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Managing Population Diversity and Peaceful Coexistence in Qatar in Light of the Objectives of Qatari Migration in the Alliance of Civilizations

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Abstract---Qatar has the highest percentage of migrant workers in the world, reaching 86.6% of its total population which is approximately 2.76 million people in mid-2018. Qatar has been keen to manage this population diversity to achieve peaceful coexistence as a prominent civilized goal that humanity seeks, according to its religious reference, civil laws and procedures that are in line with the international treaties and conventions it has ratified, and in light of the objectives of migration as an area of Alliance between Civilizations. This topic has been chosen based on the State of Qatar's success to obtain the first regional place and global advanced degrees in the Global Peace Index (IEP) and in the Global Database Nambio Encyclopedia Index in the last decade of the 21st century. As the State of Qatar has a great record in the field of coexistence and peace, which is part of its internal and external policy in a world full of conflicts, this study attempts to assess the migration experience in the State of Qatar and focuses on the field of migration as the main factor in the existence of population diversity in the State of Qatar. It highlights voluntary migration to work, provided that there is a work contract that allows the immigrant to enter the country with or without his family, and

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assess the extent to which peaceful coexistence has been achieved in the State of Qatar in light of this population diversity. This field study adopts the descriptive analytical approach to identify the extent to which peaceful coexistence has been achieved in the State of Qatar through its procedures in the economic, social, cultural, and legal aspects during the period from 2015- 2019 amid the large population diversity witnessed in light of the objectives of migration field for the Alliance of Civilizations as a main objective of the study. The study reaches several results, the most important of which is that there is a high satisfaction rate of 83.7%, and an arithmetic average 3.04 concerning the measures taken by the State of Qatar with regard to managing population diversity through the elements of peaceful coexistence. The study recommends investing the Qatari model in managing population diversity to spread the values of tolerance and peaceful coexistence globally, especially towards minorities who suffer from injustice and persecution outside the State of Qatar. The study also recommends increasing the interest in the Arabic language by the state through obligating the expatriates to learn its basics to achieve more harmony and integration, highlighting the value of equality in dealing with others to advance society, and clarifying the disadvantages of religious and international transcendence and arrogance in state institutions.

Keywords---Population Diversity, Peaceful Coexistence, Qatar, Migration.

Introduction

Nowadays, Population diversity has become more evident as every society is comprised of different cultural, religious, or ethnic population groups, mainly because of migration. However, these migrations varied between voluntary migration motivated by the desire to increase income and improve the standard of living for the family or forced migration due to conflicts, wars, or oppression. Therefore, peaceful coexistence has become a necessity to build nations, and it is the real way to spread peace and stop all forms of conflict. There are many Islamic experiences attempting to achieve peaceful coexistence between ethnically and religiously different population groups. First, the Islamic community witnessed a diversification in Medina during the era of the Prophet Muhammad. Omar Ibn Al-Khattab followed the Prophet Muhammad's approach in the Levant in achieving tolerance and civilizational coexistence, as did the Umayyads, Abbasids, and others. In the modern era, Malaysia sets a beautiful example of coexistence between multicultural, multi-ethnic, and multi-religious population groups. It has become clear that population diversity is an ancient and modern phenomenon.

The intersection of cultures, ideologies, and civilizations enriches human civilization. Many of the world's civilizations were built and thrived on the cultural diversity of the population and were characterized by scientific and cultural exchange, innovation, and creativity. Managing population diversity is a major challenge for countries with heterogeneous population groups. Good management

of population diversity is very important in achieving security, peace, and development within the country. Mismanagement generates a feeling of dissatisfaction, oppression, injustice, and lack of belonging causing the spread of crime, rebellions, and revolutions. Qatar has the highest percentage of expatriates in the world 86.6% in 2018, out of a total population of about 2.76 million, with an annual increase of 10% for expatriates, while the average annual increase for Qataris does not exceed 7.2%¹. Qatar hosts expatriates from 185 countries² with different cultures, religions, and traditions. In 2019, the approximate ratio of the number of arrivals to the State of Qatar was as follows: India 21.8%, Nepal 12.5%, Bangladesh 12.5%, Qatar 10.5%, Egypt 9.35%, and the Philippines 7.35 %³. Amid this great population diversity, the State of Qatar has achieved high ranks at Arab and global levels ranks in the Global Peace Index 2019, issued by the Institute for Economics and Peace in Australia (IEP)⁴ as follows:

Global Peace Index	Year	Ranking at the Arab level	Ranking at the global level	The number of countries
	2015	first	30	163
	2016	first	34	163
	2017	first	30	163
	2018	third	56	163
	2019	first	31	163

Many people may consider this population diversity as a threat to the national identity of Qatar and cause a demographic imbalance. On the other hand, population diversity is favorable for its effective role in the convergence of civilizations. Civilization is a principle that grows and develops as a result of the diversity it embraces. Any society can embrace any civilization that may lead it to achieve happiness. This imbalance in population diversity may cease to exist if the state competently manages the population diversity of migrant workers following international treaties and human rights principles. Qatar has been concerned with achieving peaceful coexistence among people since its establishment.

