

KAFALA SYSTEM: HOW FIFA MANAGE HUMAN RIGHT IN QATAR DUE TO FIFA WORLD CUP 2022 ACCORDING TO UNITED NATIONAL GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS

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Abstract

Qatar as the host of the World Cup has received criticism because of the treatment of migrant workers and the kafala system which is allegedly still being implemented. This article describes FIFA's steps in complying with the UN Guiding Principles regarding modern slavery in Qatar for the 2022 World Cup. The literature review method is used in this study by analyzing FIFA's role through international organization theory. The results show that FIFA took several actions, including a developmental coalition with CSDL and a transnational coalition on FHRAB. FIFA demonstrated its involvement and responsibility as an international organization that acts as an instrument, vessel and actor in overcoming modern slavery at the 2022 World Cup in Qatar. The author believes that stronger efforts are needed to protect the rights and welfare of migrant workers in preparation for the 2022 World Cup in Qatar. FIFA must cooperate with international organizations and take concrete actions to address the issue of modern slavery. Removing the kafala system that is suspected of causing abuse needs to be a priority. Transparency and accountability must be increased in FIFA's steps to deal with this issue.

Keywords: Migrant Workers, Modern Slavery, Kafala System, World Cup 2022 Qatar, FIFA

I. Introduction

One of the popular and in-demand sports by the entire global community is football. Almost a number of billions of football fans love football players on the grounds of their advantages and characteristics that each of them has. In 2010, FIFA granted the right to Qatar, which is a country located in the Middle East region and has a population of less than three million people to host the major events of the 2022 World Cup. Since then Qatar has started to make many necessary changes in preparing for the continuity of the event. Several facilities were built and prepared by the country as hosts to welcome 32 teams to the 2022 world football flagship tournament. These facilities include stadiums, accommodation, transportation, and security.

Qatar, in its pursuit of developing facilities for the preparation of the 2022 World Cup, is focusing on constructing 8 stadiums that will be used as a crucial aspect of their readiness for the event. The stadiums that Qatar will use in the future to host the grandest sports event in the world include the following: Lusail Iconic Stadium, Al-Bayt Stadium, Al-Janoub Stadium, Ahmad Bin Ali Stadium, Khalifa International Stadium, Education City Stadium, Stadium 974, and finally, Al-Thumama Stadium (Nag). Those eight stadiums to be used in the 2022 World Cup tournament were prepared by Qatar employing at least more than 26,000 people. For the event, Qatar has built seven new stadiums. Lusail Stadium became the last stadium to be newly built and inaugurated. With a capacity of 80,000 people, Lusail Stadium is the largest venue used for the

2022 World Cup tournament. On December 18, Lusail Stadium will also host the finals, as well as host matches at each stage of the event. Then there is the Khalifa International Stadium which is the eighth stadium, with a capacity of 40,000 people and has now undergone upgrades and renovations (Mohamed, 2022).

Several accommodations have been built and prepared since 2010, such as apartments, hotels, villas and other infrastructure, in preparation for the 2022 World Cup event. In an effort made to reduce the problem of accommodation of the fans, Qatar gave permission to its citizens to rent out their rooms and houses. Enthusiasts can also occupy cruise ships and three floating hotels provided in Doha with a combined capacity of about 10,000 beds. There are also 1000 modern tents on the north island of Doha that fans can live in. In addition, more than 500 shuttle flights are also provided daily allowing fans to stay in cities in several neighboring countries (Mohamed, 2022).

Qatar has also made a lot of investments to improve the transport network that will be prepared ahead of the tournament. Major highways, the inauguration of the tram system, and the construction of a metro rail system that was launched in 2019 were the efforts that Qatar made as the host of the 2022 World Cup. Free public transport was also be provided between November 10 and December 23 for fans who have admission to Qatar and the stadium. To solve the congestion problem, five stadiums are directly connected to metro trains and two stadiums are connected to a combination of shuttle bus and metro services. To transport passengers from the transportation center to the stadium, a fleet of 4000 buses including 700 electric vehicles is provided. Organizers say that it is estimated that during this 2022 World Cup, around 50,000 passengers per day will use the bus (Mohamed, 2022).

