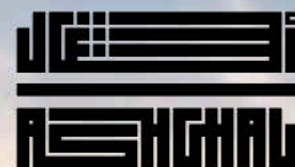


AKHBARNA

Ashghal's Latest News

Edition 30 | December 2023



قطر تستحق الأفضل
Qatar Deserves The Best

ILC, Expo Building
Crown Ashghal with

7

GWR Titles



Works of QU Colleges
of Medicine and
Health Sciences Start

Mandating BIM
Requirements
Across All Projects

Doha Festive
Lightings Kickoff



**Doha Festive Lightings with the slogan
"Qatar Between Past and Present"**

Ashghal celebrates 10th anniversary for Contact Centre



Ashghal bags 3 International Awards from Harvard Business Council



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Lusail International Circuit Works Completed

New Guinness World Records™ Title for the Longest Motorsport Pitlane Building within the Lusail International Circuit

Total length of Pitlane Building 402.1 metre



Ashghal has announced the completion of the reconstruction of the Lusail International Circuit's racetrack and the construction and development of the main buildings, grandstands and infrastructure. The circuit is now ready to host competitors and fans in one of Doha's most important and anticipated sporting events.

Guinness World Records™ title



Ashghal announced achieving a Guinness World Records™ title within the Lusail International Circuit for Longest Motorsport Pitlane Building which is 402.1 metres long. The Lusail International Circuit has

the longest pit lane building in a racetrack. The announcement was made after assessing the building and ensuring it meets all specifications and complies with the criteria for achieving the Guinness World Records™ title.



Indoor and Outdoor
Parking
15,000 Cars



Landscaping
180,000 m²



Grandstands
40,000 Spectators



Upgrading and
Paving of Racetrack
5.3 km

Multiple Facilities to Serve the Circuit's Fans

The 5.38 km long racetrack of Lusail International Circuit was developed by implementing repaving and marking works, providing new sidewalks, installing barriers and

safety elements, providing lighting systems, and landscaping works around the track. Additionally, 85 external electronic screens were installed throughout the project,

with a total area of 6,848 square metres. Works also included the construction of three tunnels South and North of the Circuit and a pedestrian tunnel.



Electricity and
Communications
Lines



Lighting Systems
and **85 Outdoor
Screens**



Barriers and
Safety Equipment



21 km of Roads
and Intersections



Beautification
around Racetrack



3 Tunnels North
and South the
Circuit



**Drainage, TSE
and Stormwater
Networks**



1
Pedestrian Tunnel





“
**7-Month
Works Only**

Eng. Youssef Al Emadi, Projects Affairs Director at Ashghal, said: “We are proud that Ashghal has contributed once again to paving the way for hosting one of the most prominent sporting events in the world this year, which is a new achievement added to Qatar’s track record of hosting the biggest international sporting events.”

Eng. Al Emadi added that the development work of Lusail Circuit racetrack and the main buildings was completed within just 7 months, in accordance with the highest international specifications and the precise requirements of Formula 1. Modern infrastructure, new service facilities and roads linked to the circuit were implemented to provide an exceptional experience for local fans and those coming to Qatar from all over the world.



“
**LIC Ready
for local,
international
contests**

Mr. Abdulrahman bin Abdullatif Al Mannai, President of Qatar Motor and Motorcycle Federation and President of Lusail International Circuit, said: “The comprehensive renovation that the Lusail International Circuit has undergone qualifies it to host the most important local and international competitions, and it is currently the only circuit in the region that hosts both Formula 1 and MotoGP races.”

“The development work preserved the original design of the track due to its great popularity around the world. The circuit’s facilities were rebuilt, and its infrastructure was developed to ensure the organisation of sporting events with a high level of efficiency and the provision of the best levels of service to improve the experience of speed racing fans.”



“
**Revamping
surrounding
roads,
junctions**

Eng. Saoud Al Tamimi, Manager of the Roads Projects Department at Ashghal, explained that the project included works to develop intersections and surrounding roads with a total length of 21 kilometres, to facilitate public’s access to the circuit and link it to the main roads in the area.



“
**State-of-
the-art hi-
tech**

Eng. Jarallah Al Marri, Manager of the Buildings Projects Department at Ashghal, stated that new buildings were constructed and facilities accompanying Lusail Circuit were developed over a total area estimated at 100,000 square metres. A larger fan zone was provided, and 5-star VIP areas were added, and the capacity of the grandstands and parking lots was increased. He explained that the new buildings adopted distinctive modern designs while adopting the latest international technologies.



Around 15,000 Indoor and
Outdoor Car Parking

Grandstands for
40,000 spectators

Green Areas
180,000 m²

Latest
Technologies

50 Garages
for Car Preparation

5.38 Km

16
Turns

Expo 2023 building smashes new Guinness World Records™ Title



The Largest Green Roof

Prior to the launch of Expo 2023, Ashghal succeeded in achieving a new Guinness World Records™ title, where Expo 2023 main building implemented by Ashghal hit the world record for being "The Largest Green Roof" in the world built on an area of 4,031 m².

The various projects implemented by Ashghal paved the way for many major international events in the country including FIFA World Cup 2022™ lately, Expo 2023 and Formula 1 race.

Building Ready

Ashghal has completed the construction of the main building of the international exhibition, service buildings, and prepared the external and internal gardens of the exhibition to accommodate participants and visitors of one of the major horticultural exhibitions in the middle east.

Highest horticultural standards

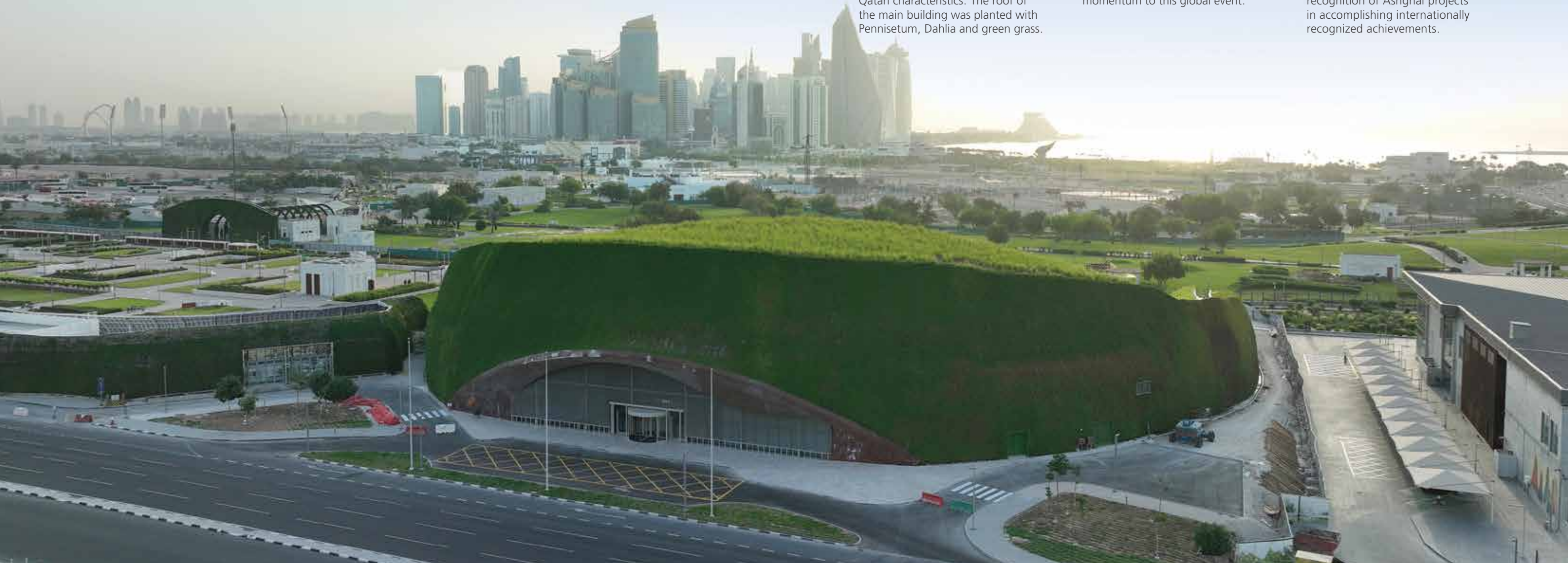
The building was designed to showcase the highest horticultural standards in a hot climate area, presenting a model of a green country existing in a desert climate by the State of Qatar, providing the visitor with an interactive experience with nature and modern urban construction with elements of Qatari characteristics. The roof of the main building was planted with Pennisetum, Dahlia and green grass.

Momentum for Expo

Mr. Mohammed Al Khouri, Secretary General of the International Horticultural Expo 2023, expressed his delight with the main building of Expo 2023 receiving a world title, as this major achievement came just before the start of the International Horticultural Expo 2023 adding momentum to this global event.

New Global Recognition

Eng. Jaralla Mohammed Al Marri, Buildings Projects Department Manager ensured that Ashghal always strives to reach the global level through its outstanding projects, noting the remarkable title of the main building of Expo 2023 in Guinness World Records™ as a new global recognition of Ashghal projects in accomplishing internationally recognized achievements.



ASHGHAL'S CORPORATE STRATEGY 2018 - 2023

OUR VISION



“Excellence in delivering and managing efficient sustainable infrastructure”

OUR MISSION



“Continuously enhancing customer satisfaction through leading project and asset management services and solutions”

OUR STRATEGIC THEMES



Health and Safety



Deliver Excellence



Develop Capabilities



Customers and Stakeholders

OUR CORPORATE OBJECTIVES

- C1 Enhance our health and safety performance
- C2 Ensure on time delivery with quality
- C3 Effectively integrate new assets
- C4 Optimise and manage cost
- C5 Improve quality management performance
- C6 Improved sustainability and recycling
- C7 Increase Qatarisation and develop our staff
- C8 Increase Qatari involvement in our supply chain
- C9 Embed leading practices across Ashghal
- C10 Enhance customer and stakeholder satisfaction

OUR VALUES



ACCOUNTABILITY

We are all accountable for delivering operational excellence.



SERVICE ORIENTED

We continuously focus on the value of our services.



HEALTH AND SAFETY

The health and safety of our customers, employees and contractors is our top priority.



GROWTH FOCUSED

We work together to grow the capabilities of our organisation.



HONESTY

We are honest with others and deliver on commitments made.



ADAPTABILITY

We accept new challenges and quickly adapt to changes in our environment.



LEARNING CONTINUOUSLY

We share the experience, knowledge and lessons we have learned.



The Public Works Authority Organises Ashghal's Organisational Excellence Forum

Ashghal organised Ashghal's Organisational Excellence Forum with the presence and participation of the Civil Services and Government Development Bureau, with the aim of sharing knowledge and experiences on ways to achieve organisational excellence.

The Forum was attended by top corporate development experts in Qatar, the region, and the world.

H.E. Mr. Abdulaziz bin Nasser Al Khalifa, President of the Civil Service and Government Development Bureau, and H.E. Dr. Eng. Saad bin Ahmad Al Muhannadi, President of the Public Works Authority 'Ashghal' inaugurated the Forum, with the attendance of senior

managers, planning and corporate development officials from various government entities of the State, alongside representatives of consultants, contractors and a group of Ashghal leaders.

During the forum, Ashghal, represented by **Eng. Jamal Al**

Kaabi, Manager of the Planning and Quality Department, received the 5-Star Certificate of Excellence from Mr. Russell Longmuir, Chief Executive Officer of the European Foundation for Quality Management (EFQM), for Ashghal's compliance with the standards of the improved EFQM excellence model.



“

New roadmap for 7-Star certification

In his opening statement, **H.E. Dr. Eng. Saad bin Ahmad Al Muhannadi, President of Ashghal** stated: "Based on our belief that achieving Qatar's diligent endeavors to build a distinct government sector achieves the highest standards of development, Ashghal's team has adopted a roadmap to achieve a legacy of excellence, improve performance, and participate in the state's journey towards governmental excellence."

He added that Ashghal has come a long way in its ongoing journey towards governmental excellence and has obtained the 5-Star Certificate of Excellence from the European Foundation for Quality Management (EFQM) in Belgium, with the aim of establishing and promoting corporate culture that prioritizes exceptional performance, continuous improvement, sustainable success and outstanding results.

H.E. announced that Ashghal will continue its journey to excellence by developing a new roadmap for a 7-Star certification from the European Foundation for Quality Management (EFQM), by promoting a culture of excellence within Ashghal, enhancing team spirit, active participation in innovation management, competing with our peers around the world and encouraging new practices to encourage sustainable improvement.



H.E. Mr. Abdulaziz bin Nasser Al Khalifa, President of the Civil Service and Government Development Bureau, stated: "The Qatar Government Excellence Programme is the main pillar for promoting excellence at the governmental level, as it was reinforced by the Amiri Resolution No. 63 of 2023 to establish the Qatar Government Excellence Award. This programme aims to achieve leading sustainable governmental excellence in line with national standards". H.E added: "Qatar Government Excellence Award strives to develop governmental services that are adapted to the needs of the Qatari community, through a flexible government sector, while maintaining the performance quality, innovation management and transformation to smart services".

Leading sustainable governmental excellence



Ashghal is committed to gradual and transformative development to become a leading governmental organisation that adopts the highest excellence standards. These operational standards are

based on the development and enhancement of more than 294 operational processes and 25 corporate policies, in addition to 42 excellence initiatives that included about 120 employees. This enabled

upgrading the measurement, monitoring and evaluation methods that contributed to providing realistic evidence of outstanding performance that are up to the mark with the challenges.



Journey to excellence continues

Eng. Jamal Sharida Al Kaabi, Manager of PQD showcased the most important milestones in Ashghal's journey towards organisational excellence and the major factors that led to its recognition by EFQM. He highlighted Ashghal's success in raising the quality of Business Processes and business and adhering to the standards of organisational excellence in accordance with internationally recognised standards.

Ashghal is currently placing among its top priorities, the achievement of environmental sustainability, innovation, automation, and adoption of modern technology in construction and asset management. In this context, the Sustainability Strategy has been recently launched in Ashghal, which comprises more than 16 initiatives that include a number of employees, he added.



Leading sustainable governmental excellence

Russell Longmuir, Chief Executive of the EFQM stated that: "When excellence is an integral part of the corporate culture, it becomes the leading force behind every work, decision, and interaction. We, in EFQM have witnessed this in Ashghal, where all the departments were evaluated, and continuous organisational development was monitored as a culture and work standard in the Authority, and the role of this development in the improvement of life quality to the public in general."

He continued by pointing out that EFQM model is the practical tool to help institutions reach excellence, by determining the level of maturity and understanding gaps, and then launching the appropriate solutions for development and improvement.

Enterprise Risk Management & Business Continuity Management Update



Enterprise Risk Management and Business Continuity Management

The Enterprise Risk Management (ERM) Unit, within the Planning and Quality Department, continues to strengthen and adopt innovative solutions to increase the maturity of risk management within the organization. The Department welcomed two new colleagues to the ERM Unit, enabling a fresh look at current approaches and increased engagement across Affairs and

Departments of Ashghal. Part of the engagement includes a more collaborative approach for the Risk Champions to engage with the further development on Enterprise Risk Management and Business Continuity Management, through the establishment of a PWA Risk Community. Every Affairs and Department has a nominated Risk Champion and Deputy Risk Champion, as focal points for any matters related to risk and business continuity management, with support provided by their respective engagement lead from the ERM Unit.