As a responsible member of the international community, it has ratified nearly 50 international human rights treaties under the auspices of the United Nations. In May 2018, Qatar ratified the International Covenant on Civil, Political, Economic, Social, and Cultural Rights. Qatar also contributed to the establishment of the

¹ Louay Shabana, Regional Director of the United Nations Fund for Arab States Office March 2019, "Notes on the Impact of Demographic Imbalances on Achieving Sustainable Development in the State of Qatar", Doha: Al Khaleej Publishing and Printing Company, Population Magazine, Issue 44, p. 8 October 2019.

² Statement by the Minister of Foreign Affairs and Chairman of the Qatar Committee for the Alliance of Civilizations Sheikh Mohammed bin Abdulrahman Al Thani, "Qatar's Plan for the Alliance of Civilizations 2018-2022, October 2018, Publications of the Qatari Committee for the Alliance of Civilizations, p. 6.

³ [https://priyadsouza.com/population of Qatar by nationality- 2019](https://priyadsouza.com/population%20of%20Qatar%20by%20nationality-2019), Jure Snog , Aug 15 2019. Report.

⁴ Global Peace Index 2015-2016-2017-2018-2019-2020, Institute for Economics & Peace, 8 June, <https://reliefweb.int>.

High Commission for the Alliance of Civilizations in 2007, considered by many to be a qualitative leap in the field of peaceful coexistence. Sheikha Moza bint Nasser Al-Misnad, mother of the Emir of the State of Qatar, Sheikh Tamim bin Hamad, was selected as one of the members of the high-level group of the United Nations Alliance of Civilizations. locally, the Qatari Committee for the Alliance of Civilizations was established in 2010 and approved the first implementation plan for the Alliance of Civilizations 2007-2009, based mainly on the recommendations made by the high-level group of the Alliance of Civilizations which provided for achieving understanding between nations and people, establishing solid relations and to eliminating causes of division or misunderstandings to achieve the goals behind peaceful coexistence, acceptance of others and respect for different peoples and cultures⁵.

The State of Qatar has addressed the general objective of the Alliance of Civilizations in a practical way by managing population diversity through four elements that cover all aspects of economic, social, cultural and legal life. These elements are measures covering the four basic areas of the Alliance of Civilizations (education, media, youth, and migration). Qatar has applied these measures professionally to reach peaceful coexistence on its land and advocate for it globally. The study focuses on the field of migration as the main factor in the population diversity in Qatar. The study will also focus on voluntary migration to work, provided that there is an employment contract that allows the immigrant to enter the country with or without a family.

The study will assess the extent to which peaceful coexistence has been achieved in the State of Qatar in light of this population diversity. When discussing peaceful coexistence in the light of the concept of social security, Mustafa Al-Auji⁶ states in his book (Social Security): “ Generally speaking, social security includes all aspects of life that concern contemporary man.

Social security includes living and economic sufficiency, in addition to the provision of basic services for the citizens, so that they do not feel deprived. Social security also includes school and cultural services, human care, and social and material insurance in the event of unemployment. Social security also aims to secure personal well-being, and thus the prevention of crime and delinquency. Accordingly, this study will address the Qatari procedures, laws, and legislation according to the four aspects: economic, social, cultural, and legal, which reinforce the concept of diversity and guarantee the migrant workers the right to enjoy all the rights contained in international conventions related to human rights. Later, the study will assess the extent of the expatriates' satisfaction with these procedures.

Research hypothesis

The State of Qatar's management of population diversity by implementing the principles of peaceful coexistence and its regulation leading to peaceful coexistence and stability.

⁵ Qatar's plan for the Alliance of Civilizations 2018-2022. Qatar Ministry of Foreign Affairs, www.mofa.gov.qa.

⁶ Mustafa Al-Auji, Social Security: Its Ingredients-Techniques, Its Relationship to Civic Education, Beirut, Nofal Foundation, 1983, 1st Edition.

Definition of research terms

1- Management: Procedurally, the study will apply the following definition of management, which is the process of planning, organizing, coordinating, directing and controlling the material and human resources to reach the goals set most shortly and at the least material costs.

2- Coexistence: is the existence of a multicultural society whose people live in coexistence and harmony despite their religious, sectarian, or cultural differences. Peaceful coexistence is an expression intended to create an atmosphere of understanding within peoples away from war and violence⁷.

