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## ASSESSING THE IMPACTS OF MEGA SPORTING EVENTS ON HUMAN RIGHTS: A CASE OF THE 2022 FIFA WORLD CUP IN QATAR

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### **Abstract**

**Purpose:** The purpose of the study was to assess the impacts of Mega Sporting Events on human rights, focusing on the FIFA 2022 World Cup in Qatar.

**Methodology:** The study adopted a case study research design. The study administered structured questionnaires to a target population of 520 respondents out of which 400 respondents returned filled questionnaires. Simple random sampling was used to select a sample size of 400 respondents working in different activities related to the FIFA 2022 Association World Cup in Qatar. The quantitative data obtained was analysed using the SPSS version 25 for data analysis through the use of descriptive statistics such as frequencies and percentages with t-tests used to test the significance of the frequencies. Multiple linear regression was used to depict the relationship between the dependent and predictor variables.

**Findings:** The findings of the study demonstrated that there exist human rights guiding principles, most of which have been adopted from international declarations, conventions and treaties. Also, the study found out that the different phases of the 2022 FIFA World Cup in Qatar have significant effects on adverse human rights and also significantly present opportunities for advancing human rights. Besides, the study found that challenges such as the Kafala Scheme, increase in unregulated recruitment agents, religion and Qatar's tradition continue to inhibit efforts that have been put in place by different actors towards enhancing human rights.

**Unique contribution to theory, practice and policy :** The study recommend policy measures focusing on Mega Sporting Events' towards influencing sustainability and the effect of Mega Sporting Events human rights for both local residents and migrant workers.

**Keywords:** *Human Rights, Mega Sporting Events, FIFA World Cup, Multiple Linear Regression, Guiding Principles*

## 1.0 INTRODUCTION

### Background to the Study

Mega sporting events (MSEs) are characterised by their scale and complexity and are regarded as prestigious events which present an excellent illustration of how sports activities impact human rights, especially in the era of global interconnectedness.<sup>1</sup> With the MSEs coming with numerous benefits such as economic, socio-cultural and environmental sustainability, the events consistently link to human rights abuses as reported during two of the most famous MSEs in the world, the Olympics and the Fédération Internationale de Football Association (FIFA) World Cup (WC).<sup>2</sup> The most common assertions include forced ejections of locals, workers' rights violations, discrimination and suppressed speech freedom or protesting rights. For instance, Brazil 2014 FIFA WC preparations and 2016 Summer Olympics in Rio de Janeiro displaced people exceeding 77, 000 residing within Rio de Janeiro and witnessed the demolition of houses before relocating the residents to alternative housing.<sup>3</sup> Russia's 2014 Sochi Winter Olympics witnessed political oppressions while Qatar 2022 FIFA WC has commentators predicting that approximately 7, 000 workers engaged in FIFA WC related infrastructure will lose their lives as a result of unsafe working environment.<sup>4</sup>

However, some authors note that MSEs are an opportunity to promote respect or encourage the violation of human rights.<sup>5</sup> Therefore, mega sports governing bodies can take active roles in the promotion of human rights by setting rules that act as guidelines through which other actors can follow in case of sponsoring or hosting mega sporting events.<sup>6</sup> The International Olympic Committee (IOC) and FIFA, the leading sports governing bodies have their constitutions emphasis on human dignity, integrity and rights cemented in them.<sup>7</sup> The two sporting bodies distinguish from other sports bodies by linking their events to different ideologies depending on the prevailing global conditions. For instance, the IOC's and FIFA's constitutions have set out general rules, such as procedures guiding the opening and closing ceremonies, and also encompass ideological principles such as "Olympism" which reveal that human rights principles

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<sup>1</sup> David, Visser, "The socio-cultural impact of the 2010 FIFA World Cup™ on Cape Town residents." PhD diss., Cape Peninsula University of Technology, 2015: 12.

<sup>2</sup> Ibid, 12

<sup>3</sup> Marilene, De Paula, "The 2014 World Cup in Brazil: its legacy and challenges." *Human Rights programme coordinator for the Heinrich Böll Foundation in Brazil*. [https://doi.org/10.1163/2210-7975\\_hrd-9951-0029](https://doi.org/10.1163/2210-7975_hrd-9951-0029) (2014): 16

<sup>4</sup> Johan, Ekberg, "The Sochi Olympics-Mapping and Understanding the Political Controversies during the Games." (2014): 4.

<sup>5</sup> Jefferson, Lenskyj, *The Olympic Games: A Critical Approach*. Emerald Group Publishing, 2020: 107.

<sup>6</sup> Ibid, 107.

<sup>7</sup> Maurice, Roche, "Mega-events and modernity revisited: globalization and the case of the Olympics." *The sociological review* 54, no. 2\_suppl (2006): 27.

are integrated into the fabric of sportsmanship.<sup>8</sup> FIFA's constitution and statutes have human rights concepts infused in them comprising of an obligation to sponsor football activities all over the globe to uphold educational, unify, humanitarian and cultural values, especially through youth and development programs.<sup>9</sup>

Besides, the constitution does not support discrimination and racism and promotes relations that are friendly towards achieving humanitarian objectives. The recognition by FIFA that portions of the globe are disadvantaged and its efforts to use football for "social and human development" and as a symbol of bridging global inequalities is an indication that MSEs can safeguard human rights.<sup>10</sup> However, this should not blind stakeholders since there are both human rights, opportunities and risks precipitated by MSEs.<sup>11</sup> Human rights issues come to light before the events, during the events themselves and after the events with consecutive MSEs going further than any preceding MSE in their commitments to advancing human rights policies and practices that are globally acceptable.<sup>12</sup> Undoubtedly, not every human rights policy and practice are replicable by the host countries, but this does not mean that the momentum around human rights during MSEs such as the Olympics and FIFA WC should be lost.<sup>13</sup> As a result, MSEs in countries such as Brazil and Russia have reignited the debate on human rights forcing the organising bodies such as FIFA and IOC to reform their human rights requirements during the bidding and the events themselves to international standards.<sup>14</sup> Additionally, stakeholders such as event sponsors are required to commit towards respect for human rights to all the parties engaged in delivering successful MSEs.<sup>15</sup>

The idea of human rights comes with simplicity, but possesses a lot of power due to the intrinsic nature of being human.<sup>16</sup> While they are internationally recognised to protect human beings,

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<sup>8</sup> Richard, Peltz-Steele, and Benavides, Jose, "World Cup Dreaming: Sporting Activism and the Incrementalist Advancement of Sexual Equality through Association Football." *W. Va. L. Rev.* 118 (2015): 96.

<sup>9</sup> Barbara, Keys, Ed. *The Ideals of Global Sport: From Peace to Human Rights*. University of Pennsylvania Press, 2019: 220.

<sup>10</sup> *Ibid*, 173.

<sup>11</sup> Joan, Henderson, "Hosting the 2022 FIFA World Cup: opportunities and challenges for Qatar." *Journal of Sport & Tourism* 19, no. 3-4 (2014): 10.

<sup>12</sup> Marianne, Webber, "Corporate Governance and Corporate Social Responsibility of Multinational Enterprises and Transnational Law—The FIFA Case." *TLI Think* (2016): 10.

<sup>13</sup> *Ibid*, 10.

