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ASSESSING THE IMPACTS OF MEGA SPORTING EVENTS ON MIGRANT WORKERS: A CASE OF THE 2022 FIFA WORLD CUP IN QATAR

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Khalifa Nasser K A Al-Dosari
Post Graduate Student (PhD): Brunel University, London
Corresponding Author Email: khalifaaldosari@hotmail.com

Abstract

Purpose: The purpose of the study was to assess the impacts of mega sporting events on migrant workers, by exploring the skills needs and the challenges faced by migrant workers, and the measures put in place to safeguard migrant workers in relation to the 2022 FIFA World Cup in Qatar.

Methodology: The research was a case study based on the 2022 FIFA World Cup in Qatar, through both descriptive and exploratory research designs. Structured questionnaires were administered to the respondents, with a sample size of 61 respondents who were randomly sampled used for data analysis for the study. Random sampling technique was used to ensure respondents from each sample comprising skilled manual workers, service workers, social workers, and managerial/professional workers were given an equal opportunity of being chosen without biased selection and representation of the target population. The quantitative data obtained was analysed using the SPSS version 25 for data analysis through the use of descriptive statistics such as percentages, which were presented using tables and charts. Further, the study variables were analysed using a regression equation.

Findings: The findings of the study indicated that there has been an influx of migrant workers since 2010 as a result of Qatar being granted the hosting rights for the FIFA 2022 World Cup. Further, the findings revealed that these migrant workers have encountered challenges while working in Qatar in preparation for the 2022 FIFA World Cup. Moreover, the study found out that migrant workers' welfare had improved as a result of the measures employed by the Qatar government to safeguard their welfare.

Unique contribution to theory, policy and practice: The researcher concluded that the skills need for migrant workers, challenges faced by migrant workers and the measures employed by the Qatar government have an impact on the performance of the migrant workers as well as their welfare. Therefore, the researcher recommends a continual increase of efforts in the study objectives to set a high standard to be adopted by other countries intending to hold mega sporting events.

Keywords: *Migrant workers, 2022 FIFA World Cup, Mega Sporting Events, Skills Need, Challenges*

1.0: INTRODUCTION

Migration refers to a push, an opportunity, a solution, an adventure, a mechanism that is almost said to be inherent in human nature. Global migration, by definition, is a process that has occurred since the formation of nations, a trend which, as a result of other human constructions, has evolved and continues to change its existence on maps and eight-meter walls. Once countries exist and international migration happens, international migrants end up in countries where they enter, as foreigners, or non - nationals¹. Citizenship forms a vital criterion for labour immigration. For instance, the International Convention for the Protection of the Rights of All Migrant Workers and their Family Members refers to the word "migrant workers" by way of "anyone who operates, actively participates, or carries on a paying activity in a country in which they are not a resident"². Myriad factors for migration include precarious environments, high birth rates, insecurity and/or absence of career prospects in the origin country, country of destination need for mobile labour and/or low birth rates as well as interest and entrepreneurship and a boom in international communication. Migrant workers can be classified as low or high skilled or highly skilled labourers, accompanying relatives, refugees and asylum seekers in several different categories. These people often find themselves in vulnerable situations under the various circumstances that in most circumstances, breach their human and labour rights, and this demands attention³.

Mega Sporting Events (MSE) are the apex of worldwide sporting, thus not incapable of standing separately from their immense social consequences including positive and negative impacts on migrant workers. Sport has tremendous strength of bringing individuals together by offering chances to advance fundamental ideals such as fair play, national unity, cooperation and healthy living. Fundamentally, sporting actions generate intrinsic human rights opportunities by creating employment, employability and new social housing, regenerating urban areas and creating new recreational spaces. However, abuse in connection with holding an event, including involuntary ejections, building deaths, abuse of migrant workers, restrictions on demonstrators, road salespersons, street children and homely persons including discrimination off and on the ground can occur if not properly managed⁴. Besides, mega sporting events usually demand substantial new and temporary venues as well as new or refurbished facilities. This may include the expansion of a large number of hostels and leisure amenities, ranging from new stages and sports accommodation to new or improved transport systems in the host city or the country. This requires a common obligation across different levels of government, delivery agencies, business partners and the organising committee. Worker exploitation, in particular, violates migrants

¹ Erika Karlsson, "Migrant Workers as Subjects of Human Rights" (2012).

² OECD/ILO, *How Immigrants Contribute to Developing Countries' Economies, How Immigrants Contribute to Developing Countries' Economies* (Paris: OECD Publishing, 2018).

³ Karlsson, "Migrant Workers as Subjects of Human Rights."

⁴ Mega-Sporting Events Platform for human rights, "The Mega-Sporting Event Lifecycle - Embedding Human Rights From Vision to Legacy," 2018.

workers' well-being and safety and the dislodgment of community workers, was common in the past when preparing for major events. Some of these misuses were caused by the vague role and responsibility of the different players of the project and the incoherent or inadequate application of labour standards⁵. Migrant workers always face forced labour, trafficking and unlimited conditions in detention, as well as being subjected to deplorable living and working conditions, together with negligent legal protection for migrant workers.

