

Quality of Life and Sustainable Development - Qatar and Algeria as a Model -

BEKHEIRA Wahiba Karima ¹, BELADJINE Khaldia ²

¹ PhD Student, Tiaret University – Algeria, wahibakarima.bekheira@univ-tiaret.dz

² Lecturer A, Tiaret University – Algeria, khaldia.beladjine@univ-tiaret.dz

Received: 20/09/2025

Accepted: 29/12/2025

Published: 31/12/2025

Abstract:

This study aims to highlight the pivotal role of quality of life in supporting the path to sustainable development, by comparing the experiences of Qatar and Algeria. The results of the analysis showed that achieving effective sustainable development requires an integrated trilogy: balanced economic growth, comprehensive social justice, and sound environmental management. While Qatar offers a successful model in linking quality of life to development requirements, Algeria's experience reveals the need for profound structural reforms to achieve this development equation. Hence, the lessons learned from both experiences are important for policymakers in developing economies seeking to promote sustainable human development. The study recommends that quality of life be given a central position in economic and social policies, given its prominent role in promoting sustainability. Quantitative economic growth alone is no longer sufficient; it must be coupled with tangible improvements in indicators of comprehensive human well-being.

Keywords: Quality of life ; sustainable development; development strategies; Sonatrach;

JEL Classification Codes: A10 , A11 , A29 , E24 , J24.

ملخص:

تهدف هذه الدراسة إلى تسليط الضوء على الدور المحوري لجودة الحياة في دعم مسيرة التنمية المستدامة، وذلك من خلال مقارنة تجريبي قطر والجزائر. وقد أظهرت نتائج التحليل أن تحقيق تنمية مستدامة فعّالة يتطلب تكامل ثلاثة عناصر أساسية: نمو اقتصادي متوازن، وعدالة اجتماعية شاملة، وإدارة بيئية سليمة. وبينما تُقدّم قطر نموذجًا ناجحًا في ربط جودة الحياة بمتطلبات التنمية، تُبرز تجربة الجزائر الحاجة إلى إصلاحات هيكلية عميقة لتحقيق هذه المعادلة التنموية. ولذا، تُعدّ الدروس المستفادة من كلا التجريبتين بالغة الأهمية لصانعي السياسات في الاقتصادات النامية الساعية إلى تعزيز التنمية البشرية المستدامة. وتوصي الدراسة بإيلاء جودة الحياة مكانة مركزية في السياسات الاقتصادية والاجتماعية، نظرًا لدورها البارز في تعزيز الاستدامة. فالنمو الاقتصادي الكمي وحده لم يعد كافيًا، بل يجب أن يقترن بتحسينات ملموسة في مؤشرات الرفاه البشري الشامل.

الكلمات المفتاحية: جودة الحياة؛ التنمية المستدامة؛ استراتيجيات التنمية؛ الاستدامة في قطر؛ سوناطراك.

تصنيفات JEL: A10 , A11 , A29 , E24 , J24.

1. Introduction

The relationship between sustainable development and quality of life has become a central focus of contemporary economic and social studies, especially with the global trend toward adopting development models that balance economic, social, and environmental dimensions. This topic is of particular importance in rentier or natural resource-dependent countries, where a fundamental question arises about the extent to which energy resources can achieve sustainable social well-being and improve the quality of life for individuals.

In this context, Qatar and Algeria are two notable research models. Thanks to the Qatar National Vision 2030, Qatar has achieved rapid strides in sustainable development and quality of life indicators, reflected in the rise in the Social Progress Index (SPI) from 65.66 points in 2011 to 70.21 points in 2021, despite a slight decline to 69.29 points in 2023. Algeria, despite its significant natural and human potential, still faces structural challenges related to economic diversification and the ineffectiveness of social policies, which has had a negative impact on human development and social welfare indicators.

The study's problem

What is the relationship between sustainable development and quality of life in natural resource-dependent economies, and how can the Qatari experience be leveraged to improve the Algerian model?

The following sub-questions arise from this:

1. What is the nature of the relationship between sustainable development and quality of life in both Qatar and Algeria?
2. What is the role of the policies adopted in achieving a balance between economic, social, and environmental dimensions?
3. To what extent can some of the successful elements of the Qatari model be transferred to the Algerian context?

2. The Concept of Quality of Life:

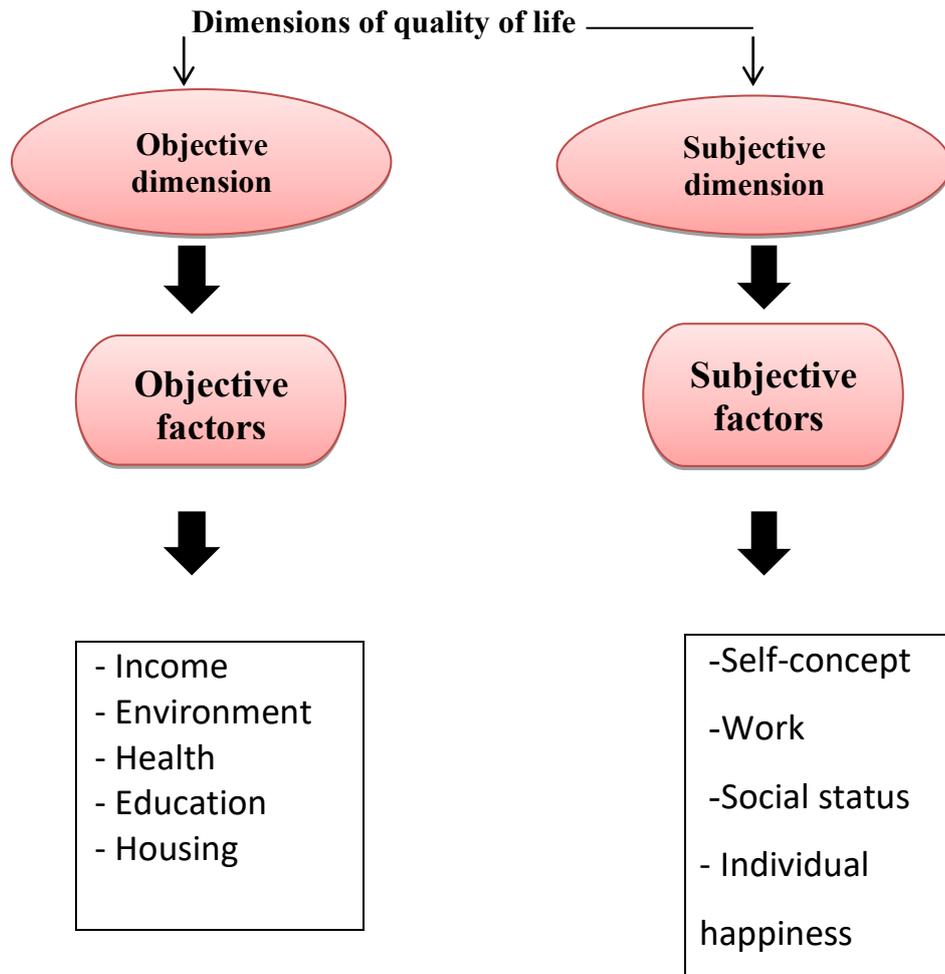
2.1 Definition of Quality of Life According to Some Researchers:

- Cummins's (1996) Concept: The concept of quality refers to good health, happiness, self-esteem, life satisfaction, or psychological well-being.
- Litwin's (1999) Concept: Quality of life is not limited to facing difficulties, overcoming obstacles, and negative aspects, but extends to developing positive aspects.
- Barger's (1999) Concept: Studies in the field of quality of life discuss an individual's functional level and their assessment of their personality in terms of its impact on quality of life.
- Lehman (1998) and Giannias (1998) believe that quality of life is a sense of satisfaction, well-being, and pleasure within the circumstances in which an individual lives. (Barcaccia, Giuseppe Esposito, Maria Matarese, Marta Bertolaso, Marta Elvira, & Maria GraziaDe Marinis, 2013)

Definition by the World Health Organization (WHO, 1998): Quality of life is viewed as an individual's perception of their position in life within the context of the culture and values in which they live, and in relation to their goals, expectations, standards, and interests. It is a broad concept that encompasses, in a complex way, a person's physical health, psychological state, level of independence, social relationships, personal beliefs, and their relationship to the environment in general. (Owczarek, 2010)

2.2 Dimensions of quality of life: Quality of life has been defined through two basic dimensions: a subjective dimension and an objective dimension. : (Felce & Jonathan, 1995)

Figure. 1: Dimensions of quality of life



Source : Prepared by the researchers based on an article from the Director of Social Affairs in Al-Jazeera Channel, 12/07/2024

<https://www.sciencedirect.com/science/article/abs/pii/S0891422294000288>

2.3 Quality of Life Indicators:

Fallowfield (1990) defined the following quality of life indicators:

- Sense of quality of life: An emotional state that allows an individual to perceive themselves as capable of satisfying their various innate and acquired needs and enjoying the surrounding circumstances.
- Psychological indicators: *These* appear in the individual's feelings of anxiety and depression, coping with illness, or feeling happy and content.
- Social indicators: These are evident in the quality and quality of personal relationships, as well as the individual's participation in social and recreational activities.
- Occupational indicators: These reflect the individual's degree of satisfaction with and love for their profession, their ability to perform their job duties, and their ability

to cope with their work obligations.