<sup>14</sup> Matthias, Fett, "The game has changed—a systematic approach to classify FIFA World Cups." *International Journal of Sport Policy and Politics* (2020): 2, 8.

<sup>15</sup> Daniela, Heerdt, "Tapping the potential of human rights provisions in mega-sporting events' bidding and hosting agreements." *The International Sports Law Journal* 17, no. 3-4 (2018): 173.

<sup>16</sup> Bertrand, Ramcharan, *Contemporary Human Rights Ideas: Rethinking theory and practice*. Routledge, 2015: 111.

human rights are set out globally through declarations, conventions and treaties such as the Universal Declaration of Human Rights embraced in 1948 by the United Nations General Assembly and the International Labour Organization (ILO).<sup>17</sup> However, the laws regarding human rights are created by states through negotiations and signing up to the international declarations, conventions and treaties requiring them to assume processes of enforcement in relation to relevant entities.<sup>18</sup> Therefore, sports governing bodies such as FIFA and IOC should actively engage in advancing human rights rather than enhancing adverse impacts on human rights during their undertakings.<sup>19</sup> The management in sports governing bodies should ensure that there are rules set on delivering successful sports events that different stakeholders should emulate.<sup>20</sup> With MSEs coming with heightened expectations from the public, human rights principles should be integrated into their constitutions to link associated sporting events to philosophy.<sup>21</sup> Sports governing bodies should devise ways through which their international processes should safeguard the integrity and sustainability of human rights.<sup>22</sup> They should ensure that human rights are respected from the bidding stage up to the actual event completion.<sup>23</sup> This research, therefore, focused on Qatar 2022 FIFA WC and its impact on human rights. The study assessed the human rights guiding principles, impacts and risks and the apparent human rights challenges associated with hosting the 2022 FIFA WC in Qatar.

### **Rationale of the Study**

Andrew Adams and Piekarz Mark state that human rights perspectives in MSEs are twofold; opportunities to advance human rights and risks towards human rights abuse before and during the mega event.<sup>24</sup> Though MSEs come with massive benefits to the economy through job creation and improving basic infrastructure in the host country, they are continually scrutinised by human-rights crusaders and experts over a range of human rights concerns. At the heart of MSEs such as the Olympics and FIFA WC is the displacement of persons, for example, the displacement of close to 1.5 million Beijing citizens as a result of 2008 Beijing Olympics<sup>25</sup> and the eviction of approximately 35, 000 households from public lands prior to New Delhi Olympic

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<sup>17</sup> Ibid, 54.

<sup>18</sup> David, Forsythe, *Human rights in international relations*. Cambridge University Press, 2017: 218.

<sup>19</sup> Lucy, Amis, "Striving for excellence: Mega-sporting events and human rights." *Occasional Paper Series, Paper 2* (2013): 17.

<sup>20</sup> Ibid, 17.

<sup>21</sup> Derek, Van Rheenen, "A skunk at the garden party: The Sochi Olympics, state-sponsored homophobia and prospects for human rights through mega sporting events." *Journal of Sport & Tourism* 19, no. 2 (2014): 130.

<sup>22</sup> Ibid, 130.

<sup>23</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 18.

<sup>24</sup> Andrew, Adams, and Piekarz, Mark, "Sport events and human rights: positive promotion or negative erosion?" *Journal of policy research in tourism, leisure and events* 7, no. 3 (2015): 4.

<sup>25</sup> Hyun Bang, Shin, "Looking back and ahead: lessons from the 2008 Beijing Olympic Games." *British Politics and Policy at LSE* (2012): 2.

Games.<sup>26</sup> Therefore, in the run-up to MSEs, human rights crusaders report many allegations of human rights abuses irrespective of the nature of the economy of the host nation. For instance, both South Africa 2010 FIFA WC and London 2012 Olympics recorded allegations of labour malpractices such as low wages and workers' rights abuses as witnessed in the entire supply chain concerned with supplies for the sporting events.<sup>27</sup> Also, human rights issues are a concern during the mega sporting events as witnessed by reports of police harassment of South African citizens and evictions of hawkers from designated areas during South Africa 2010 FIFA WC.<sup>28</sup>

The human rights concerns are persistent in MSEs despite having in place laid down procedures whose emphasis is on a positive holistic legacy for the wider sporting community.<sup>29</sup> Since they were founded more than a century ago, FIFA WC and the Olympics have been symbolic in enhancing human rights. However, these events were not free of controversy with most of them, reawakening the debate over social ills posed by hosting MSEs.<sup>30</sup> As a result, the IOC, FIFA amongst other governing bodies have faced increasing demands to restructure their requirements during the bidding and the standards that the host nation should adopt on a range of social issues especially human rights requirements and standards.<sup>31</sup> Besides, different stakeholders, especially the official sponsors, have been forced to oblige to socially responsible behaviours, including a strict commitment to human rights respect.<sup>32</sup> The host government is in turn burdened with meeting international human rights commitments if its national laws are weak or lack enforcement on human rights issues in areas such as workers' rights, land development laws and sports tourists' rights.<sup>33</sup> For example, FIFA suspended 2026 WC bidding<sup>34</sup> to commission John Ruggie's human rights report that incorporated human rights norms derived from international human rights instruments such as International Covenant on Civil and Political Rights (ICCPR), International Labour Organization (ILO) and International Covenant on Economic, Social and Cultural Rights (ICESCR) resolutions. Qatar, 2022 FIFA WC host, has ratified six ILO

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<sup>26</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 2.

<sup>27</sup> Ibid, 3.

<sup>28</sup> Ibid, 3.

<sup>29</sup> Claire, Mahon, "Fair Play for Housing Rights. Mega-Events, Olympic Games and Housing Rights." (2007): 10.

<sup>30</sup> Ibid, 28.

<sup>31</sup> Stephanos, Anastasiadis, and Spence, Laura, "An Olympic-sized Challenge: Effect of Organizational Pathology on Maintaining and Repairing Organizational Legitimacy in Sports Governing Bodies." *British Journal of Management* 31, no. 1 (2020): 13.

<sup>32</sup> John, Ruggie, *Just business: Multinational corporations and human rights (Norton global ethics series)*. WW Norton & Company, 2013: xxvii.

<sup>33</sup> John, Ruggie, "For the Game. For the World: FIFA and Human Rights." *Harvard College*. [https://www.hks.harvard.edu/sites/default/files/Ruggie\\_humanrightsFIFA\\_reportApril2016.pdf](https://www.hks.harvard.edu/sites/default/files/Ruggie_humanrightsFIFA_reportApril2016.pdf) (2016): 5.

<sup>34</sup> Cupasana, Change, "An Analysis of Qatar's Migrant Workers and the 2022 Fifa World Cup as an Agent of Change from an International Law Perspective." (2017): 35.

conventions and core human rights treaties such as ICCPR, ICESR and United Nations (U.N) anti-trafficking convention.<sup>35</sup>

Moreover, FIFA's and IOC's bid agreements for MSEs calls for preparation of impact assessment reports describing stakeholders' plans on a variety of issues such as environmental and social concerns.<sup>36</sup> For example, FIFA's 2018 and 2022 bidding agreements demand environmental impact assessment and IOC's 202 Candidature Procedure and Questionnaire calls for submission of initial environmental impact assessment.<sup>37</sup> However, the bidding agreements are yet to ask for impact assessments on human rights neither have they called for stakeholders' session on social issues nor explicitly used the phrase "human rights" in their bidding requirements.<sup>38</sup> This highlights whether an opportunity exists for MSEs to push for human rights' respect in light of workers' rights concerns and other forms of human rights abuses that are already evident prior to Qatar 2022 FIFA WC.