Training sessions continue for both risk and business continuity management. Sessions have been held for the risk recording system, Active Risk Manager (ARM), for licensed users within Ashghal both in person and online, including nominated external contractors working for Ashghal. Training sessions are planned for Crisis Management for nominated Subject Matter Experts. The State Audit Bureau has also agreed to hold workshops with Ashghal which will be coordinated through the ERM Unit.

Strategy Update

Ashghal Strategy 2018–2023: T2, 2023 Performance Review:

A meeting was convened by Eng. Yousef Al-Emadi, Director of Projects Affairs, on behalf of H.E The President of Ashghal, along with directors, managers and key employees, to review the performance and progress of Affairs and Departments, against Ashghal's ten strategic objectives, for the 2nd Triannual, 2023. Several areas of concern were discussed, and key actions were agreed on.

Ashghal's Contribution to the National Development Strategy NDS3:

Ashghal is currently in the process of reviewing and finalizing the initiatives and targets for the National Development Strategy NDS3 with the Ministry of Municipality, Ministry of Environment and Climate Change.

Affairs and Departmental Rolling plan for 2024:

The Planning and Quality Department has initiated the process of updating the 2024 rolling plans, including the strategic objectives, KPIs, and targets for all Affairs, Departments and Sections of Ashghal. These objectives, KPIs and targets would then be cascaded to the employees of Ashghal as a part of their SMART objectives.

Journey to Excellence Programme: Qatar Government Excellence Award

In July 2023, the Civil Service and Government Development Bureau initiated the Qatar Government Excellence Programme, that is mandated by the Amiri Resolution No. 63 of 2023. They have introduced the program through awareness sessions and various workshops with representations from Planning and Quality departments in government institutions.

Accordingly, Ashghal's Planning and Quality department in collaboration with all departments, have submitted its interest in participating in the Qatar Government Excellence Award (QGEA). Therefore, on the 6th of September, Ashghal submitted its application document through the "Sharek" platform, entailing PVAs activities and achievements that fulfill each of the 10 Criteria of the model. The aim of the model is to achieve leading sustainable governmental excellence in line with national standards".

As per the QGEA implementation roadmap, site visits by external assessors will commence in mid-October until November 2023. The announcement of winners will follow in Dec 2023.

Ashghal Wide ISO 55001:2014 Asset Management Certification Project

The Ashghal Wide ISO 55001:2014 Asset Management Certification Project kicked off in July 2022 and the Certification was successfully achieved in July 2023 as per the project plan. Planning and Quality

Department are coordinating with the concerned departments to close out all findings issued by the Certification Body in August 2023. The project consisted of the following 5 phases:

Phase 1 Related Awareness Sessions, Workshops and Trainings

Phase 2 Gap Analysis

Phase 3 Support for System Documentation and Implementation of Defined Plans

Phase 4 Pre-Certification Assessments

Phase 5 External Certification Assessments

Ashghal ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Management Systems

The Surveillance Assessment for Ashghal's ISO 9001:2015 Management System was conducted by the Certification Body in September 2023 and the Certification was successfully maintained. Planning & Quality Department is coordinating with the concerned departments to close out all assessment findings.

The Recertification Assessment for Ashghal's ISO 14001:2015 and ISO 45001:2018 Management Systems is planned for November 2023.

Newly Published Processes: July to September 2023

For the period July to September 2023, the following Business Processes & Corporate Policies were finalized and published on IBM Blueworks Live which are accessible to all Ashghal employees:

Newly Published Processes:

- Human Resources Department
 - Manage Employee of the Month and Year Program
 - Manage Employee Training Programs
- Financial and Administrative Affairs Department
 - Handle Resident Return Permit



PUBLIC RELATIONS & COMMUNICATIONS

Ashghal's Most Utilized Communication Channels

CUSTOMER SERVICE UPDATE



Contact Center Quality Scores

End-user accuracy percentage for Service Delivery



حمل التطبيق

Ashghal 24/7

Download on the App Store

GET IT ON Google Play

Ashghal Services Are at Your Fingertips on The Application



Ashghal Public Relations and Communications Department celebrates 10th anniversary for Customer Service and Contact Centre

Ashghal represented by the Public Relations and Communications Department celebrated 10 years since the launch of the Customer Service and Contact Center, as it creates a link between Ashghal and the public.



We received international awards in Customer Service Excellence

Monitoring team for public comments in all media outlets

On this occasion, **Mr. Abdulla Saad Al-Saad, Manager of the Public Relations, and Communications Department** expressed his gratitude for the staff working in the Customer Service Center due to their continuous efforts made throughout these 10 years, filled with dedication and attention to the public, their requests, and inquiries; eventually leading us to earn international awards.

He added: "Ashghal received many awards due to its distinguished customer service, where the Public Relations and Communications Department bagged the International Public Relations Association (IPRA) Golden Award for the Customer Service Excellence Program of Ashghal in existing services.", making the state of Qatar the only Arab country to win in 2021. Ashghal also received the Golden Award in "Customer Care" for the year 2023 from Harvard Business Council (HBC), USA, in honor of being one of the world's prestigious institutions and in recognition of their excellence and application of the best practices in many areas."

He added: "Ashghal places customers and the public at the forefront of its priorities and makes great and continuous efforts to enhance its services and to facilitate not only people's access to these services but also their direct communication with Ashghal. The Authority is also prepared to communicate with the public at any time, enabling them to contact us using by dialing the customer service number "188" 24/7 or visit the customer service center in the Authority's headquarters in West Bay and Salwa Road office, in addition to the ability to contact the Authority and keep up with its news through its official social media accounts.

Ashghal also monitors the public comments and observations that are received through the radio and local newspapers and responds to them by conducting weekly interviews in 'Watani Al Habib' program, through which engineers from the Authority respond to them, in addition to the responses sent to newspapers.





National or Qatar-born PROs hired

Mr. Abdulla Saad Al Saad, Manager of the Public Relations, and Communications Department noted that Ashghal is keen to appoint public relations officials in work sites who are experienced in work implementation and in the culture of the country, as these appointed officials are Qataris or those who were born in the state of Qatar, in addition to whom are qualified to coordinate and communicate on an ongoing basis with the residents to inform them of all the information regarding the stages of the projects, the scope of work, and services provided to them, in addition to responding to their

inquiries and doing everything necessary to mitigate the effects of the project.

He explained that there is direct communication with the public also in their areas by distributing posters to all homes in the project area, which include information and numbers to directly contact them for any inquiries or requests, pointing out that Ashghal considers all the observations of the residents to improve work implementation and to mitigate the effects of the project. Internally, a person has been appointed in each department of the Authority concerned with projects to handle public inquiries related to the projects of each department, according to their specialization.



Ashghal Customer Service Centers

Mr. Mubarak Dhafir Al-Qahtani, Customer Service Specialist confirmed that Ashghal welcomes its customer in the customer service centers in both of its branches; in Ashghal tower in West Bay and the Asset Affairs Building in the Wholesale Market Street daily to provide them with assistance, respond to their requests and observations and assisted by qualified staff, noting that a special team was created to follow up proactively on all requests submitted, to ensure that the necessary work is done on time to save customer's time, so that they do not need to multiple visits to make sure their requests are completed.



Mobile Application "Ashghal 24/7"

Mr. Abdulaziz Mohammed Al-Kaabi, Customer Service Supervisor at the Public Relations and Communications Department confirmed that 9 channels are provided through which we can communicate with the public. This includes the "Ashghal 24/7" mobile application which is one of the most important communication channels as it provides diverse easy and fast E-services for customers regardless of time and place and keeps them up to date with Ashghal's latest news and project progresses.

He added: through this application, it is possible to upload texts, geolocation, photos, and documents at the same time and directly attach them with the notification and service requests to complete the process electronically without visiting the customer service centers.

He continued: "We also provided our customers with the customer zone portal that includes many services for individuals and companies such as roads, drainage networks, and infrastructure services through (customerzone.ashghal.gov.qa), and customers can sign up to receive SMSs on whatever road closures, diversions, or openings.

He added: "The observations that are received through these above-mentioned channels are dealt with promptly as there is communication with the person who submitted this request, then, requests will be created and sent to the concerned departments, where the subject will then be verified, conduct the necessary examination and reporting to take the appropriate decision for each request to close it. These channels are based on a modern integrated CRM system that was implemented in cooperation with Microsoft and is constantly being developed.



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ASHGHAL WEBSITE
www.ashghal.gov.qa

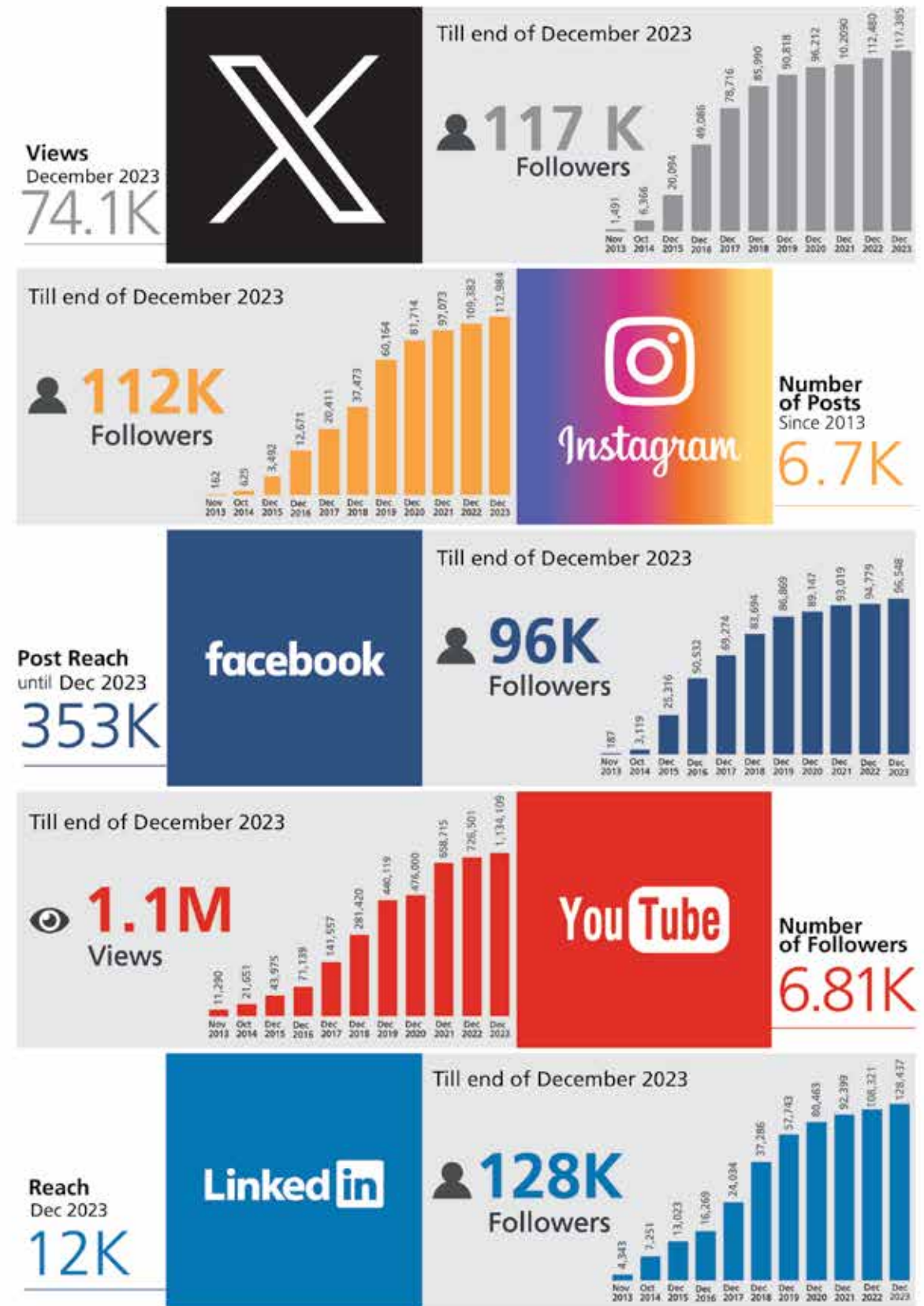


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	Registered Companies	11,144
	Registered Individuals	42,802



SOCIAL MEDIA CHANNELS

@AshghalQatar





**PROJECTS
AFFAIRS**

Ashghal opens new interchange on Salwa Road by Mebaireek

The project enhances traffic movement to Mebaireek and Abu Nakhla, Al Mearad, Al Sailiya

Locally
Made
Materials
80%

The Public Works Authority 'Ashghal' announces it has opened new interchange on Salwa Road by Mebaireek Area, implemented by the Highway Projects Department aiming to enhance traffic movement on Salwa Road for commuters heading for Mebaireek, Bu Nakhla, Al Sailiya and Al Mearad.

New junction will contribute to improving traffic flow in the area, reducing travel time by 50% as it provides free traffic flow to Al Sailiya from Mebaireek, the interchange also provides an alternative option to the nearby Al Sailiya Interchange thereby reducing traffic congestion, as the new interchange can accommodate more than 8500 vehicles per hour.

The construction of new interchange aims to provide direct and free link for Salwa Road commuters towards Mebaireek and Al Sailiya areas by providing service roads in both directions of Salwa Road, for road users heading coming from Doha towards Mebaireek and Al Sailiya areas, or for those heading from Mebaireek and Al Sailiya towards external areas in south and west of Qatar such as Abu Nakhla, Mukaynis, and Al Karaana.



New **two-level** interchange



330 meter-long main bridge



Capacity of approx. **8,500 vehicles per hour**



Provides traffic flow in **all directions**



Construction of **3km of pedestrian and cycling paths**



Afforestation of **41,000 sqm**

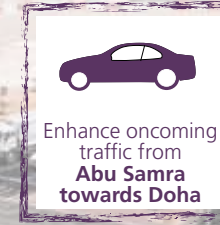
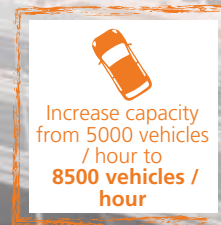
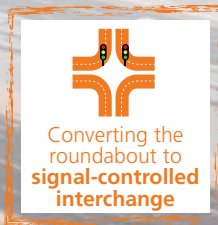


Interchange provides alternative option to **Al Sailiya Interchange**



Serves **Mebaireek, Al Sailiya, Abu Nakhla and Al Mearad**

Converting Khalid bin Ahmad R/A to Signal-controlled Interchange



Ashghal had upgraded and expanded of Khalid Bin Ahmed Interchange, converting the roundabout into a signal-controlled interchange and opened it to traffic in November 2022 to connect Salwa Road, Salwa Road Al Furosiya Street and to connect East Industrial Street, therefore enhancing traffic flow which accommodates 8500 vehicles per hour instead of 5000 vehicles per hour, cutting travel time to about 80%.

The importance of Khalid Bin Ahmed Interchange lies in its location at the entrance to Doha, Industrial Area, malls and many residential areas with large population density such as Ain Khaled, New Fereej Al Ghanim, Fereej Al Murrah, Fereej Al Manaseer and Muaither.