- Physical indicators: These reflect the individual's satisfaction with their health, coping with pain, sleep, and appetite. (Young, pp. 3-4)

2.4 Components and Obstacles to Quality of Life:

Quality of life encompasses comprehensive dimensions that reflect the extent to which basic human needs are met and the psychological and social well-being of individuals. Within this framework, components of quality of life are key enabling factors, including the availability of advanced infrastructure in the fields of health and education, a sustainable urban environment, effective social protection systems, equal economic opportunities, and the empowerment of individuals to participate effectively in society. : (Teoli & Bhardwaj., 2023)

However, achieving an optimal quality of life faces many structural challenges, the most prominent of which are discussed in the following table:

Table 1: Components and obstacles to quality of life

Components of quality of life	Obstacles to quality of life
<ul style="list-style-type: none"> • Physical health: The ability to perform dynamic bodily functions and maintain optimal physical fitness. • Mental health: The ability to recognize and express emotions. • Spiritual health: Health related to religious beliefs and practices for psychological well-being. • Mental health: Health related to the ability to think, make, and act on decisions. • Social health: The ability to relate to others and respect them. 	<ul style="list-style-type: none"> • Life events and stressors, and loss of a sense of meaning in life. • Lack of religious commitment. • Lack of services provided to the individual. • Lack of comprehensive healthcare for individuals. • Internal and external conditions (illness, disability, lack of social support, etc.). • Physiological needs (food, shelter, etc.). • Lack of security. • The individual's social environment is the primary cause of poor quality of life.

Source : Prepared by the researchers based on

<https://www.ncbi.nlm.nih.gov/books/NBK536962/#:~:text=For%20example%2C%20common%20facets%20of,belonging%20and%20their%20physical%20surroundings.>

Vu le 12/07/2024

3. Basics of Sustainable Development

Countries seek to achieve their vision of sustainable development to achieve development that efficiently meets the requirements of the present without threatening the opportunities of future generations to provide for their needs and aspirations. In other words, achieving development that feeds the economy, builds generations, and improves the quality of life without threatening natural and environmental resources.

2020 marked the beginning of the Decade of Action to achieve the Sustainable Development Goals by 2030. It is a critical period to present a shared vision and accelerate responses to the world's most serious challenges, from eradicating poverty and hunger to reversing climate change. However, in a short period, the rapid spread of the novel coronavirus has transformed a public health emergency into one of the worst international crises in our lifetime, changing the world as we know it. In this chapter, we will address the most important aspects of sustainable development.

3.1 Definition of Sustainable Development:

- In 1987, the United Nations Brundtland Commission defined sustainability as meeting the needs of the present without compromising the ability of future generations to meet their own needs. Today, there are about 140 developing countries in our world looking for ways to meet their development needs, but this is accompanied by an increasing threat of climate change, so efforts must be made to ensure that development today does not negatively affect future generations.
- According to the Rio de Janeiro Conference: The United Nations Conference on Environment and Development (UNCED), also known as the Earth Summit, was held in Rio de Janeiro, Brazil, from June 3 to 14, 1992.

The conclusion of the Earth Summit was that the concept of sustainable development includes integrating and balancing economic, social and environmental factors in meeting our needs, which is essential for the sustainability of human life on this planet. The conference also recognized that integrating and balancing economic, social and environmental dimensions requires new ideas about the way we produce and consume, the way we live and work, and the way we make decisions. This concept was revolutionary at the time, and sparked a lively debate within governments and between governments and their citizens about how to ensure sustainable development. (MENSAH, 2019)

3.2 Sustainable Development Goals: Sustainable development seeks to achieve a set of goals that can be summarized as follows:

- Achieving a better life for the population: Sustainable development seeks through planning processes and implementing development policies to improve the quality of life of the population in the community economically, socially, politically and even psychologically by focusing on the qualitative aspects of growth rather than the

quantitative;

- Respecting the natural environment: It is a development that accommodates the sensitive relationship between the natural environment and the built environment, and works to develop this relationship to become a relationship of integration and harmony;
- Exploitation and rational use of resources: Sustainable development deals with natural resources as limited resources, so it prevents their depletion or destruction and works to use and employ them rationally;
- Linking modern technology to the goals of society: Sustainable development seeks to employ modern technology in a way that serves the goals of society, by educating the population about the importance of modern and different technologies in the field of development, without resulting in negative environmental risks and impacts;
- Creating a continuous and appropriate change in the needs and priorities of society: This is done in an appropriate manner that allows for achieving the balance through which economic development can be activated, all environmental problems can be controlled, and appropriate solutions can be found for them. (medina, 2023)

Figure .2: Sustainable Development Goals



Source : <https://www.iucn.org/our-work/informing-policy/international-policy/un-sustainable-development-goals>

3.3 Characteristics of Sustainable Development:

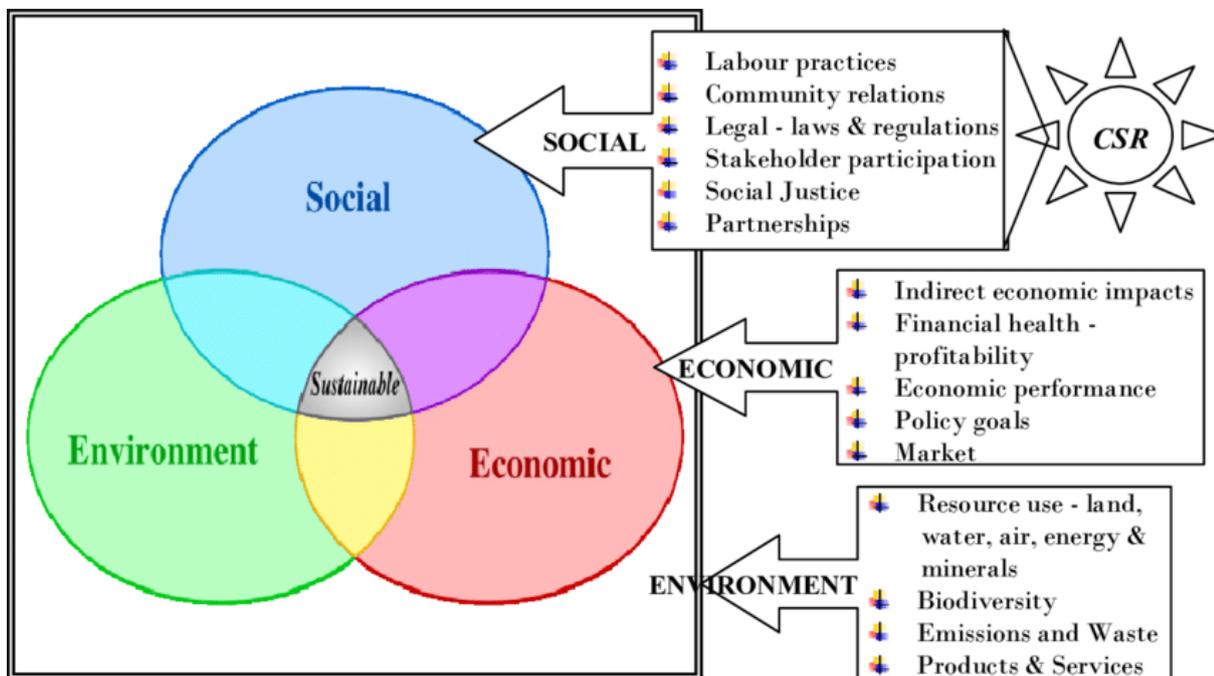
- It is characterized by dynamism as a continuous and renewable process, which gives the concept of development a sustainable character;
- The comprehensiveness of development goals, as the modern concept of development is not limited to raising the level of national income of countries, but rather adds progress in all areas of life, accompanied by maintaining environmental balance;

- Development depends primarily on its components from within the geographical area, and this characteristic gives the character of continuity and self-sufficiency to the needs of the current generation without harming the needs of future generations;
- The ability to overcome obstacles and narrow the gap between developing and developed countries through the fact that sustainable development achieves growth, knowledge and continued development, which ensures that natural resources are not depleted (Edwin Zaccai, 1999)

3.4 Dimensions of Sustainable Development:

Through the previous definitions, it became clear to us that sustainable development includes many dimensions that overlap with each other, namely the economic dimensions, the social dimensions, and the environmental dimensions, without forgetting to mention the technological dimensions. (GROVER)

Figure .3: Dimensions of Sustainable Development



Source : <https://ebooks.inflibnet.ac.in/geop03/chapter/sustainable-development-concepts-dimensions/#:~:text=With%20a%20deadline%20of%20Agenda,will%20apply%20to%20all%20countries.>

4. Sustainability in Qatar:

Sustainability is a key pillar of Qatar's comprehensive development process, encompassing environmental, economic, social, urban, and other sustainability areas. The state is committed to adopting global best practices to ensure the sustainability of natural resources, serving current and future generations, in line with Qatar National Vision 2030.