### **Aim and Objectives of the Study**

The primary purpose of the study was to assess the impacts of MSEs on human rights, focusing specifically on FIFA 2022 WC in Qatar. The following specific objectives guided the study;

- i) To assess the human rights guiding principles for Qatar 2022 FIFA WC.
- ii) To evaluate the human rights impacts associated with different stages of 2022 FIFA WC in Qatar.
- iii) To establish the human rights challenges associated with Qatar 2022 FIFA WC.

## **2.0 LITERATURE REVIEW**

### **Theoretical Framework**

The theory of change advanced in Brendan Schwab states that planning and participation in specific programs provides steps that lead to long-term goals, such as social change, therefore instrumental in explaining the role of sports in human rights.<sup>39</sup> Fundamentally, the theory relates to the study in that the 2022 FIFA World Cup in Qatar provides the opportunity for various activities and programs, such as formulation and implementation of human rights policy prior the event, leading to advancement of social change through promotion of human rights. Specifically, the theory is instrumental in guiding sports governing bodies to cement human rights standards and commitments in their constitution and ensure that global sports address and prevent adverse human rights.<sup>40</sup> Acknowledging the theory of change in unifying human rights with sports, FIFA

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<sup>35</sup> Sarath, Ganji, "Leveraging the World Cup: Mega sporting events, human rights risk, and worker welfare reform in Qatar." *Journal on Migration and Human Security* 4, no. 4 (2016): 241.

<sup>36</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 19.

<sup>37</sup> Ibid, 19.

<sup>38</sup> Ibid, 20.

<sup>39</sup> Brendan, Schwab, "Celebrate Humanity: Reconciling Sport and Human Rights through Athlete Activism." *J. Legal Aspects Sport* 28 (2018): 199.

<sup>40</sup> Ibid, 200.

has taken due procedures to effect different mechanisms responsible for addressing human rights per international standards.<sup>41</sup> The approaches adopted by FIFA such as its commitment to embed human rights laws, efforts to identify and address human rights malpractices, the duty to protect marginalised groups during FIFA WC and efforts towards engaging and communicating expectations towards human rights are an indication of adherence to international frameworks on human rights.<sup>42</sup> These commitments consequentially provide a change framework that leads to the reconciliation of human rights and football. The progress as advanced by FIFA in ensuring that advances made towards respect for human rights is proactive and follows national and international standards demonstrates that there is a clear path for change towards MSEs impacting human rights.

### **Empirical Literature Review**

#### **Human Rights Guiding Principles for MSEs**

Human rights guiding principles are the international standards in place to avert and confront adverse human rights effects connected to mega sporting events.<sup>43</sup> The guiding principles reiterate the duties of states in protecting the people from negative human rights impacts in addition to providing an outline that organisations should follow as an indication that they have respect for human rights and have measures in place to minimise harm to human rights.<sup>44</sup> The guiding principles also provide a basis through which different stakeholders can measure the performance towards human rights and a foundation upon which governments can hold organisations to account for human rights abuses. Therefore, human rights guiding principles are instrumental to MSEs since they are dependent on public-private partnerships (PPPs). The applicability of the guiding principles is through the entire life-cycle of MSEs and across all relationships since they relate to states, state-run bodies, PPPs and private companies.<sup>45</sup> The guiding principles endorse governments' duties in human rights protection and outline the applicability of states' obligations regardless of whether MSEs are under the direct control of the state or subcontracted to private entities.<sup>46</sup> All entities as provided for in the guiding principles must adhere to all international human rights ethics through public commitments to human rights respect, putting in place processes to identify, mitigate, prevent and account for any adverse human rights impacts and ensure that there is a remedy for human rights effects that are adverse.<sup>47</sup>

Fundamentally, human rights guiding principles do not just apply to entities directly involved with the MSEs but are also applicable to entities that are indirectly involved with MSEs such as

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<sup>41</sup> Bodo, Bützler, and Schöddert, Lisa, "Constitutionalizing FIFA: Promises and Challenges." *Tilburg Law Review* 25, no. 1 (2020): 43.

<sup>42</sup> *Ibid*, 43.

<sup>43</sup> John, "For the Game. For the World: FIFA and Human Rights.": 10.

<sup>44</sup> *Ibid*, 10

<sup>45</sup> *Ibid*, 10

<sup>46</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 23.

<sup>47</sup> *Ibid*, 23.



hotel construction, staffing and services, media, sponsors amongst other partners which if not well managed can taint the event's image.<sup>48</sup> The MSEs governing bodies and their associates have an ethical and reputational motivation in promoting human rights principles with the authorities hosting an event and firms with whom they engage with. For instance, this was evidenced by Vodafone's decision to reduce their 2013 Bahrain's Grand Prix over human rights predicaments that were then ongoing.<sup>49</sup> It should, however, be noted that the human rights guiding principles are not a cure to all human rights abuses, but if implemented in the entire MSEs' cycle can reassure states' obligations in enhancing the protection of human rights.

### **Human Rights impacts associated with different Stages of MSEs**

The first phase for MSEs includes bidding and planning, which associates with human rights impacts in the acquisition of land, resettlement of citizens and forced evictions from public land.<sup>50</sup> For example, during the Brazil 2010 FIFA WC, 170, 000 Brazilians lost their residences through forced evictions linked to WC and Olympics preparations.<sup>51</sup> The key actors for these adverse human rights acts include host government organisations, developers, constructors and sponsors.<sup>52</sup> For instance, developers, constructors, designers and sponsors risk negatively impacting human rights in scenarios where the design of projects, schemes of compensation, restoration of livelihoods inadequately account for human rights effects.<sup>53</sup> The second phase involving infrastructure design, construction and development poses adverse human rights on the working conditions, workers' rights, utilisation of natural resources and inclusivity.<sup>54</sup> For instance, Qatar faces accusations of labour practices that are abusive, especially for immigrants working in the stadia's construction sites and other 2022 FIFA WC related infrastructure. After winning the WC bid, Qatar reported a loss of life of 1200 immigrant workers with 4, 000 extra expected to lose their life until 2022 during the event.<sup>55</sup> The major construction projects expose workers to accidents, discrimination of less qualified locals, over-exploitation of casual workers and human trafficking.<sup>56</sup> Human rights impacts also relate to residents surrounding the mega-

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<sup>48</sup> Ibid, 23.

<sup>49</sup> Erik, Næss, "Global sport governing bodies and human rights: Fédération Internationale de l'Automobile (FIA), the Bahrain Grand Prix and corporate social responsibility." *European Journal for Sport and Society* 14, no. 3 (2017): 2.

<sup>50</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 9.

<sup>51</sup> Ibid, 10.

<sup>52</sup> David, Hess, David, and Bishara, Norman, "Beyond Peace Doves: Respecting Human Rights and Combating Corruption in Mega-Sporting Events." *BU Int'l LJ* 37 (2019): 268.

