



RE-RUN THE **VOTE**

**NO WORLD CUP**  
WITHOUT WORKERS' RIGHTS.



## **Trade Union Campaign Pack**

### **Rerun the Vote: No World Cup Without Workers' Rights**

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*To: International Trade Union Confederation affiliates,  
Global Union Federations and Trade Union Advisory  
Committee to the OECD*

*From: Sharan Burrow, General Secretary – International  
Trade Union Confederation*

### **2013 was a game changer in the campaign for workers' rights in Qatar.**

A *Guardian* newspaper exposé on the increasing death toll made global headlines. It quoted the ITUC estimate that up to 4,000 workers will die in Qatar before a ball is kicked to start the World Cup in 2022, based on death tallies from just two countries – Nepal and India.

Zahir Belounis, a professional footballer trapped in Qatar for nearly two years, came to exemplify the horror of the kafala visa sponsorship system, which gives employers total control of people – even to deny them an exit permit to leave the country. After the ITUC initially publicised his plight, media, human rights organisations, FIFPro and others took up his case. He arrived home to a Paris airport to a hero's welcome and continues to call for the end of kafala.

By November 2013, FIFA President Sepp Blatter, under pressure from trade unions and the media, met with ITUC President Michael Sommer and the President of the German Football Federation called on “economic and social leaders to join the football community in contributing to ensure that the ILO's core labour standards are introduced quickly, consistently and on a sustained basis in Qatar”.

The International Labour Organisation was requested by Qatar to comment on its draft Charter, and recommended that it incorporate core ILO standards. Two UN special rapporteurs condemned conditions in Qatar following visits to the country.

Missions to Qatar by the ITUC, BWI, FIFPro and national affiliates maintained the pressure and exposure of working conditions in Qatar. FIFPro announced its intention to the Qatar Football Association to establish a players' union for professional football players in Qatar. FIFPro has continued to press for Qatar to recognise fundamental rights for all workers, and the BWI has continued its campaign action.

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The European Parliament adopted a strong Resolution on the issue at the end of 2013, and followed up with a hearing in February 2014. It is expected to send a delegation to Qatar in March.

Qatar is a slave state for 1.4 million migrant workers. It doesn't have to be that way. Qatar chooses to build its modern nation with the labour of migrant workers and deliberately chooses to maintain a system that treats these workers as less than human.

Qatar could choose to:

- end the kafala system;
- introduce laws to allow freedom of association and collective bargaining so these workers have a voice;
- put in place an effective labour dispute settling process;
- introduce health and safety laws to the highest international standard, with effective inspection and enforcement;
- clean up the corrupt recruitment system and work with reputable international recruitment companies;
- end the racially based system of wages with an adequate, non-discriminatory minimum wage for all workers.

All foreign employees in Qatar are subject to kafala. Their freedom is not guaranteed, and they risk falling victim to kafala abuses at any time.

The international community must act. Qatar must change. FIFA must use its leverage to re-run the vote for the 2022 World Cup if Qatar does not change its ways.

### Fresh Challenges for 2014

Qatar is responding with a corporate and legal whitewash, using an ineffectual and discredited "corporate social responsibility" approach to avoid introducing meaningful changes in laws and introducing rights for workers.

The Qatar Foundation Mandatory Standards and the Qatar Supreme Committee Worker Welfare Standards have published pages of conditions for workers, but with no enforcement and no change to laws.

International law and lobbyist firm DLA Piper has apparently been commissioned by Qatar to examine the situation of migrant workers and compare existing local legislation and international standards. The report is expected to be delivered to Qatar in March.

In March, the ITUC will release a new report, "The Case Against Qatar", with a selection of the worker cases the ITUC legal team have been documenting, and how they fail the test of international rules and decency.

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First findings from the ILO are expected in March on a Freedom of Association complaint and a Forced Labour case lodged by the ITUC concerning Qatar. Qatar is required to meet ILO freedom of association standards by virtue of its ILO membership.

