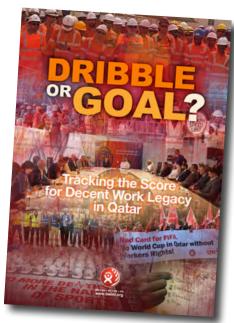
#### **BWI Report 2021**

### **DRIBBLE OR GOAL?**

#### **Tracking the Score for Decent Work Legacy in Qatar**

#### **Overview**

BWI (Building and Woodworkers' International) www.bwint. org - is the Global Union Federation grouping free and democratic unions with members in Building, Building Materials, Wood, Forestry and Allied sectors. BWI brings together around 351 trade union representing around 12 million members in 127 countries. Concerned over the treatment of migrant workers, especially the construction workers who had dangerous and unhealthy working and living conditions, BWI was among the first who started to campaign for decent work in Qatar since 2010, when the World Cup Games were awarded to Qatar by FIFA, the Fédération International de Football Association.



With 17 months before the 2022 World Cup Qatar kickoff, the BWI Press Conference **World Cup Qatar 2022 Eyes on the Goal** is to present the main highlights of the BWI Progress Report 2021 *Dribble or Goal? Tracking the Score for Decent Work Legacy in Qatar* on:



The most recent facts and figures on the working conditions and the state of fundamental rights and freedoms for migrant workers in Qatar



The interplay, role and actions of various stakeholders to achieve human and labour rights for migrant workers in Qatar since 2010



BWI Recommendations to the Qatar Authorities, FIFA and the Supreme Committee on Delivery and Legacy (SCDL), and Multinational Companies to ensure a football legacy of decent work in Qatar towards 2022 and beyond

This fact sheets provides a summary of the main findings and recommendations from the BWI Progress Report 2021.

#### **Our recommendations for Decent Work Legacy**

Qatar's successful bid to host the 2022 World FIFA Cup drew global attention to the situation of migrant workers during that period. It prompted global trade unions, multilateral agencies, and global sport bodies to put workers' rights – and not just football – on the global agenda, and to engage for decent work towards and beyond the Qatar 2022 World Cup. In a few years, Qatar has made great progress in the legislation and regulation on the rights of migrant workers. These include the elimination of the Kafala employer sponsorship system, improvements in occupational health and safety, and the creation of committees with freely elected worker representatives.

However, implementation gaps are serious, non-payment and delayed payment of wages and other benefits, and the persistent, though improving, issue of death rates among migrants require further actions by the authorities of Qatar, FIFA and as well as multinational companies operating in Qatar. Based on evidence provided by the BWI Progress Report 2021 Dribble or Goal? and information therein provided to BWI by migrant workers and their organisations, the Supreme Committee on Delivery and Legacy (SC), the Ministry of Administrative, Development, Labour and Social Affair (MADLSA) and Multinational Companies, BWI puts forward the following recommendations for a sustainable legacy for decent work towards and beyond 2022.

#### **BWI recommendations to the Qatar authorities:**

- 1. Effective Enforcement of the Minimum Wage Law and the Law Abolishing the Kafala System
- 2. Guarantees that Employers Obey the Law on no-Objection Certificates (NOC), Stop Retaliation and Guarantee Government Coherence on Policy and Enforcement
- 3. Fair Recruitment
- 4. Enforcement of Occupational Safety and Health Regulations
- 5. Reform of the Labour Justice System
- 6. Fully Operational and Funded Workers' Support and Insurance Fund
- 7. Right to Representation and Workers' Committees

#### **BWI recommendations to FIFA and SC:**

- 8. Migrant Workers' Centre
- 9. Workers Welfare Committees and Joint Inspection in the Hospitality Sector
- 10. Guarantee of Timely Remedy for Workers Complaints and Grievances
- 11. Universal Reimbursement Scheme

#### **BWI** recommendations to multinational companies:

12. Due Diligence and Joint Inspection



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# Dribble or Goal? Highlights from the Report

## The journey so far



stadium construction and became a benchmark of migrant labour management Workers' Welfare Standard (WWS) ffor February 2014: The SC issues its for the country



International Labour Conference submit a complaint under Article 26 of the ILO June 2014: Worker Delegates to the



Constitution seeking the establishment of a Commission of Inquiry on Qatar based on ILO Convention 29 on forced labour.

wins the bid to host the FIFA

World Cup 2022TM

December 2010: Qatar



FIFA

workers are paid fully through Protection System to ensure 7th day of each month. It also provides direct bank transfer and on time every for governmental monitoring of wage payment and to impose sanctions. introduces the Wage

the decision of the FIFA to grant Qatar's bid to host the 2022 World Cup.

campaign to protest

launches the Red April 2013: BWI

Card for FIFA

equired for the FIFA World Cup 2022 Understanding (MoU) to improve the TM Qatar signed a Memorandum of March 2017: health and safety, as well as living and working conditions of migrant (SC), the organisation responsible Committee for Delivery & Legacy for delivering the infrastructure construction workers.