Since FIFA decided to award Qatar the rights to host the 2022 FIFA World Cup in 2010 then, many of Qatar's developments have centred on migrants' activities, primarily recruited from South Asia and the Middle East, to serve their growing domestic and construction sectors⁶. Qatar is one of many countries in Europe and the Middle East which employs migrant, the majority of whom are involved in building infrastructure. Employment visas are issued grounded on a program called "Kafala" which provides the employer with legal residence for migrants under a sponsorship programme. The idea gives the employer an obligation and rheostat of wages, living conditions, working circumstances with entry and exit of employees in the country. Sponsorship typically gets signed for two years at the minimum. In case the contract is broken, the employee might be required to repay his employer the least fees suffered during that period⁷. Fundamentally, the population of migrant workers in Qatar has rapidly expanded from 2010 when it was given the right to host the 2022 World Cup. The population of the country, driven in part by the subsequent building boom, grew to 2.7 million in October 2018 from 1.6 million in December 2010. Migrant workers originate the world's poorest countries and work in sectors such as the manufacturing, catering and domestic service, making up 95% of the workforce in the country. Nonetheless, Qatar's exploitative labour market was also further affected by a rapidly increasing number of workers moving to exploit economic opportunities⁸.

Growth of select nationalities between 2013 and 2019

⁵ Ibid, 7.

⁶ 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): 21–58.

⁷ Iram Ashraf, "Emerging Issues: FIFA World Cup 2022: Enjoying the Game at the Suffering of Migrant Workers," *University of Baltimore Journal of International Law* 4, no. 2 (2016): 7.

⁸ Amnesty International, "Migrant Workers Rights with Four Years to the Qatar 2022 World Cup," 2019.

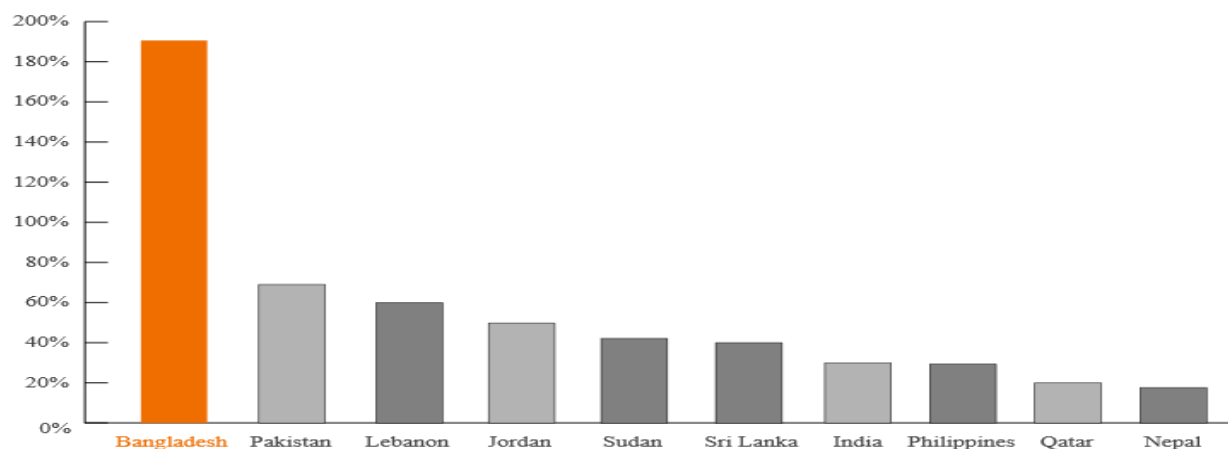


Figure 1: Growth of select nationalities between 2013 and 2019 (Source⁹)

The prohibition of discrimination, the pivotal heart of universal human rights accords, guarantees equivalent protection for citizens and migrant workers. The vital rights guaranteed by [ICCPR and the ICESCR], [CRC] and prohibition of racial discrimination [ICERD], discrimination against women [CEDAW], and torture [CAT] apply universally to residents and migrants irrespective of their position. Migrants, however, as residents, must respect the laws and regulations of the receiving States¹⁰. Contraventions of migrant workers' legal rights are a progressively important topic, equally from a philosophical and real-world viewpoint. Globally, abuses of the labour market by migrant workers remain a matter of grave concern, beginning from the Arab Gulf to Mexican workers in the US¹¹.