Finally, Qatar will seek security in the hosting of the 2022 World Cup by deploying tens of thousands of personnel who will be in charge of securing the event. Qatar has signed an agreement to cooperate in security with several countries. Police officers have been provided by Turkey and some troops to be moving under Qatari command have also been sent by Pakistan. In October, security forces held five days of training across the country. Training was conducted to test the responsiveness and readiness of emergency services. The security committee said the

security exercise involved 17,000 personnel from the private security sector and as many as 32,000 government security personnel (Mohamed, 2022).

The above wide variety of facilities has shown that Qatar was making great efforts to prepare for the 2022 World Cup. However, in the dynamics of preparation, it does not rule out the possibility of some problems. Many foreign workers were hired to prepare for the big tournament. Qatar is one of the countries that runs the kafala system. This has led to talks about Qatar hosting the 2022 World Cup. In migrant workers, human rights abuses are particularly vulnerable, especially in relation to modern slavery. FIFA, which seems to uphold human rights and its desire to show real commitment, has always stressed the importance of fair play. This provides a view as an encouragement and correction to the actions of human rights violations that occurred in Qatar.

The Kafala system is a system run by employers to fully monitor non-professional workers. The implementation of this system is carried out because of the full trust of a country in the responsibility of employers to migrant workers. However, some things in the system are considered burdensome for migrant workers who are employed. Employers will usually confiscate migrant workers' documents and passports with the intention that they continue to be tied to their employers. As a result of low state supervision and high employer control, it often leads to exploitation by employers of migrant workers to work longer than agreed and with conditions that cannot be considered feasible (Sorongan, 2021).

In the 2022 World Cup held in Qatar, this is what makes the work system questionable by a number of parties. Allegations that the work system is still being run by employers against migrant workers are the main focus of the issue. The implementation of the Kafala system, which is still in effect until the 2022 World Cup, greatly affects the human rights of migrant workers. Many assume that the Kafala System is still implemented today, even ahead of the 2022 World Cup, because they see the bad situation experienced by migrant workers.

In this study, the author aims to explain how the steps taken by FIFA as an organization that regulates the game of football around the world in complying with the UN Guiding Principles related to the issue of modern slavery in Qatar projected for the 2022 World Cup. There is a previous study written by Deborah Thuer with *the title "Qatar 2022, the World Cup of modern*

slavery - Is FIFA playing fair?" which discussed FIFA's steps in dealing with the issue of human rights violations against migrant workers in preparation for the Qatar 2022 World Cup. The study provides an analysis of how successful FIFA's steps in responding to the issue of human rights violations against migrant workers in the 2022 Qatar World Cup by referring to FIFA's responsibility in complying with the UNGP. Meanwhile, this study will analyze the success of FIFA's steps in dealing with the issue of human rights violations against migrant workers in the 2022 Qatar World Cup by referring to the theory of international organizations.

II. Literature Review i

In a journal article written by Ambet Yuson in 2018 with the title *"FIFA's Failures at the 2018 World Cup Russia"* in the journal Building and Wood Workers' International (Yuson, 2018) explained the urgency outlined and presented data regarding the preparations for the 2018 World Cup in Russia by focusing on things that are considered sad and the "dark side" of their preparations. Things that are considered the same as our journal articles are where in the literature the author wants to highlight by revealing or explaining the steps of FIFA as the largest football event organization once every 4 years by looking at it from the human side where they take and raise the topic of migrant workers whose fate is questioned in preparation for the event. Meanwhile, the thing that distinguishes literature from the research is the time and place when and where the World Cup is held. This literature discusses the implementation of the 2018 World Cup in Russia, while the research will discuss the implementation of the 2022 World Cup in Qatar. The advantage of this literature lies in FIFA's steps in dealing with the issue of migrant workers at the World Cup which are explained specifically and analyzed the success rate of the move.