<sup>53</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 9.

<sup>54</sup> Ibid, 10.

<sup>55</sup> Abel, Meza, *et al.*, "Sustainability in mega-events: Beyond Qatar 2022." *Sustainability* 11, no. 22 (2019): 10.

<sup>56</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 11.

construction sites as complaints of energy interruptions, water shortages, housing concerns, and insecurity are rampant.<sup>57</sup>

The third phase for MSEs entails the sustainable procurement and sourcing where human rights impacts associate to poor working conditions, unlawful labour practices such as child labour, intimidation of workers' unions, contract exploitation and mistreatment of migrant workers by actors such as suppliers, workers' recruitment agencies, host authorities and project committees.<sup>58</sup> Accusations of human rights abuse in the entire supply chain for MSEs, for instance, during the procurement of construction goods, technology, events goods such as uniforms, food among others frequently surface during the Olympics and FIFA WCs.<sup>59</sup> A good example is the 2012 publication by the British Newspaper of cases such as low pay for long working hours and non-recognition of workers in factories in Indonesia contracted by Adidas to produce Olympics merchandise.<sup>60</sup> Therefore, as more entities procure products for MSEs, especially from nations with weak labour laws, there is a high likelihood of human rights abuses to multiply.<sup>61</sup> Phase four of MSEs' cycle is during the event where human rights issues include harassment, criminalisation and removal of hawkers from the streets, eviction of homeless people, forced labour, human trafficking and workers' exploitation. For instance, during South Africa 2010 FIFA WC, there was reported harassment and forced eviction of squatters and the homeless by the police.<sup>62</sup> London 2012 Olympics saw a crackdown on prostitution as a result of predicted inflow of sex workers, exposing vulnerable women.<sup>63</sup> Workers during the event, most of whom are migrants working in the hospitality, security, cleaning and transport industries lack legal protection and are in most cases engaged with no official contracts.<sup>64</sup>

### **Human Rights Challenges associated with MSEs**

For most MSEs, discrimination is the primary concern.<sup>65</sup> For example, London 2012 witnessed sportswomen included in all national teams; however, gender inequalities were persistent as demonstrated by fewer medal-awarding occasions for women as compared to men.<sup>66</sup> During MSEs, gay sports people are obliged to hide their sexual identity to be considered for selection in

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<sup>57</sup> Ibid, 11.

<sup>58</sup> Ibid, 12.

<sup>59</sup> Ibid, 12.

<sup>60</sup> Jill, Timms, "Raising standards in procurement, supply chains and employment at the London Olympics of 2012." In *Routledge Handbook of Sport and Legacy: Meeting the Challenge of Major Sports Events*, p. 217. Routledge, 2015: 365.

<sup>61</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 12.

<sup>62</sup> Ibid, 13.

<sup>63</sup> Julie, Bindel, *et al.*, "Capital exploits: A study of prostitution and trafficking in London." *London: Eaves* (2013): 6.

<sup>64</sup> Cupasana, "An Analysis of Qatar's Migrant Workers and the 2022 Fifa World Cup as an Agent of Change from an International Law Perspective." (2017): 5.

<sup>65</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 16.

<sup>66</sup> Ibid, 16.

respective teams.<sup>67</sup> Therefore, human rights policy prohibiting discrimination on one's sexuality is difficult to enact. Sports bodies face challenges when imposing anti-discrimination laws due to rampant racist abuses, especially on visiting teams. Another major challenge is privacy and confidentiality rights, especially on medical grounds.<sup>68</sup> For example, the 2009 International Athletics Association Federation championships had confidentiality issues for Caster Semenya for gender-sensitive results which the media linked to use of enhancement drugs.<sup>69</sup> However, most challenges are not directly related to stakeholders such as sponsors and the media, but provide a wide picture of how challenges exist towards MSEs addressing human rights abuses.<sup>70</sup>

### Conceptual Framework

The conceptual framework for this study borrows from Eleni Theodoraki's assessment of MSEs impact<sup>71</sup> and Nico Schulenkorf's "sports for development framework".<sup>72</sup> Eleni Theodoraki condenses various aspects of MSEs impacts; the thematic aspect, applicable scale, temporal dimension and stakeholders involved.<sup>73</sup> The thematic aspect focuses on social, economic, environmental and political impacts while the applicable scale focuses on whether an event impacts are either local or global.<sup>74</sup> On the other hand, temporal aspect focuses on the phases of a mega event and how each phase impacts both the local and international communities while stakeholders' aspect focuses on the impact of different actors such as sponsors, commercial partners and the media.<sup>75</sup> Eleni Theodoraki adds that an assessment of the impact of MSEs should explore a combination of negative and positive impacts of all the aspects considered, thus providing a 360<sup>0</sup> impact assessment.<sup>76</sup> On the other hand, Nico Schulenkorf's Sports for Development (S4D) framework explains that MSEs involves different phases (planning, organisation and the event itself) with an external agent (FIFA) that causes an impact and a community (local and international community) from which the impact can be measured.<sup>77</sup> Therefore, the study's conceptual framework applies the idea that FIFA WC can contribute either positively or negatively to the human rights of the local and international community during the

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<sup>67</sup> Ibid, 16.

<sup>68</sup> Silvia, Camporesi, and Maugeri, Paolo, "Caster Semenya: sport, categories and the creative role of ethics." *Journal of Medical Ethics* 36, no. 6 (2010): 378.

<sup>69</sup> Ibid, 378.

<sup>70</sup> Amis, "Striving for excellence: Mega-sporting events and human rights.": 17.

<sup>71</sup> Eleni, Theodoraki, "The problem with sporting mega-event impact assessment." *Global Corruption Report: Sport* (2016): 194.

<sup>72</sup> Nico, Schulenkorf, "Sustainable community development through sport and events: A conceptual framework for sport-for-development projects." *Sport management review* 15, no. 1 (2012): 2.

<sup>73</sup> Eleni, "The problem with sporting mega-event impact assessment.": 194.

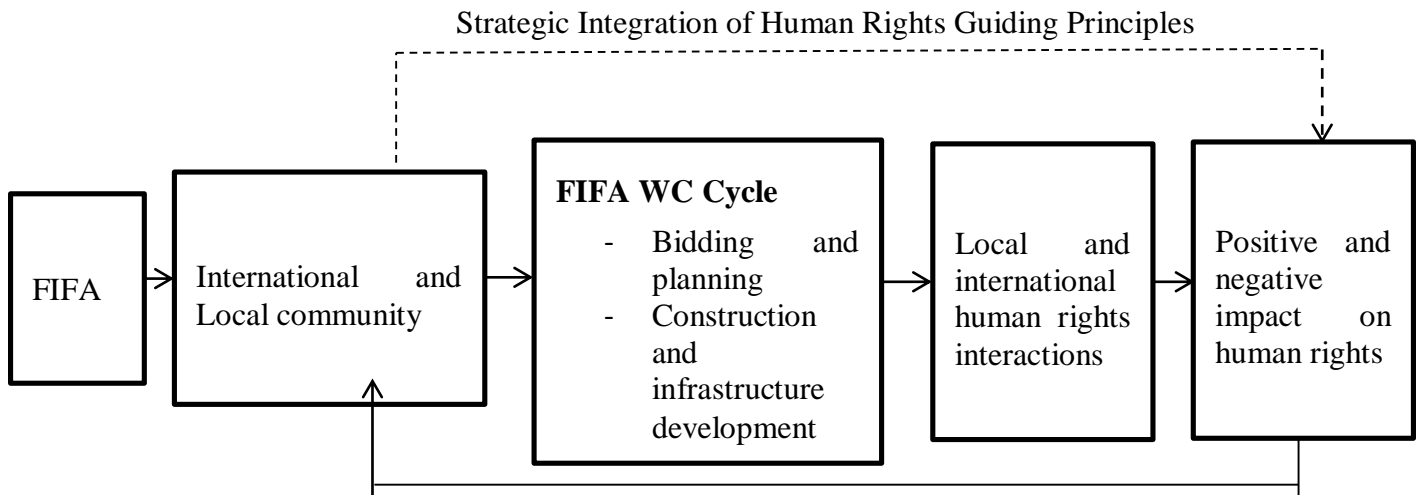
<sup>74</sup> Ibid, 194.