“

Continuous Projects

Yousef Al-Emadi, Projects Affairs Director at Ashghal: The development and construction of two vital interchanges in Doha Western Entrance on Salwa Road has been completed, which will certainly contribute to the enhancement of traffic movement. The construction of the two interchanges on Salwa Road will enhance the flow of traffic between Doha and Al Rayyan Municipality on one hand and the external areas on the other, providing an alternative option for Al Sailiya interchange.

Al-Emadi noted that the infrastructure projects are ongoing and extensive emphasizing the State's keenness to continue its sustainable development in all fields.



“

Rayyan Municipality

Mr. Jaber Hassan Al Jaber, Director of Al Rayyan Municipality confirmed: The development of Khalid Bin Ahmed Interchange and the new Mebaireek Interchange will serve various areas in Al Rayyan Municipality such as Industrial Zone, Mebaireek, Al Sailiya and others, praising Ashghal's efforts to complete the project promptly.



“

Residential Areas

Eng. Bader Darwish, Highway Projects Department Manager: Ashghal is concerned with providing highways serving residential areas to enhance traffic movement of residents and prevent traffic congestion, noting that the junction by Mebaireek will reduce travel time to 50%. Similarly, the conversion of the vital Khalid bin Ahmad Roundabout to Signal-controlled Interchange and expansion will reduce travel time to various destinations to about 80%.



“

Gratitude and Appreciation

Mr. Abdulla Mohammed Al-Nabet, member of the Central Municipal Council of District 13, expressed his gratitude for Ashghal's completion of the project, noting that the new interchange would greatly serve the residents of the areas of Mebaireek, Abu Nakhla, and Al Sailiya in particular.





Traffic Safety

Captain Eng. Abdullah Mansour Al Shaeel, Diversion Section Head at Traffic Safety Department in General Directorate of Traffic, explained that the new interchange was constructed in coordination with the General Directorate of Traffic to provide traffic safety, especially during the period of closures and traffic diversions, as the new interchange is located on Salwa Road where the traffic density is high.

Citizen from the Area Mr. Mubarak Al Nabit voiced his joy at the opening of the new junction, pointing out that the interchange will make easy access for residents in and out as it will ensure a direct connection with Salwa Road and the surrounding areas.



Local Materials

Project Engineer Noah Al-Joof stated: reliance on local materials and national factories in project's work is approximately 80% where lighting poles and directional signs, drainage pipes, rainwater drainage pipes, premade manholes, concrete and steel were supplied.

He added that the main features of the project include the provision of distinctive building methods such as the use of precast steel beams to reduce the closure of the underpass in Al Furosiya and Salwa Interchange.

As for Mebaireek Bridge, the implementation was planned to be on several stages to avoid traffic closure for Salwa Road users.



Traffic Reduction

Project Engineer Eng. Nasser Dalmouk, confirmed that the construction of Khalid Bin Ahmed and Mebaireek Interchanges will contribute significantly to enhancing traveler and cargo traffic as connect between the Abu Samra border point in the south-west and Hamad port.

He added that the implementation of pedestrian and cycling paths will encourage residents of the area to adopt a healthy lifestyle. Furthermore, the implementation of various local roads at both ends of the interchange will contribute to reducing traffic congestion and achieving the required traffic safety.



Ashghal bags 3 International Awards from Harvard Business Council

Ashghal has won three new international awards from the Harvard Business Council (HBC) in the USA, in honor and recognition of Ashghal as one the distinguished organisations worldwide for excellence and best practices in several fields.



The "Certificate of Excellence" was issued to further reward Ashghal's excellent practices represented by last year's two Diamond Awards in the "Green and Environmental Initiatives" and "Health and Safety" categories as well as the Gold Award for "Dealing with COVID-19".

According to the Harvard Business Council, "What enabled Ashghal to achieve such a high rank in the Supply Chain - Diamond level was its leading position in the construction sector in Qatar, in terms of supporting the local manufacturers and suppliers as

well local Qatari product, and its commitment to engaging and encouraging all stakeholders from consulting companies, contractors, suppliers, workers, and others, to adopt best standard performance and engage in sustainable top-quality practices."



Excellent Performance Model

Eng. Saoud Al Tamimi, Roads Projects Department Manager at Ashghal: "This recent win of three HBC awards is added to the long list of global awards won by the Department. This reinforces the Authority's position as a global leader and an exemplary of exceptional performance and dedication to providing top quality services, whilst encouraging better practices for better outcomes for the economy, environment, and the society."



Customer Care Top of Priorities

Mr. Abdulla Saad Al-Saad, Ashghal's Public Relations and Communications Manager: "This award confirms that Ashghal has put customer care at the heart of its operations and at the top of its priorities. Ashghal has been successful in implementing a defined strategy and setting clear goals to better serve its customers' interests while adopting an agile, open minded and engaging approach with our customers for further enhancements."



3 of Total Granted Awards Out of the 2,000 Applications

Eng. Mooza Al-Sowaidi, Head of Doha City Section at the Road Projects Department in Ashghal, attended the ceremony and received the awards on behalf of Ashghal. Eng. Mooza Al-Sowaidi stated that she was proud to represent Ashghal at such an esteemed event that was attended by distinguished organisations and renowned figures from the MENA region and is extremely happy that Ashghal has won 3 of the total granted awards granted among the 2000 applications to the awarding programme.

Completion of Package 2 of Roads and Infrastructure Project in Rawdat Al Jahhaniya

Ashghal announces the completion of the second package of Roads and Infrastructure Development Project in Rawdat Al Jahhaniya area North of Mall of Qatar and Celebrations Road, which commenced in Q2 of 2020. The project provided an integrated infrastructure and an internal street network to enhance the traffic flow and connection to public facilities in the area.

The second package of the project is located North of the Mall of Qatar, specifically West of Al-Riffa Street and East of Al-Mazrouah Road, and bordered to the South by Nega Al-Sahla Street.



“

Infrastructure developed

Eng. Fahad Mohammed Al-Otaibi, Head of West Areas Section of the Roads Projects Department in Ashghal:

The project serves around 851 residential plots in Rawdat Al Jahhaniya area. The works implemented have achieved significant improvements in the area in line with future population growth, as it provided an internal local road network linking the area with the existing main road network and public facilities, in addition to enhancing the level of traffic safety, as well as the development of infrastructure services.

The project also included the construction of surface and groundwater drainage networks with a length of 21 km, which is connected to a water collection tank to minimize water accumulation during the rainy season. A 2.7 km-long treated water network was also constructed to serve future green spaces. Additionally, new drainage pipes of 18 km were also constructed and linked to the main drainage network with the aim of improving the quality of life in the area and eliminating the use of septic tanks for homes.



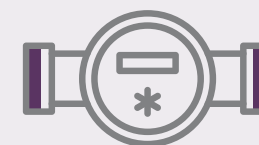
21 km
Road Length



3.6 km
Pedestrian and
Cycle Paths



21 km
Surface, Ground and
Stormwater Network



2.7 km
TSE Network



3,660
Car Parking Lots



18 km
Foul Sewer Network

Ashghal wins two awards from the U.S. International Communitas Organization

Ashghal announces winning the Silver Stevie® Award for “Innovative Achievement in Thought Leadership” in the 2023 Middle East and North Africa Stevie® Awards for Ashghal’s Strategic and Contractual Enhancements applied to the projects of the Local Areas Infrastructure Programme.



The Road Projects Department’s Local Areas Infrastructure Programme was honored by two awards from the U.S. International Communitas Organization, which recognizes exceptional initiatives and responsible institutions that adapt their practices to the benefit of society.

Ashghal has received the “Excellence in Community Service” Award for submission titled “Enhanced Contracts Transformative Influence”, for the achievements realised by the contracts’ enhancements in the field of Lean Construction and driving driving consultants and contractors to advance knowledge, human capabilities and operations.

Ashghal has also received the Excellence in Corporate Social Responsibility Award for submission titled “Leading Sustainable Best Practices in Qatar” recognizing its efforts in applying sustainability principles and supporting the adoption of green initiatives across its projects.

Package Two of the Roads and Infrastructure Project in West Muaither Completed

Ashghal announced the completion of the second package of the Roads and Infrastructure Development Project in West Muaither, which aims to develop road networks and infrastructure services in the area.

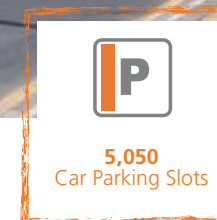
965
Plots



“

28 km of roads

Eng. Mohamad Al-Ateeq, Project Engineer in the Western Areas Section of the Roads Projects Department: The project included the development of about 28 km of roads and 60 km of shared pedestrian and cycle paths, implementation of about 10,680 square metres of landscaping, provision of about 5,050 parking spaces, and installation of 1,376 lighting poles.



The design of Al-Mashaab Street, which is considered one of the vital streets in the area, was also optimised to better serve traffic and residents in the area. A new service road was added, bus parking lots were modified, and the number of car parking spaces increased.

Notably, the second package of the Roads and Infrastructure Project in West Muaither relied on local materials and manufacturers for most of its work, with local components accounting for 70% of the total materials used. Aligned with its goal to support local

manufacturers and the Ta’heel initiative, Ashghal also used local Qatari sources to supply items such as gabbro, lighting poles and lamps, directional signs, sewage pipes, rainwater drainage, asphalt, prefabricated manholes, concrete, and rebar.

Completion of Phases 1 and 3 of the Roads and Infrastructure Project in South Al Meshaf

Ashghal has announced the completion of packages 1 and 3 of the Roads and Infrastructure Development Project for Citizens' Subdivisions in South Al Meshaf, implemented in accordance with Ashghal's plan to provide an integrated infrastructure to allow citizens build their homes on their dedicated land plots.

Completion of Package 1



Completion of Package 3



66
4,358
residential plots

Eng. Ahmed Al Obaidly,
Ashghal's Head of South Areas'
Section at the Roads Projects
Department: The Roads and Infrastructure Development Project for Citizens' Subdivisions in South Al Meshaf is one of the projects implemented by the Authority in Al Wakra Municipality, and aims to accommodate the area's growing population.

The project includes 6 packages which are expected to serve a total of 4,358 residential plots. Packages 1 and 3 have been completed, whereas Packages 4, 7, 8 and 9 are under implementation.

66
1,112 car
parking lots

Eng. Hamad Al-Mejaba, Project Manager: Package 1 provides services for 108 residential plots, through implementing around 7.5 km of roads and 15 km of shared pedestrian and cycling paths, in addition to implementing beautification and afforestation works on an area of 8.3 square metres, upgrading lighting systems, installing 245 lighting poles and providing 1,112 car parking lots.

Industrial Wastewater Treatment Plant Project (Phase 1) Wins Two International Health and Safety Awards

Ashghal has made a new achievement in the fields of health and safety, which are two key strategic pillars for Ashghal. The Authority, represented by the Drainage Networks Projects Department, has won the 'Distinction' Award from the British Safety Council and the 'Gold Award' from the Royal Society for the Prevention of Accidents (RoSPA) for 2023, for the Industrial Wastewater Treatment Plant Project (Phase 1).

THE FIRST OF
ITS KIND IN
QATAR

72%
COMPLETION
PERCENTAGE



“
3.5 million man-hours without injuries

Eng. Khalid Saif Al-Khayareen, Drainage Networks Projects Department Manager at Ashghal: The Authority prioritizes the safety of its workers in line with its strategy to implement sustainable infrastructure projects, while recording outstanding health and safety performance. These awards reflect the Authority's efforts and desire to cooperate effectively with all its partners to implement the highest standards of worksite safety, raise awareness and encourage the adoption of best practices in the field.

The Industrial Wastewater Treatment Plant Project (Phase 1) has achieved 3.5 million man-hours without injuries since the project commencement. The project received certification from ISO 14001:2015 in Environmental Management System and ISO 45001:2018 in Occupational Health and Safety Management System, both of which are considered an important achievement for the project and the Authority as a whole, he added.



“
Periodic reports to follow criteria commitments

Eng. Abdulrahman Mohammed Al Sulaiti, Head of Treatment Plants and TSE Network Projects Section: Ashghal requires that contractors provide a clear and integrated plan with specific standards and procedures to provide a healthy and safe working environment for workers.

The Authority also monitors contractors' performance at worksites in all projects and requires them to submit periodic reports during projects to ensure adherence to these standards. Additionally, several initiatives have been implemented to enhance contractors' safety culture, including by rewarding companies that are most committed to safety standards.

Ashghal starts building Colleges of Medicine and Health Sciences at Qatar University

Ashghal announces the start of the implementation works of the College of Medicine and College of Health Sciences at Qatar University, which is implemented by the Buildings Projects Department, in cooperation with Qatar University, accommodating around 1,470 students.

Ashghal indicates that the new building for the College of Medicine and the College of Health Sciences at Qatar University extends over a total area of about 36,000 m². Both buildings consist of a main building

with 4 floors to include classrooms, training, educational and anatomical research laboratories. In addition to lecture halls, administration, lounges for students and visitors, prayer area and an anatomical museum.

36,000 m²
Building Area

1470
Students
Capacity

4
Floors



286
Parking Spaces



10
Clinical Examination
Suites



28
Additional
Specialized Labs



4
Analytical Tool
Labs



2
Clinical Skills
Labs



13
Classrooms



9
Lecture Halls

“

The project is due by 2026

Eng. Ahmed Al-Emadi, Educational Projects Department Manager, confirmed that Ashghal has already started construction works of the College of Medicine and the College of Health Sciences at Qatar University. The project is expected to be delivered in early 2026.

He added that within the framework of the country's support for local products, it is expected that around 52% of the materials used in this project will be locally produced. These materials include iron, steel, electrical and mechanical tools, glass, aluminum, and other materials.

“

The building to have facilities to meet the university's current and future needs

Eng. Ibrahim Yousef Al-Fakhro, Project Department Manager at Qatar University, emphasized on the importance of establishing modern buildings that include facilities to meet the university's current and future needs in terms of capacity. He stated that the construction of the colleges comes in line with the rapid expansion the university is witnessing in education and scientific research, especially with the recent emphasis on the importance of health and medical education.

Eng. Ibrahim Al-Fakhro also stated that the university decided to unify its efforts in health-related fields by establishing the Health Majors Cluster, which includes the colleges of medicine, health sciences, pharmacy, dentistry, and nursing. Therefore, the College of Medicine and College of Health Sciences buildings will represent a major part of the major clustering once the project is completed.

“

Projects to comply with the highest local and international standards

Eng. Obaid Al Athba, Head of the Engineering Support Department at Ashghal, said that the Buildings Projects Department is working to implement various projects to comply with the highest local and international standards by applying the required health and safety standards. In addition to complying with the quality and technical standards, as we continuously strive to achieve the latest international standards.

“

The colleges to have 22 classrooms

Eng. Aisha Ali Al Sada, Project Manager, confirmed that the building includes 286 parking spaces to serve students and visitors. In addition to 9 large lecture halls, 13 small study halls, two clinical skills labs, four analytical tool labs, and 28 additional specialized labs and 10 clinical examination suites to provide an integrated theoretical and practical educational experience.

Additionally, Eng. Aisha Ali Al-Sada pointed out that the project used the latest technology and designs to graduate an excellent academic class in the field of medicine. This project is distinguished by its location near the College of Pharmacy, which works to create an atmosphere of academic cooperation between various majors.

