migrant workers are susceptible to being trapped in situations of forced or compulsory labour. Thus, companies are at high risk that workers, hired directly or through subcontractors, will suffer violations of these fundamental worker rights. We will engage with multinational enterprises operating in or linked to operations in Qatar and emphasise the need to conduct enhanced human rights due diligence on human and labour rights as required under the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, focusing in particular on forced labour and violations of freedom of association. We call on National Contact Points to work with their MNEs in this regard to develop plans prior to investment to minimise the adverse impacts on workers.

10 Under the OECD Guidelines, NCPs have a clear mandate to act *proactively* to identify the risks of adverse impacts in particular geographical regions (see BOX 9), including by convening meetings with social partners and other stakeholders. NCPs have already demonstrated the value of taking a proactive approach at NCP level in their work undertaken in the aftermath of the Rana Plaza building collapse (Belgium, Canada, France, Italy and The Netherlands).

BOX 9: NCPS: IDENTIFYING AND RESPONDING TO ADVERSE IMPACTS¹⁰

Proactive Agenda

18. In accordance with the Investment Committee’s proactive agenda, NCPs should maintain regular contact, including meetings, with social partners and other stakeholders in order to:

- a) consider new developments and emerging practices concerning responsible business conduct;
- b) support the positive contributions enterprises can make to economic, social and environmental progress;
- c) participate where appropriate in collaborative initiatives to identify and respond to risks of adverse impacts associated with particular products, regions, sectors or industries.

8. Report of the Special Rapporteur on the human rights of migrants, François Crépeau Addendum, Mission to Qatar*; http://www.ohchr.org/Documents/Issues/SRMigrants/A-HRC-26-35-Add1_en.pdf

9. United Nations Guiding Principles on Business and Human Rights, 2011.

10. Paragraph 18, Commentary on the Implementation Procedures of the OECD Guidelines for Multinational Enterprises.

11 NCPs meeting at the 15th Annual Meeting of National Contact Points should, in line with their responsibilities under the proactive agenda:

- i) Make a statement setting out their collective commitment to work with companies operating in or linked to operations in Qatar (see *BOX 8*);
- ii) Call on those companies to respect the OECD Guidelines for Multinational Enterprises;
- iii) Convene meetings involving MNEs operating, or with links to operations, in Qatar, trade unions and investors with a view to addressing these human rights violations, including through human rights due diligence. Key elements to be addressed are provided in *BOX 10*.

BOX 10: IMPLEMENTING THE OECD GUIDELINES IN QATAR

In order to avoid being involved in adverse impacts MNEs should conduct due diligence and develop preventative plans to ensure that:

1. All workers are in possession of their passports at all times, except when necessary to process IDs;
2. All workers are provided the terms and conditions of employment that were offered at the moment they accepted employment in Qatar (voiding any subsequent contracts that provide terms lower than those promised);
3. All workers are paid the same wage rate per job, rather than the nationality based wage rates;
4. All recruitment fees paid by the worker are reimbursed;
5. Guarantee that all workers shall receive expeditiously an NOC letter and/or exit visa should they want to change employer or leave the country;
6. All workers have a right to form a representative workers' organization and that the company will bargain in good faith with any such organization which is independent and democratic (not a company "union");
7. Worker accommodation is compliant with national and international standards.

12 The *OECD Working Party on Responsible Business Conduct* should:

- Request National Contact Points to report back in the consultation with stakeholders in December 2014 focusing in particular on lessons learnt with regard to addressing:
 - Forced labour;
 - Trade union rights (freedom of association and collective bargaining).