New campaign materials will be available at [www.rerunthevote.org](http://www.rerunthevote.org) throughout the year including share graphics, infographic, a fanzine and a special re-run the vote World Cup wall chart for the 2014 World Cup.

“Red Card for FIFA” actions will also continue in 2014.  
<http://www.bwint.org/default.asp?Issue=redfifa&Language=EN>

This campaign guide sets out our **goal and strategy**.

It takes you through the main players in the campaign and how we can influence them, with suggested actions for you to take in your own country and with your networks.

1. **FIFA and the football community**
  2. **Qatar government and institutions**
  3. **Parliamentarians and national governments**
  4. **UN bodies and the ILO**
  5. **Companies and recruitment**
- and lists the key dates in 2014 and frequently asked questions**



#### Our Goal

Our goal is for every worker in Qatar to be free of the kafala system, have the right to form or join a trade union, enjoy a non-discriminatory minimum wage along with the right to collectively bargain for fair wages and decent conditions.



#### Our Strategy

Our strategy to achieve this is threefold.

- **Firstly**, we are building workers' power on the ground in Qatar, working through affiliates with links to migrant communities in Qatar. With the Global Union Federation the BWI, we will strongly support negotiations with international construction companies who want to build World Cup-related projects in Qatar on rights and conditions for workers. And with the International Transport Workers Federation (ITF) we will continue to seek dignity, rights and justice for employees of Qatar Airways.
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- **Secondly**, we will continue to pressure the Qatar Government through the ILO and other international organisations to meet their international obligations for working people. We will pressure FIFA to ensure respect for labour rights, and include robust labour rights criteria in selection of future host countries.
- **Thirdly**, we will build a global online campaigning force of football fans, union members and human rights supporters to build awareness of conditions for workers in Qatar and then act to put pressure on FIFA and Qatar to change. Ask your members to join the campaign at [www.rerunthevote.org](http://www.rerunthevote.org)

In addition to their financial firepower, we know that Qatar wants to become a key player in international affairs with a respected and credible voice through its “soft power” diplomatic strategy. By exposing their treatment of migrant workers at home, we will continue to thwart this aspiration unless and until Qatar reforms. In 2013, the ITF successfully stopped Qatar’s attempt to move the headquarters of the International Civil Aviation Organisation from Canada to Qatar.

### Our Campaign

Qatar may have a big footprint, but so does the international trade union movement. Our campaign leverages the power of FIFA and the interest of the public in the World Cup. This campaign pack sets out the main players, key dates and examples of national actions your organisation can take.

## The Players

### 1. FIFA

Dr Theo Zwanziger has been tasked by FIFA President Sepp Blatter with discussing the issues facing migrant workers with the Qatar government, companies, the ILO, trade unions and rights groups. While he has not yet been to Qatar, he will report to the March Executive Committee and make recommendation on next steps.

While Dr Zwanziger has indicated that the World Cup will not be taken from Qatar, senior FIFA officials have anonymously briefed media that the 2022 decision may yet be revisited.

We need to maintain the pressure on FIFA for them to commit to addressing labour rights in Qatar and to make it a condition of Qatar hosting the World Cup.

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#### **Key Dates:**

**Early March** – Release of new ITUC Report “The Case Against Qatar”.

**Mid-March** - ILO reports on forced labour and freedom of association cases.

**20-21 March FIFA Executive Committee Zurich** – With the BWI and Swiss affiliates, we plan to have a public action outside the FIFA Executive Committee meeting giving a red card to FIFA.

#### **FIFA Visit to Qatar**

**18 – 23 May, ITUC World Congress, Berlin** – A public action is planned during the ITUC Congress.

**10 – 11 June, FIFA Congress, Sao Paolo** – With TUCA and Brazilian affiliates, we hope to have a public action outside the FIFA congress meeting telling FIFA to re-run the vote.

#### **Late 2014 – Outcome of FIFA corruption inquiries**

**End of 2014 – FIFA Decision on move of 2022 World Cup from summer to winter**

#### **Examples of National Actions for Your Organisation:**

**Football Federation** – Contact your national football federation and ask them to support rights for workers in Qatar.

**FIFA Executive Committee Representative** – Contact your FIFA Executive Committee representative to ask them to give their position on workers' rights in Qatar.