Ashghal, Qatar Tourism and Qatar Museums, in cooperation with Doha Expo 2023 Organizing Committee organize Doha Festive Lightings with the slogan "Qatar Between Past and Present"

Ashghal, along with Qatar Tourism and Qatar Museums, and in cooperation with Doha Expo 2023 Organizing Committee, organized Doha Festive Lightings 2023 with the slogan "Qatar between Past and Present" starting from December 8th to 31st in Al Masrah Park and Corniche Pedestrian Tunnel Plaza near Qatar National Museum.

The festival was characterized by its unique location that is close to the location of Doha Expo 2023, which allows visitors of the global event to learn about Qatar's culture and customs. The location of Al Masrah Park was chosen due to its facilitated access by metro and its connectivity to Doha Corniche, as well as the park's spectacular view that ensures the visitors an exceptional experience within a special family-oriented environment.

“

Innovative Designs

Eng. Jasmine Al-Sheikh, Project Design Manager at Ashghal: In this edition of the festival, we made sure to offer innovative designs that provide visitors with experience of enjoying amazing shows, and we also aim to make this edition unique as we have included new elements where the designs that are inspired by the Qatari environment shed light on Qatar's wildlife and marine life through technological development."

"Artificial intelligence technology was used in the Hologram, where the narrator will promote Qatari culture and tell a story about Qatar between Past and Present."

“

Hosting Events

Eng. Noof Al-Malki, Project Design Engineer: "Doha Festive Lightings played a leading role in the hosting of events and holiday celebrations in Qatar, since it was in Al Masrah Park which was an attraction for many people. Visitors could enjoy the dancing fountain, desert dome and all the new elements of the festival."

“

Unique Elements

Eng. Jameela Abel, Project Design Engineer: "We were keen to provide unique elements that offer visitors an opportunity to learn about Qatar's marine life, suitable for all age groups in the society, such as the maze and enjoy the interactive lightings and the advanced technological shows through the display screens."

“

Vibrant Destination

Abdulrahman Ahmed Al-Ishaq, Qatar Museums' Director of Public Art: "Doha is a vibrant destination and adding more than 40 new public art installations will further transform the city into a dynamic urban canvas that serves to spark conversations and provide sources of inspiration for all. We were delighted to see Doha Festive Lightings in Al Masrah Park, which is home to some of our remarkable public art works, such as 'The Doha Modern Playground' and 'Dugong'."

“

Exceptional Edition

Ms. Fatima Jabor Al-Kubaisi, Head of External Relations at Ashghal: "We were pleased to launch the 3rd edition of Doha Festive Lightings in cooperation with our partners and we hope to achieve further joint cooperation and move forward with this fruitful partnership." She added: This festival's edition was an exceptional edition with new and exclusive elements."

“

Culture Enriched

Ms. Haifa Al-Otaibi, Manager of the Public Relations, and Communications Department at Doha Expo 2023: "In Doha Expo 2023, we are keen to promote the Qatari customs and traditions. This festival was designed to enrich and highlight the cultural scene to all members of society. In addition to providing the visitors of the global event; Doha Expo 2023 with the opportunity to learn about Qatari culture in a modern technological manner."

“

Cultural Experience of Qatar

Sheikha Hessa Al Thani - Head of Marketing and Planning at Qatar Tourism: "We are pleased to partner with Ashghal on this occasion, to bring to residents and visitors an immersive experience that reflects the culture of Qatar. Displayed prominently on the iconic Doha Corniche, the festival added to the beauty of the surrounding area which is already marked by some of Qatar's most prominent tourism attractions. Qatar continues to offer a diverse and distinct tourism offering to its residents as well as international visitors."



**ASSETS
AFFAIRS**

Ashghal Receives Asset Management Certification ISO 55001:2014

Being rewarded the ISO 55001:2014 Certification for Asset Management, is a key milestone for Ashghal's Assets Affairs as part of the PWA Corporate Excellence Programme.



Eng. Ahmed Mohamed Al Ahmad, Assets Affairs Director said, "The scope of the ISO 55001:2014 Certification covers the management of physical infrastructure assets such as the drainage network, sewage treatment, surface water management, treated sewage effluent and road networks."

This achievement supports Ashghal's transition objectives from an Authority entrusted with Qatar's infrastructure project management, to an entity focused on infrastructure asset management while ensuring the delivery of quality services and solutions to their customers and stakeholders, in line with Qatar National Vision 2030.

It is essential to receive this certification and embed the system standard within the entity's strategy, which will result in improved control of day-to-day activities and enhanced business efficiencies, he added.

Ashghal ensures that Qatar's infrastructure is on par with the developed countries in the world by partnering with globally recognized organizations to adopt potent system standardization model by implementing industry best practices for quality infrastructure delivery.

As the driving force behind the modernization of Qatar's public buildings and infrastructure, Ashghal supports the country in delivering a world-class infrastructure, which advances the objectives of the Qatar National Vision 2030.



Students from Oryx International College Visits the Doha North Water Treatment Plant

Within the framework of their social responsibility and enhancing cooperation between the educational sector and Ashghal, the Authority has recently coordinated and organized an educational visit for students from Oryx International College, in cooperation with the Liverpool John Moores University-UK, to the Doha North Water Treatment Plant.



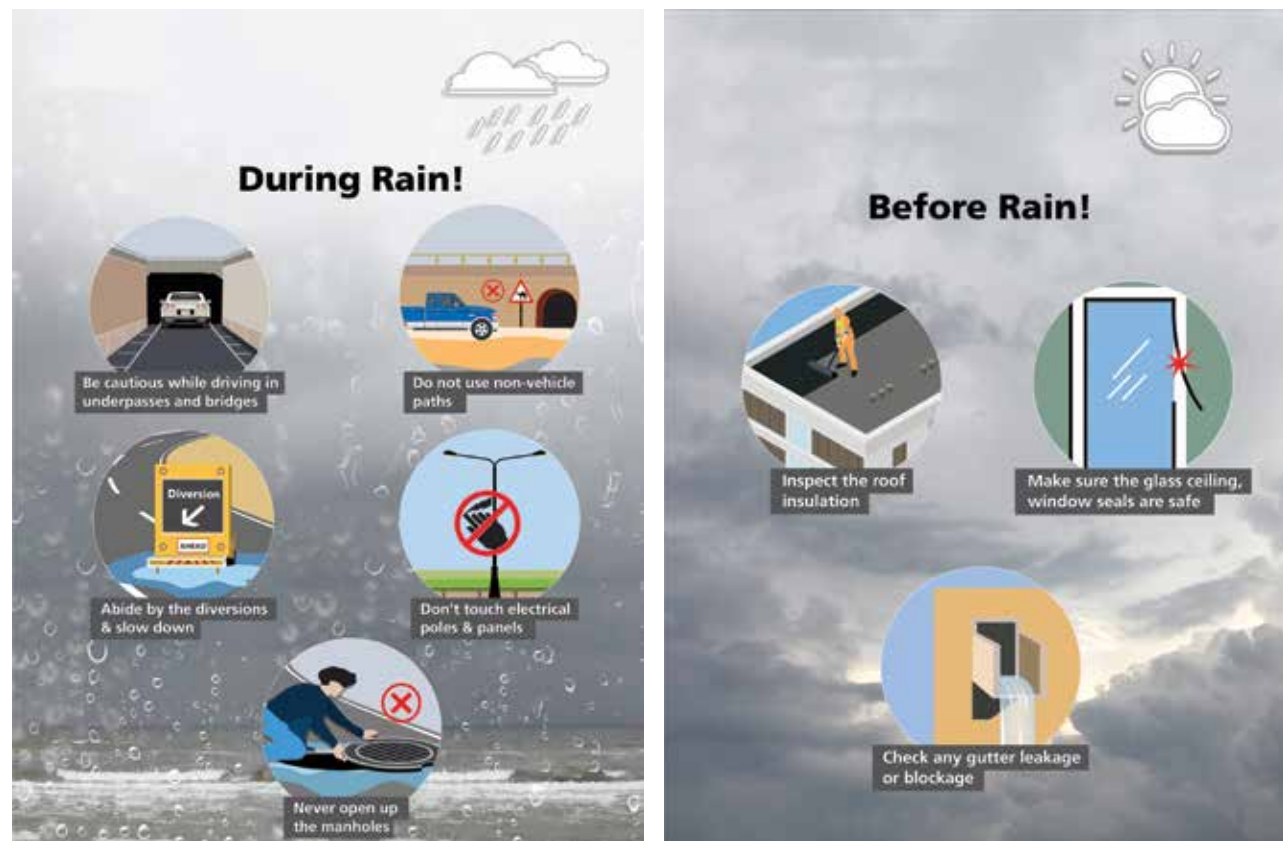
The students visited the facility where they toured several sections in the plant, learned about the daily operations of wastewater and the advanced technologies used,

and how to produce high-quality treated water that complies with international standards, which is reused for the irrigating of green areas and public places. The

students also surveyed the green environment surrounding the station, where Ashghal had planted up to 95,000 trees over a 12 square-kilometer of land area.

Ashghal Launches a New Version of the Awareness Campaign on the Rainy Season Precautionary Measures

As the rainy season approaches, Ashghal has launched its yearly campaign to promote awareness of the need for preventive measures to be taken during the rainy season, as well as the requirements for prevention and protection from the effects of heavy rainfall. These precautions are to be taken primarily for the protection of life and property.



The campaign includes the publication of preventive guidelines and posts across all social media platforms, as well as the creation of short awareness movies in Arabic and English. The fundamental goal of this campaign is to encourage individuals and organisations to adopt sound behaviors that will safeguard them

from potential threats.

Precautionary measures to be taken before rainfall included how to protect buildings in general, while the measures to be followed during rain included how to drive safely on roads.

Ashghal has also assigned the

call centre 188 to interact with customers in order to report any emergencies, complaints, or observations about the main roads and tunnels. This is in addition to Ashghal's mobile app and its various communication channels.

As a Member of PIARC (World Road Association), Ashghal Participates in the 27TH World Road Congress

Ashghal represented by the Roads Operation and Maintenance Department participated in the 27th World Road Congress in Prague, Czech Republic which took place from 2 to 6 October 2023, following the Ashghal membership to PIARC (World Road Association) as a member country.

Under the theme, "Prague 2023 - Together on the road again" given that the pandemic had kept the world apart, road authorities from more than 80 member countries, 40 ministerial delegations, over 4000 delegates and 2000 students gathered from all around the world to present and discuss their views on the latest technology in the field of roads operation and maintenance, road transport, and social- economic development.

60 technical sessions

Four themes revolved around the strategic plan for this Congress, for example Road Administration, Mobility, Resilient Infrastructure, and Safety and Sustainability. The programme included 60 technical sessions, covering key aspects of road infrastructure, 35 national pavilions, exhibition that expanded over 3,500 m², and 16 technical visits to demonstrate the various themes activities.

It is worth noting that, PIARC has taken the lead for more than a century in bringing together the global road community at its congresses to exchange insights and strengthen ties amongst its varied membership. While the Strategic Plan directs and guides PIARC's activities within a particular cycle, its core objective in facilitating global cooperation and technology transfer - has remained constant.



“
Meeting
opportunity
to network
with road
experts

Eng. Ahmed Rashid Al Kubaisi, Manager of Roads O&M Department, was present at the event to share their views on the status and future of Qatar's Road Infrastructure. He commented: "The World Road Congress has provided an opportunity to network with road experts from all over the world and share experiences and knowledge of new innovations in road operation and maintenance."

He added: "Ashghal will participate to the PIARC Technical Committees from 2024 to 2027, within the Four Strategic Themes, to share experience and collaborate with international road authorities on enhancing the safety and quality of the road network. Road infrastructure has always played a pivotal role in enabling socio-economic development of societies."



“
Lessons
learned from
FIFA World
Cup 2022™

Eng. Jamal Essa Al Ansari, Assistant Manager of the Roads O&M Department, presented the Qatar National Report, within the Strategic Direction of the Mobility Theme. The Ashghal's presentation focused on Qatar's mobility preparations for the FIFA World Cup 2022™ that was hosted in Qatar, and shared the lessons learned for the benefit of all PIARC members.

"An extensive range of topics, including network management, emergency response, utilization of cycle lanes, minimizing environmental effects, and utilizing Qatar's infrastructure in legacy, were further discussed during the Q&A session. The Strategic Direction of the Mobility Theme included additional presentations from France, Spain, and Japan, he added."

Getting Ready for the New Academic year 2023 / 2024

Ashghal Enhanced Traffic Safety for 546 Schools in Various Areas Across the Country

Ensure the safety of students, teachers and parents

Easy access and exit from schools

Enhancing road traffic safety



In welcoming the new academic year 2023/2024, Ashghal has finished enhancing the traffic safety for roads surrounding 546 schools in various areas across the country which were included in the School Zone Safety Programme. Additionally, safety plans are being implemented around 48 schools while 3 others are still in the design phase, and 26 schools are already scheduled for implementation.



Ashghal is coordinating with the Ministry of Interior and the National Road Safety Committee to identify schools in need of development following a comprehensive study conducted by the Ministry of Education and Higher Education. This plan aims to ensure the safety of students, teachers and parents entering and/or exiting the school buildings.

Highest safety standard roads

Engineer Ahmed Rashid Al-Kubaisi, Roads Operations and Maintenance Department Manager said: "The works carried out by the Road Operations and Maintenance team at Ashghal include the construction and development of roads in compliance with the highest safety standards,

by providing vehicle parking lots, constructing central islands and mini-roundabouts to regulate traffic flow in these particular areas; in addition to the installation of sufficient number of directional signs, road signs, and road markings which are placed near schools to alert drivers on the presence of a nearby school, in the vicinity, and to set the maximum speed limit to 30 kilometers per hour."

Traffic reduction

The plan aims to reduce traffic congestion around schools, separate pedestrian movement from vehicular traffic, improve unpaved temporary roads, ensure pedestrian safety around schools and enhance traffic flow.

To ensure safe entrances for schools located on main streets, clear and red colored asphalt strips are installed to alert drivers when entering and/or leaving the school area, along with clear warning signs on roads leading to schools. Speed bumps are raised to reduce speed along with speed tables that allow safe crossings for pedestrian and people with special needs at school entrances and exits.

It is worth noting that Ashghal has started the implementation of the School Zone Safety Programme back in 2013 which included 10 schools only. The number has increased to reach today 623 schools in line with the National Road Safety Strategy.

Ashghal at the AVEVA World Conference 2023, “Building Smart cities & Connecting our Communities to Make Qatar a Better Place”

A technical delegate from Ashghal, Asset Affairs Division, showcased Ashghal's achievements in digital transformation space at the AVEVA World Conference that took place from 23 to 26 October in San Francisco, USA in partnership with Avanceon and Aveva Select Gulf.



More than 2,500 industry experts, partners and customers explored advanced technologies such as industrial cloud platforms, digital twins, and purpose-built AI in a mega mind-meld event. This helped them gain practical insights on how to drive change and achieve sustainability objectives.

Ashghal delegation was part of more than 50 global end-users that presented at the event and was headed by Eng. Abdulrhman Al-Maslamani, Head of Intelligent Transportation Systems Section and Abdullah Bahzad, Monitoring and Control Engineer from the Road Operations and Maintenance Department, along with Omer Bin Abdul Aziz, VP Digital Transformation, representing Avanceon.