Qatar and its labour legislation have been at the centre of attention as from when the nation was declared to host the 2022 FIFA World Cup. Before the tournament, the government promised to settle labour disputes. The Qatari government enacted a new labour law in December 2016, which paved the way for the establishment of state-run grievance committees to which employees can appeal for redress. The law also provides that workers who have concluded contracts can freely change jobs and impose fines of up to 25,000 riyals on companies that confiscate employees' passports or refuse them the opportunity to change jobs after their contracts expire¹². Ten months later, under the auspices of the Cabinet, Qatar adopted a draft bill

⁹ Jure Snoj, "Population of Qatar by Nationality - 2019 Report," August 15, 2019.

¹⁰ United Nations High Commissioner for Human Rights, "Migration and Development: A Human Rights Approach," *United Nation High Commissioner for Human Rights*, 2017.

¹¹ Anna Boucher, "Measuring Migrant Worker Rights Violations in Practice: The Example of Temporary Skilled Visas in Australia," *Journal of Industrial Relations* 61, no. 2 (April 8, 2019): 277–301.

¹² Faras Ghani, "Renewed Calls for Qatar to Address Treatment of Migrant Workers | Human Rights | Al Jazeera," n.d.

to create a support fund for workers, named "The Workers Support and Issuance Fund." Besides, informal discussions were held on the possible establishment of a minimum wage and the implementation of legal safeguards. Qatar also implemented domestic employment legislation, which reduced working hours for domestic workers to 10 hours per day and added mandatory benefits such as one day off per week, three weeks' annual leave and payment at the end of each month¹³. Moreover, astoundingly high efforts have been put into guaranteeing migrant workers decent social welfare. Nonetheless, several recruitment agencies in both the countries of origin and destination charge exorbitant fees for migrant workers to arrange employment contracts, obtain job visas and buy air travel.

Also, employers can deduct fees from the paychecks for migrant workers to recover the original recruitment fees. Migrant workers frequently fall into debt after paying those fees, hoping that after being employed, they will be able to repay the fees. Several employers withhold the passport of a worker upon initial employment, which necessarily limits freedom of movement. In many GCC countries, including Qatar, this activity is illegal. However, some recruitment agencies have reported the confiscation of passports by employers to deter workers from leaving without their permission. Some employers note that staff frequently asks companies to keep their passports safe and to prevent loss or theft¹⁴. Many migrant workers promote changing processes across nations. They replace the indigenous-born employees who have relocated from rural to urban or under-skilled to highly-qualified careers, including those who left the country to pursue other prospects abroad. For ageing societies, migrant workers may also help sustain the proportion of lively and indolent population. They can also ensure the sustainability of the pension system can contribute to it¹⁵. If Qatar ensures real investigation and trial for labour law abuses, it will provide even robust protections for migrant workers in the country. But by retentive of other laws and practices, such as the Sponsorship Law, as well as not addressing the wide-ranging practices of recruitment fees and seizure of passports, Qatar continue to enable abusive working conditions that in some cases amounts to forced labour¹⁶.

Research rationale

Global attention to violations of migrant workers' rights and the degree as well as the nature of these abuses has been clearly documented¹⁷. International attention was needed for migrant workers on the basis that they share a common vulnerability. This insecurity stems from two major factors: the fact that a migrant worker is involved in cultural differences, language issues,

¹³ Ibid, 4.

¹⁴ Guy Morgan et al., "Migrant Workers and the FIFA World Cup 2022 in Qatar : Actions for Business," BSR, 2012, www.bsr.org.

¹⁵ OECD/ILO, *How Immigrants Contrib. to Dev. Countries' Econ.*

¹⁶ Human Rights Watch, *Building a Better World Cup Building a Better World Cup Protecting Migrant Workers in Qatar Ahead of FIFA 2022*, *Fortune*, vol. 165, 2012.

¹⁷ Boucher, "Measuring Migrant Worker Rights Violations in Practice: The Example of Temporary Skilled Visas in Australia."

legal differences across borders etc., and that of being a worker, sometimes working in the most unregulated industries. The important question is how to save the dignity of migrant workers in relation to the 2022 FIFA World Cup preparations involving their labour services in Qatar. Therefore, it was prudent to assess the skills needs and the challenges faced by migrant workers, and the measures put in place to safeguard migrant workers in relation to the 2022 FIFA World Cup in Qatar. Furthermore, this research examined whether Qatar's 2022 FIFA World Cup has created another reputation as a change agent for the improvement of migrant workers' welfare.

Aim and Objectives of the Study

The main aim of the research was to assess the impacts of mega sporting events on migrant workers. The following objective guided the study:

- 1) To assess the skills needs of migrant workers related to the 2022 FIFA World Cup in Qatar.
- 2) To assess the challenges faced by migrant workers related to the 2022 FIFA World Cup in Qatar.
- 3) To examine the measures put in place to safeguard migrant workers related to the 2022 FIFA World Cup in Qatar.