**National Team – Players and Managers / Football League Teams – Players and Managers** – Ask your teams, manager and coaches to support the campaign to re-run the vote. In Austria nine of the ten top teams in national the league have all joined the campaign to re-run the vote – the 10th team has ties to Qatar. In Norway, national coach (and Norwegian legend) Egil Roger Olsen (nicknamed “Drillo”) has publicly supported the campaign “No world cup without workers' rights”.

**Players Association** – Meet with your players association and get them to sign up to the campaign with a photo or public action.

**Media and Publicity** – Publicise your activities and media releases from the ITUC. Feel free to make all releases your own, with quotes from your senior officials.

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## 2. Qatar

Our approach is to create “waves” of pressure from a range of networks based on cases of abuses in Qatar, and to counter Qatar’s ineffectual “CSR-led” and public relations effort.

We will also continue to monitor the death toll of workers in Qatar. No records are kept or data published, and no autopsies are carried out. Nepal and India are the only countries from which it is possible so far to obtain data on worker deaths in Qatar.

### **Cases:**

***Domestic Workers:*** Abuses of domestic workers will be highlighted in the ITUC report “The Case Against Qatar”.

***Detention Centres:*** Reports of women in detention centres with their babies have alarmed the ITUC, and this is being investigated.

***Mahmoud Bouneb:*** Al Jazeera Education Channel executive who is trapped in Qatar after his company refused to sign his exit permit or pay benefits. As a Canadian/Tunisian journalist we are seeking support from journalists and networks in these countries.

***Malika Alouane:*** A professional woman working for Al Jazeera Education Channel who is trapped in Qatar after the company refused to sign an exit permit or pay benefits. We will shortly be writing to you to make the case of Malika an issue for all trade union women and allied women’s organisations.

***Villaggio Fire:*** In 2012 a fire at Villaggio Mall Doha tragically killed 13 children and 6 adults in the Gympanzee nursery. The owners of the nursery, Qatar’s ambassador to Belgium, Luxembourg and the EU, did not turn up to the hearing of the appeal against his (and his wife’s) six-year sentence for involuntary manslaughter, prolonging the trauma for the families and also further delaying urgently needed compensation to the families. The families of adult nursery workers (e.g., in the Philippines and South Africa) who died in the fire were dependent on remittances from the workers.

***Education City:*** Qatar is home to nine international universities from the US and the UK. These universities are complicit in using forced labour on their campus. The ITUC, working with affiliates in the UK and US, is writing to the universities to expose treatment of workers on the Qatar campus of these universities.

New cases are reported to the ITUC on a weekly basis. The Human and Trade Union Rights team at the ITUC document the cases and where possible engage local lawyers in Qatar or negotiate with the employer for a settlement.

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**Qatar Ministry of Labour:** The ITUC also brings these cases to the attention of the Ministry of Labour, asking them to resolve the cases using the workplace inspectors to test their effectiveness.

**Qatar National Human Rights Committee:** Concerned about the inadequacy of the QNHRC, the ITUC is documenting cases that they have attempted to resolve and will seek to have their mandate reviewed by peers in the second half of 2014.

#### **Key Dates:**

**Early March – Release of New ITUC Report “The Case Against Qatar”** with a review of the inadequate legal and grievances system in Qatar.

**The March New Amnesty International Report on Domestic Workers in Qatar**

**After March Release of DLA Piper Report**

**June - September – Hot Season in Qatar,** a dangerous time for workers.

**October –** Expected ratification of domestic workers convention by the Gulf Cooperation Council (including Qatar), which falls short of ILO standards.

#### **Examples of National Actions for Your Organisation:**

**Networks:** Engage networks of journalists, university students, professional women's groups, and legal networks to support and highlight these cases with national actions.

**Media:** Promote these cases and stories in your national media.



### **3. Parliament and Parliamentary Support**

**European Parliament:** The resolution passed by European Parliament in 2013 fell short of referring to forced labour. The EP Subcommittee on Human Rights held a panel hearing and plan a visit to Qatar.