From this perspective, the State of Qatar pays extensive attention to sustainability and related green projects, as one of the country's strategic objectives and a global concern whose importance and priority are emphasized in every summit, conference, or meeting in any sustainable development plans, projects, and programs, whether current or future. Qatar has emphasized the importance and vitality of sustainability and the inculcation of its culture in society by incorporating it into its National Vision 2030. It has made it a focus of attention for citizens and residents, as well as in any short-, medium-, and long-term development plans, initiatives, and programs. This includes providing modern infrastructure and urban planning capable of meeting the needs and aspirations of current and future generations. This includes adopting best practices to achieve sustainability goals in various fields, including urban and urban sustainability and the transformation into smart, environmentally friendly learning cities.

These ongoing efforts and achievements underscore of Qatar's commitment to enhancing lifelong learning opportunities and achieving the Qatar National Vision 2030, which focuses on comprehensive and sustainable education to build a knowledge-based society capable of adapting to emerging challenges. These achievements also embody national efforts to achieve the Sustainable Development Goals.

4.1 Pillars of Qatar National Vision 2030

Qatar National Vision 2030 is a strategic framework aimed at transforming the State of Qatar into an advanced country capable of achieving sustainable development. It is built on four interconnected pillars: human development, which focuses on education and health; social development, which focuses on preserving culture and social cohesion; economic development, which aims to promote a diversified and competitive economy; and environmental development, which ensures harmony between economic growth and environmental conservation. Together, these pillars aim to achieve a balance between modernization and preserving authentic societal values while ensuring a sustainable future.

- Human Development: Human development is a fundamental pillar of Qatar National Vision 2030. The country believes that its most valuable and most important resource is its people. Therefore, the government has spared no effort in supporting education, healthcare, and building a competent workforce to advance the country in

various fields, placing it among the most developed nations.

This pillar is a comprehensive strategy aimed at building a competent and innovative workforce capable of advancing the country's ambitious goals. It also aims to attract investments in the education and healthcare sectors, develop the workforce, and support research and innovation.

- Social Development: Through this pillar, the State of Qatar aspires to build a safe and stable society governed by the principles of justice, equality, and the rule of law, and committed to moral and religious values and ideals for the advancement of the nation and the fulfillment of the aspirations of the people.

This pillar also seeks to support social cohesion, preserve family values, empower women, and provide a secure social protection system for all Qataris that guarantees their civil rights, while preserving national heritage and cultural identity.

- Economic Development: This pillar aims to achieve sustainable economic prosperity based on rational resource management, appropriate economic diversification, and empowering the private sector.

It also aims to achieve a balance between Qatar's hydrocarbon reserves and other productive sectors, and to build a diversified economy that does not rely solely on the oil sector. It also aims to achieve financial and economic stability, encourage the establishment of open markets, and create a business climate that attracts foreign and domestic investment.

- Environmental Development: In this pillar, the state aims to achieve a delicate balance between economic growth and environmental care and preservation. We strive to implement sustainable development practices that mitigate the environmental impacts resulting from rapid and significant economic expansion, both within Qatar and the region. This includes protecting biodiversity, renewable energy, and rationalizing water consumption, in addition to strengthening regional and international partnerships to address global environmental challenges. (qatar-national-vision-2030)

4.2 Programs and projects that support sustainable development and contribute to economic growth and a dignified and secure life in Qatar:

Numerous programs and projects have been implemented to achieve the desired development witnessed by the State of Qatar in all vital sectors. The State of Qatar is working to accelerate economic growth at an average annual growth rate of 4 percent until 2030 by expanding gas production and accelerating the growth of activities related to economic diversification. The economic diversification agenda aims to position Qatar among the top 10 destinations in the world for investors and companies, establish specialized economic clusters, and build a vibrant innovation system based on the private sector.

- Doha Metro and Lusail Tram

Qatar Railways Company (Qatar Rail) operates the Doha Metro and Lusail Tram, a state-of-the-art passenger transport project, especially for major events and tournaments. The government has allocated a huge budget for the completion of this massive project. The Doha Metro is 76 km long and has transported more than 170 million passengers since its launch in 2019. Furthermore, the Lusail Tram has carried more than 5.5 million passengers since its launch in 2022.

- Promoting the Startup Ecosystem

Qatar has launched a series of initiatives to foster innovation and entrepreneurship within the startup ecosystem. Specialized institutions such as the Investment Promotion Agency, Qatar Science & Technology Park, and the Digital Incubation Center provide significant support in nurturing entrepreneurs and startups, as well as providing mentorship, funding, and business networking opportunities.

- Electricizing Public Buses

Qatar's commitment to sustainability is demonstrated by its goal of converting its entire public bus fleet to electric by 2030, in line with the goals of its national vision. This initiative, developed by the Ministry of Transport, aims to significantly reduce carbon emissions and rationalize fuel consumption, in an effort to achieve sustainability, reduce carbon emissions, and improve air quality for the population. □

North Field Expansion Project

Qatar is one of the world's leading producers of liquefied natural gas (LNG) and is working to strengthen its leading position in this sector through the North Field Expansion Project. Qatar has announced plans to increase its LNG production capacity to 142 million tons per year by 2030, an increase of approximately 85% over current levels. At the same time, the country is working to diversify its economy by supporting non-oil sectors.

- Artificial Intelligence

Qatar aspires to become a leading hub for AI technologies in the region by launching a series of strategic initiatives, most notably the Qatar National Artificial Intelligence Strategy. Within the framework of Qatar National Vision 2030, the strategy aims to enable Qatar to become a vital center for the production and use of world-class AI applications across various sectors. (Qatar National Vision 2030, 2024)

4.3. Qatar's National Development Strategies:

- The First National Development Strategy (2011-2016)

The National Development Strategy (2011-2016) of the State of Qatar constituted the first comprehensive development framework aimed at activating the pillars of Qatar National Vision 2030 and transforming its objectives into practical programs to achieve sustainable and balanced economic growth. This strategy focused on consolidating a set of core values, most notably the principle of value for money through the rational and responsible use of oil and human resources, along with the

development and modernization of government institutional structures to ensure improved administrative performance. It also placed great importance on establishing a sound governance system to manage development programs and projects, while providing high-quality public services.

Based on the pillars of Qatar National Vision 2030, the first strategy aimed to enhance the sustainability of economic prosperity, support human development, and adopt an integrated approach to achieving social development. It also aimed to protect the environment and preserve its resources, thus achieving the concept of environmental sustainability for the benefit of future generations. (National Development Strategy 2011-2016: Towards Qatar National Vision 2030, 2011)

- The Second National Development Strategy (2018-2022)

The Second National Development Strategy (2018-2022) is an extension of the previous planning process, focusing on achieving sustainable economic prosperity through developing economic infrastructure, expanding the base of economic diversification, strengthening the role of the private sector, and rational management of natural resources. The strategy also sought to support human development by building a comprehensive and integrated healthcare system and improving the quality of education and training, in line with sustainable development requirements.

In the social dimension, the strategy aimed to achieve balanced social development by strengthening the social protection system and consolidating public security and safety, with a focus on establishing a sustainable environment that preserves natural resources for future generations.