AVEVA system aided in the FIFA event's success

Eng. Abdulrhman Al-Maslamani, said: “On the way to our 2030 goal, Ashghal has been setting milestones to achieve more efficiencies. Lately, the use of AVEVA system platform has become increasingly integral to our operations, which requires more engagement, centralisation, and optimisation. These digital initiatives are key to making Doha an exemplary smart city in the region and the world.”

During his presentation showcasing the mobility at the FIFA World Cup 2022™ that was organised and hosted by Qatar, Eng. Abdulrhman said: “This system has successfully aided in the FIFA event's success by giving spectators a seamless and unprecedented transportation experience, reducing interruptions, and improving traffic operations.”

Worth mentioning that Ashghal has implemented a fully functional IoT (Internet of Things) cloud-based disaster recovery in the Middle East region. Avanceon has been implementing the AVEVA platform for Ashghal in roads and drainage departments.

Ashghal has carried out the integrated AVEVA system platform in compliance with the country's cyber security framework allowing more flexibility, serviceability and GIS awareness when dealing with deployment in command-and-control rooms.

Thanks to the integration of Drainage field assets and Ashghal business systems, incidents can now be managed using a Single Pane of Glass (SPoG) approach. This has helped in improving the contractor response time during incidents by more than 60%. Ashghal drainage team has also used the latest software features to reduce active alarm workload for operators by more than 68%. This helps the operators to focus on real issues especially during an incident.

Ashghal Commences Al Zubara Road Rehabilitation

The Roads Operation and Maintenance Department has begun rehabilitation works for Al Zubara Road as part of the Existing Road Rehabilitation Program aiming to enhance the safety and improve the country's roads network. The works include the rehabilitation and replacement of paving layers with new ones, and upgrading the lighting poles, road signs and directional boards.



34km
Road Length



3 years
Completion

Al Zubara Road project extends from Al Shamal Road to Al Arish Road with a length of 34 kilometers. The rehabilitation works are scheduled to be completed within the next 3 years.

The necessary traffic diversions were implemented to enhance the safety of Al Zubara Road users, while maintaining the flow of traffic. The initial rehabilitation works for the road shoulders on both sides have commenced with traffic flow on the main road. Once the rehabilitation work is completed, traffic will be diverted to the shoulders of the road to carry out the rehabilitation work of the main road. This method of traffic diversion is characterized by allowing the road to be open to traffic until the end of the project to serve the residents of the area and road users.

The Green Building Initiative

The technical support team for paving in the Roads Operation

and Maintenance Department examined the road and determined the appropriate maintenance mechanism. The road condition assessment report indicated the deterioration of the road's condition over time and the necessity of maintaining the foundation layer and replacing the current paving layers. Accordingly, the asphalt layers on both sides of the road were removed and replaced with new paving materials, ensuring the implementation of the Green Building Initiative launched by Ashghal in this project, to recycle asphalt waste in the construction of the new road, in line with the State's Sustainable Development Strategy. The quality of the rehabilitated pavement layers will be inspected prior to reopening the road to traffic to ensure its quality and compliance with Qatar Construction Specifications (QCS).

Moreover, to enhance traffic safety

of Zubarah Road, the International Road Assessment Program (IRAP) has been used to reduce road accidents by installing sensors on the edge and middle of the main road to alert the driver if the vehicle deviates. Therefore, road barriers will be used on turns and lateral slopes to protect road users from hazards, extend streetlights and use high-intensity reflective materials in traffic signs and directional boards to improve visibility in the evening and reduce road accidents especially during the night.

Al Zubarah Road project is a vital example in terms of developing appropriate designs and approved implementation mechanisms to enhance the traffic safety of upgrading and development works of Al Shamal Area and is in line with Ashghal's Green and Sustainability Strategy, and its implementation in road rehabilitation.

Traffic Safety Section



Engineer Abdulla Al-Maraghi, from the Traffic Safety Section, had conducted an interview with Qatar Radio in coordination with the Ministry of Interior and was hosted live on "Police for You" show. "Akhbarna" has the pleasure to share this interesting conversation.

To maintain efficiency, Ashghal is optimising roads by employing new methods and innovative solutions. Are there any new technologies that have recently been introduced to improve the quality of roads to ensure traffic safety?

As you have mentioned, Ashghal has a large amount of assets, including road and drainage networks. The Road Management Centre monitors the country's highways, main roads, tunnels and bridges 24/7, using cutting-edge technologies, solutions, and monitoring and control systems.

To make procedures easier for

citizens and residents, Ashghal, in collaboration with the General Directorate of Traffic, has initiated an electronic linking process and exchange of traffic accident data - accidents that cause damage to state assets - thereby eliminating all paper procedures.

Ashghal also applies the latest GIS and road scanning technologies, in addition to implementing a 3D Radar system to inspect roads and scan asphalt to identify any defects or gaps in foundations before they appear on the surface.

Could you tell us about the most recent devices to guarantee continuous traffic

flow on the road, such as traffic light controls and advanced surveillance cameras?

In collaboration with contractors, relevant state entities, and most importantly, the General Directorate of Traffic, specialised teams of engineers, experts, and operators at the Road Management Centre are deployed to manage traffic and monitor the road networks.

We use surveillance cameras and intelligent systems that enable us to identify the locations of traffic congestions and accidents. We work to restore normal traffic flow as soon as possible, using advanced CCTV cameras and traffic light

control systems to ensure smooth traffic flow on the road, particularly during and after events.

One of the most important aspects of a road sign is traffic safety awareness. Do you collaborate with the General Directorate of Traffic to consolidate the roads' signboards awareness messages?

We always make sure to inform road users of any changes in the route, guide them to use alternative roads, and make them aware of weather conditions that may affect their visibility while driving.

These efforts are part of the National Strategy for Traffic Safety's plans. Can you tell us more about this strategy and its objectives?

By providing extensive logistics support and implementing the plans and projects entrusted to it, Ashghal works to promote the objectives of the National Traffic Safety Committee.

We are collaborating with the various entities involved in the National Traffic Safety Strategy to complete the five-year projects from 2018 to 2023 and to implement an action plan that includes all projects and procedures to optimize our road networks and make it safer.





CORPORATE INITIATIVES

Information Systems Department bags Futuristic Enterprise Award 2023

Ashghal, represented by the Information Systems Department received the Futuristic Enterprise Award 2023 during the Annual Enterprise AI and Analytics Summit 2023.



The award reflects Ashghal's commitment to adopting emerging technologies, innovative practices by integrating modern technology into most of its projects, underscoring Ashghal's commitment to innovation and digital transformation.

Mr. Meshal Al-Hitmi, Shared Services Affairs Director at Ashghal was pleased that Ashghal, received the award, noting that digital transformation and its development contributes to improving work conditions, reducing building material waste, saving project implementation time, increasing operational capacity and productivity.

Ashghal honoured by MECC



The Ministry of Environment and Climate Change honored Ashghal, the Gold Sponsor for "Conference and Book Corporate Environmental Sustainability... Reports and Achievements" for its participation in the book inauguration event that showcases the Authority's most important achievements in sustainable infrastructure projects and recycled materials used in its projects in environment conservation.

Ashghal honoured by NHRC



The National Human Rights Committee (NHRC) honored the Public Works Authority 'Ashghal' by awarding it a Shield of appreciation for its cooperation and participation with the National Committee, to organize awareness seminars on

heat stress risk prevention campaign for 'Ashghal' workers held during August 1 - September 1, 2023.

The Shield was received by **Dr. Ali Al Marri, Quality and Safety Department Manager at Ashghal.**

Ashghal honoured by NHRC



The Engineering Construction Industry Training Board (ECITB) has honoured the Occupational Health and Safety Section of the Quality & Safety Department at Ashghal for their efforts in promoting occupational safety and

health, providing a safe working environment for workers, in addition to increasing the level of training and professionalism of workers, ensuring the quality of training, safety of equipment and machinery used in Ashghal's projects.

QSD attends international contest



Ashghal, represented by the Quality and Safety Department participated in Asia International Competition of The World of Safety and Health Asia (WSHAsia) in Singapore, specializing in providing the best health and safety solutions for industries, contractors, and organisations through its platform, in compliance with the international health and safety legislations and standards.

The Safety and Occupational Health Section won the "WSHAsia 2023" award by providing the Third-Party List to highlight the Quality and Safety Department's commitment to the best practices in all of Ashghal's projects.

The Third-Party List is a distinctive list in the Middle East, which is useful for employees of private and public sectors, construction workers, consultants, contractors as well as Ashghal staff. The objectives of this list are to save lives, reduce injuries and preserve the property from damage.

Qatar University Life Sciences Symposium



The Quality and Safety Department, represented by the Laboratories Section, in collaboration with Qatar University and Expo, participated in Qatar University Life Sciences Symposium "Eco-Friendly

Sustainable Solutions for a Green Desert Environment 2023" by offering a workshop on the quality of treated water to students of the Biological and Environmental Sciences Department, providing a



theoretical presentation, in addition to practical training for biological and chemical examinations in Ashghal's mobile laboratory.

visit to Edison Global Academy



Within social responsibility, Ashghal represented by the Quality and Safety Department, organized a visit to Edison

Global Academy to provide practical tools on how to measure water quality chemically and biologically

ensuring wastewater treatment and its compliance with international standards before using it for irrigation.

Industry Briefing: Ashghal Mandating BIM Requirements Across All Projects



The Engineering Services Department represented by **Eng. Amna Al-Baker (BIM Team Lead)** introduced Ashghal BIM Requirements during an Industry Briefing on 24th July 2023 organized by the Roads Projects Department. This presentation marked a milestone in the Authority's commitment to enhancing project efficiency and quality through the implementation of Building Information Modelling (BIM) across all Ashghal Projects.

The BIM requirements highlighted during the briefing are as follows:

- **Mandatory BIM Implementation:** BIM shall be implemented on all Ashghal Projects, in accordance with the Ashghal Policy.
- **Tender Inclusion:** BIM requirements, including BIM Protocol and Exchange Information Requirements (EIR), will be integral parts of the tender process.
- **Diverse BIM Uses:** BIM will serve various purposes, such as Model Authoring, Design Review, Design Coordination, Drawing Production, Engineering Analysis, Construction Scheduling, Cost Management, Measurement, and Asset Handover.
- **Adherence to Standards:** Contractors are required to follow Ashghal BIM Standards (ABIMS), based on ISO 19650, ensuring uniformity and

- consistency in project execution.
- **Tender Response:** Contractors must submit essential documents in their Tender Response using Ashghal templates, including BIM Execution Plan (BEP), BIM Specific Competence Assessment, Master Information Delivery Plan (MIDP), and Model Element Table (MET).
- **Common Data Environment (CDE):** Contractors are responsible for implementing their own Common Data Environment (CDE) in line with ISO 19650.
- **Project Handover:** Project handover will encompass a field-verified Asset Information Model (AIM), ensuring comprehensive and accurate asset information transfer.

Eng. Amna Al-Baker added: "All departments are encouraged to familiarize themselves with these BIM requirements and integrate them into their project tender and execution processes. These measures will undoubtedly contribute to improved collaboration, reduced errors, enhanced decision-making, and the overall success of our projects."

For any clarifications and support, please contact the BIM Team in Engineering Services Department (email: BIM@ashghal.gov.qa).

Engineering Services Department Elevates BIM Skills with Software Training



In a strategic move to increase proficiency and competency, the Engineering Services Department at Ashghal organized comprehensive awareness training sessions on Building Information Modeling (BIM) software. Conducted in October 2023, these sessions aimed to equip members of the Designs Department

with a thorough understanding of Autodesk software applications, enabling them to employ the full potential of these tools for in-house design projects.

The Autodesk software applications include Navisworks Manage, Collaborate Pro, Revit, and Civil 3D. The initial training sessions, divided into five groups (three for Navisworks and two for Collaborate Pro), saw a total of 184 participants eager to enhance their BIM capabilities.

Following the sessions, participants were encouraged to provide feedback through a dedicated form, promoting continuous improvement and refinement of the training process. The educational journey continues in early 2024 with additional training sessions focused on Autodesk Revit and Civil 3D. Through this initiative and its ongoing commitment to education, Ashghal is further pushing its dedication to bringing its workforce up to speed with modern technologies for the design and construction of buildings and infrastructure assets in Qatar.

Qatar University Students Explore the Future of Advanced Engineering through Practical Workshop

From July 30 to August 2, 2023, Engineering Services Department (ESD) has undertaken comprehensive practical training for five students from the College of Engineering (Department of Mechanical and Industrial Engineering) at Qatar University. The training program aims to deliver a complete overview of the Engineering Information Systems (EIS) Section and the implementation of the latest GIS-related technologies.

The workshop kicked off with an informative introductory session on Geographic Information Systems (GIS), setting the stage for what would be an informative deep dive into the subject. The subsequent sessions, directed by EIS engineers, were strategic in enlightening the participants on a range of relevant topics, including:

- Geospatial Applications and Visualization Dashboards
- 3D Augmented and Virtual Reality (AR/VR) Technologies for Construction Projects
- Drone Initiatives and the Roadmap for Digital Transformation
- Hands-on Engagement with ArcGIS Field Maps

- Integrating GIS and BIM for a Cohesive Digital Twin Environment

The engineers demonstrated the data collection using the Field Map for the project's "Data Collector". The practical training included the collection of some assets using tablet applications.

Then, the students could review the results from the data collected from the field. All data collected is presented in the data collector dashboard. The dashboards render the group of the assets and data collected in addition to the photographs inventory undertaken by the students.

This practical training was more than an academic exercise; it was a forward-looking exploration into Ashghal's R&D initiatives and the futuristic technologies that will underpin Qatar's engineering landscape. For the students at Qatar University, the experience was an invaluable peek into the future of engineering and a testament to the university's commitment to producing graduates who are not just academically proficient but also industry-ready in a rapidly digitizing world.

Engineering Services Department kicks off awareness campaigns and initiatives

Awareness Campaign

The Engineering Business Department launched a campaign for awareness in 2023 to improve the awareness of services provided by the department. The campaign succeeded in delivering 26 awareness sessions, 4 internally for ESD staff and 22 for Ashghal staff.

Tawteen Initiative

As part of its continued support of Tawteen's initiative, ESD contributed to enforcing Tawteen to promote localization which led to having about 70% of Ashghal Contracts being awarded to companies registered with Tawteen. Successfully, ESD helped in increasing the percentage of Ashghal registered suppliers with Tawteen and their relevant overall ICV Score by double since implementation started.

Cost Breakdown Structure Unification Initiative

As part of APMS implementation, ESD through the Engineering Business Support Section (EBS) has undertaken an initiative to standardize the order of contract bills of quantities through the best practice in cost breakdown structure. The proposed order of Cost Breakdown Structure (CBS) is based on CESMM3 (Civil Engineering Standard Method of Measurement) and is identified as a valuable tool for organizing and structuring project cost data for Ashghal, especially in infrastructure capital projects. This initiative is expected to achieve the following key objectives:

1. Uniformity and consistency of BOQs and CBS across different projects.
2. Enhanced accuracy in Cost Estimation.
3. Effective Budget Planning.
4. Improved Contract Change Management.
5. Seamless Integration with Ashghal enterprise systems for Contract Management.
6. Enablement for assets management capitalization.