ANNEX I: COMPANIES OPERATING IN QATAR

Australia

LEIGHTON HOLDINGS
CONSTRUCTION AND ENGINEERING

MCCONNELL DOWELL
CONSTRUCTION AND ENGINEERING

WORLEY PARONS
CONSTRUCTION AND ENGINEERING

Austria

PORR
CONSTRUCTION AND ENGINEERING

STRABAG
CONSTRUCTION AND ENGINEERING

UMDASCH AG
CONSTRUCTION INPUTS

Belgium

BESIX
CONSTRUCTION AND ENGINEERING

DEME GROUP
CONSTRUCTION AND ENGINEERING

Brazil

ANDRADE GUTIERREZ
CONSTRUCTION AND ENGINEERING

OAS
CONSTRUCTION AND ENGINEERING

ODEBRECHT
CONSTRUCTION AND ENGINEERING

Canada

SNC LAVALIN
CONSTRUCTION AND ENGINEERING

WSP - GENIVAR
CONSTRUCTION AND ENGINEERING

BENNETT JONES LLP
LEGAL

TALISMAN ENERGY INC
OIL & GAS

Denmark

RAMBOLL
CONSTRUCTION AND ENGINEERING

MAERSK
SHIPPING AND LOGISTICS

Egypt

ORASCOM CONSTRUCTION INDUSTRIES
CONSTRUCTION AND ENGINEERING

PETROLEUM PROJECTS & TECHNICAL CONSULTATIONS CO.
CONSTRUCTION AND ENGINEERING

THE ARAB CONTRACTORS
CONSTRUCTION AND ENGINEERING

France

EADS
AEROSPACE

BOUYGUES
CONSTRUCTION AND ENGINEERING

EGIS
CONSTRUCTION AND ENGINEERING

EIFFAGE
CONSTRUCTION AND ENGINEERING

VINCI
CONSTRUCTION AND ENGINEERING

THALÈS
DEFENCE CONTRACTOR

ALSTOM GRID
ELECTRIC DISTRIBUTION EQUIPMENT

NEXANS
ELECTRIC DISTRIBUTION EQUIPMENT

SCHNEIDER ELECTRIC
ELECTRIC DISTRIBUTION EQUIPMENT

AIR LIQUIDE
ENERGY

GDF-SUEZ
ENERGY

TECHNIP
ENERGY

TOTAL
ENERGY

SUEZ-ENVIRONNEMENT
ENVIRONMENTAL SERVICES

VEOLIA
ENVIRONMENTAL SERVICES

AXA
FINANCIAL SERVICES

BNP PARIBAS
FINANCIAL SERVICES

GAUTIER
FURNITURE

HABITAT
FURNITURE

LVMH MOET HENNESSY LOUIS VUITTON
LUXURY BRANDS

MONOPRIX
RETAIL

CMA CGM
SHIPPING AND LOGISTICS

ALCATEL LUCENT
TELECOMMUNICATIONS

ATOS
TELECOMMUNICATIONS

ORANGE BUSINESS SYSTEMS
TELECOMMUNICATIONS

SNCF
TRANSPORT SERVICES

Germany

DEUTSCHE LUFTHANSA AG
AIRLINE

DORSCH QATAR LLC
ARCHITECTURE OR ENGINEERING

ECE PROJECT MANAGEMENT GMBH & CO.
ARCHITECTURE OR ENGINEERING

HÄFELE GMBH & CO. KG
ARCHITECTURE OR ENGINEERING

IPROPLAN PLANNERS
ARCHITECTURE OR ENGINEERING

LAHMEYER INTERNATIONAL
ARCHITECTURE OR ENGINEERING

PAT ENGINEERING
ARCHITECTURE OR ENGINEERING

VOESSING INGENIEURBUERO
ARCHITECTURE OR ENGINEERING

AUDI / VWQ
AUTOMOTIVE

BMW AL FARDAN AUTOMOBILES
AUTOMOTIVE

FISCHER
AUTOMOTIVE

KNORR BREMSE
AUTOMOTIVE

MAN NUTZFAHRZEUGE AG
AUTOMOTIVE

MERCEDES NASSER BIN KHALID AUTO
AUTOMOTIVE

PORSCHE AL BORAQ AUTOMOBILES
AUTOMOTIVE

VOLKSWAGEN AG
AUTOMOTIVE

PORTZ QATAR
BUSINESS CONSULTANCY AND SERVICES

ROEDL & PARTNER
BUSINESS CONSULTANCY AND SERVICES

TÜV NORD
BUSINESS CONSULTANCY AND SERVICES

TÜV SÜD MIDDLE EAST LLC
BUSINESS CONSULTANCY AND SERVICES

GEA GROUP AG
BUSINESS SYSTEMS

GULF SCIENTIFIC GROUP
CHEMICAL OR PHARMACEUTICAL

BAUER
CONSTRUCTION AND ENGINEERING

BILFINGER BERGER
CONSTRUCTION AND ENGINEERING