<sup>75</sup> Ibid, 194.

<sup>76</sup> Ibid, 194.

<sup>77</sup> Nico, Schulenkorf, "Sustainable community development through sport and events: A conceptual framework for sport-for-development projects.": 6.

different phases of the event, the impact, which is either short-term or long-term but diminishes over time.<sup>78</sup>



**Figure 1. Conceptual Framework for the Study**

Source: Eleni Theodoraki<sup>79</sup> and Nico Schulenkorf<sup>80</sup>

### 3.0 RESEARCH METHODOLOGY

#### Research Design

A case study research design was adopted for this study. As David Silverman points out, case study research design entails comprehensively studying a specific research problem by narrowing down an extensive field of research into examples that are researchable without difficulties.<sup>81</sup> In this study, a case study research design enabled the selection of 2022 FIFA WC in Qatar as a case study with a high likelihood of providing a comprehensive examination of the variables developed.

#### Data Collection

The study administered structured questionnaires to a target population of 520 respondents out of which 400 respondents returned filled questionnaires, enabling the researcher to obtain primary data on the impact of 2022 FIFA WC in Qatar on human rights. The respondents included workers on world cup related sectors such as the construction of the stadia. Due to complaints

<sup>78</sup> Ibid, 8.

<sup>79</sup> Eleni, "The problem with sporting mega-event impact assessment.": 194.

<sup>80</sup> Nico, "Sustainable community development through sport and events: A conceptual framework for sport-for-development projects." 7.

<sup>81</sup> David, Silverman, *Interpreting qualitative data*. Sage, 2015: 70.

that have already surfaced on abuse of workers' rights<sup>82</sup>, the respondents possessed adequate information on how the WC has impacted on rights of locals and foreigners. The 400 respondents were selected from Doha City (the host city) where most of the WC related infrastructure development is taking place with, for instance, four stadiums being constructed. The respondents sampled were aged 18 years and over.

## Methods of Data Analysis

### Objective One

The first objective was an assessment of human rights guiding principles for 2022 FIFA WC in Qatar. Descriptive statistics involving frequencies and percentages were used for this objective. The significance of the human rights guiding principles for 2022 FIFA WC in Qatar was tested using a one-sample t-test. Specifically, the one-sample t-test tested whether the perceived guiding principles deviated from an indifference point on the Likert scale used.

### Objective Two

The second objective tested the human rights impacts and risks associated with the 2022 FIFA WC in Qatar. Descriptive statistics and one sample t-test were used to test the significance of the impact and risks of 2022 FIFA WC in Qatar. The study used a multiple linear regression (MLR) to assess the simple effect of bidding and planning, infrastructure design, construction and development, sustainable procurement and sourcing and 2022 FIFA WC football event on human rights. Analysis of Variance (ANOVA) results for MLR was used to test whether the four phases of the 2022 FIFA WC in Qatar significantly predict adverse human rights. The independent variables' significance was tested through the use of t-test for each regression coefficient to answer the following research hypotheses:

H<sub>01</sub>: Bidding and planning of 2022 FIFA WC in Qatar do not influence human rights significantly.

H<sub>02</sub>: Infrastructure design, construction and development associated with 2022 FIFA WC in Qatar do not significantly influence human rights.

H<sub>03</sub>: Sustainable procurement and sourcing associated with 2022 FIFA WC in Qatar do not impact on human rights significantly.

H<sub>04</sub>: The actual 2022 FIFA WC event in Qatar does not significantly impact on human rights.

The regression model that was applied in the study was as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \epsilon \dots \dots \dots \text{Equation i}$$

Where Y represents human rights,  $\beta_1, \beta_2, \beta_3$  and  $\beta_4$  are the regression coefficients and  $X_1, X_2, X_3$  and  $X_4$  represent phase 1, phase 2, phase 3 and phase 4 of 2022 FIFA WC in Qatar as a MSE. The assumptions of linearity, normality, multicollinearity and homoscedasticity were tested before fitting the MLR. The test for linearity assumption was accomplished through the

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<sup>82</sup> Abel, Meza, *et al.*, "Sustainability in mega-events: Beyond Qatar 2022." 10.

use of ANOVA deviation from linearity while normality assumption was tested through the use of the Kolmogorov-Smirnov (K-S) test for normality. Multi-collinearity was tested using Variance Inflation Factor (VIF) while Breusch Pagan and Koenker test was used to test for homoscedasticity.

### Objective Three

The third objective assessed the human rights challenges associated with the 2022 FIFA WC in Qatar. For this objective, the quantitative data obtained was analysed using the SPSS version 25 for data analysis through the use of descriptive statistics involving frequencies and percentages, based on a sample of 400 respondents, randomly sampled from the target population of 520 respondents.

## 4.0 ANALYSIS, RESULTS AND DISCUSSION

### 4.1 Internal Consistency

The internal consistency was determined using Cronbach's Alpha which produced a measure of internal consistency of 0.786 from 8 Likert Scale items in the questionnaire (see Table 1). Therefore, the questionnaires internal consistency level was high.

**Table 1. Cronbach's Alpha Internal Consistency Statistics**

Cronbach's Alpha	N of Items
.786	8

### 4.2 General Information of the Respondents

A summary of the respondents' general information is provided in Table 2. Approximately 76.8% of the respondents were male, while 23.2% were female. A total of 40.8% of the respondents possessed college and tertiary education as the highest level of education, 31.2% have undergraduate, 17.2% hold a master's degree, 6.8% have a PhD and 4.0% have education level less than college level of education. The majority (73.8%) of the respondents were working for private employers, 19.5% were government employed, while 6.8% are casual labourers. Respondents exceeding half (66.2%) are Qatar Nationals, while 33.8% of the respondents were immigrants workers. All the respondents (100.0%) were aware that the 2022 FIFA WC will be held in Qatar. On the nature of involvement in 2022 FIFA WC related activities, 74.0% of the respondents were directly involved with 2022 FIFA WC related activities while 26.0% are indirectly involved with 2022 FIFA WC related activities.