(Human Rights) of the FIFA the establishment FIFA announces to provide guidance in of its Human Rights Advisory Board implementing Article 3



2017: The ILO Governing Body decides to close the complaint procedure establish a Commission of inquiry) based assurances that Qatar will protect all the on commitments by the Government of Qatar to abolish the Kafala System and under Article 26 of the Constitution (to fundamental rights at work.

annual health checks while work must stop if the wet-bulb globe temperature (WBGT) rises beyond 32.1, taking into ban on working in open workplaces from 10:00 - 15:30 from 1 June to 15 September annually - previously instructs on heat stress training, access to PPEs, and May 2021: Qatar's issues new decree to extend the 15 June to 31 August between 11:30 - 15:00. It also consideration more than ambient temperature.



October 2018: Qatar reforms the body conducts an onsite audit and exit permit system by eliminating the country. At the same period, the FIFA human rights advisory stakeholders' meetings in Qatar. employer's permission to leave



migrant workers who paid recruitment Universal Reimbursement Scheme to and contractors under the fees. This will be done in a period of 12-36 months. will be reimbursed by SC that QAR 102.9 million



employer. Altogether this minimum wage law takes allowance of QAR 500 if at QAR 1,000 plus food effect, which is pegged allowance of QAR 300 and accommodation can be 490 USD per not provided by the



2018 to assist workers in wage Insurance Fund was established under Law 17 or

union and a Qatari company.



claims in instances employer



the SC's Universal

Reimbursement Introduction of

Scheme.



November 2018:













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where the initial assessment of SC-BWI June 2017: BWI holds is first global conference on sport-migration nexus cooperation is undertaken.



conference which included an OHS holds a national health and safety

April 2018: BWI and MADLSA

several work sites. The ILO Office

orientation by BWI members in

for technical cooperation in Qatar

also opened during this period. Labour Forum (CLF) on 30th of April.

BWI convenes its first Community

×

migrant workers to change employers

inside Qatar.

abolished by the Qatar government

(NOC), which was the pillar of the Kafala System, is

No-Objection Certificate

August 2020: The

under Law 18 of 2020. This allows

April 2019: Qatar issues guidelines workers in joint workers committees.

•0

and procedures for election of



case against FIFA

with embedding human

Ruggie which dealt rights approach in business relationship.

latter widely documented

against migrant workers. human rights violations

Cup 2022™, despite the

construction workers building the FIFA World Cup 2022<sup>TM</sup> facilities.

and living conditions missions to Qatar to

of migrant

assess the working

BWI conducts its first of the several

October 2013:

host of the FIFA World

its operations and

commissioned report

FIFA releases the

of Professor John

files a case against FIFA

Aay 2015: The BWI before the OECD for appointing Qatar as

May 2017: BWI under the OECD

rights commitment

X

concrete human

concluded with Multinational is

Guidelines on





SC conducts the first of the

18 joint inspections in Al

Wakrah stadium.

Extraordinary Congress

February 2016:

ITUC CSI IGB

non-observance of the Forced Labour Convention.

2013: The BWI and the ITUC

January and November

before the ILO on 16 January file complaints against Qatar and 12 November on Qatar's FIFA holds an

package that included

human rights in its

wide-ranging reform

which approved a

February 2017: BWI and

March 2018: Qatar Committees to



introduces the Labour expedite resolution of Disputes Settlement





labour cases by setting a 3-week deadline after



communication on matters like training

These committees bring together

management and workers for

programs, risk prevention, OHS and

productivity.

affiliates undertake its first on-site audit nuary 2019: BWI and its French which is the main contractor of Al Rayyan Stadium, elect their company owned by Qatari Diar Real of the operations of QDVC (a Qatari VINCI Construction Grands Projets) at the Lusail Light Railway Transit System (LRT), and related workers' accommodation. The workers of Larsen and Turbo, Estate Investments Company and