CITY BAVARIA QATAR LLC
CONSTRUCTION AND ENGINEERING

COSMIC CONSULT
CONSTRUCTION AND ENGINEERING

DB INTERNATIONAL
CONSTRUCTION AND ENGINEERING

DEUTSCHE BABCOCK AL JABER
CONSTRUCTION AND ENGINEERING

DOKA
CONSTRUCTION AND ENGINEERING

ED. ZUBLIN
CONSTRUCTION AND ENGINEERING

GERMAN RAILWAY CONSULT MIDDLE EAST
CONSTRUCTION AND ENGINEERING

GERMAN TECHNOLOGY AND TRADE
CONSTRUCTION AND ENGINEERING

HOCHTIEF AG
CONSTRUCTION AND ENGINEERING

JOSEF GARTNER QATAR LLC
CONSTRUCTION AND ENGINEERING

KAEFER ISOLIERTECHNIK GMBH & CO. KG
CONSTRUCTION AND ENGINEERING

KELLER QATAR WLL
CONSTRUCTION AND ENGINEERING

KNAUF DRYWALL SYSTEMS
CONSTRUCTION AND ENGINEERING

SAMSON AG
CONSTRUCTION AND ENGINEERING

STRABAG QATAR W.L.L.
CONSTRUCTION AND ENGINEERING

THYSSEN KRUPP AG REPRESENTATIVE OFFICE MIDDLE EAST AND NORTH AFRICA
CONSTRUCTION AND ENGINEERING

ZÜBLIN INTERNATIONAL GMBH
CONSTRUCTION AND ENGINEERING

ABB
ELECTRONIC AND ELECTRICAL

ERCO LEUCHTEN GMBH REPRESENTATIVE OFFICE
ELECTRONIC AND ELECTRICAL

SIEMENS W.L.L.
ELECTRONIC AND ELECTRICAL

KTI QATAR W.L.L.
ENERGY

WINTERSHALL AKTIENGESELLSCHAFT, QATAR
ENERGY

GULF FACILITY MANAGEMENT (SASSE)
FACILITY MANAGEMENT

ALLIANZ
FINANCIAL SERVICES

DEUTSCHE BANK AG
FINANCIAL SERVICES

MUNICH RE
FINANCIAL SERVICES

GROHE MIDDLE EAST AND AFRICA
FURNITURE

EUROSTAR EQUIPMENTS
HOSPITALITY

AUDAX KECK
INDUSTRIAL AND COMMERCIAL MACHINERY

ERKAT MIDDLE EAST CO.
INDUSTRIAL AND COMMERCIAL MACHINERY

MAN TURBO
INDUSTRIAL AND COMMERCIAL MACHINERY

VOITH INDUSTRIAL SERVICES QATAR
INDUSTRIAL AND COMMERCIAL MACHINERY

WK INDUSTRIAL SERVICES QATAR W.L.L.
INDUSTRIAL AND COMMERCIAL MACHINERY

FIBERCOM QATAR
IT AND TELECOMMUNICATION

NETWORK IT SOLUTIONS
IT AND TELECOMMUNICATION

AVANTGARDE COMMUNICATIONS QATAR LLC
MARKETING AND EVENTS

FISCHERAPPELT QATAR
MARKETING AND EVENTS

MJR COMMUNICATION GROUP W.L.L.
MARKETING AND EVENTS

VOODOO CREATIVE PARTNERS
PUBLIC RELATIONS

ENGEL & VOELKERS
REAL ESTATE

HELLMANN WORLDWIDE LOGISTICS GMBH & CO. KG
SHIPPING AND LOGISTICS

KUEHNE + NAGEL LLC
SHIPPING AND LOGISTICS

DB SCHENKER / OVERSEAS CARGO WLL
TRANSPORTATION AND LOGISTICS

DEUGRO QATAR CO.
TRANSPORTATION AND LOGISTICS

DHL INTERNATIONAL
TRANSPORTATION AND LOGISTICS

Greece

AKTOR
CONSTRUCTION AND ENGINEERING

ARCHIRODON (GREEK COMPANY WITH HQ IN NETHERLANDS - OWNERSHIP STRUCTURE UNCLEAR)
CONSTRUCTION AND ENGINEERING

CONSOLIDATED CONTRACTING GROUP
CONSTRUCTION AND ENGINEERING

J&P AVAX GROUP
CONSTRUCTION AND ENGINEERING

Ireland

BELLE HARVEY
CONSTRUCTION AND ENGINEERING

BOLGER CONSTRUCTION
CONSTRUCTION AND ENGINEERING

BYRNE LOOBY PARTNERS
CONSTRUCTION AND ENGINEERING

DUFFY CONSULTING ENGINEERS
CONSTRUCTION AND ENGINEERING

JONES ENGINEERING GROUP
CONSTRUCTION AND ENGINEERING

MERCURY ENGINEERING