In coordination with various stakeholders, the PMIS Team of the EBS Section studied historical data from various contracts and organized the bill of quantities by trade as per the CESMM3. To meet Ashghal's requirement, the cost break structure was further enhanced by adopting a standard level of detail consisting of four to eight levels. About 280,000 items have been coded and loaded in the Ashghal Portfolio Management Systems (APMS) and prepared for rollout.

The initiative has been extended to cover standardization and unification of the cost breakdown structure for building projects, following best practices of NRM, as well as operations and maintenance works for asset management

Figure 1 CBS implementation in APMS

CBS Library													and maintenance works for asset management												
Active													View All Records												
Level 1 CBS Code	Level 1 CBS Name	Level 2 CBS Code	Level 2 CBS Name	Level 3 CBS Code	Level 3 CBS Name	Level 4 CBS Code	Level 4 CBS Name	Level 5 CBS Code	Level 5 CBS Name	Level 6 CBS Code	Level 6 CBS Name	Level 7 CBS Code	Level 7 CBS Name												
A	General Items	1	Material related	1	Supervision and Labour	1	Working	1	Working	1	Working	1	Working												
A	General Items	2	Material related	2	Supervision and Labour	2	Working	2	Working	2	Working	2	Working												
A	General Items	3	Material related	3	Supervision and Labour	3	Working	3	Working	3	Working	3	Working												
A	General Items	4	Material related	4	Supervision and Labour	4	Working	4	Working	4	Working	4	Working												
A	General Items	5	No description	5	No description	5	No description	5	No description	5	No description	5	No description												
A	General Items	6	Material related	6	Supervision and Labour	6	Working	6	Working	6	Working	6	Working												
A	General Items	7	Material related	7	Supervision and Labour	7	Working	7	Working	7	Working	7	Working												
A	General Items	8	Material related	8	Supervision and Labour	8	Working	8	Working	8	Working	8	Working												
B	Ground Investigation	1	Test trenches, pt.	1	In ordinary soil including rock (depth m)	1	Depth 0-10m	1	Trenches length 0-10m	1	Board or machine work	1	Board or machine work												
B	Ground Investigation	2	Test trenches, pt.	2	In ordinary soil including rock (depth m)	2	Depth 1-10m	2	Trenches length 0-10m	2	Board or machine work	2	Board or machine work												
B	Ground Investigation	3	Test trenches, pt.	3	From foundations	3	Ground water	3	Trenches length 0-10m	3	Board or machine work	3	Board or machine work												
B	Ground Investigation	4	Test trenches, pt.	4	In ordinary soil including rock (depth m)	4	Depth 0-10m	4	Trenches length 0-10m	4	Board or machine work	4	Board or machine work												
B	Ground Investigation	5	Test trenches, pt.	5	In ordinary soil including rock (depth m)	5	Depth 1-10m	5	Trenches length 0-10m	5	Board or machine work	5	Board or machine work												
B	Ground Investigation	6	Test trenches, pt.	6	In ordinary soil including rock (depth m)	6	Depth 1-10m	6	Trenches length 0-10m	6	Board or machine work	6	Board or machine work												
B	Ground Investigation	7	Test trenches, pt.	7	In ordinary soil including rock (depth m)	7	Depth 1-10m	7	Trenches length 0-10m	7	Board or machine work	7	Board or machine work												
B	Ground Investigation	8	Test trenches, pt.	8	In ordinary soil including rock (depth m)	8	Depth 1-10m	8	Trenches length 0-10m	8	Board or machine work	8	Board or machine work												
B	Ground Investigation	9	Test trenches, pt.	9	In ordinary soil including rock (depth m)	9	Depth 1-10m	9	Trenches length 0-10m	9	Board or machine work	9	Board or machine work												
B	Ground Investigation	10	Test trenches, pt.	10	In ordinary soil including rock (depth m)	10	Depth 1-10m	10	Trenches length 0-10m	10	Board or machine work	10	Board or machine work												
B	Ground Investigation	11	Test trenches, pt.	11	In ordinary soil including rock (depth m)	11	Depth 1-10m	11	Trenches length 0-10m	11	Board or machine work	11	Board or machine work												
B	Ground Investigation	12	Test trenches, pt.	12	In ordinary soil including rock (depth m)	12	Depth 1-10m	12	Trenches length 0-10m	12	Board or machine work	12	Board or machine work												
B	Ground Investigation	13	Test trenches, pt.	13	In ordinary soil including rock (depth m)	13	Depth 1-10m	13	Trenches length 0-10m	13	Board or machine work	13	Board or machine work												
B	Ground Investigation	14	Test trenches, pt.	14	In ordinary soil including rock (depth m)	14	Depth 1-10m	14	Trenches length 0-10m	14	Board or machine work	14	Board or machine work												
B	Ground Investigation	15	Test trenches, pt.	15	In ordinary soil including rock (depth m)	15	Depth 1-10m	15	Trenches length 0-10m	15	Board or machine work	15	Board or machine work												
B	Ground Investigation	16	Test trenches, pt.	16	In ordinary soil including rock (depth m)	16	Depth 1-10m	16	Trenches length 0-10m	16	Board or machine work	16	Board or machine work												
B	Ground Investigation	17	Test trenches, pt.	17	In ordinary soil including rock (depth m)	17	Depth 1-10m	17	Trenches length 0-10m	17	Board or machine work	17	Board or machine work												
B	Ground Investigation	18	Test trenches, pt.	18	In ordinary soil including rock (depth m)	18	Depth 1-10m	18	Trenches length 0-10m	18	Board or machine work	18	Board or machine work												
B	Ground Investigation	19	Test trenches, pt.	19	In ordinary soil including rock (depth m)	19	Depth 1-10m	19	Trenches length 0-10m	19	Board or machine work	19	Board or machine work												
B	Ground Investigation	20	Test trenches, pt.	20	In ordinary soil including rock (depth m)	20	Depth 1-10m	20	Trenches length 0-10m	20	Board or machine work	20	Board or machine work												
B	Ground Investigation	21	Test trenches, pt.	21	In ordinary soil including rock (depth m)	21	Depth 1-10m	21	Trenches length 0-10m	21	Board or machine work	21	Board or machine work												
B	Ground Investigation	22	Test trenches, pt.	22	In ordinary soil including rock (depth m)	22	Depth 1-10m	22	Trenches length 0-10m	22	Board or machine work	22	Board or machine work												
B	Ground Investigation	23	Test trenches, pt.	23	In ordinary soil including rock (depth m)	23	Depth 1-10m	23	Trenches length 0-10m	23	Board or machine work	23	Board or machine work												
B	Ground Investigation	24	Test trenches, pt.	24	In ordinary soil including rock (depth m)	24	Depth 1-10m	24	Trenches length 0-10m	24	Board or machine work	24	Board or machine work												
B	Ground Investigation	25	Test trenches, pt.	25	In ordinary soil including rock (depth m)	25	Depth 1-10m	25	Trenches length 0-10m	25	Board or machine work	25	Board or machine work												
B	Ground Investigation	26	Test trenches, pt.	26	In ordinary soil including rock (depth m)	26	Depth 1-10m	26	Trenches length 0-10m	26	Board or machine work	26	Board or machine work												
B	Ground Investigation	27	Test trenches, pt.	27	In ordinary soil including rock (depth m)	27	Depth 1-10m	27	Trenches length 0-10m	27	Board or machine work	27	Board or machine work												
B	Ground Investigation	28	Test trenches, pt.	28	In ordinary soil including rock (depth m)	28	Depth 1-10m	28	Trenches length 0-10m	28	Board or machine work	28	Board or machine work												
B	Ground Investigation	29	Test trenches, pt.	29	In ordinary soil including rock (depth m)	29	Depth 1-10m	29	Trenches length 0-10m	29	Board or machine work	29	Board or machine work												
B	Ground Investigation	30	Test trenches, pt.	30	In ordinary soil including rock (depth m)	30	Depth 1-10m	30	Trenches length 0-10m	30	Board or machine work	30	Board or machine work												
B	Ground Investigation	31	Test trenches, pt.	31	In ordinary soil including rock (depth m)	31	Depth 1-10m	31	Trenches length 0-10m	31	Board or machine work	31	Board or machine work												
B	Ground Investigation	32	Test trenches, pt.	32	In ordinary soil including rock (depth m)	32	Depth 1-10m	32	Trenches length 0-10m	32	Board or machine work	32	Board or machine work												
B	Ground Investigation	33	Test trenches, pt.	33	In ordinary soil including rock (depth m)	33	Depth 1-10m	33	Trenches length 0-10m	33	Board or machine work	33	Board or machine work												
B	Ground Investigation	34	Test trenches, pt.	34	In ordinary soil including rock (depth m)	34	Depth 1-10m	34	Trenches length 0-10m	34	Board or machine work	34	Board or machine work												
B	Ground Investigation	35	Test trenches, pt.	35	In ordinary soil including rock (depth m)	35	Depth 1-10m	35	Trenches length 0-10m	35	Board or machine work	35	Board or machine work												
B	Ground Investigation	36	Test trenches, pt.	36	In ordinary soil including rock (depth m)	36	Depth 1-10m	36	Trenches length 0-10m	36	Board or machine work	36	Board or machine work												
B	Ground Investigation	37	Test trenches, pt.	37	In ordinary soil including rock (depth m)	37	Depth 1-10m	37	Trenches length 0-10m	37	Board or machine work	37	Board or machine work												
B	Ground Investigation	38	Test trenches, pt.	38	In ordinary soil including rock (depth m)	38	Depth 1-10m	38	Trenches length 0-10m	38	Board or machine work	38	Board or machine work												
B	Ground Investigation	39	Test trenches, pt.	39	In ordinary soil including rock (depth m)	39	Depth 1-10m	39	Trenches length 0-10m	39	Board or machine work	39	Board or machine work												
B	Ground Investigation	40	Test trenches, pt.	40	In ordinary soil including rock (depth m)	40	Depth 1-10m	40	Trenches length 0-10m	40	Board or machine work	40	Board or machine work												
B	Ground Investigation	41	Test trenches, pt.	41	In ordinary soil including rock (depth m)	41	Depth 1-10m	41	Trenches length 0-10m	41	Board or machine work	41	Board or machine work												
B	Ground Investigation	42	Test trenches, pt.	42	In ordinary soil including rock (depth m)	42	Depth 1-10m	42	Trenches length 0-10m	42	Board or machine work	42	Board or machine work												
B	Ground Investigation	43	Test trenches, pt.	43	In ordinary soil including rock (depth m)	43	Depth 1-10m	43	Trenches length 0-10m	43	Board or machine work	43	Board or machine work												
B	Ground Investigation	44	Test trenches, pt.	44	In ordinary soil including rock (depth m)	44	Depth 1-10m	44	Trenches length 0-10m	44	Board or machine work	44	Board or machine work												
B	Ground Investigation	45	Test trenches, pt.	45	In ordinary soil including rock (depth m)	45	Depth 1-10m	45	Trenches length 0-10m	45	Board or machine work	45	Board or machine work												
B	Ground Investigation	46	Test trenches, pt.	46	In ordinary soil including rock (depth m)	46	Depth 1-10m	46	Trenches length 0-10m	46	Board or machine work	46	Board or machine work												
B	Ground Investigation	47	Test trenches, pt.	47	In ordinary soil including rock (depth m)	47	Depth 1-10m	47	Trenches length 0-10m	47	Board or machine work	47	Board or machine work												
B	Ground Investigation	48	Test trenches, pt.	48	In ordinary soil including rock (depth m)	48	Depth 1-10m	48	Trenches length 0-10m	48	Board or machine work	48	Board or machine work												
B	Ground Investigation	49	Test trenches, pt.	49	In ordinary soil including rock (depth m)	49	Depth 1-10m	49	Trenches length 0-10m	49	Board or machine work	49	Board or machine work												
B	Ground Investigation	50	Test trenches, pt.	50	In ordinary soil including rock (depth m)	50	Depth 1-10m	50	Trenches length 0-10m	50	Board or machine work	50	Board or machine work												
B	Ground Investigation	51	Test trenches, pt.	51	In ordinary soil including rock (depth m)	51	Depth 1-10m	51	Trenches length 0-10m	51	Board or machine work	51	Board or machine work												
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B	Ground Investigation	53	Test trenches, pt.	53	In ordinary soil including rock (depth m)	53	Depth 1-10m	53	Trenches length 0-10m	53	Board or machine work	53	Board or machine work												
B	Ground Investigation	54	Test trenches, pt.	54	In ordinary soil including rock (depth m)	54	Depth 1-10m	54	Trenches length 0-10m	54	Board or machine work	54	Board or machine work												
B	Ground Investigation	55	Test trenches, pt.	55	In ordinary soil including rock (depth m)	55	Depth 1-10m	55	Trenches length 0-10m	55	Board or machine work	55	Board or machine work												
B	Ground Investigation	56	Test trenches, pt.	56	In ordinary soil including rock (depth m)	56	Depth 1-10m	56	Trenches length 0-10m	56	Board or machine work	56	Board or machine work												
B	Ground Investigation	57	Test trenches, pt.	57	In ordinary soil including rock (depth m)	57	Depth 1-10m	57	Trenches length 0-10m	57	Board or machine work	57	Board or machine work												
B	Ground Investigation	58	Test trenches, pt.	58	In ordinary soil including rock (depth m)	58	Depth 1-10m	58	Trenches length 0-10m	58	Board or machine work	58	Board or machine work												
B	Ground Investigation	59	Test trenches, pt.	59	In ordinary soil including rock (depth m)	59	Depth 1-10m	59	Trenches length 0-10m	59	Board or machine work	59	Board or machine work												
B	Ground Investigation	60	Test trenches, pt.	60	In ordinary soil including rock (depth m)	60	Depth 1-10m	60	Trenches length 0-10m	60	Board or machine work	60	Board or machine work												
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B	Ground Investigation	62	Test trenches, pt.	62	In ordinary soil including rock (depth m)	62	Depth 1-10m	62	Trenches length 0-10m	62	Board or machine work	62	Board or machine work												
B	Ground Investigation	63	Test trenches, pt.	63	In ordinary soil including rock (depth m)	63	Depth 1-10m	63	Trenches length 0-10m	63	Board or machine work	63	Board or machine work												
B	Ground Investigation	64	Test trenches, pt.	64	In ordinary soil including rock (depth m)	64	Depth 1-10m	64	Trenches length 0-10m	64	Board or machine work	64	Board or machine work												
B	Ground Investigation	65	Test trenches, pt.	65	In ordinary soil including rock (depth m)	65	Depth 1-10m	65	Trenches length 0-10m	65	Board or machine work	65	Board or machine work												
B	Ground Investigation	66	Test trenches, pt.	66	In ordinary soil including rock (depth m)	66	Depth 1-10m	66	Trenches length 0-10m	66	Board or machine work	66	Board or machine work												
B	Ground Investigation	67	Test trenches, pt.	67	In ordinary soil including rock (depth m)	67	Depth 1-10m	67	Trenches length 0-10m	67	Board or machine work	67	Board or machine work												
B	Ground Investigation	68	Test trenches, pt.	68	In ordinary soil including rock (depth m)	68	Depth 1-10m	68	Trenches length 0-10m	68	Board or machine work	68	Board or machine work												
B	Ground Investigation	69	Test trenches, pt.	69	In ordinary soil including rock (depth m)	69	Depth 1-10m	69	Trenches length 0-10m	69	Board or machine work	69	Board or machine work												
B	Ground Investigation	70	Test trenches, pt.	70	In ordinary soil including rock (depth m)	70	Depth 1-10m	70	Trenches length 0-10m	70	Board or machine work	70	Board or machine work												
B	Ground Investigation	71	Test trenches, pt.	71	In ordinary soil including rock (depth m)	71	Depth 1-10m	71	Trenches length 0-10m	71	Board or machine work	71	Board or machine work												
B	Ground Investigation	72	Test trenches, pt.	72	In ordinary soil including rock (depth m)	72	Depth 1-10m	72	Trenches length 0-10m	72	Board or machine work	72	Board or machine work												
B	Ground Investigation	73	Test trenches, pt.	73	In ordinary soil including rock (depth m)	73	Depth 1-10m	73	Trenches length 0-10m	73	Board or machine work	73	Board or machine work												
B	Ground Investigation	74	Test trenches, pt.	74	In ordinary soil including rock (depth m)	74	Depth 1-10m	74	Trenches length 0-10m	74	Board or machine work	74	Board or machine work												
B	Ground Investigation	75	Test trenches, pt.	75	In ordinary soil including rock (depth m)	75	Depth 1-10m	75	Trenches length 0-10m	75	Board or machine work	75	Board or machine work												
B	Ground Investigation	76	Test trenches, pt.	76	In ordinary soil including rock (depth m)	76	Depth 1-10m	76	Trenches length 0-10m	76	Board or machine work	76	Board or machine work												
B	Ground Investigation	77	Test trenches, pt.	77	In ordinary soil including rock (depth m)	77	Depth 1-10m	77	Trenches length 0-10m	77	Board or machine work	77	Board or machine work												
B	Ground Investigation	78	Test trenches, pt.	78	In ordinary soil including rock (depth m)	78	Depth 1-10m	78	Trenches length 0-10m	78	Board or machine work	78	Board or machine work												
B	Ground Investigation	79	Test trenches, pt.	79	In ordinary soil including rock (depth m)	79	Depth 1-10m	79	Trenches length 0-10m	79	Board or machine work	79	Board or machine work												
B	Ground Investigation	80	Test trenches, pt.	80	In ordinary soil including rock (depth m)	80	Depth 1-10m	80	Trenches length 0-10m	80	Board or machine work	80	Board or machine work												
B	Ground Investigation	81	Test trenches, pt.	81	In ordinary soil including rock (depth m)	81	Depth 1-10m	81	Trenches length 0-10m	81	Board or machine work	81	Board or machine work												
B	Ground Investigation	82	Test trenches, pt.	82	In ordinary soil including rock (depth m)	82	Depth 1-10m	82	Trenches length 0-10m	82	Board or machine work	82	Board or machine work												
B	Ground Investigation	83	Test trenches, pt.	83	In ordinary soil including rock (depth m)	83	Depth 1-10m	83	Trenches length 0-10m	83	Board or machine work	83	Board or machine work												
B	Ground Investigation	84	Test trenches, pt.	84	In ordinary soil including rock (depth m)	84	Depth 1-10m	84	Trenches length 0-10m	84	Board or machine work	84	Board or machine work												
B	Ground Investigation	85	Test trenches, pt.	85	In ordinary soil including rock (depth m)	85	Depth 1-10m	85	Trenches length 0-10m	85	Board or machine work	85	Board or machine work												
B	Ground Investigation	86	Test trenches, pt.	86	In ordinary soil including rock (depth m)	86	Depth 1-10m	86	Trenches length 0-10m	86	Board or machine work	86	Board or machine work												
B	Ground Investigation	87	Test trenches, pt.	87	In ordinary soil including rock (depth m)	87	Depth 1-10m	87	Trenches length 0-10m	87	Board or machine work	87	Board or machine work												
B	Ground Investigation	88	Test trenches, pt.	88	In ordinary soil including rock (depth m)	88	Depth 1-10m	88	Trenches length 0-10m	88	Board or machine work	88	Board or machine work												
B	Ground Investigation	89	Test trenches, pt.	89	In ordinary soil including rock (depth m)	89	Depth 1-10m	89	Trenches length 0-10m	89	Board or machine work	89	Board or machine work												
B	Ground Investigation	90	Test trenches, pt.	90	In ordinary soil including rock (depth m)	90	Depth 1-10m	90	Trenches length 0-10m	90	Board or machine work	90	Board or machine work												
B	Ground Investigation	91	Test trenches, pt.	91	In ordinary soil including rock (depth m)	91	Depth 1-10m	91	Trenches length 0-10m	91	Board or machine work	91	Board or machine work												
B	Ground Investigation	92	Test trenches, pt.	92	In ordinary soil including rock (depth m)	92	Depth 1-10m	92	Trenches length 0-10m	92	Board or machine work	92	Board or machine work												
B	Ground Investigation	93	Test trenches, pt.	93	In ordinary soil including rock (depth m)	93	Depth 1-10m	93	Trenches length 0-10m	93	Board or machine work	93	Board or machine work												
B	Ground Investigation	94	Test trenches, pt.	94	In ordinary																				