**US Congress:** A possible Congressional Resolution condemning Qatar's treatment of migrant workers is under development.

**US Department of State Trafficking in Persons (TIP) Report:** Lack of implementation of commitments and new laws. Demand to take Qatar back to tier 3. The TIP report is often used as an international reference and should start using international standards on trafficking including International Labour Standards.

**UK Parliament:** Shadow International Development Minister planning a visit to Qatar.

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#### **Key Dates:**

**End March:** MEP visit to Qatar.

**March:** Submissions to TIP-report letters to embassies.

**June:** TIP report published.

**November:** G20 Forced labour on agenda of L20/B20 statement.

End 2014: Slavery summit ahead of focus on forced labour anticipated at Davos 2015.

#### **Examples of National Actions for Your Organisation:**

Parliamentarians: Briefing of politicians and requesting statements, resolutions or relevant parliamentary motions in your country. Generate publicity in national media about the role of your elected representatives.



## 4. UN Processes and the ILO

**UN Special Rapporteur on Migrant Rights:** Report of last year's mission due in April 2014.

**UN Special Rapporteur on Independence of Judges and Lawyers:** Report of mission due in 2015.

**Universal Periodic Review of UN Human Rights Council (UPR):** Lobbying of governments.

**ILO:** Response on forced labour representation and freedom of association complaint.

#### **Key Dates:**

**March** - ILO Governing Body response on cases of Forced Labour / Freedom of Association.

**April** - UPR lobbying in conjunction with Amnesty International, Human Rights Watch and others.

**April** - Report from UN Special Rapporteur on Migrant Rights.

**2-9 June** - Joint briefing session on UNSRs.

#### **Examples of National Actions for Your Organisation:**

**Media and lobbying:** Take part in media and lobbying activities.

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## **5. Companies and Recruitment**

In 2014 the contracts for two stadiums will be awarded and construction is due to begin on Al Wakrah and Al-Rayan.

Billions of dollars of investment is going into infrastructure projects from transport – road, rail, underground, ports to hotels and accommodation, as well as the stadiums and training grounds for the World Cup.

At the same time Qatar's soft power reach is growing as it seeks to invest and buy large swathes of European and international corporations. Italy is the latest country to experience the reach of Qatari capital, with the Qatar Investment Authority planning a 25% stake in the country's third-largest bank. The corporate research required to map Qatar's extensive reach covers:

- Construction companies
- Labour supply chains (including recruitment)
- Qatari investment and capital strategies in your country
- Role of pension funds and workers' capital

Our aim is to expose bad recruitment practices and to encourage the Qatari Government to work with responsible recruitment agencies.

### **Examples of National Actions for Your Organisation:**

Corporate Research: Share your corporate mapping research plans with us so we can co-ordinate the work taking place at national level.

Company contact: Working with BWI and national affiliates; contact construction companies in your country to find out how they are meeting obligations for worker safety in Qatar.

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### Rerun the Vote: No World Cup Without Workers' Rights

#### Key Dates:

(As of 19/02/14)