CONSTRUCTION AND ENGINEERING

JOSAR HOLDINGS LTD

Italy

STUDIO MARTINI INGEGNERIA
ARCHITECTURE OR ENGINEERING

ASTALDI
CONSTRUCTION AND ENGINEERING

FATA
CONSTRUCTION AND ENGINEERING

GGQ, PULICEGROUP
CONSTRUCTION AND ENGINEERING

IMPRESA COSTRUZIONI GIUSEPPE MALTAURO
CONSTRUCTION AND ENGINEERING

MAIRE TECNIMONT
CONSTRUCTION AND ENGINEERING

RIZZANI DE ECCHER
CONSTRUCTION AND ENGINEERING

SALINI-IMPREGILO
CONSTRUCTION AND ENGINEERING

SOCIETA ITALIANA PER CONDOTTE D'ACQUA SPA
CONSTRUCTION AND ENGINEERING

SWISSBORING
CONSTRUCTION AND ENGINEERING

TECHNITAL SPA
CONSTRUCTION AND ENGINEERING

TOZZI
CONSTRUCTION AND ENGINEERING

MARCEGAGLIA GULF
CONSTRUCTION INPUTS

PCS CABLES
ENGINEERING AND INSTALLATION OF SUBMARINE CABLES

BRACCO SPA
HEALTHCARE

ACCIEIERIE VALBRUNA
INDUSTRIAL AND COMMERCIAL INPUTS

NEW CTA
INDUSTRIAL AND COMMERCIAL MACHINERY

BCC
LEGAL

SAIPEM SPA
OIL AND GAS SERVICES

ARABITAL ITALIA SPA SPEDIZIONI INTERNAZIONALI
SHIPPING AND LOGISTICS

Japan

CHIYODA CORPORATION
CONSTRUCTION AND ENGINEERING

MISTUBISHI COOPERATION/ MISTUBISHI HEAVY INDUSTRY
CONSTRUCTION AND ENGINEERING

OBAYASHI CORPORATION
CONSTRUCTION AND ENGINEERING

TAKENAKA CORP
CONSTRUCTION AND ENGINEERING

LIXIL GROUP CORPORATION
CONSTRUCTION INPUTS

COSMO OIL COMPANY LIMITED
OIL AND GAS

JGC
OIL AND GAS

SUMITOMO CORPORATION
TRADING

Jordan

ARAMEX JORDAN LIMITED
SHIPPING AND LOGISTICS

Luxembourg

VALCON ACQUISITION HOLDING (LUXEMBOURG) SARL

Netherlands

KLM
AIRLINE

AKZO NOBEL N.V.
CHEMICALS

BAM INTERNATIONAL/HIGGS AND HILLS
CONSTRUCTION AND ENGINEERING

CHICAGO BRIDGE & IRON COMPANY N.V.
CONSTRUCTION AND ENGINEERING

ROYAL HASKONING
CONSTRUCTION AND ENGINEERING

TEBODIN
CONSTRUCTION AND ENGINEERING

AL MAKTAB EL QATARI AL HOLLANDI, FLOWERS

CMR MAMMOET QATAR
HEAVY STRUCTURE MANAGEMENT

FRIJNS STEEL/DE KOK
HEAVY STRUCTURE MANAGEMENT

VOPAK
INDUSTRIAL AND COMMERCIAL INPUTS

FUGRO PENINSULAR
INFRASTRUCTURE SUPPORT SERVICES

ROYAL BOSKALIS
MARITIME SERVICES

VAN OORD
MARITIME SERVICES

DAMEN
SHIPBUILDING

DE BOER INTERNATIONAL
TEMPORARY AND MODULAR CONSTRUCTION

SHV HOLDINGS N.V.
TRADING

INTERNATIONAL CONSTRUCTION INVESTMENTS (HOLDING) N.V.
FINANCIAL

Norway

NORSK HYDRO ASA
ALUMINIUM

Portugal

MSF ENGENHARIA, SA
CONSTRUCTION AND ENGINEERING

Republic of KOREA

KOREAN AIR LINES CO., LTD.
AIRLINE

DAEWOO
CONSTRUCTION AND ENGINEERING

GS ENGINEERING AND CONTRACTING COMPANY
CONSTRUCTION AND ENGINEERING

HYUNDAI ENGINEERING AND CONSTRUCTION
CONSTRUCTION AND ENGINEERING

SAMSUNG C&T
CONSTRUCTION AND ENGINEERING

SK ENGINEERING
CONSTRUCTION AND ENGINEERING

SSANGYONG ENGINEERING & CONSTRUCTION
CONSTRUCTION AND ENGINEERING

HYOSUNG POWER & INDUSTRIAL SYSTEMS
INDUSTRIAL AND COMMERCIAL MACHINERY

Slovenia

VEGELJ INZENIRING D.O.O.