**Table 2. General Information of the Respondents**

		Frequency	Percent %
Gender of the respondents	Male	307	76.8%
	Female	93	23.2%
Highest Level of education	Undergraduate	125	31.2%
	Master's	69	17.2%
	PhD	27	6.8%
	College & Tertiary Education	163	40.8%
	Less than College Level	16	4.0%
Employment	Government Employed	78	19.5%
	Private employer	295	73.8%
	casual labourer	27	6.8%
Nationality of the workers	Qatar Nationals	265	66.2%
	Immigrants	135	33.8%
Awareness that Qatar will host FIFA WC in 2022	No	0	0.0%
	Yes	400	100.0%
Nature of involvement in FIFA WC related activities	directly involved with FIFA WC related activities	296	74.0%
	Indirectly involved with FIFA WC related activities	104	26.0%

These findings showed that the sample represents the population of the study. The general characteristics of the respondents will be applicable in assessing the respondents' views and will be applied to grasp better the perceptions of respondents towards the impact of MSEs on human rights in 2022 FIFA WC in Qatar.

#### 4.3 The Human Rights Guiding Principles for 2022 FIFA WC in Qatar

More than half (62.8%) of the respondents were aware of human rights guiding principles for 2022 FIFA WC in Qatar whereas 37.3% were not aware of any human rights guiding principles for 2022 FIFA WC in Qatar (See table 3).

**Table 3. Awareness of any Human Rights Guiding Principles for Qatar 2022 FIFA WC**

	Frequency	Percent	Cumulative Percent
Yes	251	62.8	62.8
No	149	37.3	100.0
Total	400	100.0	

Those who were aware of the existence of human rights guiding principles for 2022 FIFA WC in Qatar were requested to indicate the source of the guiding principles (see Table 4).

**Table 4. Source of Human Rights Guiding Principles for 2022 FIFA WC in Qatar**

Source	Frequency	Percent	Cumulative Percent
Human rights guiding principles borrowed from Qatar laws	85	33.9	33.9
Human rights guiding principles borrowed International human rights guiding principles	166	66.1	100.0
Total	251	100.0	

The primary source of human rights guiding principles for 2022 FIFA WC in Qatar was the international human rights guiding principles (66.1%) while only one-third of the respondents (33.9%) indicated that the source of the human rights guiding principles was from Qatar national laws. To understand this further, cross-tabulation was conducted between the source of human rights guiding principles with nationality and employer (see Tables 5 and 6). Table 5 shows that majority (95.2%) of privately employed respondents believed that human rights guiding principles for 2022 FIFA WC in Qatar are borrowed from international standards while close to one-half (49.4%) of government-employed respondents state that the 2022 FIFA WC human rights guiding principles are borrowed from Qatar national laws with significant chi-square ( $p$ -value<0.0001) indicating that source of human rights guiding principles depends on nature of employment.

**Table 5. Cross-Tabulation Results between Source of Guiding Principles and Nature of Employment**

		Employment			Total
		Government Employed	Private employer	casual labourer	
Where human rights guiding principles are borrowed from	Qatar human rights guiding principles	Count 42 49.4%	31 36.5%	12 14.1%	85 100.0%
	International human rights guiding principles	Count 4 2.4%	158 95.2%	4 2.4%	166 100.0%
Total		Count 46 18.3%	189 75.3%	16 6.4%	251 100.0%

$$\chi_{0.05,2}^2 = 105.586, p - \text{value} < 0.0001$$



The cross-tabulation between the source of human rights guiding principles and nationality of the workers demonstrates that source of human rights guiding principles depends on the nationality of the respondents as shown by significant chi-square  $p\text{-value}=0.002<0.05$  (see Table 6).

**Table 6. Cross-Tabulation between Source of Human Rights Guiding Principles and Nationality of the respondents**

				nationality of the workers		Total
				Qatar Nationals	Immigrants	
Where human rights guiding principles are borrowed from	Qatar human rights guiding principles	Count		68	17	85
		% within Where human rights guiding principles are borrowed from		80.0%	20.0%	100.0%
	International human rights guiding principles	Count		101	65	166
		% within Where human rights guiding principles are borrowed from		60.8%	39.2%	100.0%
Total	Count			169	82	251
	% within Where human rights guiding principles are borrowed from			67.3%	32.7%	100.0%

$$\chi^2_{0.05,1} = 9.379, p\text{-value} = 0.002$$

The respondents were required to list some of the human rights guiding principles for 2022 FIFA WC in Qatar (see Table 7).

**Table 7. List of Human Rights Guiding Principle for 2022 FIFA WC in Qatar**

				Frequency	Percent
International Principles	Guiding	International Labour Organization (ILO) laws		251	100.0%
		UN human rights guiding principles		118	47.0%
		UNICEF		201	80.1%
		UNHCR		138	55.0%
		ICCPR		103	41.0%
		ICESCR		95	37.8%
		CEDAW		176	70.1%
Qatar national principles		Qatar National Human Rights Committee		251	100.0%

All (100.0%) the respondents indicated that human rights standards for activities related to 2022 FIFA WC in Qatar are guided the ILO and Qatar National Human Rights Committee guidelines. Other major human rights guiding principles include UNICEF (80.1%), CEDAW (70.1%),

UNHCR (55.0%), UN human rights guiding principles (47.0%), ICCPR (41.0%) and ICESCR (37.8%).

#### 4.4 The Human Rights impacts associated with different Stages of 2022 FIFA WC

The study categorised the impacts into two: negative impacts and opportunities for advancing human rights as a result of activities related to the 2022 FIFA WC in Qatar.

##### 4.4.1 Negative impacts of different Stages of 2022 FIFA WC in Qatar on Human Rights

On the negative impact of 2022 FIFA WC in Qatar on human rights at different phases of FIFA WC as a MSE, 85.8% of the respondents agreed that bidding and planning of 2022 FIFA WC in Qatar adversely impacted on human rights especially for the local community; 67.0% agreed that infrastructure design, construction and development negatively affect human rights for the local and international community. 72.0% believed that sustainable procurement and sourcing adversely impact on human rights for the community, directly and indirectly, related to 2022 FIFA WC in Qatar; 63.7% agreed that there are expected adverse human rights during 2022 FIFA WC event in Qatar (see Table 8).

**Table 8. Negative Impact of 2022 FIFA WC in Qatar on Human Rights**

	strongly agree	agree	neither disagree nor agree	disagree	strongly disagree
Bidding and planning of 2022 FIFA WC in Qatar led to adverse impact on human rights for the local community	232 (58.0%)	111 (27.8%)	18 (4.5%)	16 (4.0%)	23 (5.8%)
Infrastructure design, construction and development pose adverse human rights on the local and international community	149 (37.2%)	119 (29.8%)	25 (6.2%)	73 (18.2%)	34 (8.5%)
Sustainable procurement and sourcing adversely impact on human rights for the community directly and indirectly related to 2022 FIFA WC in Qatar.	186 (46.5%)	102 (25.5%)	40 (10.0%)	40 (10.0%)	32 (8.0%)
There are expected adverse human rights impacts during the 2022 FIFA WC towards the local community and the sports tourists	137 (34.2%)	118 (29.5%)	41 (10.2%)	68 (17.0%)	36 (9.0%)

One-Sample t-test was used to test the significance of the negative impact of the different phases of the 2022 FIFA WC in Qatar (see Table 9). The different phases of 2022 FIFA WC in Qatar have a significant negative impact on human rights; all the p-values < 0.0001 (Table 9).