Ashghal Delegates Engage at Autodesk University 2023



A delegation from Ashghal has participated in Autodesk University (AU) 2023, also known as "The Design and Make Conference", held from November 13 to 15 in Las Vegas, USA. Participating in AU 2023 allowed Ashghal to gain global recognition as thought leaders in Building Information Modeling (BIM) and Digital Transformation. It showcased our forward-thinking work and unwavering commitment to innovation, which also has opened doors to potential collaborations and partnerships on a global scale. The delegation benefited from over 700 sessions, covering various domains, including Architecture, Engineering and Construction, Digital Transformation and Construction Technologies, and Software Development.

Eng. Robert Peter Gryz from Engineering Services Department presented an engaging Industry Talk on "BIM and Digital Construction: Qatar's Roadmap and Strategy." This session highlighted Ashghal's BIM implementation journey, covering key aspects, such as the BIM road map of the Public Works Authority, the BIM Policy, Ashghal BIM Standards (ABIMS) compliant with ISO 19650, as well as the integration of cloud technologies into Ashghal's IT infrastructure. The audience gained insights into how BIM plays a fundamental role in enabling Digital Construction and future site technologies, setting a promising direction for the construction industry in Qatar.

Awareness of Smart Field Data Collection and Management

Engineering Information Section is currently re-engineering the GIS data model and updating missing information to achieve an up-to-date GIS database. As part of this effort, they have initiated the implementation of smart field data collection solutions, led by **Eng. Amna Al Syed**. The team has implemented ESRI's ArcGIS Enterprise Platform, along with Trimble's R10 GNSS technologies, to enable advanced high-accuracy smart field data collection with mobile devices and management dashboards.

This technology will not only maintain up-to-date GIS information but will also provide instant and real-time information to decision-makers. It will eliminate manual post-processing of traditional survey workflows and can be implemented in various departments based on business needs, leading to cost and time savings.

ESD plans to implement this advancement in two phases:
Phase-I:

- Data collection with key assets

- High accuracy external GNSS integration and EGIS-EAMS integration
 - Real-time monitoring dashboard
- Phase-II:**
- Extend to all required assets for data collection and inspection requirements
 - Provide contractors with the ability to capture operational information
 - Extend to other department requirements
 - Implement workforce management
 - Implement location tracking

ESD has started creating awareness about this technology by conducting workshops for internal departments. On August 30th, a face-to-face workshop was conducted for internal audiences, demonstrating this technology live and highlighting use cases and benefits. In addition, ESD is sharing knowledge about this technology with university students during their industry visits and training programs with Ashghal.

Bridging GIS Data Gap of Ashghal Warehouse

A significant update of geospatial data for projects was undertaken over 9 months, which included update of around 168 thousand GIS asset records for 1492 KM of roads increasing the assets GIS database by 28%. This update strengthens the asset management

database considering enhancement in accuracy, efficiency, and decision-making capabilities, offering more up-to-date, robust, and tailored geospatial solutions to meet organizations objectives effectively.

Feature Dataset (not required, FYI only)	Feature/ Asset	Counts
SDE.DIRECTIONAL_SIGN	Directional Sign	2050
SDE.ITS	CCTV	656
SDE.STREET_LIGHTING	Streetlight Pole	60576
SDE.STREET_LIGHTING	Tunnel Light	8311
SDE.TRAFFIC_SAFETY	Traffic Sign	31354
SDE.TRAFFIC_SAFETY	Traffic Bollard	17872
SDE.TRAFFIC_SAFETY	Inspection Chamber	3768
SDE.TRAFFIC_SAFETY	Traffic Signal Pole	2349



Legend

Tunnel Light

CCTV

Traffic Signal Pole

Directional Sign

Traffic Sign

Traffic Bollard

Streetlight Pole

Inspection Chamber

Road Marking Lines

Ashghal and the Scientific Club wrap up the “Future Engineer 2” programme

Ashghal President and officials visit Qatar Scientific Club to Know the Benefits of the Programme

Distinct Participation

30 students with the age group of 12-18 years old have participated in the programme, and the training programme provided 20 trainers from different engineering disciplines from Ashghal and the Qatar Scientific Club, where 15 workshops were offered, in addition to 3 field visits in Ashghal.

To deepen the scientific and practical knowledge of the participants in the engineering field, the programme was divided into two main sections in the span of eight days. One section was offered at the laboratories and departments of Ashghal, whereas the other section was offered at the laboratories of the Qatar Scientific Club.

Dreama in

Children from the Orphans Care Centre (Dreama) also participated in the “Future Engineer 2” that aims to enhance the skills of students and familiarize them with the different engineering disciplines to guide them through the process of choosing their own.



H.E. Dr. Eng. Saad bin Ahmad Al Muhannadi, President of the Public Works Authority ‘Ashghal’, along with a range of Ashghal officials, paid a visit as Ashghal wrapped up the 2nd edition of the “Future Engineer” programme organized with the Qatar Scientific Club, and in coordination with the Ministry of Sports and Youth and the Ministry of Education and Higher Education, with the participation of Al Jazeera Media Institute.



**Consolidating
all efforts in field
of training and
development**

Dr. Eng. Saad bin Ahmad Al-Muhannadi, President of Ashghal stated: “We look forward to cooperating continuously with different governmental entities and organisations in the country, to achieve a strategic cooperation that encourages consolidating all efforts in the field of training and development for the next generations. This is to meet the market needs when it comes to the engineering field in the future, and to offer an opportunity to all our students in different engineering disciplines and familiarize them with the engineering environment in depth, as well as allow them to be able to decide the most suitable discipline for them in the future.



“ Workshops and field visits

Mr. Abdulla Saad Al-Saad, Manager of the Public Relations, and Communications Department at Ashghal expressed his gratitude with the success of the programme which comes within the social responsibility framework of Ashghal, to enrich students with insights and ideas that prepare them for the future work environment, an aspect that was taken into consideration during the workshops and field visits offered to the students. This allowed them to be fully aware of the responsibility of the engineering work, its commitment and planning.



“ Comprehensive and Engineering Programme

Regarding the activities that take place in the Qatar Scientific Club, **Eng. Abdulrahman Saleh Khamis, Deputy Executive Director of the QSC** stated that the club management was keen in the programme to be comprehensive and that it carries an engineering nature in terms of the choices of projects and the engineering methods into transforming the prototype into a final model that can be implemented. He also stated that the QSC management values Ashghal's support for the "Future Engineer" programme that reflects its full commitment in social responsibility towards the country.



“ Hands-on Experiment

Dr. Ali Al-Marri, Manager of the Quality and Safety Department at Ashghal stressed on the importance of the practical experiments in the development of the required skills and expertise for the future engineer, as well as the steps followed in Ashghal to ensure the quality of the materials used in projects.



“ Proud to work with Ashghal

Ms. Eman Al-Obaidi, Head of the Public Relations Section at QSC stated that this programme plays a leading role in shaping the future of the emerging generation, she emphasized the importance of this type of cooperation that works to support the emerging generation and emphasized on QSC pride in this community partnership between the club and the authority and its role in serving the Qatari community.



“ Key message

Ms. Eman Alkuwari, a member of Ashghal ambassadors initiative stated that: "in Ashghal, we are used to reading maps, charts, and data and drawing conclusions, but this exciting experience, which is new and fun, has presented us with a challenge through which we were able to deliver a message to the participants about the importance of engineering, and its contribution in making our lives easier and better.



Ashghal Celebrates 2nd Batch Graduates of Various Training Programs

The Public Works Authority 'Ashghal' celebrates the graduation of the 2nd batch graduates who have completed its training programs, in the presence of H.E. Dr. Eng. Saad bin Ahmad Al Muhannadi, the President of Ashghal, alongside managers, affairs directors, assistant managers, section heads and the graduates. The ceremony witnessed the graduation of 115 employees and engineers from the 7 certified training programs that are prepared by Ashghal and represented by the Human Resources Department at the Authority over the past years to develop employees, as the number of training participations reached 15808.





Developing Qatari cadres will positively impact their performance

H.E. Dr. Eng. Saad bin Ahmad Al Muhannadi, President of Ashghal was pleased to graduate the 2nd batch graduates, noting the importance of achieving and developing distinct human resource that can progress with high efficiency to keep pace and develop in the engineering field, and work on establishing the State's infrastructure plans. Therefore, we place great importance on training and developing our employees by offering them various training programs designed to develop functional career competencies and Qatari cadres, as this will positively impact their performance in their jobs.



We look forward to continuous and lifelong training

Mr. Rashid Saeed Al-Hajri, Manager of The Human Resources Department was delighted to graduate the trainees from various training programs and noted that through the Training and Organizational Development Section at Ashghal, we seek to offer a continuous and lifelong training and development process, as our commitment does not end when merely hiring an employee, but we also ensure that we offer training solutions designed to be in line with the requirements of the professional development of engineers and non-engineers. We also look forward to increasing the number of training programs to train more employees and achieve more and various cooperatives. He noted that the Ashghal has taken on a continuous interest to develop the human resource in pursuit of Qatar National Vision 2030.



Belief in the importance of training and developing the employees

Ms. Rouda Mosaed Al-Nasser, Acting Head of the Training and Organizational Development Section said that: "We are proud to graduate a distinguished selection of the Qatari cadres, as we, in Ashghal believe in the importance of training and developing the employees. Ashghal was keen to prepare and offer various training programs that are in line with different occupational levels to ensure career advancement, as the duration of the training programs in the Authority ranges between 24-36 months.

Ashghal has undertaken various initiatives in the field of training and development with the aim of achieving social responsibility by providing practical training to university students in which 54 Qatari students and 11 non-Qatari students were trained in engineering and administrative fields including local and international universities for 120 hours.

During the ceremony, H.E. Dr. Eng. Saad bin Ahmad Al Muhannadi, honoured some of the partner entities that contributed to providing

support to Ashghal's engineers through the development of training programs, in addition to honouring employees who won the first three

places in the Leadership Program, which was held in collaboration with Qatar Leadership Centre.