The Second Strategy also featured a special chapter on international cooperation, titled "Global Partnerships for Development," which aims to strengthen Qatar's position regionally and internationally, raise the level of global partnerships, and contribute effectively to supporting regional and international security and peace, in line with the pillars of Qatar National Vision 2030. (Second, 2018)

- Qatar's Third National Development Strategy

The State of Qatar launched its Third National Development Strategy (2024-2030), the final phase towards achieving the goals of the Qatar National Vision 2030, launched in 2008. The strategy aims to transform Qatar into an advanced country capable of achieving sustainable development and ensuring a decent standard of living for its people, generation after generation, through four key pillars: human, social, economic, and environmental development. During a press conference today, His Excellency Ibrahim bin Ali bin Issa Al Hassan Al Mohammadi, Minister of Justice and Minister of State for Cabinet Affairs, presented the results of the Cabinet's discussion of the Third National Development Strategy (2024-2030). The strategy aims to maintain preparedness to face challenges and guide Qatar toward becoming a

developed nation by 2030, achieving sustainable development, and providing a high quality of life for all its citizens and future generations. He noted that the new strategy will prioritize competitiveness, promote innovation, and support institutional excellence, while achieving a balance between sustainable growth and social cohesion in accordance with national outcomes. (Third-Qatar-National-Development-Strategy-2024-2030)

He explained that among the most important elements of the economic development model in the Third National Development Strategy are developing the government's role to enable the private sector to lead and drive economic growth, focusing efforts on highly productive, specialized, and competitive economic clusters rather than developing isolated sectoral policies, adopting bold and rapid reforms to the business environment rather than adopting gradual improvements, and encouraging the active participation of leading national companies, as well as the Qatar Investment Authority, in developing economic diversification clusters and supporting qualitative innovations primarily led by the business sector. (Team, 2025)

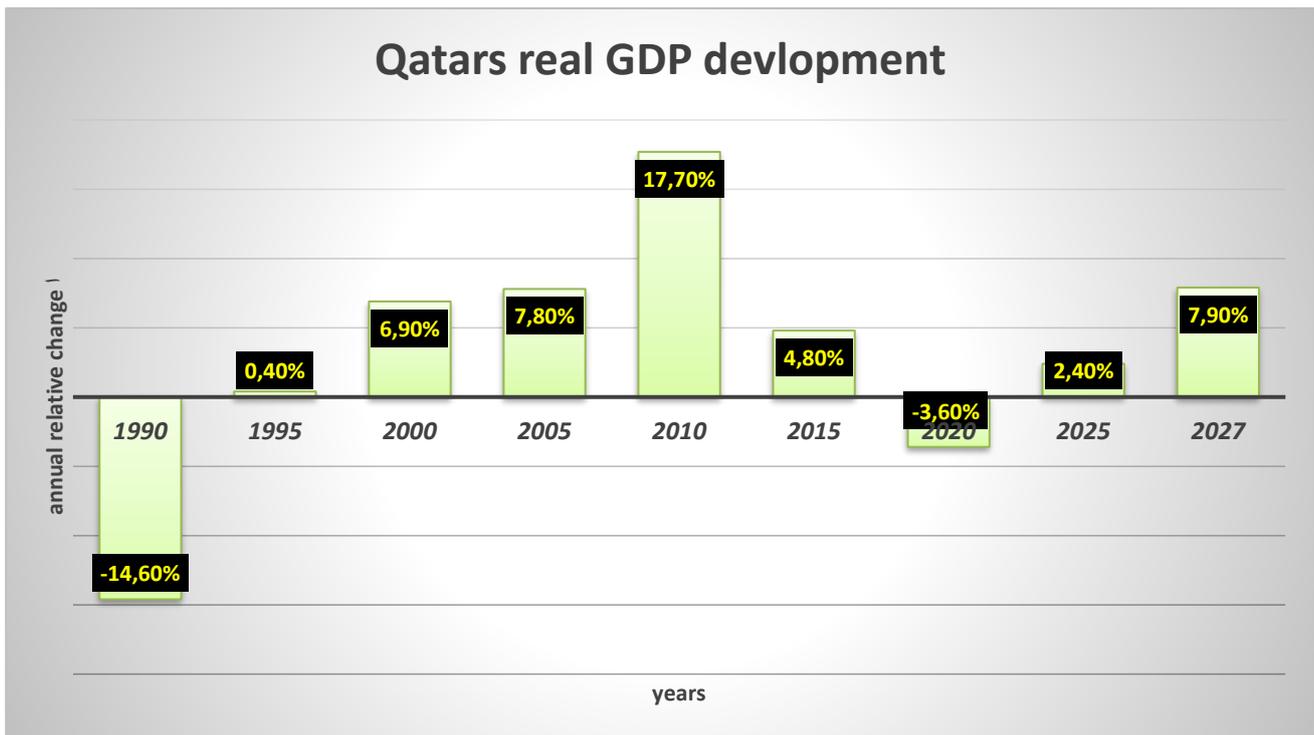
Regarding financial sustainability, His Excellency Ibrahim bin Ali bin Issa Al Hassan Al Mohannadi, Minister of Justice and Minister of State for Cabinet Affairs, emphasized that the Third National Development Strategy (2024-2030) aims to develop a more sustainable and shock-resistant medium-term public budget framework, financed from diversified and stable revenue sources, and achieving a flexible public budget with healthy debt levels. Furthermore, it aims to increase the contribution of non-hydrocarbon sectors to government revenue. The new strategy will work to ensure efficient management and protection of environmental elements (such as air, water, land, and biodiversity), emphasizing that these ambitious steps are in line with Qatar's long-term economic agenda. Reducing emissions protects the competitiveness of its core economic sectors, and adopting effective measures to mitigate and adapt to the effects of climate change ensures the economy's resilience and long-term resilience. (chhina & hassan, 2024)

Table 2: Real GDP growth in Qatar

Years	1990	1995	2000	2005	2010	2015	2020	2025	2027
Annual relative change %	-14.6	0.4	6.9	7.8	17.7	4.8	-3.6	2.4	7.9

Source: Prepared by the researchers based on International Monetary Fund data on website : <https://www.imf.org/external/data> , le 26/07/2025 a 20h

Figure .4: Real GDP Development in Qatar



Source : Prepared by researchers based on Table No. 02

From the figure above, we can see the development of Qatar's real GDP over the years:

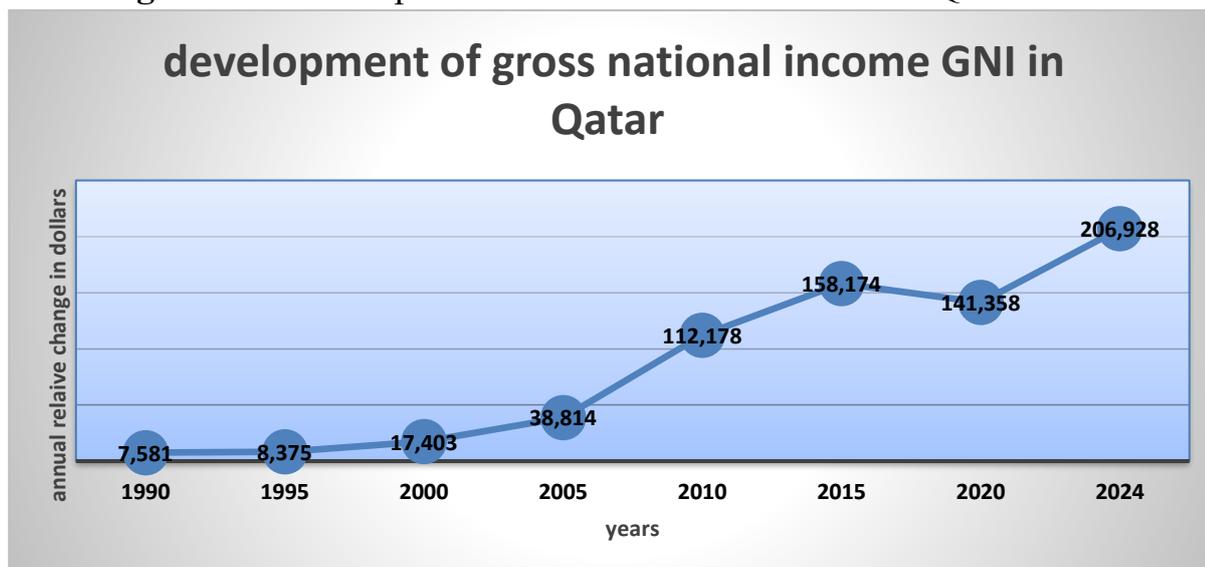
- 2020: Economic contraction of -3.6% due to the COVID-19 pandemic, slowing despite economic diversification.
- 2024: Growth rising to +2.4%, with GDP reaching approximately 7.6% in 2027, supported by improved performance in the aforementioned non-hydrocarbon activities.
- This means that the State of Qatar has already entered a new phase of economic diversification, aiming to finance most of its general budget without relying on gas and oil revenues by 2020, and to finance it entirely from non-hydrocarbon sources by 2020, represented by the tourism and construction sectors, and promoting innovation and entrepreneurship in the startup ecosystem.