3- Expatriate: "every non-native person who arrives in the country for work, residence, visitation, or any other purpose."⁸

The State of Qatar uses the phrase expatriate labor instead of immigrant labor. In addition, Qatar replaces the phrase "the field of migration" with the "field of expatriate workers" in the publications of the National Committee for the Alliance of Civilizations⁹, because most of the expatriates to the country have work contracts and the labor law explained in the Qatari constitution applies to them. This study is concerned with migrant workers as a section of international and regular migration¹⁰.

The general objective of the Alliance of Civilizations:

The United Nations Alliance of Civilizations aspires to improve relations between nations, spread understanding, coexistence and peace, and combat extremism and racism. This is the reason it was established for¹¹. Therefore, Qatar has set goals consistent with the goals of the Alliance of International Civilizations in the field of migration as follows¹²:

- Utilizing Migration positively in introducing civilizations and achieving rapprochement among people.
- Migration should be an opportunity for positive coexistence among different religious, cultural, and ethnic groups.
- Migration has to be adopted as a method to reduce intercultural tensions, especially between religious and cultural minorities.
- Migration has to be used to preserve the identity, cultural, and religious privacy of minorities in their countries of residence.

Literature Review

The researcher benefits from studies considered as a historical introduction to the birth of the State of Qatar, the emergence of oil, the regulations and laws that

⁷ The previous reference.

⁸ Regulating the entry, exit and residence of expatriates, Qatar Legal Portal, Al Meezan, Law 21, Article 1, 2015, website: www.almeezan.qa

⁹ Annual Report on the Implementation of Qatar's Plan for the Alliance of Civilizations for 2015, Doha, Qatar's Ministry of Foreign Affairs, April 2016, p. 2, pdf.

¹⁰ Migrants are divided into: migrant workers, refugees, and asylum seekers. State of International Migration Report 2019, Global Compact for Safe, Orderly and Regular Migration in the Context of the Arab Region, United Nations, ESCWA, Beirut, United Nations, 2020, www.iom.un/pdf.

¹¹ Alliance of Civilizations Implementation Plan 2007-2009, United Nations, pp. 3-4, www.unaoc.org, viewed: June 5, 2020.

¹² Qatar Action Plan for the Alliance of Civilizations 2018-2022, p. 11, Qatar Ministry of Foreign Affairs, www.mofa.gov.qa.

have long regulated the relationship between citizens and expatriates, and the comprehensive reforms that took place in the State of Qatar. These studies are as follows:

- 1- Ahmed Al-Shalak and others study (2009)¹³ addressed the historical aspect of the migration stage towards Qatar. The study addressed the historical flow of labor towards Qatar from the stage of oil exploration to the subsequent increase in the migration of Muslim and non-Muslim Arab and foreign employees and workers after the establishment of the various state ministries in the sixties and seventies of the last century
- 2- Al-Zaidi Study (2010)¹⁴.The researcher addressed the history of the State of Qatar the development in its political, economic, social, and cultural structure from 1913 to 2008. The researcher reached many results, the most important of which is that the practical reforms brought about by Sheikh Hamad bin Khalifa in the political fields (locally and globally) led to a new era in the history of Qatar, in addition to the emergence of democracy, popular participation, free media, investments, technical education, scientific research, free trade, and global sports Thus, Qatar has become a distinguished Gulf model at the global level.
3. Al-Thani and others study, 2018¹⁵:
It is a book that highlights the period of the reign of the Father Emir Sheikh Hamad bin Khalifa Al Thani (1995-2013), who laid the cornerstone of the infrastructure for comprehensive development in Qatar on which the Qatar Vision 2030 is based upon. Qatar Vision 2030 aims to achieve the well-being of the citizen, preserve the rights of the resident, and achieve sustainable development through a creative and proactive interest in the areas of human development. He focused on education and health as a basis for developing the knowledge, scientific and health aspects of the citizen.
Some studies have addressed social inclusion and exclusion, including:
- 4- Arif study (2020)¹⁶ The researcher addressed the reforms undertaken by the State of Qatar, especially in the legal aspect, and analyzed the policy of integration and social exclusion in the Gulf in general and in Qatar and Saudi Arabia, especially after the challenges faced by the Gulf countries in the last decade due to the drop in the price of oil in 2014, the Yemen war in 2015, and the blockade against Qatar by its neighbors Saudi Arabia, the UAE and Bahrain in 2017. These challenges had a political and economic impact on the Gulf states. Each country responded differently and according to its policy. To study the policies of change, the researcher compared the policy of integration and social exclusion of migrant workers in Saudi Arabia and Qatar. Saudi Arabia presented a model for social exclusion (as stated in Aref's study) by adopting a set of policies aimed at deporting expatriate workers and domiciliation jobs. On the other hand, the State of Qatar has adopted a model of social inclusion with a set of integrative policies, such as abolishing the sponsorship system and developing permanent residence systems.

¹³ Ahmed Al-Shalaq - Mustafa Aqeel - Youssef Ibrahim, Qatar's political development - from the emergence of the emirate to the independence of the state -, Qatar, Raynaud's Modern Press, 2006, 3rd Edition.