Date	Event/Mission	Background
19 March	BWI Meeting Special Rapporteur on Migrant Rights	
20 – 21 March	FIFA ExCo, Zurich	FIFA report back on concrete steps for Qatar to implement ILO core labour standards
22 March	TUC Youth Workers Conference, London	Abdes Ouaddou and Philippe Gousenbourger
24-28 March	BWI Follow-up Mission	
March	BWI Meeting on Construction Companies Operating in Qatar	
March	ILO Complaint CFA, Geneva	Tbc
March	ILO Representation on C29 to Committee of Experts, Geneva	Tbc
March	GCC Conference Meeting	Possible adoption of draft contract for domestic workers
March	US TIP Report Input	
19 April	UPR Review	
Spring	EU Parliament Delegation to Qatar	
April/May	Qatar Discussed at UN Human Rights Council	
May	ITUC World Congress, Berlin	
10 – 11 June	FIFA Congress in São Paulo on 10 and 11 June 2014.	
28 May-12 June 2014 (tbc)	ITUC/BWI Side Event at ILC, Geneva	
28 May-12 June 2014 (tbc)	ILC Discussion on Forced Labour, Geneva	Standard setting on informal work (forced labour in informal sector)
June	US TIP Report	
June	Joint Briefing on UN Special Rapporteurs	
June	Deadline for Submission of Review Mandate on QNHRC	
June	UN Special Rapporteur on Migration will publish report on migrants in Qatar	
September	Review Mandate on QNHRC	
September	BWI Safety Inspection Qatar	
October	GCC – Domestic Workers Contract	Falls well short of the minimum standards outlined in the recently adopted ILO Domestic Workers' Convention.
12 – 14 November	G20/L20 Australia	
December	ITU Telecom World	<a href="http://www.tradearabia.com/news/IT_245175.html">http://www.tradearabia.com/news/IT_245175.html</a>

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Sharegraphics  
for social media

Download at  
[www.rerunthevote.org](http://www.rerunthevote.org)

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1. **QATAR 2022**

Qataris are the richest people in the world, but the average construction worker toils 15 hours, 6 days a week for only \$8 per day.

Take action:  
[rerunthevote.org](http://rerunthevote.org)

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2. **QATAR 2022**

More people will die building World Cup infrastructure than players will take to the field.

Campaign for change:  
[rerunthevote.org](http://rerunthevote.org)

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3. **QATAR 2022**

80% of workers' deaths are from heart attacks, suicide and workplace accidents.

Join the Campaign:  
[rerunthevote.org](http://rerunthevote.org)

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4. **QATAR 2022**

Fatal construction work injuries are up to 8 times higher than other rich countries.

Join the Campaign:  
[rerunthevote.org](http://rerunthevote.org)

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5. **QATAR 2022**

Qatar expects 70% growth in luxury accommodation, while workers building those hotels are squeezed 14 to a room in squalid conditions.

Take action:  
[rerunthevote.org](http://rerunthevote.org)

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6. **QATAR 2022**

Migrants are segregated in remote camps and denied entry to stores, restaurants and other public places.

Campaign for change:  
[rerunthevote.org](http://rerunthevote.org)

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7. **QATAR 2022**

Migrant workers have no right to unionise or strike, though they make up 99 % of the private sector workforce.

Join the Campaign:  
[rerunthevote.org](http://rerunthevote.org)

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8. **QATAR 2022**

Migrant workers in Qatar can't change jobs without their employer's permission. Leaving - even to escape abuse - results in jail or deportation.

Take action:  
[rerunthevote.org](http://rerunthevote.org)

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Photo credits: Matilde Gattoni

#### Sources:

1. Estimates from: <http://www.bbc.co.uk/news/world-middle-east-21029018>; [http://www.hrw.org/sites/default/files/reports/qatar0612webwcover\\_0.pdf](http://www.hrw.org/sites/default/files/reports/qatar0612webwcover_0.pdf)
2. In 2011 nearly 200 workers from Nepal alone were killed working in Qatar. If this continues over the next ten years 2000 workers will die working in Qatar. Only Nepal has published the number of worker who have died in Qatar, other death and injuries of workers from Bangladesh, Sri Lanka, India and the Philippines are not reported. During the World Cup 736 players will participate in the World Cup.
3. <http://www.ft.com/intl/cms/s/0/306c9812-25b0-11e1-856e-00144feabdc0.html#axzz2MfnZfT4I>
4. <http://www.qatarunderconstruction.org/stats-fire-causes-safety/>
5. <http://dev.arabianbusiness.com/qatar-eyes-near-70-rise-in-hotel-rooms-supply-446809.html>; ITUC eyewitness in industrial area labour camps October 2012
6. [http://www.hrw.org/sites/default/files/reports/qatar0612webwcover\\_0.pdf](http://www.hrw.org/sites/default/files/reports/qatar0612webwcover_0.pdf)
7. <http://www.hrw.org/world-report/2013/country-chapters/qatar>
8. <http://www.hrw.org/world-report/2013/country-chapters/qatar>

# Trade Union Campaign Pack

## Rerun the Vote: No World Cup Without Workers' Rights



Infographic for social media

Download at [www.rerunthevote.org](http://www.rerunthevote.org)

WORLD CUP QATAR 2022

### In 2010, FIFA awarded the 2022 World Cup to Qatar

Qatar treats migrant workers with little concern for safety and almost no legal protections.