Spain

QUALITY AIR GLOBAL
AIR QUALITY SOLUTIONS

ZONAIR3D
AIR QUALITY SOLUTIONS

AH ASOCIADOS
ARCHITECTURE OR ENGINEERING

APIA XXI
ARCHITECTURE OR ENGINEERING

OSA
ARCHITECTURE OR ENGINEERING

TYPSA
ARCHITECTURE OR ENGINEERING

DETECSA
BUILDING AND DEMOLITION

ABANTIA
CONSTRUCTION AND ENGINEERING

ACCIONA
CONSTRUCTION AND ENGINEERING

CEINSA
CONSTRUCTION AND ENGINEERING

COLLOSA
CONSTRUCTION AND ENGINEERING

FCC
CONSTRUCTION AND ENGINEERING

FERROVIAL
CONSTRUCTION AND ENGINEERING

GRUPO ACS
CONSTRUCTION AND ENGINEERING

GRUPO ISOLUX CORSAN
CONSTRUCTION AND ENGINEERING

GRUPO PUENTES
CONSTRUCTION AND ENGINEERING

HARINSA CONTRACTING QATAR (ECISA CONSTRUCTION)
CONSTRUCTION AND ENGINEERING

IBERDROLA INGENIERIA Y CONSTRUCCION
CONSTRUCTION AND ENGINEERING

IELCO
CONSTRUCTION AND ENGINEERING

INELT TECHNICAL SERVICES
CONSTRUCTION AND ENGINEERING

NAVANTIA
CONSTRUCTION AND ENGINEERING

OFITECO
CONSTRUCTION AND ENGINEERING

OHL
CONSTRUCTION AND ENGINEERING

SACYR CONSTRUCCION
CONSTRUCTION AND ENGINEERING

SAITEC ED
CONSTRUCTION AND ENGINEERING

SEATTLE TRADING & CONTRACTING
CONSTRUCTION AND ENGINEERING

SENER INGENIERIA Y SISTEMAS
CONSTRUCTION AND ENGINEERING

TECESA VISUAL ACOUSTIC
CONSTRUCTION AND ENGINEERING

PROMSA
CONSTRUCTION INPUTS

GRANADA
CONTRACTING RESTORATION & DECO SERVICE

APPLUS
INSPECTION AND CERTIFICATION

Sweden

FAIRFORD HOLDINGS SCANDINAVIA AB
FINANCIAL SERVICES

STENA AB
SHIPPING AND LOGISTICS

Switzerland

CLARIANT AG
CHEMICALS

FOSTER WHEELER
CONSTRUCTION AND ENGINEERING

IMPLENIA
CONSTRUCTION AND ENGINEERING

STEINER AG
CONSTRUCTION AND ENGINEERING

SIKA
CONSTRUCTION INPUTS

HILTI
CONSTRUCTION SUPPORT SERVICES

ABB GROUP
ELECTRONIC AND ELECTRICAL

SCHINDLER
ELEVATORS

UBS AG
FINANCIAL SERVICES

NOVARTIS AG
PHARMACEUTICAL

KUEHNE + NAGEL INTERNATIONAL AG
SHIPPING AND LOGISTICS

PANALPINA
SHIPPING AND LOGISTICS

NUSSLI GROUP
TEMPORARY AND MODULAR CONSTRUCTION

Taiwan

CTCI CORP.
CONSTRUCTION AND ENGINEERING

Turkey

DOGUS CONSTRUCTION AND TRADING CO. INC.
CONSTRUCTION AND ENGINEERING

DORÇE PREFABRICATED BUILDING AND CONSTRUCTION INDUSTRY TRADE
CONSTRUCTION AND ENGINEERING

EKIN PROJE INSAAT TAAHHUT TICARET VE SANAYI A S
CONSTRUCTION AND ENGINEERING

FERNAS CONSTRUCTION CO. INC.
CONSTRUCTION AND ENGINEERING

GAMA CONTRACTING COMPANIES
CONSTRUCTION AND ENGINEERING

GAP CONSTRUCTION INVESTMENT AND FOREIGN TRADE CO. INC.