Table 3: Gross National Income in Qatar (US dollars)

Years	1990	1995	2000	2005	2010	2015	2020	2024
Annual relative change	7,581	8,375	17,403	38,814	112,178	158,174	141,358	206,928

Source: Prepared by researchers based on United Nations data <https://data.un.org/Default.aspx> , 21/07/2025 at: 21h

Figure .05: Development of Gross National Income in Qatar



Source: Prepared by the researchers based on Table No. 03

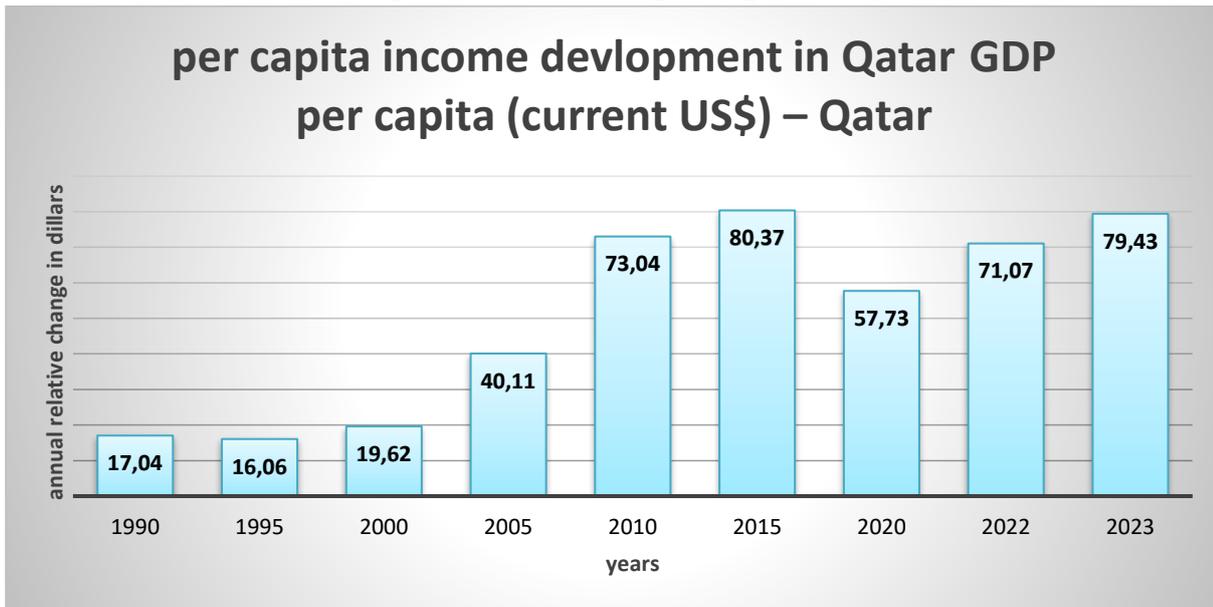
Qatar witnessed a slowdown in its national income growth between 1990 and 1995, according to the table above. However, it recovered in the 2000s, reaching \$158,174 thousand in 2015, a high percentage compared to the 1990s. This increase was due to the rise in oil and gas prices in the 2000s. However, Qatar did not maintain the pace of growth, as this income collapsed in 2020 to \$141,358 billion, as a result of the slowdown in oil prices and the Corona pandemic that shook the world and affected the global economy. It then recovered strongly in 2024, with its national income rising to \$206,928 billion, due to the policy pursued, which aims to diversify the economy and reduce dependence on hydrocarbon resources until it completely dispenses with them by 2030.

Table 4: Gross National Income (GNI) per capita in Qatar (US\$)

Years	1990	1995	2000	2005	2010	2015	2020	2022	2023
Annual relative change	17.040	16.060	19.620	40.110	73.040	80.370	57.730	71.070	79.430

Source: Prepared by researchers based on World Bank data <https://data.worldbank.org> , 21/07/2025 at: 21:30h

Figure .06: Development of income per capita in Qatar (US\$)



Source: Prepared by researchers based on Table No. 4

We have observed a continuous increase in per capita income from 1995 to 2020, which witnessed a decline to \$57,700 due to the COVID-19 pandemic, which affected the entire world. It then rose again in 2023, with per capita income in Qatar exceeding \$79,000, compared to \$57,700 in 2020. This represents a total annual increase of \$22,000 over three years. These indicators place Qatar among the countries with the highest per capita income in the world within the high-income category. This is due to the government strategies pursued within the National Plan 2024-2030, which focus on economic diversification and the promotion of non-hydrocarbon activities.

4.4 Qatar's Happiness Index

The Qatari people ranked first in the Arab world and sixth globally on the list of peoples least exposed to stress in 2024, according to the American magazine "CEO World," while the people of the UAE ranked tenth globally. The American magazine stated that "Qatar's residents scored 96.88 points on the index out of 100," noting that a score of 100 represents the lowest level of stress and tension. Qatar attaches great importance to social protection and family cohesion as part of its National Vision 2030, which aims to become an advanced country capable of achieving sustainable development and a decent life.

Table 05: Qatar Happiness Index (Higher = Better)

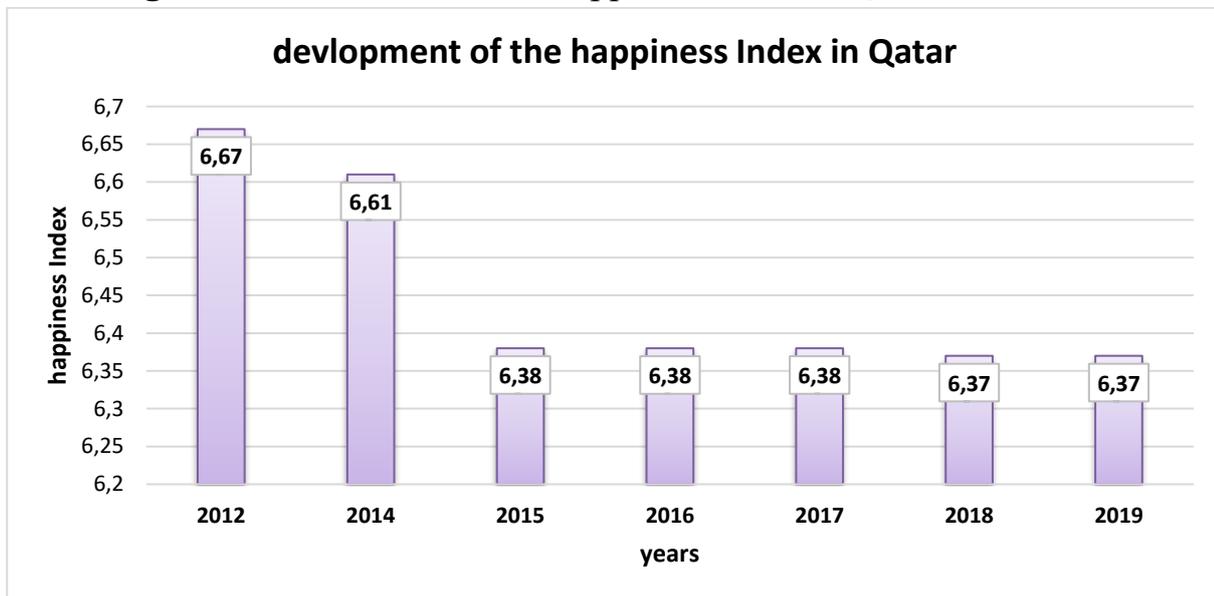
Years	2012	2014	2015	2016	2017	2018	2019
Happiness Index	6.67	6.61	6.38	6.38	6.38	6.37	6.37

Source: Prepared by researchers based on the web site

<https://opendataforafrica.org/atlas/Qatar/topics/World> 22/07/2025 at 10h

This can be represented in the following figure:

Figure. 07: Evolution of the Happiness Index in Qatar



Source: Prepared by researchers based on Table No. 04

4.5 Social Welfare in Qatar

The State of Qatar affirmed its commitment to continuing to implement its policies aimed at achieving social development, whether at the national, regional, or international levels, in a manner that contributes to achieving justice and equal rights for all segments of society without discrimination.

The State of Qatar deeply believes in the importance of social development and achieving well-being for all members of society without discrimination. This is reflected in the Qatar National Vision 2030 and the first and second National Development Strategies, which focused on social protection due to its importance in promoting inclusive development for all. These strategies have achieved tangible results for all segments of society, including youth, persons with disabilities, the elderly, and the family, the basic unit of society.

Thanks to the strong political will to achieve Qatar National Vision 2030, the Qatari government has harnessed the country's financial resources, drawn from its natural wealth, to achieve this ambitious vision. This includes establishing an integrated social protection system, building an enabling environment for the integration of social welfare groups into society and the workforce, and expanding the base of community participation to ensure sustainable social protection. Qatar has been keen to adopt policies that properly prepare youth and protect them from violent extremism, whether in the fields of education, sports, culture, or job creation. The State of Qatar provides support to organizations that care for youth.

Human development is a feature of social well-being in Qatar.