2.0: LITERATURE REVIEW

Theoretical review

The population of foreign workers in Qatar has swelled as the country experienced a building boom ahead of the 2022 FIFA World Cup scheduled to take place there¹⁸. Historically, job seeking has been a critical factor in the peacetime migration process, with labour demands contributing to the growth of national economies, income inequalities between countries and economic integration processes. Migrant jobs had for a long time been described as low pay and unstable, workers with higher job insecurity and fewer rights than their home countries. There is also evidence that migrant workers frequently face more demanding tasks and positions in precarious jobs that native workers do not want. The effects include increased frustration and anger at work, which make workers vulnerable to job-stress¹⁹. Besides, proving their identity is one of the main issues facing poor migrants as they arrive in a new country, a problem that can continue for years or even decades after migration. Documentation of identity confirmed by the state is indispensable to ensure an individual has a secure citizenship status and can benefit from the rights and protections provided by the state. The underlying identity issue leads to the loss of access to rights and social services. The failure to identify means that migrants cannot have access to facilities for economically vulnerable sectors of the population, such as subsidised

¹⁸ Francisco Díaz Bretones et al., "Psychosocial Working Conditions and Well-Being of Migrant Workers in Spain," *International Journal of Environmental Research and Public Health* 17, no. 7 (2020).

¹⁹ Bretones et al., "Psychosocial Working Conditions and Well-Being of Migrant Workers in Spain."

food, fuel, health care or education.²⁰ Moreover, capacity shortages are a common topic of study taking place to find out why employers hire migrant workers.

Emerging research shows that immigration rubrics can choose the right of migrant workers to escape exploitative labour relations, or to speak out in the event of maltreatment.²¹ Temporary residency restricts the employment of migrants because it typically prohibits them from finding alternative jobs and obtaining social services such as public well-being. Most provisional visas provides permanent residence paths if certain provisions are met, including maintaining a specified temporary period of residency. In general, permanent residency requires protection and agency and as such, is seldom directly linked to the maltreatment of migrant workers²². In most countries, the construction industry has often faced a deficiency of skilled workers and staff for basic jobs. The idea that this job is rough, dirty and unpleasant has always affected the industry negatively. The rise in migrant labour has, therefore, been considered essential for the capacity of the building industry to complete the government's main building project programme. Employers' attitudes towards workers in migrant construction again concentrated on their hard work and efficiency. Language skills on the building site are more important as learning the right phrases will mean that you suffer a serious injury or not²³.

Empirical review

Tentative evidence on the migrant workers' welfare showed that migrant workers' safety and well-being were low relative to native workers. This was linked to increased vulnerability to depression (including serious depression), symptoms of depression and anxiety disorders. Migrant workers with weak social relationships with other employees, i.e. low social support and/or victims of social discrimination—have shown a considerably higher level of mental and psychological distress. Besides, those with high demands of work and poor decision - making were found to be at increased risk of long term disability and problems with mental health²⁴. Research conducted by Amnesty International found that employers systematically abused migrant workers in Qatar. Besides, these workers noted that the working conditions of many classes of migrant workers differed from those negotiated during the process of recruitment, including lower than planned salaries; withheld salary or non-payment. Some workers, however, faced the cumulative effect of being exposed simultaneously to various components of such

²⁰ C. Annie Jane, "A Study on the Internal Migrant Labour- Issues and Policies," *Indian Journal of Applied Research* 6, no. 4 (2016): 81–83.

²¹ Francisco Díaz Bretones et al., "Psychosocial Working Conditions and Well-Being of Migrant Workers in Spain," *International Journal of Environmental Research and Public Health* 17, no. 7 (2020).

²² Chris F. Wright and Stephen Clibborn, "Migrant Labour and Low-Quality Work: A Persistent Relationship," *Journal of Industrial Relations* 61, no. 2 (April 1, 2019): 157–75.

²³ Scottish Social Services Council, "Migrant Workers Research - A Report to the Scottish Social Services Council 2008," 2008.

²⁴ Bretones et al., "Psychosocial Working Conditions and Well-Being of Migrant Workers in Spain."

abuse²⁵. Several sending countries have adopted bilateral agreements to ensure the rights of workers while working in the Gulf, which is closely monitored by the embassies of these countries in the Gulf.

Among the bilateral agreements is the adoption of a minimum wage for certain kinds of workers, although not systematised across countries. Embassies also provide protection and refuge in cases of labour disputes or staff violence. Although much remains to be done to protect the rights of migrant workers in the Gulf countries, and particularly in Qatar, various government programs have been put in place in Qatar to address these issues. For example, the NHRC, founded in 2002, has been involved in organising the human rights department administration within the Ministry of Interior. Such bodies have successfully resolved numerous collective and individual labour disputes, abuses of human rights and human trafficking. However, in 2005 the government opened a shelter for victims of trafficking to serve the needs of migrant domestic workers, other workers and children. Although these initiatives demonstrate Qatar's interest in addressing migrant labour issues, both the Qatar Labour Law and government programs and institutions need more progress to protect migrant workers' rights fully²⁶. Problems such as paying late salaries are not special to Qatar but are part of the structure and operation of the construction industry worldwide. The government of Qatar has taken several steps to ensure that contractors in building projects adhere to the same labour standards. A variety of ministerial decrees have been issued, including Qatar Building (2010), Qatar Labour Act 14 (2004).