CONSTRUCTION AND ENGINEERING

KALYON CONSTRUCTION INDUSTRY AND TRADE CO. INC.
CONSTRUCTION AND ENGINEERING

LIMAK CONSTRUCTION INDUSTRY AND TRADE INC.
CONSTRUCTION AND ENGINEERING

MAKYOL CONSTRUCTION INDUSTRY TOURISM AND TRADING CO. INC.
CONSTRUCTION AND ENGINEERING

MNG HOLDING CO. INC.
CONSTRUCTION AND ENGINEERING

NUROL CONSTRUCTION AND TRADING CO. INC.
CONSTRUCTION AND ENGINEERING

ONUR
CONSTRUCTION AND ENGINEERING

POLIMEKS CONSTRUCTION AND INDUSTRY TRADING CO. INC.
CONSTRUCTION AND ENGINEERING

PREKONS CONSTRUCTION AND TRADE CO. INC.
CONSTRUCTION AND ENGINEERING

RENAISSANCE CONSTRUCTION
CONSTRUCTION AND ENGINEERING

STFA CONSTRUCTION GROUPTEFEN CONSTRUCTION AND INSTALLATION
CONSTRUCTION AND ENGINEERING

TAV TEPE AKFEN INVESTMENT CONSTRUCTION AND OPERATION CO. INC.
CONSTRUCTION AND ENGINEERING

TEKFEN
CONSTRUCTION AND ENGINEERING

YAPI MERKEZI
CONSTRUCTION AND ENGINEERING

YASAR ÖZKAN ENGINEERING AND CONTRACTING CO. INC.
CONSTRUCTION AND ENGINEERING

YÜKSEL INSAAT A.S.
CONSTRUCTION AND ENGINEERING

United Kingdom

WPP PLC
ADVERTISING

BALFOUR BEATTY
CONSTRUCTION AND ENGINEERING

INTERSERVE PLC
CONSTRUCTION AND ENGINEERING

PETROFAC
CONSTRUCTION AND ENGINEERING

CAPE P L C
ENERGY SERVICES

EVERSHEDS LLP
LAW FIRM

BP PLC
OIL AND GAS

ROYAL DUTCH SHELL PLC
OIL AND GAS

JOHN WOOD GROUP P.L.C.
OIL AND GAS SERVICES

STHREE PLC
RECRUITMENT BUSINESS

G4S PLC
SECURITY SERVICES

CHARLES KENDALL GROUP LTD
SUPPLY MANAGEMENT

VODAFONE GROUP PLC
TELECOMMUNICATIONS

AMEY
CONSTRUCTION AND ENGINEERING

ARUP
CONSTRUCTION AND ENGINEERING

ATKINS
CONSTRUCTION AND ENGINEERING

BURO HAPPOLD
CONSTRUCTION AND ENGINEERING

CUNDALL QATAR CONSULTING
CONSTRUCTION AND ENGINEERING

DAVID ADAMSON PARTNERS & OVERSEAS
CONSTRUCTION AND ENGINEERING

DRIVER CONSULT QATAR
CONSTRUCTION AND ENGINEERING

GLEEDS
CONSTRUCTION AND ENGINEERING

GULF CONTRACTING - INTERSERVE
CONSTRUCTION AND ENGINEERING

HARLEY HADDOW QATAR
CONSTRUCTION AND ENGINEERING

HILSON MORAN QATAR LLC
CONSTRUCTION AND ENGINEERING

IMPLEMENT LLC
CONSTRUCTION AND ENGINEERING

MOTT MACDONALD
CONSTRUCTION AND ENGINEERING

QATAR - KENTZ
CONSTRUCTION AND ENGINEERING

RMD KWIKFORM
CONSTRUCTION AND ENGINEERING

ROLLS-ROYCE
CONSTRUCTION AND ENGINEERING

TURNER AND TOWNSEND
CONSTRUCTION AND ENGINEERING

WHITE YOUNG
CONSTRUCTION AND ENGINEERING

CBS BUTLER
RECRUITMENT (CONSTRUCTION AND ENGINEERING)