¹⁴ Mufid Kased Al-Zaidi, Contemporary History of Qatar, Jordan - Dar Al-Manaraj for Publishing and Distribution, 2010.

¹⁵ Editing: Al-Anoud Al-Thani, The Experience of Good Governance in Qatar - Leverages of Sustainable Development and Community Empowerment (1995-2013), Al Jazeera Center for Studies, Beirut: Arab House of Science Press, December 2018, 1st.

¹⁶ Ahmed Aref, The context of social exclusion in the transformations of labor policies in the Gulf countries: Why did Qatar move towards inclusion? Qatar, 2020, pdf.

Some studies address the challenges faced by the State of Qatar in hosting the huge number of migrant workers as follows:

5- Al-Marri study (2020)¹⁷ in which he discussed the challenges facing the State of Qatar in light of the annual growing number of expatriate workers. The most important of these challenges is the imbalance in the demographic structure and the imbalanced demographic equation between expatriates and citizens. The researcher discussed the repercussions of these challenges on the economic, social, and cultural aspects of the country. The researcher found that the population increased 25 times during the last 5 decades. The researcher also found that the birth rate and fertility rates of Qatari women decreased, which led to a decline in the annual growth of citizens, while the annual increase in births for expatriates increased. Also, labor migration to Qatar has been increasing annually due to the growth of projects related to the Qatari renaissance. This demographic imbalance was represented in the inflation of the age category of 15-65-year-olds by 85%, while the category of Qataris did not exceed 58.7%. In addition, the population imbalance was represented by an increase in the age dependency ratio, which reached 17.8% in 2018, while it was 17.2% in 2015.

The percentage of males has increased to one and a half times the number of females, and the percentage of celibacy in the country has increased. The researcher found results to address the imbalance in the demographics. The most important of these results are increasing the proportion of citizens in the total population, preserving the Qatari identity, supporting the trend towards a knowledge economy, reducing the recruitment of expatriate workers and getting rid of surplus labor, enhancing security and community safety, and relieving pressure on natural resources.

Some studies have addressed the foreign policy of the State of Qatar:

6- Abdullah study (2014)¹⁸. The study aimed to shed light on Qatari foreign policy as a major player in the field of contemporary international relations. Based on the information collected, the study concluded that the openness policy pursued by the State of Qatar was based on three important strategies. The first strategy is the strategy of establishing alliances and developing friendship, economic, cultural, and scientific relations between the state and major countries.

The second strategy is the strategy of maintaining good relations with neighboring countries and solving the problems of these neighboring countries with their neighbors. The third strategy is the strategy of building the mental image (brand), which means promoting the country's image and reputation globally to win international public opinion to achieve political and economic goals.

The researcher pointed out that Qatar was able to remarkably have its mark internationally during the era of Sheikh Hamad bin Khalifa due to the implementation of diverse and integrated reform strategies.

Some studies have addressed religious and sectarian pluralism and how to deal with it under the general objectives of the Alliance of Civilizations:

¹⁷ Abd al-Hadi Saleh al-Shawi al-Marri, The reality of the demographic imbalance in the State of Qatar and its future: implications and solutions, *Istishraif Journal for Future Studies*, Issue 5, Publisher: The Arab Center for Research and Policy Studies, Qatar, 2020, pp. 224-262, Dar al-Manzma.

¹⁸ Jamal Abdullah, *The State of Qatar's Foreign Policy (1995-2013) Leverages and Strategies*, Qatar: Al Jazeera Center for Studies, Lebanon: Arab House for Science Publishers, 2014.

7- Al Hammadi study (2018)¹⁹. The study examined the activities of the Doha International Center for Interfaith Dialogue and its activities in the State of Qatar. The center relied on interfaith dialogue to overcome many of the obstacles faced by multicultural population groups in the State of Qatar by finding new procedures and introducing or updating laws, such as the Freedom of Worship Law, which was used to establish the Synod in 2008, which contributed to creating psychological stability for Christian expatriates. At the global level, international conferences, symposia, and dialogues to identify issues facing peaceful coexistence, which included researchers, scholars from most countries of the world, discussed global challenges, and tried to find effective solutions to them. These are steps and procedures that are in line with the State of Qatar's direction to support and enhance dialogue and peaceful coexistence among peoples.

8- Bazza study (2008)²⁰. The study addressed the relationship between the purposes of Sharia and human interests. The study found that the purposes of Sharia and human interests complement each other. The researcher found that the purposes of Sharia are five essential interests for man, namely: preserving religion, soul, mind, money, and children, to reach human happiness in life and the afterlife. The researcher found that the five interests are divided into three levels: necessary, non-essential, and desirable needs. The researcher discussed the reformist intentional discourse, which should include the purposes of Sharia and apply them to the spiritual, mental, and physical interests of man.