**Table 9. One-Sample t-test for Significance of the Negative Impact of different Phases of 2022 FIFA WC in Qatar on Human Rights**

	Mean	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
						Lower	Upper
Bidding and planning of 2022 FIFA WC in Qatar led to adverse impact on human rights for the local community	1.72	-23.168	399	.000	-1.28250	-1.3913	-1.1737
Infrastructure design, construction and development pose adverse human rights on the local and international community	2.31	-10.178	399	.000	-.69000	-.8233	-.5567
Sustainable procurement and sourcing adversely impact on human rights for the community directly and indirectly related to 2022 FIFA WC in Qatar.	2.07	-14.258	399	.000	-.92500	-1.0525	-.7975
There are expected adverse human rights impacts during the 2022 FIFA WC towards the local community and the sports tourists	2.37	-9.385	399	.000	-.63000	-.7620	-.4980

#### **4.4.2 Opportunities for advancing human rights in different phases of 2022 FIFA WC in Qatar**

More than half (67.0%) of the respondents agreed that bidding and planning for 2022 FIFA WC in Qatar present an opportunity of advancing human rights for the local and international community; 87.0% indicated that there are opportunities to advance human rights during infrastructure design, construction and development of 2022 FIFA WC in Qatar. 64.4% of the respondents agreed that during the sustainable procurement and sourcing phase of 2022 FIFA WC in Qatar there would be an opportunity to advance human rights; 73.3% of the respondents agreed that there would be an opportunity to advance human rights during 2022 FIFA WC event in Qatar (see Table 10).

**Table 10. Opportunities for advancing Human Rights during different Phases of 2022 FIFA WC in Qatar**

	strongly agree	agree	neither disagree nor agree	disagree	strongly disagree
During bidding and planning for 2022 FIFA WC in Qatar, there is a chance for the host nation to advance human rights for the local and international community.	130 (32.5%)	138 (34.5%)	31 (7.8%)	40 (10.0%)	61 (15.2%)
During infrastructure design, construction and development phase of FIFA 2022 WC in Qatar there are opportunities to advance human rights on the local and international community	209 (52.2%)	139 (34.8%)	13 (3.2%)	17 (4.2%)	22 (5.5%)
Sustainable procurement and sourcing phase will present an opportunity to advance human rights for the community directly and indirectly related to 2022 FIFA WC in Qatar	129 (32.2%)	129 (32.2%)	26 (6.5%)	56 (14.0%)	60 (15.0%)
During 2022 FIFA WC in Qatar, there will be an opportunity to advance human rights towards the local community and the sports tourists in the country	159 (39.8%)	134 (33.5%)	25 (6.2%)	42 (10.5%)	40 (10.0%)

The one-sample t-test from an indifference point for testing the significance of different phases of 2022 FIFA WC in Qatar presenting opportunities for advancing human rights demonstrate that different stages of the 2022 FIFA WC in Qatar present significant opportunities for advancing human rights opportunities; all the p-values < 0.0001 (see Table 11).

**Table 11. One-Sample t-test for the Significance of different Phases of 2022 FIFA WC in presenting opportunities for advancing Human Rights**

	Mean	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
						Lower	Upper
During bidding and planning for 2022 FIFA WC in Qatar there is a chance for the host nation to advance human rights for the local and international community.	2.41	-8.319	399	.000	-.59000	-.7294	-.4506
During infrastructure design, construction and development phase of FIFA 2022 WC in Qatar there are opportunities to advance human rights on the local and international community	1.76	-22.974	399	.000	-1.24000	1.3461	-1.1339
Sustainable procurement and sourcing phase will present an opportunity to advance human rights for the community directly and indirectly related to 2022 FIFA WC in Qatar	2.47	-7.316	399	.000	-.52750	-.6692	-.3858
During 2022 FIFA WC in Qatar, there will be an opportunity to advance human rights towards the local community and the sports tourists in the country	2.17	-12.459	399	.000	-.82500	-.9552	-.6948

#### 4.4.3 The Human Rights Challenges associated with Qatar 2022 FIFA WC

According to 59.3% of the respondents, there exist challenges associated with 2022 FIFA WC in Qatar; 40.8% indicated that there are no challenges associated with 2022 FIFA WC in Qatar (see Table 12).

**Table 12. Existence of Human Rights Challenges Associated with 2022 FIFA WC in Qatar**

	Frequency	Percent	Cumulative Percent
No	163	40.8	40.8
Yes	237	59.3	100.0
Total	400	100.0	

Source. Field Data (2020)

Among the challenges towards human rights adherence in 2022 FIFA WC in Qatar include the Kafala scheme (83.1%), influx of recruitment agencies (81.8%), religion (81.4%) and Qatar's tradition (78.5%) (See Table 13).

**Table 13. Listed Challenges towards Human Rights Adherence in 2022 FIFA WC in Qatar**

Challenge	Frequency	Percent
Kafala Scheme	197	83.1%
Influx of recruitment agents	194	81.8%
Qatar's tradition	186	78.5%
Religion	193	81.4%

#### 4.5 Multiple Linear Regression

The assumptions of MLR, that is, linearity, normality, homoscedasticity and multicollinearity were not violated (see Appendix I), and therefore, regression analysis was conducted. The overall model is a good fit for predicting adherence to human rights in 2022 FIFA WC in Qatar; the ANOVA p-value=0.013<0.05 (see Table 14).

**Table 14. ANOVA Statistics for Overall Model Fit**

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	3.057	4	.764	3.228	.013 <sup>b</sup>
Residual	93.520	395	.237		
Total	96.577	399			

a. Dependent Variable: adherence to human rights

b. Predictors: (Constant), 2022 FIFA WC event, Bidding and planning of 2022 FIFA WC in Qatar, Infrastructure design, construction and development, Sustainable procurement and sourcing.

The model summary shows R-square=0.733, this means that the 2022 FIFA WC event itself, bidding and planning, infrastructure design, construction and development and sustainable

procurement and sourcing (the four phases of 2022 FIFA WC as a MSE) explain 73.3% adherence to human rights.

**Table 15. Regression Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856 <sup>a</sup>	.733	.692	.48658

a. Predictors: (Constant), 2022 FIFA WC event, Bidding and planning of 2022 FIFA WC, Infrastructure design, construction and development, Sustainable procurement and sourcing.

b. Dependent Variable: adherence to human rights

The MLR coefficients are 0.045 (bidding and planning of 2022 FIFA WC), 0.015 (Infrastructure design, construction and development), 0.043 (Sustainable procurement and sourcing) and -0.027 (2022 FIFA WC event itself) (see Table 16).