United States

OMNICOM GROUP INC.
ADVERTISING

THE INTERPUBLIC GROUP OF COMPANIES INC
ADVERTISING

HERTZ GLOBAL HOLDINGS, INC.
CAR RENTAL

GENERAL ELECTRIC COMPANY
CONGLOMERATE

ALBERICI
CONSTRUCTION AND ENGINEERING

BABCOCK & WILCOX CO
CONSTRUCTION AND ENGINEERING

BLACK & VEATCH
CONSTRUCTION AND ENGINEERING

JACOBS
CONSTRUCTION AND ENGINEERING

KBR
CONSTRUCTION AND ENGINEERING

MCDERMOTT INTERNATIONAL
CONSTRUCTION AND ENGINEERING

GILBANE BUILDING
CONSTRUCTION AND FACILITIES MANAGEMENT

THE CLOROX COMPANY
CONSUMER PRODUCTS

GREAT LAKES DREDGE & DOCK CORPORATION
DREDGING AND LAND RECLAMATION

CARNEGIE MELLON UNIVERSITY
EDUCATION

THE AES CORPORATION
ENERGY DISTRIBUTION

APOLLO GLOBAL MANAGEMENT, LLC
FINANCIAL SERVICES

MARSH & MCLENNAN COMPANIES, INC.
FINANCIAL SERVICES

CARLSON HOLDINGS, INC.
HOSPITALITY

HILTON
HOSPITALITY

ROYAL HOSPITALITY CORP.
HOSPITALITY

DEERE & COMPANY
MACHINERY

ANADARKO PETROLEUM CORPORATION
OIL AND GAS

HALLIBURTON LTD
OIL AND GAS

OCCIDENTAL PETROLEUM CORPORATION
OIL AND GAS

BAKER HUGHES INCORPORATED
OIL AND GAS SERVICES

CAMERON INTERNATIONAL CORPORATION
OIL AND GAS SERVICES

TOTAL SAFETY U.S., INC.
OIL AND GAS SERVICES

MERCK & CO., INC.
PHARMACEUTICAL

DELOITTE LLP
PROFESSIONAL SERVICES

KPMG LLP
PROFESSIONAL SERVICES

PRICEWATERHOUSECOOPERS LLP
PROFESSIONAL SERVICES

UNITED PARCEL SERVICE, INC.
SHIPPING AND LOGISTICS

GRAPHICS PROPERTIES HOLDINGS, INC.
TECHNOLOGY

BOEING
AEROSPACE

LOCKEED MARTIN
AEROSPACE

BECHTEL
CONSTRUCTION AND ENGINEERING

CH2M HILL
CONSTRUCTION AND ENGINEERING

FLUOR CORPORATION
CONSTRUCTION AND ENGINEERING

HOK
CONSTRUCTION AND ENGINEERING

PARSONS
CONSTRUCTION AND ENGINEERING

TRADING & AGENCY SERVICES
CONSTRUCTION AND ENGINEERING

URS
CONSTRUCTION AND ENGINEERING

TARGET
CONSTRUCTION MANPOWER SERVICE

AECOM
CONSTRUCTION SUPPORT SERVICES

CHEVRON
ENERGY

CONOCOPHILLIPS
ENERGY

EXXONMOBIL
ENERGY

CITI
FINANCIAL SERVICES

COLONY CAPITAL
FINANCIAL SERVICES

MARSH
FINANCIAL SERVICES

VENTURE GULF GROUP
FINANCIAL SERVICES

MARRIOTT DOHA
HOSPITALITY

STARWOOD
HOSPITALITY

LATHAM & WATKINS
LEGAL

PATTON BOGGS
LEGAL

BROWN LLOYD JAMES
PUBLIC RELATIONS

MAGELLAN DEVELOPMENT GROUP
REAL ESTATE

RAYTHEON
SECURITY EQUIPMENT

BOOZ ALLEN HAMILTON
TECHNOLOGY AND MANAGEMENT CONSULTING

ORCA MARITIME
UNDERWATER VEHICLES



NON-ADHERING COUNTRIES

Bahrain

SAYYAR TRADING AGENCIES WLL
GLASS, CERAMICS AND CONCRETE

HAJI ALI AHMED BUKANNAN & SONS WLL
MARKETING AND EVENTS

Bermuda

WEATHERFORD INTERNATIONAL LTD.
OIL AND GAS SERVICES

Cayman Islands

NOBLE CORPORATION
OIL AND GAS SERVICES

China

CHINA COMMUNICATIONS CONSTRUCTION GROUP
CONSTRUCTION AND ENGINEERING

CHINA GEZHOUBA GROUP
CONSTRUCTION AND ENGINEERING

CHINA HARBOUR ENGINEERING COMPANY (SUBSIDIARY OF CCCC)
CONSTRUCTION AND ENGINEERING

CHINA METALLURGICAL GROUP
CONSTRUCTION AND ENGINEERING

CHINA NATIONAL CHEMICAL ENGINEERING GROUP
CONSTRUCTION AND ENGINEERING

CHINA STATE CONSTRUCTION ENG'G CORP
CONSTRUCTION AND ENGINEERING

CHINA STATE CONSTRUCTION ENGINEERING CORP.
CONSTRUCTION AND ENGINEERING

QINGJIAN GROUP
CONSTRUCTION AND ENGINEERING

SINOHYDRO
CONSTRUCTION AND ENGINEERING

INDUSTRIAL AND COMMERCIAL BANK OF CHINA LIMITED
FINANCIAL SERVICES

Cyprus

MAN ENTERPRISE
CONSTRUCTION AND ENGINEERING

India

AIR INDIA
AIRLINE

AFCONS (ARABIAN CONSTRUCTION ENG. CO.)
CONSTRUCTION AND ENGINEERING

LARSEN & TOUBRO LIMITED
CONSTRUCTION AND ENGINEERING

PUNJ LLOYDS LTD
CONSTRUCTION AND ENGINEERING

SHAPOOJI PALLONJI
CONSTRUCTION AND ENGINEERING

SIMPLEX CONCRETE PILES