Data collection and analysis

The results of the statistical analysis of the questionnaire statements:

The researcher uses the descriptive analytical approach to answer the study question: How satisfied are the population groups of expatriate workers with the economic, social, cultural, and legal measures taken by the State of Qatar and the impact of these measures on the peaceful coexistence between groups of society in light of the objectives of the migration field of the Alliance of Civilizations? The researcher has chosen a stratified sample of (2401) individuals representing the entire community in Qatar. The questionnaire contains 36 questions divided into four axes representing the principles of peaceful coexistence (economic, social, cultural, and legal). 21 expatriates have been asked questions from the questionnaire in interviews to reinforce the answers to the questionnaire. Using the SPSS program for statistical analysis and according to the Likert scale (strongly disagree, disagree, agree, strongly agree) the percentages, arithmetic mean, and standard deviation were calculated for each question and the results of the averages were compared with the estimated scale to determine the level of approval.

First, we review the characteristics of the demographic sample:

¹⁹ Hind Al Hammadi, *From Dialogue of Power to Power of Dialogue*, Qatar - Doha Modern Press, 2018.

²⁰ Abdel Nour Bazza, *Human Interests: An intentional approach*, Virginia - International Institute of Islamic Thought, 2008, 1st ed.

The study sample included (2041) individuals from 70 different nationalities out of approximately 185 nationalities reflecting the population diversity of expatriates in the State of Qatar. The study sample has been distributed as follows:

Demographic Information	Categories	Percentage
sex	female	%47
	Male	%53
Nationality	African	%5
	Arabic	%30
	Asian	%52
	European	%13
business sector		
	government employee	%24
	parasternal employee	%13
	private sector employee	%59
	FreeLance	%3
Educational level		
	Postgraduate	%12
	University education	%60
	high school education	%23
	primary education	%5
Age		
	Under 35 years old	%54
	50-36years old	%33.5
	Over 50 years old	%12
years of residence		
	Five years or less	%28

	10-6years old	%18
	15-11years old	%18
	20-16years old	%21
	More than 20 years	%15
Monthly income	less than 5000	%31
	10,000 - 5,500	%24
	15,000 - 10,500	%21
	20,000 - 15,500	%11
	25,000 - 20,500	%9
	25,500 or more	%4

According to the table, it is clear that the ratio between males and females is close, which indicates a balanced distribution. We note that the distribution of percentages among the categories of nationality represents the percentage of their presence in reality, with the highest percentage for Asians, and the lowest for Africans²¹. It is noticeable that most of the expatriates work in the private sector, followed by the government sector, semi-government, and self-employment. Since the State of Qatar is moving towards skilled labor, we find that the highest percentage is for university graduates 60%, followed by high education, then postgraduate studies, then primary and finally craftsmen, such as construction workers, factory workers, farm and home workers. As for the distribution of ages, it is noted that the majority are between the ages of 15-65. The five years of residence represent 28%, while years of residence between 16-20 represent 21%. We find that the salary of 5000 (Qatari riyals) represents the largest percentage, which is 31%, followed by 5500-10000 Qatari riyals 24%, and the higher the income, the lower the percentage of the sample members. This indicates that a high percentage of expatriates work in the private sector since expatriates do not receive lower salaries in the government sector.

²¹ These percentages are consistent with the latest statistics of the Planning and Statistics Authority, which includes information on the nationalities of expatriates to Qatar, which was in 2008, and with the 2019 report of Priyadsouza, a public relations and research company operating in Qatar. The distribution of expatriates in Qatar according to these two reports was similar in terms of categories in the study sample. Asians came first, then Arabs, followed by Europeans, Africans and other countries.

Discussion

Data analysis and test of hypothesis

The percentages, arithmetic mean and standard deviation were extracted through the SPSS program for statistical analysis, and they are as follows:

Table 3
Statistical analysis of the axes of the questionnaire

Aspects	Number of statements	Total approval percentage	Total disapproval percentage	Arithmetic	Standard deviation	Approval level
Economical aspect	12	86%	15%	3.0782	0.37914	Agree
social aspect	10	79%	22%	2.9743	0.38388	Agree
cultural aspect	7	82%	17%	3.0484	0.39961	Agree
legal aspect	7	88%	13%	3.1147	0.37591	Agree
Weighted arithmetic	36	38.7%	16.7%	3.04	0.37	Agree

The results are discussed and the general hypothesis is tested as follows:

Economical aspect

Regarding the first question (satisfaction with the work contract), it was found that most of the respondents with a percentage of (86.2%) and an average of (3.13) feel satisfied with their work contracts in general. This indicates that the management of population diversity generally takes into account that contracts are consistent with local controls, and the standards advocated by international organizations. It is also clear that the percentage of agreeing and strongly agreeing exceeded (90%) and an arithmetic average regarding the satisfaction with infrastructure services and in their work in the State of Qatar exceeded (3.1). Additionally, they wish to renew their employment contract and continue to work in Qatar for a long time. Regarding the fifth question (the appropriateness of housing or housing allowance), the percentage of those who agreed was (66%), the percentage of those who disagreed (33%), and the arithmetic average was (2.71), meaning that most of the respondents feel satisfied with that, but also it should be taken into account that one-third of the sample had answered (disagree). Regarding the eighth question (Do I receive a pension that meets my needs), most of the respondents answered positively with a percentage of (69.7%) and an arithmetic average of (2.80), while (30.2%) answered negatively. A percentage of the sample (6.7%) answered (strongly disagree).