**Table 16. MLR Model Coefficients**

Model		Unstandardised Coefficients		Standardised Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.456	.081		5.657	.000
	Bidding and planning of 2022 FIFA WC	.045	.022	.101	2.033	.043
	Infrastructure design, construction and development	.015	.018	.041	5.059	.000
	Sustainable procurement and sourcing	.043	.019	.113	2.259	.024
	2022 FIFA WC event itself	-.027	.018	-.074	6.724	.000

Dependent Variable: Adherence to human rights

#### 4.6 Discussion

The study assessed the impact of MSEs on human rights with a focus on the 2022 FIFA WC in Qatar. The findings demonstrate that more than half of the respondents are aware of the human rights guiding principles related to 2022 FIFA WC in Qatar with the majority of them being adopted from international treaties and bodies such as the UN, ILO, and UNICEF among others. Host countries are required to adopt various international treaties on human rights to prevent and confront adverse human rights effects connected to MSEs.<sup>83</sup> For instance, Qatar ratified six ILO conventions and core human rights treaties such as the ICCPR, ICESR and U.N. anti-trafficking

<sup>83</sup> John, "For the Game. For the World: FIFA and Human Rights." 10.

convention on winning the 2022 FIFA WC bid.<sup>84</sup> One-Sample t-test statistics on the significance of the negative impact of the different phases of 2022 FIFA WC in Qatar as a MSE showed that the four phases of 2022 FIFA WC, bidding and planning, infrastructure design, construction and development, sustainable procurement and sourcing and the FIFA WC event itself significantly affect human rights negatively. Abuse of human rights, not only associate with the occurrence of MSEs but are also confined to different phases of MSEs.<sup>85</sup> For example, there are usually allegations of workers' rights abuse in the entire supply chain of the MSE regardless of the economy in which a MSE is hosted.<sup>86</sup> Beijing Olympics, for example, witnessed allegations of child labour abuse while both South Africa 2010 WC and London Olympics in 2012 had allegations of inadequate pay and abuse of labour laws in construction sites and sports uniform factories across Asia.<sup>87</sup> During the event itself, South Africa 2010 had reports of vendors and squatters being harassed to pave the way for international companies from zones that neighbored FIFA WC business hotspots. Qatar 2022 FIFA WC has critics forecasting an approximation of 7, 000 workers directly or indirectly engaged in FIFA WC related activities to lose their lives as a result of an unsafe working environment and accidents.<sup>88</sup>

The phases of MSEs also present significant opportunities for adherence to and promotion of human rights. The host nation (s) will always have the desire to leave a benchmark globally and therefore ensure that any activity related to MSEs adhere to international standards. For instance, the London Summer Olympics was the pioneer in embedding different sustainability aspects with an emphasis to post a long-lasting legacy in various aspects such as human rights and environment. The host nations open up to external scrutiny by independent bodies and activists and therefore ensure that the bar is set too high by completing the event with minimal human rights incidences.

While Qatar strives to create opportunities for advancing human rights concerning the 2022 FIFA WC, challenges such as the Kafala Scheme, increase in recruitment agents most of whom are unregulated, religion and Qatar's tradition continue to inhibit efforts that have been put in place by different actors towards enhancing human rights in 2022 FIFA WC in Qatar. Joshua Nelson notes that the Kafala Scheme limits an immigrant worker to a *kafeel* (an individual employer) who has full legal control as the immigrant cannot change occupation; enter and leave the country without the authority of the *kafeel*. The *kafeel* impounds the immigrant's identification documents such as the passport despite the global outcry of the illegality of such

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<sup>84</sup> Sarath, "Leveraging the World Cup: Mega sporting events, human rights risk, and worker welfare reform in Qatar": 241.

<sup>85</sup> Amis, "Striving for excellence: Mega-sporting events and human rights": 2.

<sup>86</sup> Ibid, 3.

<sup>87</sup> Ibid, 3.

<sup>88</sup> Johan, "The Sochi Olympics-Mapping and Understanding the Political Controversies during the Games.": 4.

acts.<sup>89</sup> The significance of the MLR coefficients aligns with Eleni Theodoraki's temporal aspect whose focus is on how different phases of MSEs impact the rights of the local and international community.<sup>90</sup>

## 5.0 CONCLUSION AND RECOMMENDATIONS

### Conclusion of the study

Unlike the provision of public goods and infrastructure such as roads which are necessary for a country to function smoothly, hosting of MSEs is not mandatory. Governments that host MSEs chose to do so, presenting an exceptional chance to initiate human rights transformations. Additionally, stakeholders such as sponsors choose to participate in the MSE actively. Since conception, winning the bid to host the MSE, commencement of construction and other related activities to the date when the event is held there are both opportunities and risks posed by MSEs towards advancing human rights. Therefore, different stakeholders are obliged to ensure that every activity necessary to make the event successful is guided by an obligation to safeguard the human rights of different actors, such as workers and residents.

### Recommendations

The study recommend policy measures focusing on Mega Sporting Events' towards influencing sustainability and the effect of Mega Sporting Events human rights for both local residents and migrant workers. Fundamentally, the study only focused on the impact of MSEs on human rights. However, MSEs come with numerous experiences such as sustainability in the environment and the economy. Further studies should, therefore, focus on the influence of MSEs on sustainability. Future studies should focus on the effect of MSEs on the human rights of the local community since they directly experience the long-term impact of MSEs.

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<sup>89</sup> Joshua, Nelson, "The Ethical Implications of the Kafala System." *Pitt Political Review* 11, no. 1 (2014): 41.

<sup>90</sup> Ibid, 194.



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### Appendix I: ANOVA Deviation from Linearity Test

ANOVA deviation from linearity requires p-value to be greater than 0.05 for deviation from linearity to be insignificant. All the p-values were greater than 0.05, therefore there was a linear relationship between the independent and predictor variables (see Table 17).

**Table 17. ANOVA Deviation from Linearity Results**

	F	p	Deviation from linearity
Human rights adherence*Bidding/planning	.185	.907	Not significant
Human rights adherence* Infrastructure design, construction and development	1.257	.289	Not significant
Human rights adherence*Sustainable procurement and sourcing	2.063	.105	Not significant
Human rights adherence*2022 FIFA WC event	2.309	.129	Not significant

The Kolmogorov-Smirnov (K-S) normality test reveals asymptomatic 2-tailed p-values that are all greater than 0.05. Therefore, the predictor and dependent variable (DV) follow a normal distribution.

**Table 18. One-Sample K-S Test for Normality**

		Bidding and planning	Infrastructure design, construction and development	Sustainable procurement and sourcing	2022 FIFA WC event	Human rights adherence
N		400	400	400	400	400
Normal Parameters <sup>a,b</sup>	Mean	2.4100	1.7600	2.4725	2.1750	.5925
	Std. Deviation	1.41843	1.07950	1.44203	1.32430	.49198
Most Extreme Differences	Absolute	.284	.282	.273	.285	.389
	Positive	.284	.282	.273	.285	.293
	Negative	-.160	-.241	-.154	-.187	-.389
Kolmogorov-Smirnov Z		.675	.641	.468	.701	.775
Asymp. Sig. (2-tailed)		.412	.361	.098	.671	.825

a. Test distribution is Normal.

b. Calculated from data.

All the VIF values are less than 5, therefore, multicollinearity is not a problem.

**Table 19. VIF Values for Multicollinearity Assumption**

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Bidding and planning	.995	1.005
	Infrastructure design, construction and development	.982	1.018
	Sustainable procurement and sourcing 2022 FIFA WC event	.973	1.028
		.985	1.015

The Breusch Pagan and Koenker test of heteroscedasticity have p-values greater than 0.05, therefore, heteroscedasticity was not a problem.

**Table 20. Breusch Pagan and Koenker heteroscedasticity Test**

	Multiplier	Sig
Breusch-Pagan	.531	.115
Koenker	.379	.640