Nonetheless, passing laws is only the first step. Ensuring compliance of construction labour laws and regulations with its long sub-contracting chains are a significant and not unique obstacles to Qatar²⁷. On the first visit to Qatar in 2013, it was discovered that the Qatar Foundation, a major client in the building industry, worked along the same lines. They had gathered a substantial body of expertise and took on the challenge of developing standards and a strategy to work with contractors to advance the welfare of building workers. In October 2012, QF signed the Migrant Workers Security Charter outlining some fundamental principles for the management of migrant workers. The study was published in April 2013, providing more information on expected standards and their path to implementation. Not only is non-payment and late payment of wages of alarm to migrant workers, it is also a probable source of disruption and delay to projects, and thus a key risk to government clients and their project managers and consultants. All main public clients in Qatar are fully devoted to finding solutions to this grave problem and are working on the road to positive change. It is hoped that the collective expertise of the partakers in the meeting and their suggestions will add some value to the continuing reform process²⁸.

²⁵ Amnesty International, "The Dark Side of Migration: Spotlight on Qatar's Construction Ahead of the World Cup," 2013.

²⁶ Silvia Pessoa et al., "The State of Migrant Workers in Qatar: The Workers' Perspective," 2008, 1–33.

²⁷ Jill Wells and Bernadine Fernz, "Improving Employment Standards in Construction in Qatar: Final Report," *Engineers Against Poverty*, no. July (2014).

²⁸ *Ibid*, 8.

Fundamentally, this study aimed to fill three significant gaps that previous studies did not cover. First and foremost, research by Silvia et al., only focused on low-skilled migrant workers in Qatar to explore the state of migrant workers in Qatar.²⁹ However, there are various categories of migrant workers, such as skilled manual workers, service workers, social workers, and managerial/professional workers, who could have been involved in the study to contextualise the plight of all migrant workers without limiting the study to a single group of migrant workers. Therefore, this study sought to contextualise the plight of migrant workers by engaging various categories of migrant workers. Besides, a study by Bretones et al., conceptualised the well-being of migrant workers as an outcome of work-related and organisational factors as well as psychosocial working conditions.³⁰ However, the study did not conceptualise how the plight of migrant workers can be improved. Therefore, this study sought to provide policy recommendations by accommodating measures that should be put in place to safeguard migrant workers in its conceptual framework. Finally, a study by Fan adopted analytical research methodology by analysing narratives from peasant households in China towards making critical conclusion about the plight of migrant workers in China.³¹ However, this study did not provide structured questions that would provide quantitative data for analysis and interpretation. Therefore, this study adopted a case study design where a survey was conducted and quantitative data obtained analysed using descriptive statistics to ensure data and findings were presented in a more meaningful way.

Conceptual framework

A conceptual framework interconnects a set of ideas on the relationship within a given phenomenon. The system provides the basis for understanding the patterns of causation and interrelationships between events, thoughts, experiences, principles, information, perceptions and other experiential elements. This helps us to determine what we think these relationships are based on³².

²⁹ Silvia Pessoa et al., “The State of Migrant Workers in Qatar: The Workers’ Perspective,” 2008, 1–33.

³⁰ Bretones et al., “Psychosocial Working Conditions and Well-Being of Migrant Workers in Spain.”

³¹ Fan, C. Cindy. "The state, the migrant labour regime, and maiden workers in China." *Political Geography* 23, no. 3 (2004): 283-305.

³² Marilla D. Svinicki, “Frameworks for Research in Engineering Education,” *Rigorous Research in Engineering Education NSF DUE-0341127, DUE-0817461*, 2008.