In a journal article written by Muhammad Farid Agustama, Bagus Sigit Sunarko, and Fuat Albayumi in 2021 with the title *"Upaya FIFA dalam Melindungi Hak Pekerja Migran di Qatar Menjelang Piala Dunia 2022"* in the journal e-SOSPOL (Agustama et al., 2021) explained about FIFA's measures pursued in influencing policies regarding migrant workers in Qatar. The similarity

of this literature with research lies in the problems of cases that occur in migrant workers in the 2022 World Cup project and the steps taken by FIFA in dealing with this. While the difference is the theory that will be used in the analysis. In this literature, the theory that will be used is the domestic and international structure of institutionalization, while the research will provide an analysis with the theory of international organizations. The advantage of this literature is a detailed explanation of the steps taken by FIFA that focus on the cooperation established. Meanwhile, what is lacking in this literature is the presentation of an incomplete journal structure, namely the absence of explanations related to the theory used in the analysis.

In a journal article written by Chen Han, Fu Jia, Mengqi Jiang & Lujie Chen in 2020 with the title *"International Journal of Logistics Research and Applications"*, the journal article has a high urgency in writing his work by raising the issue of modern slavery and global supply chains where the author explains modern slavery that has occurred recently. This is used as a reference for us as writers of journal articles related to migrant workers who are treated unfairly by the organizers of this biggest football event. However, in the literature the authors explain how to reduce the number of victims of modern slavery with things such as the corporate code of conduct, employee rights protection, and technologies that can reduce or reduce the number of modern slavery. The literature also explains matters surrounding modern slavery in several years.

III. Research Method

The research written is qualitative research. Qualitative research is a type of research that can provide results in the form of discoveries that cannot be achieved by applying statistical measures or by other quantitative procedures. Qualitative research according to Strauss and Corbin (2007:1) is research used to examine history, organizational functions, behavior, social life, kinship relations, and social movements. Meanwhile, according to Bogdan and Taylor (1992:21), qualitative research is a procedure in research that can provide descriptive data results, such as writing, speech, and behavior of the subject under study. Thus, this writing will produce descriptive data that will explain the function and various efforts of FIFA, as well as analyze how FIFA is successful as an organization in dealing with the issue of human rights violations. In this study,

the method used for data collection was to use the literature review method. Some sources such as official websites and pre-existing research journals will be used by the authors as references to assist in discussing the topic under study. With this method, it will answer questions related to how FIFA is doing in complying with the UNGP on the issue of modern slavery in Qatar projected for the 2022 World Cup.

IV. Theory

International Organizations

In this study, the theory that the author will use is the theory of international organizations. An international organization is defined as an organization built by the peoples of the world and is a bond of several countries that have the goal of realizing or creating world peace in the order of international relations. In overcoming various issues that occur, it is not uncommon for international organizations to be involved in it. International organizations come up with roles and functions that they have. In his book, Clive Archer argues about three roles that exist in international organizations, including as an instrument used to achieve the interests of a country, as a forum in the practice of diplomacy, and as a sovereign actor who has a role in regulating (Archer, 2001). In this paper, the theory of international organizations is used by the author to see and analyze how FIFA plays a role and takes steps as an organization in the international arena that takes care of world football in dealing with the issue of modern slavery of migrant workers in the activities of the 2022 World Cup Qatar.

V. Result and Analysis

1. The Current Human Rights Situation in Qatar

The current situation regarding human rights in Qatar, which is the host country for the 2022 World Cup, is related to human rights violations against migrant workers employed to build football in the country. The number of these migrant workers is as high as hundreds of thousands. In a calculation, it is shown that the number of workers is about 90% of the total population in Qatar today, which is 2.8 million. Migrant workers generally come from the Philippine and Indian

subcontinents, and some come from countries on the African continent, such as Uganda and Kenya (VOA Indonesia, 2022).