Their strong disapproval may be due to the high cost of living in Doha compared to their home country, or the always high expectations regarding the financial return of working in Qatar or comparing their pensions to the average in Qatar.

Social Aspect

The percentage of satisfaction with education and health in questions 13 and 14 exceeded 90%, which indicates the existence of binding laws regarding the eligibility of education and health care and its provision to all residents, both expatriates, and citizens. The percentage of satisfaction with financial and in-kind assistance provided to the needy in questions 19 and 20 exceeded 80%, which is a high percentage that indicates the adoption of the collective responsibility represented by charitable organizations and community members and their role in establishing bonds of love, stability, solidarity and a sense of security. Looking at question 15 regarding (the convenient interaction with other population groups in the State of Qatar), 80.1% of the sample agreed that interacting with other population groups is easy and convenient, which confirms the existence of acquaintance and cooperation between population groups.

Therefore, in question 21 regarding (I would like to settle and reside permanently in the State of Qatar), the percentage of satisfaction was high (77.6%). In question 16 regarding (Qataris treat me without discrimination and racism), it is clear that (69%) of the sample answered in general agreement. All those who were interviewed also answered that dealing with Qataris is comfortable and they never felt racial discrimination against them. However, we find that (31.1%) do not agree and (10.9%) strongly disagree.

In question 18 regarding (I do not find differences in the ways of dealing with people according to their nationalities), the results were striking. 53.9% of the respondents agreed with this statement, while (46.1%) responded with disapproval, among whom were (27.4%) strongly disagreed. These percentages are remarkable despite the interviews' answers, meaning they were not mistreated by Qataris in official and service agencies.

Cultural aspect

In question (23) regarding "I practice my religious rituals naturally and without harassment," it is clear that the satisfaction rate is very high among the study sample, which amounted to (94.2%), and the arithmetic average was (3.36), indicating a very high level of satisfaction with the measures taken by the State of Qatar. Qatar has allowed the establishment of a "Religious Complex" for Christian expatriates and has allowed the establishment of 100 houses of worship for expatriates of other faiths. In question (24) regarding the freedom to practice national occasions, it is clear that the satisfaction rate was high (82.3%) and the arithmetic average was (3.03). Regarding question (25) "satisfaction with cultural centers and their activities offered to different population groups and the presence of magazines and radio stations in foreign languages that meet the needs of expatriates and restaurants from the same home environment", the satisfaction percentage was between (76-80%), and the arithmetic average exceeded (2.9). The interviewees have mentioned that the Internet substitutes magazines, radio, and television stations. However, Africans are less satisfied with the presence of cultural centers and restaurants of the same environment as theirs, and this may be due to the lack of provision of such services by their embassies in Qatar.

Legal aspect

In question 30 regarding (Qatari law fully protects my rights), and question 31 regarding (I feel safe in the State of Qatar), the satisfaction percentage exceeded 90% indicating that expatriates see that Qatari law protects their rights and provides them with security. This result is in line with labor laws in Qatar, the principles of the International Labor Organization, and with the provisions of the International Covenant on Civil and Political Rights, which the State of Qatar has ratified. In question 34 (I find in my work a legal body that responds to my complaint), most of the respondents answered with approval, as the percentage of satisfaction reached (83.3%) among the sample members, and the percentage of disapproval did not exceed (16.7%). This indicates that there are often legal bodies that receive complaints from the aggrieved. In question 35 (I am free to search for another job opportunity after the expiry of the contract), and question 36 (I can leave Qatar whenever I want in the absence of violations or legal requirements), most of the respondents responded with approval and strong approval, which amounted to (85.3%) and (88.5%) respectively. The high satisfaction percentage is due to the law abolishing the sponsorship system, which was issued in 2019. The law abolishing the sponsorship system gives expatriates greater freedom to work in the places they desire and gives them the freedom to leave or stay in the State of Qatar.