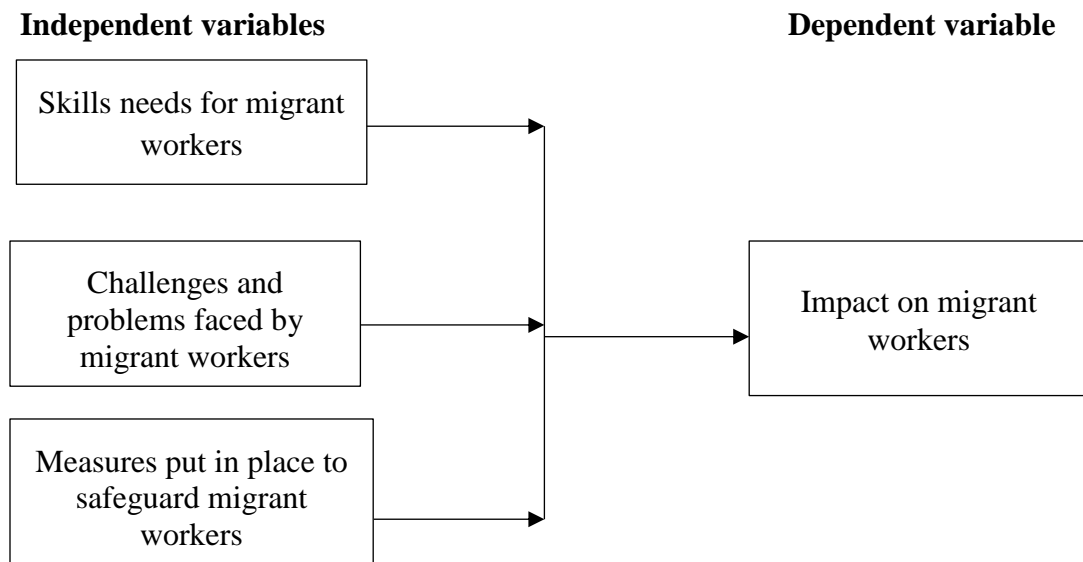


Figure 2: Conceptual framework

3.0: RESEARCH METHODOLOGY

Research design and Data collection

A case study design based on a descriptive analysis of data collected was applied in the study. The key purpose of this was to describe the current state of affairs without manipulation of any variable.³³ In this study, a case study design enabled the researcher to select the 2022 FIFA World Cup in Qatar, with the likelihood of a comprehensive examination of the research variables without manipulation. A structured questionnaire was the key research tool preferred because it provided a fairly straightforward and simple approach to the study. Thus, the data was gathered using a structured closed-ended questions in the questionnaire.

Data analysis and research hypothesis

Filled questionnaires were checked to ensure completeness and consistency. The data collected was analysed and described by tables and charts using descriptive statistics. This was done by the distribution of frequencies, means, percentages and standard deviations. Fundamentally, quantitative data obtained was analysed using the Statistical Package for Social Scientists (SPSS) 25. Cronbach's alpha was used to measure the internal reliability of study variables.

The research tested the following research hypotheses:

- 1) There are no skills needs of migrant workers related to the 2022 FIFA World Cup in Qatar.

³³ Cr Kothari, *Research Methodology: Methods and Techniques*, New Age International, 2004.

- 2) There are no challenges faced by migrant workers related to the 2022 FIFA World Cup in Qatar.
- 3) There are no measures put in place to safeguard migrant workers related to the 2022 FIFA World Cup in Qatar.

Multiple linear regression was applied to assess the Impacts of mega sporting events on migrant workers, a case of the 2022 FIFA World Cup in Qatar as shown:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \varepsilon$$

Where:

X_1 = Skills needs for migrant workers

X_2 = challenges faced by migrant workers

X_3 = measures put in place to safeguard migrant workers

ε = Error term

Based on the obtained p-value, the null hypothesis was accepted or rejected, which was rejected by the rule of decision when $p - \text{value} < 0.05$.

4.0: ANALYSIS, RESULTS AND DISCUSSION

Reliability analysis

The researcher conducted a reliability analysis using the Cronbach alpha and obtained the following results:

Table 1: Reliability Statistics

Cronbach's Alpha	N of Items
.766	4

Cronbach alpha was intended to show how reliable the data is. A 0.70 or greater coefficient infers a high notch of data reliability which was the case with the results of my study³⁴.

Demographic information

Gender of participants

³⁴ O. Mugenda and A. Mugenda, *Research Methods: Quantitative and Qualitative Approaches* (Nairobi: ACT press, 2003).

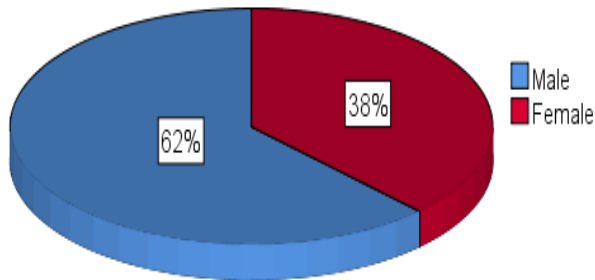


Figure 3: Participants gender

The findings revealed that majority of the respondents were male (62%), while females who participated in the study were 38%.

Respondents sector of employment

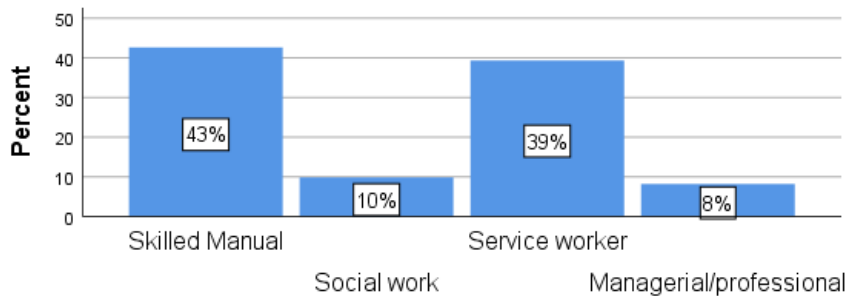


Figure 4: Migrant workers employment sector

The findings revealed that the majority of migrant workers are skilled manual workers (43%). Others included service workers (39%), social works (10%), while managerial/professional workers were 8%.