Focusing on these human rights violations, many migrant workers in football stadium construction projects suffer from dangerous conditions and earn very little wages (Georgetown University Qatar, 2021). In its report, Amnesty International pointed out that exploitation is vulnerable to permanent domestic workers and security workers. Some workers are expected to work up to 18 hours a day and do not get weekly days off. Even though Qatar has abolished the Kafala System, the report found that there are still remnants of the system, namely the withholding of migrant workers' wages (Paul, 2022).

In February 2021, a multi-country investigation conducted by The Guardian revealed that at least 6,500 migrant workers in Qatar have died since the country was designated as the host of the 2022 World Cup. This is a figure given by the Qatari embassy. However, the number is not fully justified by the Qatari government, as not all deaths that have been recorded are deaths of people working in the 2022 World Cup construction project in Qatar. Many of those who died are said to have worked for several years in Qatar, and it is likely that they died of age that was no longer young or other natural causes (BBC, 2022).

In 2022, it was reported that low-wage migrant workers have been forced to pay billions of dollars in rent to provide security for their work in Qatar over the past decade. It was submitted by the Qatari government that it had punished companies engaged in illegal recruitment practices. It was noted that as many as 24 recruitment agencies had closed and revoked their licenses for violating Qatari law. Then a few months before the start of the tournament, it was reported that the workers were ordered to go home before the World Cup began. Not only that, migrant workers returned home with debts and no jobs. A Qatari official stated that the government did not set any requirements for companies to reduce manpower or even repatriate them before the start of the World Cup (Annie, 2022).

Ahead of the start of the tournament, which is in November, security guards at the World Cup hosts claimed that the migrants employed earned only 35p per hour. Within a month, migrant workers will only get one day off, and get a place to live with inadequate conditions, that is, in

slum tents and on narrow mountain sides. The response given by the Qatari government is to take extensive measures to eliminate and prevent the practice of labor exploitation. If violations are recorded, corrective measures are taken and penalties will be given to the company that committed the violation. Al Nasr Star Group, the company that employs security guards, gives confirmation that security guards work in 12-hour shifts but also states that they get 2 hours of rest every day and in one week get one day off (Annie, 2022).

2. Qatar's Government Policy

In this section, i will explain what policies the Qatari state is carrying out within its country. Qatar is an Islamic country where in the country of Qatar they apply Islamic sharia for their citizens. Then, on April 29, 2003, the country was transformed and there was a public referendum where they approved the constitution which contained the rearrangement of the country by switching to portfolio-based ministry. So in this case, the Prime Minister in Qatar is responsible for certain policies (Gulf Migration, 2005)

The government of Qatar initiates rules by making policies that change by updating existing policies with new policies that are more relevant in the future but still refer to Islamic law in it. Where can be seen from the vision of the state of Qatar for 2030 where their vision is sketched out in Qatar's National Vision 2030 as takes after: by 2030, the focus of Qatar's National Vision is the ability to sustain the progress of Qatari society and provide its people with a high standard of living. Long-term objectives characterize Qatar's National Vision for the country and provide a construction within which national plans and methods can be developed. Qatar faces five main challenges discussed by Qatar's National Vision, namely preservation and modernization of conventions, present and future wishes, monitoring of uncontrolled development and expansion; the quality, the size of the workforce that is discarded, and the advancement it chooses, as well as the development of the general organization, finance, and social progress (Ministry of Foreign Affairs of Qatar., 2021).

It has been broadly recognized that Qatar seeks after a modern open discretion exertion pointed at both Middle Easterner and widespread audiences—that supports its outside course of action. The main column of efforts in this regard is Qatar's contribution in social endeavors and high-profile teachers; compassionate offer assistance; and Al Jazeera. All three columns have been by and large productive in winning hearts and minds, yet each (especially the last two specified) brings certain challenges. Since the 1990s, Qatar has increased the scope and level of its external assistance, coming to people being crushed in combat zones in distinctive places like Gaza, Mali, and Lebanon. Charities have been set up by Qatar in each of those places and are locked in a remake program and detailed plans for theory (Christopher, 2013).