Modern day slaves, who face injury and death every day.

HOW COULD THE WORLD CUP BE AWARDED TO QATAR?

### FIRST HALF

DECEMBER 2010

FIFA awards Qatar host rights for 2022 World Cup

MAY 2011

Bribery allegations against Qatar - Blatter forced to consider re-vote for 2022 World Cup host nation

DECEMBER 2011

Blatter "regrets" joint 2018-22 World Cup decision - "It was wrong"

AUGUST 2012

FIFA opens investigation into process awarding Qatar 2022 World Cup

QATAR  
FIFA INVESTIGATION

JANUARY 2013

France Football publishes 20-page report detailing how Qatar "bought the 2022 World Cup"

### SECOND HALF

FIFA and Qatar have both spoken about need for reform, but their record is full of broken promises.

JUNE 2011

ITUC meets Qatari Labour Minister, who pledges to consult with ITUC on new labour law...

JUNE 2011

...4 days later Qatar breaks promise, announces new law violating international labour standards.

MAY 2012

FIFA meets with ITUC, promises to "work jointly to address labour issues with the Qatari authorities."

DECEMBER 2012

Supreme Committee promises to consult with the ITUC on a "Worker's Charter"

FEBRUARY 2013

Supreme Committee breaks another promise to consult with ITUC

FEBRUARY 2013

Qatar Labour Ministry promises again to name companies violating employment laws - still waiting...

**162 DEATHS** of Nepalese workers in Qatar over 10 months ...despite Qatari and FIFA promises to reform.

8x

Construction workers' death-rate in Qatar up to 8 times higher than in other rich countries.

### EXTRA TIME

There's still time to save lives, restore the game's integrity and the trust of fans by choosing a venue for the 2022 World Cup where workers' rights are respected.

## TELL FIFA TO RERUN THE VOTE

WWW.RERUNTHEVOTE.ORG

## **Frequently Asked Questions**

### **What's wrong with working in Qatar?**

Qatar denies migrant workers the right to form or join a trade union. There is no minimum wage, nor the right to collectively bargain. The repressive work-visa sponsorship system, called kafala, means that workers cannot leave the country unless their employer signs an exit paper. They cannot change employers without their boss's permission. This is forced labour by any legal or moral definition. Workers often get trapped inside Qatar, unable to leave because their employer or former employer refuses to let them go home.

Qatar takes no responsibility for the 1.2 million migrant workers who are the backbone of the country. It is these workers who are building and growing the country. But, out of what seems to be pure greed, Qatar refuses to give their guest workers even the most basic international rights. Why else would the richest country in the world, per head of population, treat workers like modern-day slaves?

### **Why are you concerned with migrant workers in Qatar but not other Gulf States where conditions for workers are just as bad or even worse?**

Unions are concerned with the rights of migrant workers and domestic workers across all of the Gulf States and throughout the world. Winning the bid to host the 2022 World Cup has put Qatar in the spotlight, and will mean around one million more workers will face the ruthless exploitation of the system in Qatar.

We can harness the public interest in Qatar from millions of football fans and trade union members to bring about positive change for migrant workers in Qatar. Any positive changes will help advance workers' rights everywhere, including in those other Gulf States which deny workers freedom of association and collective bargaining rights.

### **What are conditions for workers like in Qatar?**

There are abuses throughout the recruitment and visa sponsorship system for workers in Qatar – from unscrupulous recruiters charging huge fees, to workers not being given the job or wages they were promised on arrival in Qatar.