Thus, it is clear from the previous table and analysis of the four principles that the percentage of public satisfaction is high. It turns out that the greatest impact on the level of satisfaction, stability, and peaceful coexistence in Qatar is evident in the legal and economic aspects, where the approval percentage is approximately (88%, 86%), respectively, with an average of (3.11, 3.07) respectively. If the expatriates are assured of obtaining their full rights and protection by the law, they will live in peace and stability. This result confirms the importance of both the legal and economic factors in preserving rights. A high satisfaction percentage in the cultural aspect amounted to approximately (82%) and an arithmetic average (3.04), a satisfaction percentage in the social aspect to (79%) approximately and an arithmetic average of (2.97) which corresponds to the degree of approval. This is enough to bring about security, psychological peace, and emotional stability, and proves the general hypothesis of the study, which is (the State of Qatar, its management and control of population diversity through the principles of peaceful coexistence and its organization that led to peaceful coexistence and stability). This peaceful coexistence was reflected in the achievement of the goals of Qatari migration locally and internationally, and the lofty goal of the UN Alliance of Civilizations.

Conclusion

After analyzing the questionnaire data and presenting the results of the four components: economic, social, cultural, and legal, it becomes clear that there is a strong relationship and correlation between the four components of peaceful coexistence and their impact on the stability of people in the current era, as well as the presence of a high satisfaction rate among expatriates and residents, each ingredient complements the other.

It is noted that there is a trend of the State of Qatar towards a policy of social integration through procedures and laws that increase their interaction in Qatari society, such as canceling sponsorship, providing facilities for foreign investment, and giving free tourist visas for a month to 80 countries, to get to know the State of Qatar through tourism and culture²². The Ministry of Culture and Sports and the Ministry of Awqaf and educational institutions also had a major role in integrating expatriates through the establishment of annual cultural programs and festivals to learn about other cultures, cultural exchange, and civilizational encounters. This can be invested in building bridges of cooperation between people locally and strengthening global relations in order to involve everyone in spreading civilized and human values. This is the tip of the iceberg that the State of Qatar has undertaken to achieve integration, the results of which appeared in the questionnaire and in group interviews, where their answers confirmed their feeling of satisfaction with their work in Qatar, and their feeling of security and safety, as a large percentage of them wish to settle in Qatar.

Thus, the results support the idea of the Qatari model of peaceful coexistence between different cultures, and that Qatar is one of the most secure and safe places in which cultural exchange and the meeting of civilizations take place in a friendly, spontaneous, and smooth manner. These results serve the Qatar National Vision 2030 in achieving sustainable development and the continuation of decent living generation after generation, thanks to its efforts in the field of human rights, and the measures aimed at achieving safe and just migration, and all this is in the interest of the Alliance of Civilizations, their solidarity and interdependence.

Results

1- The field study concludes that there is a high satisfaction rate of 83.7%, and an arithmetic average (3.04) concerning the measures taken by the State of Qatar with regard to managing population diversity, through the high satisfaction indicators in the four axes of the questionnaire: economic, social, cultural, and legal.

2- There is a dissatisfaction rate of approximately 16.7% regarding these procedures. This is a low percentage that does not pose a threat to stability and coexistence, and may have benefits represented in working to improve the procedures and pointing out their defects. Therefore, the percentage of those who do not agree is necessary to ensure continued improvement.

3- The largest percentage of satisfaction was in favor of the economic component that amounts to 86% and 3.07. This is a positive indicator because economic stability at the individual level is an essential pillar in providing decent living conditions, which increases productivity among individuals and society, and enhances the achievement of renaissance.

4- There is a satisfaction rate in favor of the legal component of 88%, and an arithmetic average of (3.11). This indicates the stability and continuous development of the laws governing the recruitment of expatriates, and prevents the occurrence of tensions between immigrant population groups.

²² Referral: Ahmed Aref, The context of social exclusion in the transformations of labor policies in the Gulf countries: Why did Qatar move towards inclusion?", Qatar, 2020.

5- There is a satisfaction rate in favor of the cultural component of 82%, and an arithmetic average (3.04). This indicates the harmony of immigration procedures in Qatar with respect to cultural pluralism that is part of the convergence of civilizations, and its observance of these important aspects that work to nourish the spirit and increase psychological stability.

6- There is a satisfaction rate in favor of the social component that amounts to 79%, and an arithmetic average of 2.97, which indicates the presence of positive interaction, integration and the formation of social ties based on cooperation and solidarity between population groups.

7- Migration to the State of Qatar had an active role in directing it to be a positive factor in introducing civilizations and achieving acquaintance among peoples. The State of Qatar followed measures that led to the realization of urban renaissance and economic and social development at the domestic level, and it had positive effects for the exporting countries of immigrant workers on the external level.

8- The State of Qatar's observance of procedures for managing population diversity that respect the religious identity and cultural privacy has played a positive role in cultural exchange, introducing civilizations, and achieving rapprochement.

9- The laws and regulations regulating expatriate labor issues have witnessed many reforms, which have worked to increase the protection of expatriate rights, including those that have been amended in the sponsorship laws as indicated in the research.