Quoted from the International Labor Organization regarding the Regulatory Framework for Governing Migrant Workers where in the regulations it is divided into two types of workers, namely: Private Sector Workers and Domestic Workers. In terms of own recruitment costs, the Manpower Law clearly prohibits private workers from collecting fees, both recruitment fees and other costs. Meanwhile, from the Domestic Workers perspective, they are denied from deducting recruitment expenses, costs or commissions from laborers (International Labour Organization, 2021).

3. Relevant International Legal Framework

If you look at this case, then the desired focus in this article is on the business being run and also on human rights which are the foundation for the whole world. In this case, especially in the case of human rights violations that occurred in Qatar at the 2022 FIFA World Cup event. The 2022 World Cup Football series of events have damaged the world's view of the World Cup event and focused more on human rights violations that occurred among workers for the sake of a successful World Cup 2022 Cup event. BHR itself makes an offer with a concrete framework followed by the three pillars of the UNGP (United Nations, 2012). In fact, BHR is a response to CSR and is also more focused on demands for corporate responsibility for the role of business in providing protection for human rights (Ramasastry, 2015). BHR does not only focus on the private sector, but also on the role of the state in monitoring corporate human rights compliance

(Ramasastry, 2015). In this regard, closely related but separate areas, where the expectation is to measure company performance based on a globally recognized and worldwide concept of Human Rights and to distance companies from engaging in exclusive volunteer-led interests by the company itself (Ramasastry, 2015). For this reason, this article will look at and discuss provisions from international soft law, namely the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Tripartite Declaration of Principles on multinational companies and social policy and the UN Global Compact (Diller, 2002)

BHR itself has unanimous support from the UN Human Rights Council, they support UNGP regarding Business and also Human Rights. This support began in June 2011, which was then further developed by the UN itself regarding Human Rights, Companies globally, and other Businesses (Ruggie, 2013). The United Nations UNGP is a platform for common global regulatory standards for countries, businesses, and civil society (Ruggie, 2013). In fact, UNPG is not bound but still provides clarity regarding standard provisions, practices for companies as well as for countries, and which are sometimes regulated by international and national law (OHCHR, 2012). UNPG runs on the same path, namely the path agreed upon by the United Nations in 2008 regarding the "Protection, Respect, and Remedy Framework", and also in accordance with the pillars of the three-way framework, namely the obligation of the state to protect against human rights violations by third parties, corporate responsibility to respect human rights, and greater access to remedies for victims of igniters business-related uses (OHCHR, 2012). UNPG itself already has basic content regarding BHR itself, where there are 31 different contents with rules that must be followed by all countries globally and also all companies that do business and are involved in BHR (UNHRC, 2011).

Principles in the UNPG from number 1 to number 10 provide an explanation of the countries that are part of and providers of response. On the one hand, the country is also obliged to carry out and respect human rights, and protect and fulfill individual rights under the jurisdiction of the country, namely to companies that are under the jurisdiction of the country itself. It was also emphasized that the state must also have regulations regarding effective human rights in order to prevent and provide handling of human rights violations involved in business in

a company and that are in the territory of the country itself, and also provide guarantees of access in recovering them.

Enforce local laws that require businesses to respect human rights and develop effective guidelines for businesses to respect human rights, This is from UNGP 3. In UNGPs 25-28, the Principles require States to ensure that victims of human rights violations employment-related persons have effective access to redress through judicial, administrative, legislative or other means. UNGP 26 makes it clear that local judicial action alone is not sufficient. States should also take appropriate steps to ensure their effectiveness and find ways to reduce legal, practical or other barriers to accessing remedies. A country that is involved in business in a company, is obliged to provide a facility that can be accessed, both court mechanisms outside the country, and within the country itself.