Workers are paid as little as \$8 a day for 15 hours of work. Fatal construction worker injuries are eight times higher than the other countries as rich as Qatar. Workers sleep in labour camps squeezed 14 to a room in squalid conditions. Migrants are segregated and denied entry into public places. When they face problems, workers do not have the right to change jobs or leave the country without their employer's permission.

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**One of the main issues regarding the World Cup in Qatar is the danger of playing football in the summer heat. What problems do workers face in the heat?**

Construction workers are some of the lowest paid in any industry in Qatar. They work outside in scorching temperatures which can reach 50 degrees Celsius in the summer months. They are at risk of heatstroke and dehydration.

Because of the heat, outdoor work is banned in the summer months between 11:30 a.m. and 3:00 p.m. But if you walk down the street in Doha, you can see workers on construction sites. Without trade unions, workers are not able to ensure companies follow the law.

Many workers die in the labour camps themselves, of unexplained causes. They sleep in overcrowded rooms without adequate air conditioning or ventilation. The families of these workers are denied compensation because their deaths do not take place during working hours. Medical attention is hard to get, and no autopsies are carried out to determine the cause of death. The family of one worker who died in his sleep, Chirari Mahato, has shared a first-hand account of his last hours in Qatar. (Video available in English, French, Spanish, German: <http://j.mp/QatarKills>)

**There are estimates that lots of workers will die in Qatar– what do you think?**

More workers will die building World Cup infrastructure over the next ten years than the 736 players who will participate in the World Cup.

The ITUC estimates 4000 workers could die by 2022 based on death rates from just two countries – Nepal and India – which make up under half the migrant workforce. 455 Indian workers died in Qatar on worksites and over 400 Nepali workers since Qatar won its bid to host the World Cup.

**What is the main evidence that violations of workers' rights are going on?**

Violations of labour rights are happening every day. Stand outside the labour court in Doha and you will see men and women queuing up to file complaints in the hope that they will get justice. Visit any labour camp and you will hear stories of wages not being paid and see people sharing cramped rooms with ten other people.

The legal team at the ITUC is compiling cases of workers who have come forward. Some of these have been lodged with the ILO, and others are being followed up with legal assistance in Qatar.

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**You refer to conditions in Qatar as modern day slavery. Is this term correct?**

Qatar is a 21st-century slave state.

Workers who are deceived about their salary or job by recruiting agents are victims of forced labour – illegal under international law. Many migrant workers arrive in Qatar and are not given the job or the salary they were promised. Once workers are in Qatar, they have little option but to take the job and the salary they are given.

The strict visa sponsorship system means that workers cannot leave the country without their employer's permission. 86% of people have their passports held by employers according to a 2012 survey by the Social and Economic Research Institute in Qatar. This gives the employer total control over the worker.

**What reforms have been promised for the World Cup 2022, and who is responsible for adhering to them?**

No labour reforms have been promised as part of Qatar hosting the World Cup in 2022.

Qatar's Government has not made any moves to ratify ILO conventions to give all workers the right to form and join a trade union or collectively bargain.

**Do migrant workers' countries of origin have responsibilities to their workers in Qatar?**

There are workers of many nationalities in Qatar – from Bangladesh, India, Kenya, Nepal, and the Philippines—to name a few.

Labour law practices in Qatar are the responsibility of the government, yet they refuse to take responsibility.

Unions in the countries of origin inform workers before they migrate about working conditions and their lack of rights. Governments in countries of origin need to do more to alert their citizens of the risks and urge Qatar to reform its laws. Embassies in Qatar are overwhelmed with reports of violations and need additional support from their home governments as well.

Ultimately it is the responsibility of Qatar's Government to have laws in place which meet international standards and protect migrant workers in their country.

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#### **How is the Government of Qatar responding to your demands?**

The Government of Qatar has a legacy of broken promises on labour rights. In June 2011, the government promised to consult with the ITUC on the revised labour law. Four days later there were news reports that a law was pushed through that violates international standards.

There have been promises to review the visa sponsorship system and promises to publish the names of companies violating employment laws. None of these promises have been honoured or followed through on.