CONSTRUCTION AND ENGINEERING

TATA CONSULTING ENGINEERS
CONSTRUCTION AND ENGINEERING

TATA PROJECTS LIMITED
CONSTRUCTION AND ENGINEERING

VOLTAGE ENGINEERING LIMITED
CONSTRUCTION AND ENGINEERING

BANK OF INDIA
FINANCIAL SERVICES

CANARA BANK
FINANCIAL SERVICES

LIC INDIA LIMITED
FINANCIAL SERVICES

STATE BANK OF INDIA
FINANCIAL SERVICES

SYNDICATE BANK
FINANCIAL SERVICES

SIEVERT INTERNATIONAL
INSPECTION AND CERTIFICATION

SATYAM COMPUTER SERVICES LIMITED
IT SERVICES

ESSAR OIL LIMITED
OIL AND GAS

NIIT EDUCATION & TRAINING CENTER
OUTSOURCING SERVICES

RANBAXY LABORATORIES
PHARMACEUTICAL

VOLTAS LIMITED
REFRIGERATION TECHNOLOGY

VIJAY ARABIA FIRE & SECURITY SYSTEMS
SECURITY EQUIPMENT

RSL INDUSTRIES LIMITED
TEXTILE PROVIDERS

Kuwait

KEO INTERNATIONAL CONSULTANTS
CONSTRUCTION AND ENGINEERING

INTERNATIONAL TURNKEY SYSTEMS GROUP K.S.C.C.
IT SERVICES

Lebanon

AGRICULTURAL MATERIALS COMPANY LTD
AGRICULTURAL SERVICES

ARABIAN CONSTRUCTION COMPANY
CONSTRUCTION AND ENGINEERING

C.A.T GROUP
CONSTRUCTION AND ENGINEERING

DAR AL HANDASH
CONSTRUCTION AND ENGINEERING

KHATIB & ALAMI'S
CONSTRUCTION AND ENGINEERING

LAHOUD ENGINEERING CO LTD SARL
CONSTRUCTION AND ENGINEERING

QATARI ARABIAN CONSTRUCTION COMPANY
CONSTRUCTION AND ENGINEERING

SEG INTERNATIONAL
CONSTRUCTION AND ENGINEERING

Malaysia

SIME DARBY BERHAD
CONGLOMERATE

Pakistan

DESCON ENGINEERING
CONSTRUCTION AND ENGINEERING

UNITED BANK LIMITED
FINANCIAL SERVICES

Philippines

EEI CORPORATION
CONSTRUCTION AND ENGINEERING

Russia

JSC STROYTRANSGAZ
CONSTRUCTION AND ENGINEERING

JSC ZARUBEZHVDSTROY
CONSTRUCTION AND ENGINEERING

LLC ITERA
ENERGY

LLC ZAAB MANAGEMENT
ENERGY

JSC SYSTEMA
ENERGY

KONTI GROUP OF COMPANIES
FOOD AND BEVERAGE

MAKHACHKALA TRADE PORT
MARITIME SERVICES

NORDIMPEKS
TEXTILE PROVIDERS

JSC MONOLITHSPECSTROY LLC VODA. SHUNGIT. TECHNOLOGIYI.

Saudi Arabia

ARABIAN BEMCO CONTRACTING CO
CONSTRUCTION AND ENGINEERING

IKK GROUP OF COMPANIES
CONSTRUCTION AND ENGINEERING

NASSER S AL HAJRI CORPORATION
CONSTRUCTION AND ENGINEERING

NATIONAL CONTRACTING COMPANY
CONSTRUCTION AND ENGINEERING

SAUDI BIN LADIN
CONSTRUCTION AND ENGINEERING

Serbia

ENERGOPROJEKT
CONSTRUCTION AND ENGINEERING

Singapore

KEPPEL CORPORATION LIMITED
MARINE INFRASTRUCTURE

South Africa

MURRAY AND ROBERTS HOLDINGS LTD
CONSTRUCTION AND ENGINEERING

United Arab Emirates

AL FUTTAIM CARILLION
CONSTRUCTION AND ENGINEERING

AL JABER TRADING & CONTRACTING
CONSTRUCTION AND ENGINEERING

AMANA STEEL BUILDINGS CONTRACTING
CONSTRUCTION AND ENGINEERING

ARABTEC CONSTRUCTION
CONSTRUCTION AND ENGINEERING

CONTROL CONTRACTING & TRADING COMPANY (PRIVATE) - W L L
CONSTRUCTION AND ENGINEERING

ETA STAR
CONSTRUCTION AND ENGINEERING

TRANSGULF
CONSTRUCTION AND ENGINEERING

MAF-CARREFOUR HYPERMARKETS (L.L.C)
CONSUMER GOOD DISTRIBUTION

AL NOWAIS INVESTMENTS - LLC
FINANCIAL SERVICES

GULF CAPITAL - PJS
FINANCIAL SERVICES

MONDIAL
FINANCIAL SERVICES

AL WASL INTERNATIONAL GROUP
LAW FIRM

DOLPHIN ENERGY LIMITED - L L C
OIL AND GAS

NISHAT GENERAL CO (L.L.C)
TRADING





TRADE UNION ADVISORY COMMITTEE
TO THE ORGANISATION FOR ECONOMIC
COOPERATION AND DEVELOPMENT
COMMISSION SYNDICALE CONSULTATIVE
AUPRÈS DE L'ORGANISATION DE COOPÉRATION
ET DE DÉVELOPPEMENT ÉCONOMIQUES

QATAR

IMPLEMENTING THE OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES

TUAC SUBMISSION TO THE 15TH MEETING OF NATIONAL CONTACT
POINTS (25TH JUNE) AND THE INFORMAL MINISTERIAL MEETING ON
RESPONSIBLE BUSINESS CONDUCT (26TH JUNE)

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