This is explained in UNPG principles number 27 and also number 28, these principles then provide an explanation that non-judicial complaint mechanisms, both within the state and elsewhere, must provide clarity that it is legal, easily accessible, predictable, fair, transparent, human rights compliant, has a source of continuous learning, and is also based on inclusion and dialogue. Broadly speaking, international agreements on human rights should not impose mandatory burdens in law on companies. Therefore, local laws will assign responsibility for violations of human rights standards, the legal status of which is still within the territory of the country itself. Companies within these countries can have a positive or negative impact on human rights because it can affect the human rights of employees, customers, supply chain workers, or the communities in which they operate (OHCHR, 2012). The eight conventions made by the ILO and also the Universal Declaration of Human Rights are important things that can explain that the country already has an understanding of human rights, how actions affect them, and also the negative impacts that can be avoided. UNPG principles number 11 to number 24 define the company. responsibility to protect. Under UNGP 11, this means avoiding violating the human rights of others and dealing with potential negative human rights consequences.

4. FIFA's action regarding the Human rights Issues in Qatar based on their HR's Policy

After FIFA granted Qatar the broadcasting rights for the 2022 World Cup in 2010, the issue of migrant workers became a major issue that caught international attention. As a sparsely populated country, Qatar relies heavily on foreign labor to build the facilities and infrastructure needed to host the World Cup. According to 2013-2016 data from the Qatar Ministry of Development Planning and Statistics, 90 percent of Qatar's total population consists of migrant workers, of which 40 percent are actively involved in infrastructure development. Qatar has a very dominant population of migrant workers, making them vulnerable to discriminatory and exploitative practices. But here FIFA has taken several actions related to human rights in Qatar.

1. "Coalition-Building" with the Supreme Committee for Delivery & Legacy (SCDL)

The Supreme Committee for Delivery & Legacy (SCDL) is a body created by the Government of Qatar in 2011 with a mandate to prepare all infrastructure facilities for the 2022 World Cup. SCDL has been a close partner of FIFA in Qatar since its inception. It could even be said that SCDL is an agency or organization between FIFA and the government of the host country for the 2022 World Cup. In February 2014, WWS (Worker Welfare Standards) was officially launched. WWS aims to improve the conditions and lives of migrant workers working on infrastructure projects for the 2022 World Cup. WWS covers housing, health and safety services, complaint services through the Workers Welfare Forum (WWF), job placement, work contracts, payment of wages and termination of employment, and return to the country of origin. In addition, WWS rules must be followed and are mandatory for companies and employers working with migrant workers (Agustama et al., 2021).

2. "Transnational Coalition" with Building & Woodworkers International (BWI)

Building & Woodworkers International (BWI) is an international trade union for building materials, timber, forestry and other related sectors. BWI's mission is to promote and defend trade union rights, build union strength and influence policy. Regarding the protection of the rights of migrant workers in Qatar, BWI has collaborated with FIFA in May 2017. FIFA and BWI have identified issues that are considered important when dealing with the rights of migrant workers. In the collaboration between FIFA and BWI, concrete steps are focused on two things. The first to carry out inspections of the working conditions of migrant workers at project sites

for the 2022 World Cup. FIFA believes that all companies and contractors that supervise migrant workers must comply with international labor standards or principles. In other words, the implementation of labor inspection aims to ensure the fulfillment of the rights of migrant workers in accordance with international labor standards. From an implementation standpoint, this labor inspection cannot be separated from the involvement of SCDL as the body responsible for supervising companies or contractors and migrant workers in the WM 2022 project. The three of them carried out a joint factory tour in the form of "The Joint Working Group (JWG)". including WWS effectiveness assessments, occupational health and safety assessments and staff training organized by BWI. The issuance of a directive enabling external inspections, as well as the ILO's position on not considering cases of Labor Inspection Agreements anymore, suggest that the joint labor inspection body FIFA may be indirectly pushing Qatar to comply with the international labor system and integrate it into labor policy migrants. This phenomenon is in line with Thomas Risse-Kappen's assumption that norms that are increasingly regulated in international systems or institutions tend to legitimize transnational activities to gain influence domestic politics. This means the labor inspectorate is a legal tool regarding labor standards that FIFA uses to influence Qatari politics (Agustama et al., 2021).