4.6 Human Development Index

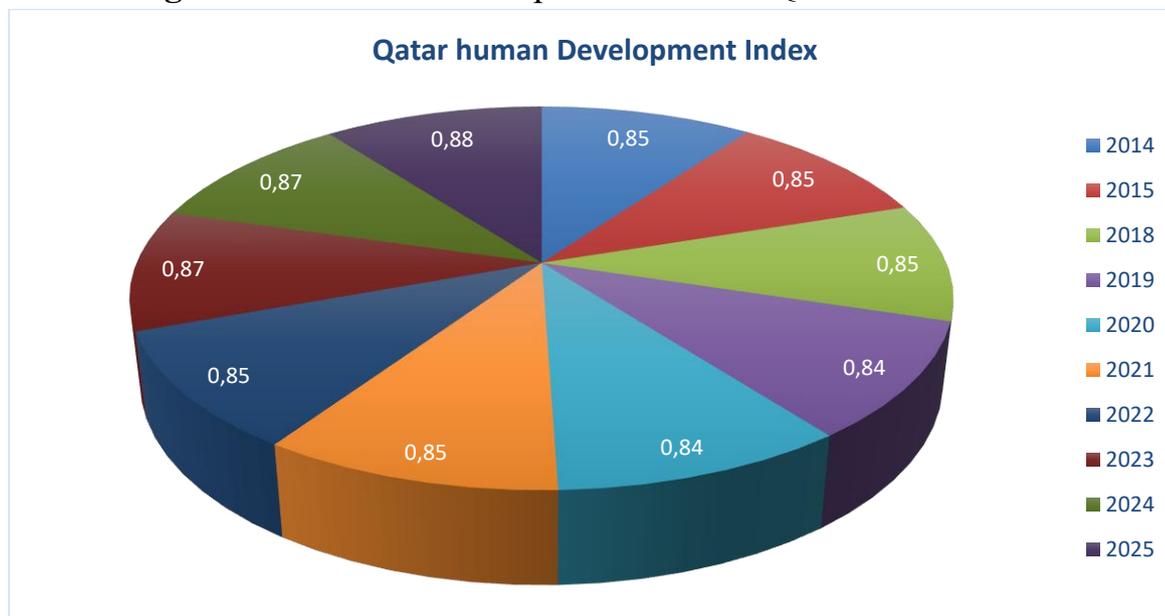
The following shows Qatar's score on the Human Development Index for the period 2014–2025. The index is a composite measure that includes health, education, and per capita income. The index provides an overall picture of well-being and is used to classify countries according to their level of development and measure the impact of economic policies on quality of life.

Table 6: Qatar - Human Development Index

Years	2014	2015	2018	2019	2020	2021	2022	2023	2024	2025
Percentage %	0.85	0.85	0.85	0.84	0.84	0.85	0.85	0.87	0.87	0.88

Source: Prepared by researchers based on the Qatar Data Platform <https://www.data.gov.qa/> , 26/07/2025 at 11h

Figure 08: Human Development Index in Qatar



Source: Prepared by the researchers based on Table 06

4.7 Social Progress Index

The index combines indicators of social and environmental outcomes to calculate an overall score for these countries, based on graded assessment levels that include measures of health and safety, education, technology, rights, and more. In addition to the overall scores, three key dimensions of social progress are also measured: basic human needs, foundations of well-being, and opportunity. Overall, the Social Progress Index measures at least some aspects of social progress for more than 99.85% of the world's population.

The body responsible for organizing the World Cup, the Qatar Supreme Committee,

believes that the tournament is a powerful catalyst for providing a sustainable human and social legacy before, during, and after the 2022 World Cup. But since 2010, has the country made any progress and is it on the path to reform? Qatar's Social Progress Index score rose from 65.1 in 2012 to 69.47 in 2022, indicating progress. However, despite the statistics, criticism of the country persists. We focus on three key indicators established by the Social Progress Imperative: Basic human needs, foundations of well-being, opportunities, knowledge of the country's ranking in the Middle East, and analysis of whether any progress has been made or whether challenges remain.

Table 07: Qatar Social Progress Index

Key Indicators	Social Progress Index	Opportunities	Foundations of well-being	basic human needs
Years				
2011	65.66	/	/	/
2012	65.19	/	/	/
2013	66.80	/	/	/
2014	68.06	119°	75°	37°
2015	69.03	118°	77°	37°
2016	69.36	118°	71°	38°
2017	69.30	120°	72°	39°
2018	69.30	122°	79°	40°
2019	69.78	119°	77°	41°
2020	70.17	120°	77°	40°
2021	70.21	118°	82°	40°
2022	69.47	125°	82°	43°
2023	69.29	/	/	/

Source: Prepared by researchers based on data from the website: <https://countryeconomy.com/demography/spi/qatar> , 25/07/2025 at 10.30

Qatar's Social Progress Index (SPI) data indicates significant positive development over the past decade. The index rose from 65.66 points in 2011 to 69.03 points in 2015. This improvement continued at a steady rate over the following years, peaking at 70.21 points in 2021.

However, the index registered a slight decline in the following two years, falling to 69.47 points in 2022 and then to 69.29 points in 2023. This small decline, which does not exceed 1.3% from the peak recorded in 2021, does not diminish the significance of the sustained improvement the country has witnessed over the past decade.

This data indicates that Qatar's social performance has achieved tangible and stable progress over the vast majority of the time period examined, with minor impacts in

recent years that may be attributed to external factors or methodological changes in the index's calculation method.

5. The Algerian Experience

Sonatrach workers' salaries are a major focus of interest for researchers in the fields of economics and labor relations in Algeria, given the corporation's position as the largest national and African company in the oil and gas industry. This study aims to analyze Sonatrach's wage structure and the mechanisms for determining wages according to specific professional and technical criteria, highlighting the impact of job nature and additional benefits on salary levels. It also seeks to conduct a systematic comparison between Sonatrach's wage scale and its counterparts in companies operating in the energy sector at the national and regional levels.

Table 08: Salaries of Sonatrach workers

Job Type	Monthly Salary
Technical Jobs : - Oil and Gas Engineers	Salaries from 80,000 - 150,000 AD
Administrative Jobs: -Marketing -Finance -Human Resources	Between 50,000 - 90,000 AD
Field Jobs: -Drilling and Maintenance in Oil Fields	They receive salaries starting from 40,000 AD and may reach 100,000 AD
Senior positions: -Department managers or general managers at Sonatrach	Salaries from 200,000 AD per month and can reach 500,000 AD.

Source : Prepared by researchers based on the link <https://city-salary.com/> , 30/07/2025 at 11h

5.1 Benefits for Sonatrach Employees

Sonatrach employees benefit from numerous social benefits, including:

- **Medical Care:** The company provides comprehensive medical care for its employees, including their families.
- **Transportation:** Employees benefit from transportation at a nominal salary discount. Some executives also own a company car to ensure employee comfort and improve performance.
- **Meals:** The company has a restaurant in all its complexes and departments. This restaurant provides employees with full, hot meals for a nominal monthly fee.
- **Nurseries and Kindergartens:** The company has several nurseries at all of its

workplaces, with reduced monthly payments.

- **Wage Policy:** Sonatrach's wage policy is very favorable. Employees receive incentive salaries and even multiple bonuses, such as performance and risk bonuses, and even heat bonuses for employees in the deep south.

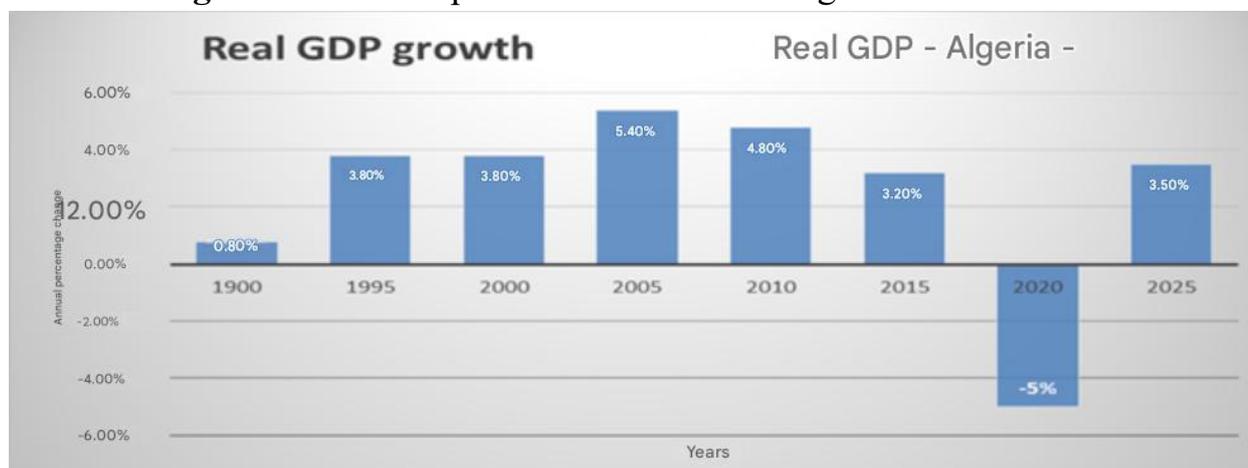
- **Social Dialogue:** The company promotes social dialogue through its active engagement with civil society, non-governmental organizations, government agencies, associations, and labor unions, contributing to a positive alignment between the expectations of external stakeholders and the company's objectives. Maintaining the country's stability and meeting the demands of stakeholders is also crucial, a strategic goal for Sonatrach. This company is owned by the Algerian state (100% shareholder) and is considered the most important in Algeria and the African continent, thus holding significant global significance.