Employment status of migrant worker

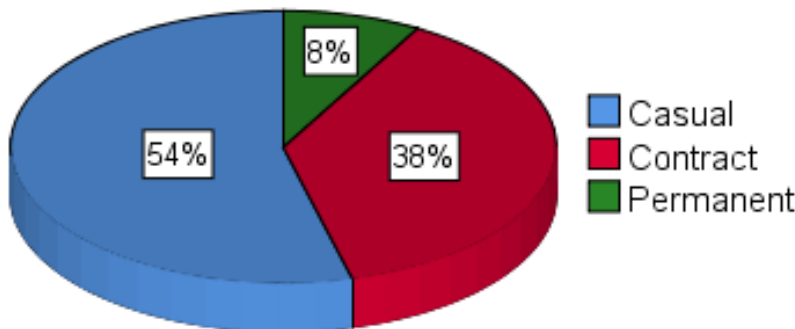


Figure 5: Employment status of migrant workers

The researcher sought to know the basis upon which the migrant workers are employed in Qatar. Majority of the respondents were found to be casual workers (54%), 38% were on a contract basis, while 8% were permanently employed. This finding indicated that the majority of the workers are the ones prone to the vulnerable system of exploitation as a result of them being on a casual basis and thus require more protection as migrant workers.

Duration migrant worker has been working in Qatar

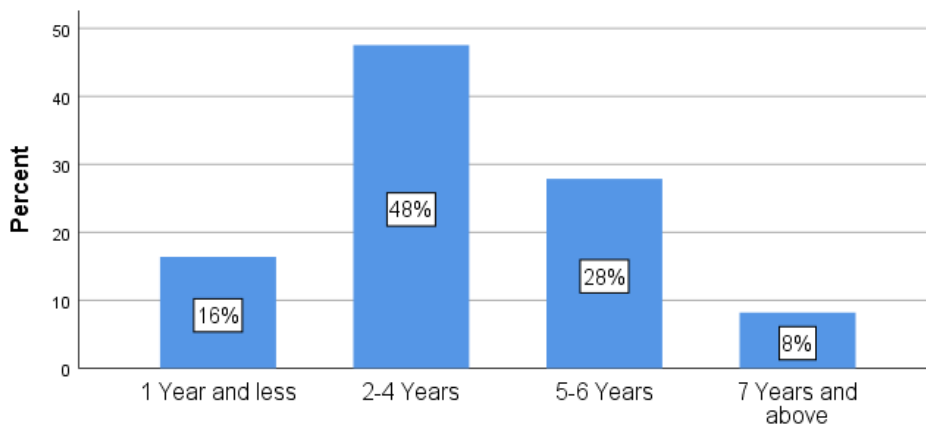


Figure 6: Length of time migrant worker has been working in Qatar

The researcher sought to establish the duration the migrant worker has been employed in Qatar. This was necessary to ensure that the migrant worker had sufficient experience to respond to issues related to migrant workers in Qatar. The findings revealed that majority of the workers who participated in the study had lived and worked in Qatar for at least two years; as 16% had only worked there for one year and less, 48% had worked there between two to four years, 28% had worked there between five and six years, while 8% had worked for seven years and above.

Skills needs for migrant workers

Influx of migrant workers in Qatar since 2011

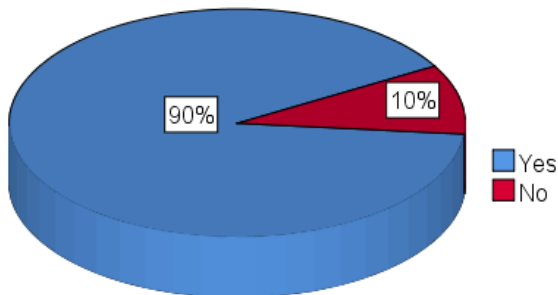


Figure 7: influx of migrant workers since 2011

The researcher sought to establish the influx of migrant workers in Qatar as a result of the country hosting the FIFA 2022 world cup. 90% of the respondents agreed the fact that there was an influx of migrant workers since 2010 as a result of Qatar being granted host to the FIFA 2022 world cup Mega Sporting event' while 10% of respondents felt that there was no influx of migrant workers.