3. Transnational Coalition in the FIFA Human Rights Advisory Board (FHRAB)

The next concrete step between FIFA and BWI is strengthening their cooperative relationship through the FIFA Human Rights Council (FHRAB). FHRAB itself is a body formed by FIFA in March 2017 to provide general support to FIFA in implementing human rights in all global activities according to Article 3 of the FIFA Constitution and Human Rights Policy. After agreeing on a cooperation agreement in May 2017, FIFA decided to place BWI representatives among FHRAB members. This makes FHRAB a "multi-stakeholder alliance" whose existence is also supported by several stakeholders, such as the presence of UN representatives as members. This situation makes the role of FHRAB even stronger and wider. For Qatar, the role of the FHRAB is to monitor the activities of FIFA and BWI in carrying out joint inspections with the SCDL and then forwarding appropriate recommendations to both of them to address issues

related to the rights of migrant workers. In addition, FHRAB attended a stakeholder meeting in Qatar to discuss the migrant worker policy reform agenda (Agustama et al., 2021).

Some of the steps FIFA has taken in dealing with this issue have shown how FIFA strives to comply with the UNGP while achieving its role as an international organization. This can be shown by the role of FIFA as an instrument used to achieve the interests of a country. Qatar certainly wants this problem to be resolved properly. With the cooperation that has been established between FIFA and various institutions, it can provide a high probability of achieving Qatar's current interests regarding the resolution of the issue of modern slavery of migrant workers employed in the 2022 World Cup event. FIFA has also demonstrated its role as an international organization by becoming a place as a form of facility in problem solving. This is shown by strengthened cooperation through FHRAB. With a stakeholder meeting held in Qatar, in which FHRAB is also present, members will have the opportunity to express opinions which will later become a formulation in efforts to resolve the issue of modern slavery in Qatar. The various actions taken by FIFA are very important to be carried out as a manifestation of FIFA's responsibility and role as an international organization that regulates the running of sporting events in this international arena.

VI. Conclusion

The issue of modern slavery of migrant workers employed in the 2022 World Cup activities in Qatar has been in the spotlight of the world. The human rights-related situation in Qatar is currently of international concern due to reports of the deaths of 6,500 migrant workers since the country was designated as the host of the 2022 World Cup. Migrant workers only earn a minimum wage and hours that are considered excessive. FIFA as the organization that held the event directly was also involved in the matter. As a form of response, various action efforts were taken by FIFA to deal with the issue of modern slavery that occurred in the dynamics of preparations for the 2022 World Cup. FIFA takes action in the form of cooperation with various institutions that are bound by the problems of infrastructure facilities, international workers, and human rights, including SCDL, BWI, and FHRAB. The cooperation has resulted in various actions such as

improving conditions and living, providing housing services, health, safety, complaints, job placement, payment of wages, termination of employment to return to the country of origin, as well as conducting labor checks aimed at ensuring the fulfillment of the rights of migrant workers in accordance with international labor standards. Finally, FIFA has also demonstrated its role as an international organization by being an independent actor in carrying out actions on its own without any outside influence. This is shown by FIFA influencing the policy of the Qatari government in this case. These actions have shown how FIFA's responsibilities and roles correspond to the role of the international organization itself. This is expected to continue to be pursued by FIFA so that there are no more issues of human rights violations that occur in the dynamics of preparations for the World Cup in the future. In this journal article, the authors suggest that stronger efforts are needed to protect the rights and welfare of migrant workers in preparation for the 2022 World Cup in Qatar. FIFA must cooperate with international organizations and take concrete actions to address the issue of modern slavery. Removing the kafala system that is suspected of causing abuse needs to be a priority. Transparency and accountability must be increased in FIFA's steps to deal with this issue.

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