Table 09: Real GDP Growth in Algeria

Years	1990	1995	2000	2005	2010	2015	2020	2025
Annual relative change %	0.8	3.8	3.8	5.4	4.8	3.2	-5	23.5

Source: Prepared by researchers based on International Monetary Fund data,

Figure .09: Development of real GDP in Algeria



Source: Prepared by researchers based on table 09

5.2 Contribution of hydrocarbure exports to GDP

Sonatrach plays a pivotal role in the national economy, ensuring energy security in Algeria. Sonatrach contributes 26% of the GDP and 50% of the country's tax revenues. Sonatrach is considered the heart of the Algerian economy, or rather "the entire Algerian economy," as its oil exports represent 96% of Algeria's exports and 60% of public treasury funds. Its revenues represent a third of the GDP.

Table 10: Percentage of contribution of hydrocarb exports to GDP

Year	Contribution of hydrocarbon exports to GDP %	Notes
2020	Algeria's hydrocarbon sector accounted for 60% of its budget revenues, 36% of its GDP, and more than 97% of its export earnings in 2010.	According to the US State Department data https://www.eurasiareview.com/
2018 – 2022	Between 2018 and 2022, the hydrocarbon sector contributed an average of 19% of GDP, of which 19% was in exports (92% of total exports) and 12.3% in fiscal revenues (43% of total budget revenues.)	According to the International Monetary Fund Reports https://www.elibrary.imf.org/
2023 - 2025	An estimated rate of between 19 and 25%. Following the Finance Minister's 2025 forecast, oil revenues should reach \$43.73 billion in 2025.	According to the International Monetary Fund Reports https://www.elibrary.imf.org/ and according to the website : https://www.algeriainvest.com/

Source: Prepared by researchers based on International Monetary Fund Reports and the US State Department Statement,

Economic data indicates a significant structural shift in the Algerian economy over the past decade, with the contribution of hydrocarbon exports to GDP declining significantly from 36% in 2010 to approximately 19% on average annually for the

period 2018-2022. This decline of approximately 17 percentage points is indicative of: A decline in the sector's contribution rate by an annual average of approximately 1.7 percentage points and the emergence of modest contributions from other economic sectors.

Table 11: Gross National Income, Purchasing Power Parity in Algeria (PPP) (US\$)

Years	1995	2000	2005	2010	2015	2020	2022	2023	2024
Relative Change	209.89	270.97	388.09	513.69	541.23	549.03	703.40	765.44	806.01

Source: Prepared by researchers based on World Bank data <https://data.worldbank.org/>, 30/07/2025 at 12h

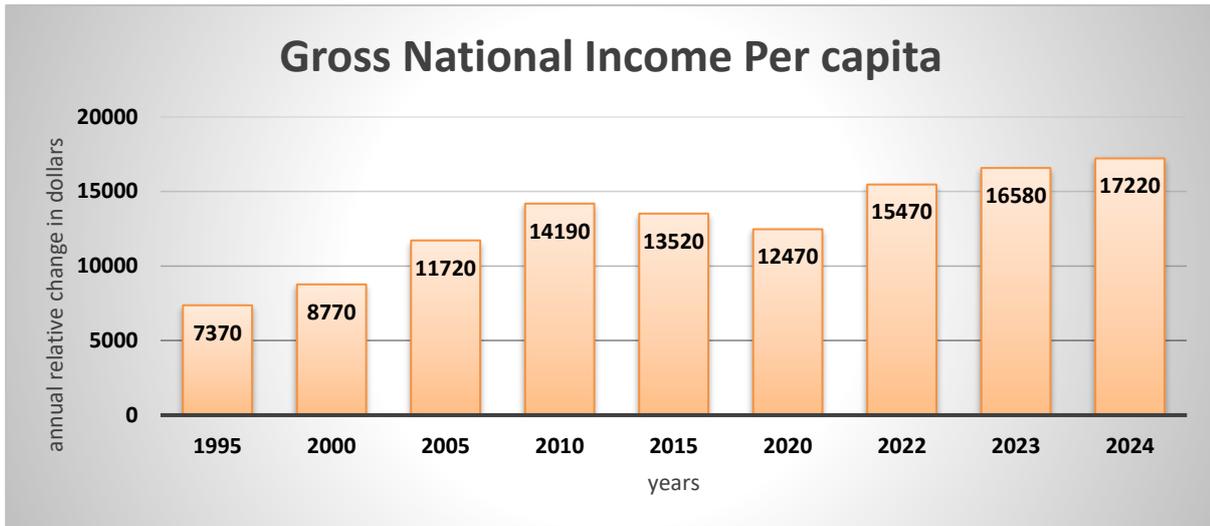
Gross National Income (GNI) measured by purchasing power parity (PPP) is an important indicator for understanding the true value of income within an economy and its ability to provide goods and services to the population. It is used as an indicator to assess individuals' standard of living, which is why we adopted it in our study. Referring to World Bank data and observing the evolution of nominal GNI compared to GNI-ppp, we find a significant difference indicating that the cost of living in Algeria is relatively low compared to the dollar, giving domestic income a greater purchasing power domestically. The table above shows a relative increase in GNI-ppp between 1995 and 2024. This reflects that the Algerian economy, despite its dependence on hydrocarbons, provides a better standard of living domestically than reflected by nominal values on international markets.

Table 10: GNI Per capita, measured by PPP in Algeria (US\$)

Years	1995	2000	2005	2010	2015	2020	2022	2023	2024
Annual Relative Change	7370	8770	11720	14190	13520	12470	15470	16580	17220

Source: Prepared by researchers based on World Bank data <https://data.albankaldawli.org/> 30/07/2025 at 13h

Figure .10: Gross National Income Per capita



Source: Prepared by the researchers based on Table 10

The table shows a significant increase over the years in per capita national income, measured by purchasing power parity. Despite the relatively high level of the index, the actual distribution of income is unequal across groups and geographic regions. The index is a powerful tool for assessing population well-being, but it needs to be complemented by data on income distribution and inequality to obtain a more accurate social picture.

- According to the study conducted by Mohamed Bouaoun in his article entitled: "Evaluating the Social Dimension of Performance Sustainability in Algerian Economic Institutions," an exploratory study of a sample of Sonatrach employees (the Regional Directorate of Production in Hassi Messaoud), and based on the indicators and dimensions mentioned in the following table:

Table . 11: Hypothesis testing table

Significance level	t value	relative importance	standard deviation	arithmetic mean	Indicators and dimensions
0,002	12,788	%77	0,577	4,08	1
0,000	9,545	%72,5	0,850	3,90	2
0,004	6,540	%67,5	0,760	3,70	2
0,003	8,552	%72,25	0,610	3,89	The social dimension of performance sustainability

Source: Mohamed Bououn: Evaluating the Social Dimension of Performance Sustainability in the Algerian Economic Institution, an Exploratory Study of a Sample of Employees at Sonatrach (Regional Directorate of Production in Hassi

Messaoud), published in 2021, p. 151.

The results showed that Sonatrach, represented by the Hassi Messaoud Production Directorate, relies on enhancing the social dimension as one of the pillars of sustainable performance from the employee perspective. This is evident in its focus on achieving high levels of job satisfaction, estimated at nearly 70%, by implementing practices based on fairness in hiring and promotion, along with a wage and reward system. The data also demonstrated high levels of satisfaction with the work environment, including methods of supervision and cooperation within work teams, as well as the institution's provision of professional development opportunities and moral appreciation for employees. In addition, Sonatrach is committed to providing appropriate working conditions, including transportation, catering, and healthcare services, while ensuring occupational safety and security standards.