10- The positive results of the quality of managing expatriate workers and how to deal with them have external repercussions that have an important role at the regional and international levels. This is represented in several practical aspects that contribute to improving living conditions in the surrounding fields, manifested in the number of remittances, as Qatar is the first in the Gulf in 2019 in terms of the number of remittances, it is also among the fifteen largest remitters in the world rankings.

11- There is a percentage of dissatisfaction with housing that reaches 33.4% as it does not meet the needs of employees in government and semi-governmental sector, and among expatriates with low wages and those with families.

12- A percentage of 46.1% people find differences in dealing with people according to their nationality. This is related to position, income level and type of job, as well as the demand of part of the sample members for equality with Qataris in education, health and some facilities.

13- A percentage of 77.6% people have identified their friendship relations with their nationalities only, and 22.4% have chosen diversification in the nationalities of friends. Thus, Qatari society is witnessing a balanced integration. Most of the population groups in the State of Qatar establish friendship and communication relations with individuals from Their nationalities, in addition to having friendships and relationships with individuals from other nationalities, this is what the concept of integration refers to, that is, maintaining cultural privacy with openness to cultures.

14- Arabs are the most desirable population group for stability in the State of Qatar, with a percentage of 94% due to the tensions and instability in their homelands, and the similarity of their culture with the culture of Qatari society, followed by Asians and Europeans with a percentage of 74% for each.

15- Africans are the most popular population groups that desire to return to their countries with a percentage of 49%, but still 51% desire to settle and permanently reside in Qatar. Their unwillingness to settle down maybe because:

- They are the most disapproving of the suitability of housing, with a percentage of 42%,
- They think that there are no magazines, radio and television stations, and restaurants that meet their needs, by 35%, 33%, 30%, respectively.
- They are the most rejecting to the phrase "dealing with Qataris is smooth without discrimination and racism" by 40%, and their rejection rate reaches 62% for the phrase "I do not find a difference in the ways of dealing with people according to their nationalities."
- There is 76% agreement among them with the phrase "my friends are of the same nationality", meaning that they are the least integrated groups in society.

Recommendations and Suggestions

The study recommends the following:

1. Reconsidering of the suitability of housing or housing allowance, as one-third of the sample indicated that there are problems facing them in this regard. Therefore, the researcher suggests increasing the number of inspection committees and making sure of the suitability of housing or the financial allowance received by the worker, in light of the high prices witnessed in the State of Qatar.
2. Reconsidering the entry-level of some jobs, as one-third of the sample indicated that the monthly income is insufficient to meet all life requirements.
3. Increasing social education about the need to avoid forms of racism while members of society interact with each other, can be achieved through several means, especially the media in all its forms.
4. Focusing on activities and programs that take into account issues of integration among the population, and work to increase acquaintance.
5. Increasing cultural centers for Africans, as well as paying attention to events and activities that are concerned with African culture, so that they are more integrated, as the questionnaire shows that they are among the communities that suffer from a lack of feeling of inclusion or not they do not find what reminds them of their homelands, according to various expressions about this meaning. Therefore, it is essential to focus on African culture in particular to overcome this obstacle.
6. It is preferable that the expatriate workers have a level of English proficiency before coming to the State of Qatar.
7. Provide free Arabic language courses. "They were bringing in workers from abroad who did not speak the language, and were not aware of the cultural sensitivities, which come without a social support network,"²³ said Houtan Humayun, the former head of the ILO office in Qatar. Teaching the basics of the Arabic language brings a number of benefits, as it is a means of integration.

²³ Kali Robinson, What is the Kafala System?, March 23, 2021, Council on Foreign Relations, New York, www.cfr.org

8. Spreading awareness to reduce fears of an increase in the number of expatriate workers, because their presence is temporary in most cases.
9. Investing the Qatari model in managing population diversity to spread the values of tolerance and peaceful coexistence globally, especially towards minorities who suffer from injustice and persecution outside the State of Qatar.
10. Involve non-Arab and non-Muslim expatriates in Arab and Islamic issues, especially issues that are the subject of international controversy and dispute, especially the Palestinian issue, the Rohingya, the Uyghurs, and others.
11. Solving the education problem faced by some of those coming to Qatar, including the high costs of study, especially private schools, and considering the possibility of their children enrolling in public schools.
12. Conducting studies and research complementary to this study to find out whether peaceful coexistence in the State of Qatar is sustainable or temporary, and conducting studies on population diversity in non-Arab countries, to open the door for comparison and support for this study.
13. Conducting future studies on comparative perspectives between the opinions of citizens and residents in managing population diversity and peaceful coexistence in the State of Qatar.
14. Presenting this project to the Alliance of Civilizations as a model for peaceful coexistence amid cultural pluralism that led to the growth and development of the host country and the country of origin of migrant labor, and to refute theories of cultural and civilizational conflict.

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