There have been promises to increase the number of labour inspectors, but we have seen no change for workers in Qatar.

#### **How is the Qatar Supreme Committee for Delivery and Legacy – the local organising committee for the World Cup in Qatar – responding to your demands?**

The 2022 Supreme Committee in Qatar promised to consult with the ITUC on a workers' charter. Statements in the media from the Supreme Committee have said that they have consulted on the charter, but this is not the case.

The charter released in March 2014 – only at the demand of FIFA – is nothing more than a public relations exercise, offering no protection and in fact entrenching the violations of rights.

Read the ITUC response to the Charter: <http://www.ituc-csi.org/qatar-world-cup-workers-standards>

#### **Are you confident that changes can be made for migrant workers in Qatar?**

The Qatar Government is mindful of international public opinion. Qatar is buying the respect of the international community with its global investments and interventions in international diplomacy.

Qatar's Government needs to reform the work visa sponsorship system, clean up the recruitment process, establish a fair and independent grievance process, allow all workers to form and join trade unions and collectively bargain for wages and conditions. Qatar's citizens are the world's richest people. They can make these changes and still be the richest people in the world – but with respect as well as wealth.

#### **Is it possible for FIFA re-run the vote for the 2022 World Cup?**

There is still time to choose a venue for the 2022 World Cup. Qatar was awarded the 2022 World Cup five years ahead of the schedule needed for a country to prepare for the games. A new vote could take place in 2014 for FIFA to correct the problems of the past.

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## **Trade Union Campaign Pack**

### **Rerun the Vote: No World Cup Without Workers' Rights**

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The original bid entries from Australia, Japan, Qatar, South Korea and the United States could be voted on again by all FIFA delegates – under new voting rules which have been put in place to deal with allegations of corruption – taking into consideration workers' rights.

There is still a public debate between FIFA and the 2022 Supreme Committee if the games will be moved from summer to winter to escape the desert heat. FIFA has said a decision on the switch to a winter games will be made by the end of 2014.

#### **Have any footballers or managers supported your campaign?**

Former footballer and Norwegian National Coach Egil Roger Olsen (“Drillo”) has joined the campaign. He earned his nickname “Drillo” from his dribbling and technical skills. Now he has leant his voice to the fight for workers' rights in Qatar.

Our latest ambassador is Abdeslam Ouaddou, the Moroccan international who is a former defender for Fulham, Rennes and most recently AS Nancy. He was recruited to play for Lekhwiya, then forced to sign with Qatar SC. Shocked by his treatment and the conditions in Qatar, he tried to leave and took a complaint to FIFA. He was trapped in the country for several months, and still has not been paid what he is owed. You can watch his story at [www.rerunthevote.org](http://www.rerunthevote.org) or <http://www.youtube.com/watch?v=HGBs6U3nhNY>

Zahir Belounis has become a champion for workers' rights in Qatar after he was trapped in the country for nearly two years.

#### **What can people do for workers in Qatar– can they make any difference?**

You can tell FIFA that they must re-run the vote if there are no workers' rights in Qatar at:

[www.rerunthevote.org](http://www.rerunthevote.org)

FIFA and the Government of Qatar will respond to international outrage about the lack of rights and dangerous working conditions. FIFA does not want to see the beautiful game shamed, and Qatar's global reputation is critical to their economic and political future as part of the international community.

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## Trade Union Campaign Pack

### Rerun the Vote: No World Cup Without Workers' Rights

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#### The ITUC Qatar Task Force:

Gemma Swart: Qatar Task Force Gemma.swart@ituc-csi.org +32 479 06 41 63

Sharan Burrow: General Secretary

Tim Noonan: Director of Campaigns and Communications

Philippe Gousenbourger: Digital Campaigner

Jeff Vogt, Makbule Sahan: Legal Counsel and Case Work, Human and Trade Union Rights

Zuzanna Muskat-Gorska: UPR

Natacha David: Middle East and North Africa Region

Marieke Koning: Domestic workers rights

Nadine Thevenet: Corporate research

Alison Tate: External Relations Director