(Bououn, 2021, p. 153)

- The foreign study conducted by Nahed HEBBAZ and Douniazed NESSRAOUI, titled "Enhancing Motivation to Support Organizational Commitment of Global Human Resources - Case Study of Sonatrach Company," reached a set of conclusions, including the conclusion relevant to our study: high salaries and compensation, consistent with international standards, represent the most important incentive for human resources to continue and excel in global companies. A compensation system based on performance or company income is among the best of these criteria. (HEBBAZ & Douniazed NESSRAOUI, 2022, p. 464)

5.3 From the two previous studies conducted on Sonatrach workers, we conclude:

There is a complementary relationship between the quality of work life and the social dimensions of Sonatrach employees, as institutional policies have contributed to positive impacts on multiple levels. On the economic level, competitive wages and a reward system contribute to enhancing financial stability for families, which positively impacts living standards and the ability to meet social needs. Providing healthcare, transportation, and nutrition services also alleviates psychological and material burdens, enhancing feelings of security and job satisfaction. On the social level, job stability strengthens family cohesion and increases community participation, as job satisfaction contributes to an improved social image and increased interaction with the community.

In general, the results indicate that the quality of life of Sonatrach employees is a pivotal factor in achieving their social well-being. Through its social programs and work systems, the company works to link institutional sustainability with improving the individual and collective lives of employees.

Overall, the results indicate that the quality of life of Sonatrach workers is a pivotal factor in achieving their social well-being. Through its social programs and work

systems, the organization works to link institutional sustainability with improving the individual and collective lives of employees.

As a conclusion to this study, the results showed that the economic programs pursued in both Qatar and Algeria reflect a clear discrepancy in vision, planning, and implementation. This has had a direct impact on the levels of national and per capita income, as well as on indicators of social welfare and individual happiness, particularly among workers.

In Qatar, the Qatar National Vision 2030 contributed to building an economic model based on diversification, human development, and advanced infrastructure. This was reflected in a stable increase in national income and a steady growth in per capita income. These economic indicators were reflected in a clear improvement in social welfare levels, with global ratings for the happiness index and the quality of life index rising. This was due to policies that support education, health, and housing, while taking into account the balance between professional and social life.

In Algeria, the study revealed that economic policies relied excessively on the hydrocarbon sector as the primary source of national income, leaving the economy vulnerable to external fluctuations related to oil and gas prices. Although an institution like Sonatrach provides a relatively high standard of living for its workers compared to the national average income, the lack of effective economic diversification has negatively impacted the overall per capita income, which remains modest compared to indicators in neighboring countries. The weak effectiveness of social programs and the instability of economic planning have also led to a decline in social welfare indicators. As for Sonatrach workers, we concluded that they enjoy a high income, which provides them with social well-being and happiness because they are achieving their goals. Algeria is still somewhat deficient in economic diversification policies, as its economy relies on the hydrocarbon sector to a greater extent than 90%, similar to Qatar, which has successfully pursued development policies that are independent of the hydrocarbon sector. While Qatar appears to have succeeded in achieving integration between economic growth and improving the quality of life for individuals, Algeria is still searching for a development model capable of balancing economic and social dimensions, especially in light of demographic shifts and the aspirations of young people for social justice and well-being.

6. Conclusion

The study's results emphasize the pivotal importance of the dialectical relationship between quality of life and sustainable development in assessing the effectiveness of contemporary economic and social policies. Quantitative economic growth is no longer sufficient on its own; it must be coupled with tangible improvements in indicators of comprehensive human well-being.

In this context, the Qatari experience offers a pioneering model of comprehensive development through the Qatar National Vision 2030, which adopted an integrated approach that balances economic, social, and environmental dimensions. This approach has been embodied in an increase in per capita income, accompanied by a qualitative improvement in quality of life indicators. Strategic investments in advanced education (such as Education City), advanced healthcare (the comprehensive health insurance system), and smart infrastructure (the Doha Metro, Sports City) have contributed to creating an environment conducive to human development, placing Qatar 42nd globally in the 2021 Human Development Index.

In contrast, the Algerian experience reveals structural challenges facing the achievement of this development equation. Despite the country's enormous natural resources (the second-largest gas reserves in Africa) and human capital (youth make up 65% of the population), its single-source dependence on hydrocarbons (93% of exports) and the lack of effective productive diversification have limited the impact of economic growth on quality of life. Regional disparities in development and the ineffectiveness of social policies (youth unemployment reached 26.4% in 2022) have also negatively impacted social welfare indicators.

However, recent Algerian policy trends, such as the National Sustainable Development Strategy 2030 and the National Economic Diversification Program, have begun to offer more integrated approaches, although they still require strengthening implementation mechanisms and ensuring sustainable financing.

A comparison of the two models reveals that successful sustainable development requires an integrated triad: balanced economic growth, comprehensive social justice, and sound environmental management. While Qatar offers a model for effectively linking development and quality of life, Algeria demonstrates the importance of deep structural reforms to achieve this equation. The lessons learned from both experiences remain of great value to policymakers in developing economies seeking to achieve sustainable human development.

7. Bibliography List :

- National Development Strategy 2011-2016: Towards Qatar National Vision 2030.* (2011, MARS). Retrieved JUILLET 27, 2025, from nwm.unescwa: <https://nwm.unescwa.org/ar/resources/306>
- Qatar National Vision 2030.* (2024). Retrieved July 20, 2025, from government communications office : <https://www.gco.gov.qa/en/state-of-qatar/qatar-national-vision-2030/our-story>
- Barcaccia, B., Giuseppe Esposito, Maria Matarese, Marta Bertolaso, Marta Elvira, & Maria Grazia De Marinis. (2013). Defining Quality of Life: A Wild-Goose Chase? *Europe's Journal of Psychology*, 9(1), p. 187.
- Bououn, M. (2021, 12 31). Evaluating the social dimension of performance sustainability in the Algerian economic institution, an exploratory study of a

- sample of employees at Sonatrach (Regional Directorate of Production in Hassi Messaoud). *Al-Mayadeen Economic Magazine*, 04(01).
- chhina, I., & hassan, e. (2024, OCTOBER 10). *Qatar's Third National Development Strategy*. Consulté le August 08, 2025, sur deloitte: <https://www.deloitte.com/middle-east/en/services/consulting-financial/analysis/qatars-third-national-development-strategy.html>
- Edwin Zaccai, B. (1999). *Sustainable Development: Characteristics and Interpretations*. Retrieved 07 10, 2024, from <https://gh.copernicus.org/articles/54/73/1999/gh-54-73-1999.pdf>
- Felce, D., & Jonathan, P. (1995). Quality of life: Its definition and measurement. *Research in Developmental Disabilities*, 16.
- GROVER, M. S. (s.d.). *Sustainable Development :Concepts & Dimensions*.
- HEBBAZ, N., & Douniazed NESSRAOUI. (2022, 06 30). Enhancing motivation to support organizational commitment of global human resources - Case study of Sonatrach Company. *Administrative And Financial Sciences Review*, 06(01).
- medina, J. (2023). The current status of the sustainable development goals in the world. *Development Studies Research ,An Open Access Journal*, 10, pp. 2-3.
- MENSAH, J. (2019, 09 08). Sustainable development: meaning, history, principles, pillars, and implications for human action: literature review. *cogent social sciences*, 5, 6-7.
- Owczarek, K. (2010, JULY). The concept of quality of life. *Acta Neuropsychologica*, 8(3), pp. 4-5.
- qatar-national-vision-2030*. (s.d.). Consulté le 07 2024, 2025, sur corverment communication office: <https://www.gco.gov.qa/ar/state-of-qatar/qatar-national-vision-2030/our-story/>
- Second, A. b. (2018, JUILLET). *Qatar's Second National Development Strategy 2022-2028 Towards Qatar National Vision 2030*. Retrieved 07 27, 2025, from faolex: <https://faolex.fao.org/docs/pdf/qat181692.pdf>
- Team, S. G. (2025, march). *QATAR NATIONAL DEVELOPMENT STRATEGY*. Retrieved July 20, 2025, from strategicgears: <https://strategicgears.com/reports/qatar-national-development-strategy>
- Teoli, D., & Bhardwaj., A. (2023, MARCHE 27). *Quality Of Life*. Consulté le 07 18, 2024, sur national library of medicine: https://www.ncbi.nlm.nih.gov/books/NBK536962/#_article-28144_s1_
- Third-Qatar-National-Development-Strategy-2024-2030*. (n.d.). Retrieved July 22, 2025, from council of ministers secretariat general : <https://cm.gov.qa/en/Pages/Third-Qatar-National-Development-Strategy-2024-2030>
- Young, R. D. (s.d.). *Quality of Life Indicator Systems–Definitions, Methodologies, Uses, and Public Policy Decision Making*. Consulté le 7 12, 2024, sur <https://crp.trb.org/acrpwebresource12/wp-content/uploads/sites/25/2021/09/Quality-of-Life.pdf>