Civil Service and Government Bureau Development honors Ashghal



H.E Mr. Abdulaziz Nasser Mubarak Al Khalifa, President of the Civil Service and Government Development Bureau honored Ashghal for achieving the target according to Qatarization and Replacement plans for year 2022. The shield was presented to **Mr. Rashid Saeed Al-Hajri, Manager of the Human Resources Department.**

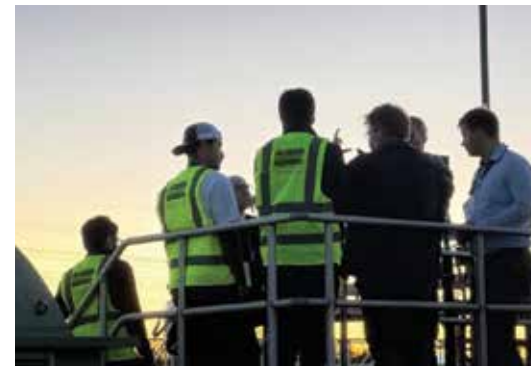
Training Collaboration between Ashghal and Mott MacDonald UK



As part of the continuous collaboration between Ashghal and Mott MacDonald UK, the Human Resources Department, represented by the Training & Organizational Development Section organized a training visit titled "Delivery and Management of Operational Maintenance in Roads and Highways Sector through Application of New Technology and Digital Solutions" for 12 Qatari engineers in Birmingham, United Kingdom.

Joint Training Session between Ashghal and Why Summits Vienna

As part of the continuous cooperation between Ashghal and Why Summits in Vienna, the Human Resources Department, represented by Training and Organizational Development Section, organized a training and development visit titled "Practical Applications of Modern civil Engineering" for 12 Qatari Engineers from 6 to 9 November 2023 at Vienna in the presence of a delegation from the Embassy of the State of Qatar in Vienna.



Projects Presentation and Evaluation of the 3rd batch of Leadership Program

Presentation and evaluation of the 3rd batch of the corporate program Ashghal Future Leaders projects in cooperation with Qatar Leadership Centre, where 25 employees participated in the training program

Ashghal and Qatar Foundation's Career Development Center



As part of the cooperation between Ashghal and Qatar Career Development Center, a member of Qatar Foundation, Ashghal

was recognized for its active contribution towards **My Career My Future** program, through which a field visit was made for Secondary

School students, participating in the program, to get a closer look at the nature of Ashghal's projects and their work environment.

Training and Development

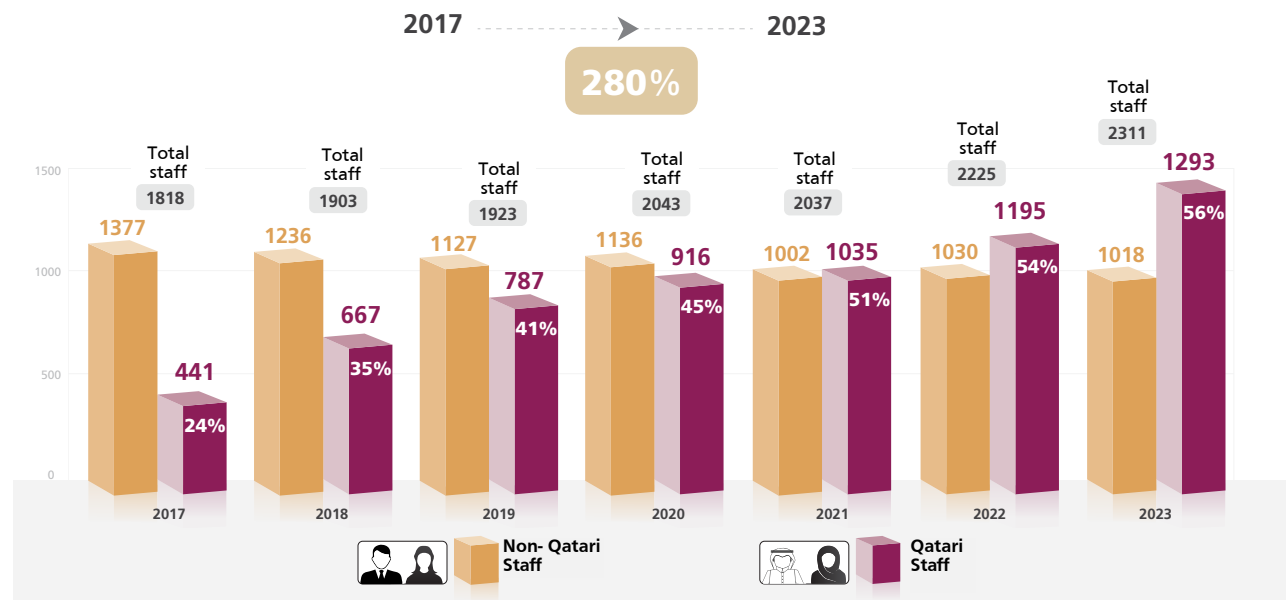


As part of the continuous cooperation between Ashghal and Meinhardt Group in Malaysia, the Human Resources Dept. represented

by the Training and Organizational Development section organized a visit titled "HSSE Best Practices in Construction Management" for the

purposes of training and developing a group of 7 Qatari Engineers from November 6th - 9th, 2023 in Kuala Lumpur - Malaysia.

Total Increase in Ashghal Qatarisation



370% Increase of Qatari Engineers at Ashghal

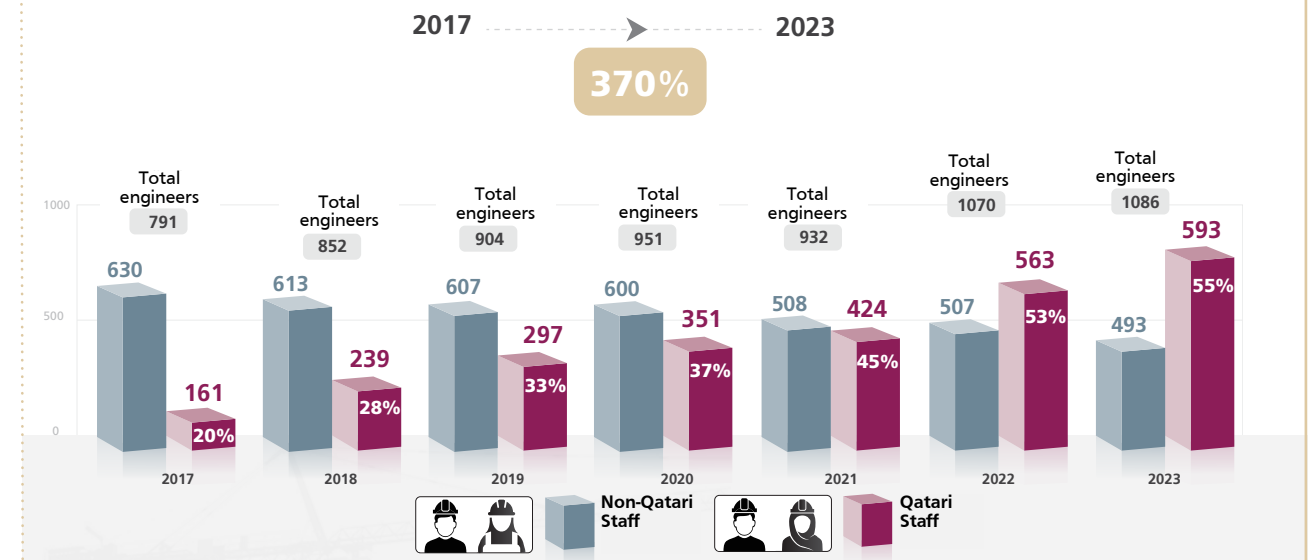
Ashghal announced an increase in the number of Qatari engineers and employees during the past 7 years to more than 280%, as the number of Qatari employees has reached 1293. The percentage increase of Qatari employees (non-engineers) has reached 250% during that period. Additionally, there was an increase in the percentage of Qatari engineers to more than 370% during the same period. Currently, there are 593 Qatari engineers compared to 493 non-Qatari engineers. This is a result of the Authority's clear strategy and the implementation of Qatarisation and scholarship plans which are in line with the strategic objectives of the State, in addition to Qatar National Vision 2030. Ashghal is making unrelenting efforts to raise the percentage of Qataris through Qatarisation of specialised jobs, as Ashghal is considered one of the most important future destinations for engineers.



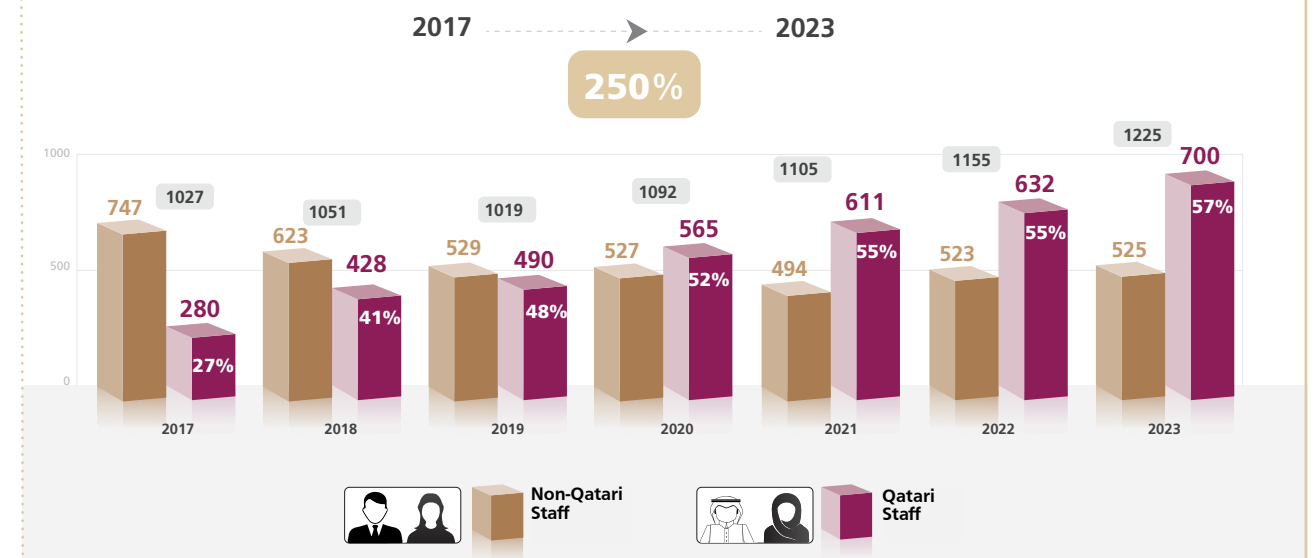
Mr. Rashid Saeed Al-Hajri,
Manager of the Human
Resources Department

stated: "One of the strategic objectives of Ashghal is to increase the percentage of Qatarisation according to the national strategy of the State and plans in place for Qatarisation of jobs. We hope to reach the required percentages for this year according to plans. We will continue with the process of Qatarisation of jobs with competent Qatari resources, capable of facing challenges. At Ashghal we aim to provide the best training Programmes and projects to develop the skills and capabilities of employees and engineers through a variety of new administrative training and development Programmes, in which Qatari engineers are attached to global companies responsible for project implementation in order for them to gain experiences.

Higher Rate of Qatari Engineers in Ashghal



Higher Rate of Qatari Non-Engineers in Ashghal



Mr. Rashid Saeed Al-Hajri clarified that there is a clear strategy implemented by the human resources department, as there are various training Programmes and project for Ashghal employees such as, Leadership Development Programme for occupants of supervisory positions, Project Management Programme designed to enhance the capabilities of newly

graduated Qatari engineers, Job Succession Programme which is designed to prepare a second line of Qatari leaders to occupy future leadership roles in Ashghal in the future, Graduate Development Programme which is designed to improve the skills of new graduates (non-engineers). In addition to Graduate Development Programme designed to develop Qatari

fresh graduates (non-engineers), Administrative Development Programme: designed to improve the skills of clerical job occupants, in addition to Individual Development Plans designed to develop the skills and capabilities of Qataris. Ashghal provides training for non-Qatari employees through certain training Programmes to keep up with new developments and requirements to face challenges.

Ashghal Participations in the Career Fair



Ashghal participated in the Career Fair organized by Qatar University, from September 11th - 14th, 2023,

at the Students Affairs Building. This is to introduce vocational training opportunities available to university

students and to clarify the required specializations in the Public Works Authority, 'Ashghal'.

Career Fair organized by the University of Doha for Science and Technology



Ashghal, represented by the Human Resources Department, participated through its pavilion in the Career Fair organized by the University of

Doha for Science and Technology. The aim was to present university students with the occupational training opportunities available to

them, while highlighting the most important majors required by the Public Works Authority 'Ashghal'.

Increase Qatarization and Develop our Staff

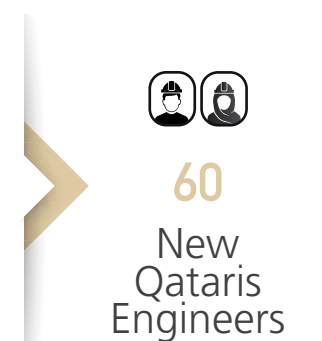
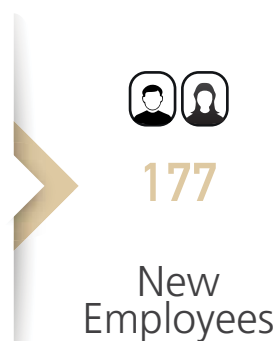
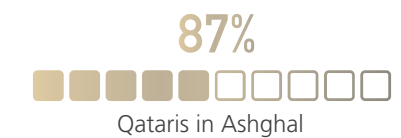
Qatarization Overview T2 - 2023



Qatarisation Recruitment



New Recruitment

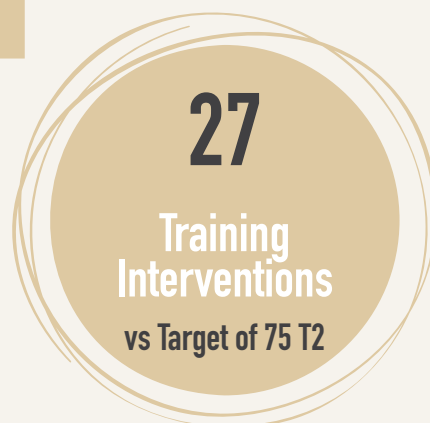


Training and Development

Leadership Development Program (LDP)

The program is aimed at Section Heads, Assistant Managers, Managers and Affairs Directors

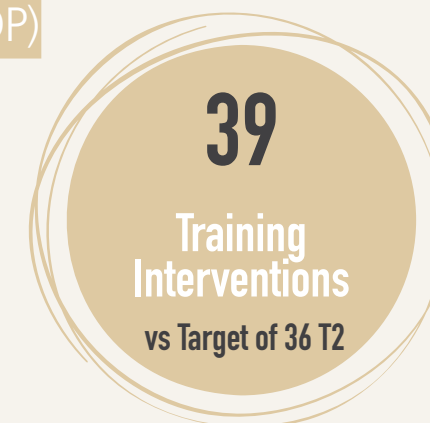
Enrolled 152 Employees



Administrative Development Program (ADP)

The program is aimed at Qatari employees in administrative positions such as clerks and secretaries

Enrolled 60 Employees



Project Management Development (PMDP)

The program is aimed at new Qatari Engineers

Enrolled 886 Engineers



Individual Development Plan (IDP)

The plan aims to develop the skills and competencies of Qatari employees

Enrolled 1,793 Engineers



Graduate Development Program (GDP)

The program is aimed at new Qatari employee (Non-Engineer Disciplines)

Enrolled 886 Engineers



Succession Planning (SPP)

The program is aimed at highly qualified Qatari employees to build a second row of leadership

Enrolled 62 Employees