Table 2: Summary statistics of skills needs for migrant workers

Statement	N	Mean	Std. Deviation
Hosting the 2022 FIFA World cup has expanded job opportunities and skills requirement for businesses and construction projects	61	4.1980	.88119
There is increased demand for migrant workers in the construction of stadiums in preparation for the 2022 FIFA World Cup	61	4.1803	.56297
My employer took me through the prerequisite training before placing me in my current role	61	2.2459	.74511
Migrant workers need to frequently enhance their skills to enable them to handle their jobs with more efficiency	61	4.1803	.56297
Valid N (listwise)	61		

The researcher sought to establish whether hosting the 2022 FIFA World cup in Qatar had expanded job opportunities and skills requirement for businesses and construction projects. The majority of the respondents agreed there were more job opportunities for migrant workers as a result of Qatar holding the FIFA 2022 world cup with a 4.1980 mean and 0.88119 standard deviation. This was an indication that hosting the Mega Sporting event by Qatar had opened up more job opportunities for migrant workers, thus fuelling their influx. This is as a result of the diverse and dynamic skills required by different players geared towards preparations.

The researcher went ahead also to establish whether there was increased demand for migrant workers in the construction of stadiums in preparation for the 2022 FIFA World Cup. The respondents agreed with a 4.1803 mean, and 0.56297 standard deviation that migrant workers demand in the construction of stadiums had soared. This is as a result of the expansive infrastructure required to host the 2022 FIFA in playing host to myriads of guests to attend the event.

The researcher also sought to establish whether employers took migrant workers through the prerequisite training before placing them in different jobs. It was revealed that migrant workers were hardly taken through relevant training before taking on jobs; as respondents disagreed with a 2.2459 mean and 0.74511 standard deviation. This finding was similar to the findings by the International Labour Organisation which found out that migrant workers face the challenge of accessing decent jobs due to lack of training towards development of work-related skills³⁵.

³⁵ International Labour Organisation, "Skills for Migration and Employment." 2018.

Therefore, relevant training is necessary before taking on a job is necessary in acquainting workers in different roles to perform their jobs with efficiency; which is lacking amongst migrant workers.

The researcher further sought to establish whether migrant workers need to frequently enhance their skills to enable them to handle their jobs with more efficiency. The respondents agreed with a 4.1803 mean and 0.56297 standard deviation that training needs were necessary for continual improvement of their skills and be able to deliver high-quality work. This finding was similar to the findings by the International Organisation for Migration which found out that migrant workers need proper training covering areas such as pre-employment orientation, language training, technical training and cultural orientation.³⁶

Challenges faced by migrant workers

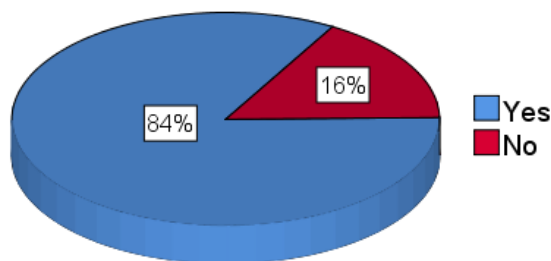


Figure 8: Experience of challenges by migrant workers

The researcher went ahead to establish whether migrant works had encountered any challenges in Qatar as migrant workers. From the findings, 84% of the respondents agree to have encountered challenges, while 16% said the contrary that they had not encountered challenges. This finding was key in ensuring that the respondents had the first-hand experience of challenges and would thus provide solid answers on the challenges and whether the situation had improved or not.

Table 3: Summary statistics of challenges by migrant workers

Statement	N	Mean	Std. Deviation
My employer has ever confiscated my travel documents	61	4.0770	.77812
There is availability of interpreters for migrant worker interviews	61	3.0984	.99507
Descent accommodation is provided to migrant workers in the workers camp	61	3.2787	.75567
There is a proper investigation into migrant workers injuries and unexpected or sudden deaths	61	1.8361	.58253
I have ever experienced an undue delay for payment of my wages	61	4.6885	.99232
Valid N (listwise)	61		

³⁶ International Organization for Migration, “Migrant Training.” 2017.

The researcher sought to find out whether migrant workers employers had ever confiscated their travel documents. Majority of the respondents agreed with a 4.0770 mean and 0.77812 standard deviation that they had ever experienced confiscation of their travel document. This was a common practice as employers sought to restrict migrant workers movement and make it difficult for them to switch their careers or even elope.

The researcher also sought to establish whether there was the availability of interpreters for migrant worker interviews. The majority of the respondents were neutral with a 3.0984 mean and 0.99507 standard deviation. This was an indication that more efforts need to be put in place to cater for migrant workers with regards to interpretations during interviews. This finding corroborate with the findings by the International Organisation for Migration which found out that migrant workers need proper language training for effective communication.³⁷ Proper communication and understanding between workers and employers are key, especially with regards to undertaking skilled labour; to ensure mutual understanding of the requirements and delivering on the same.

The researcher went ahead to establish whether descent accommodation was provided to migrant workers in the workers camp. The findings indicated neutrality of the respondents with a 3.2787 mean and 0.75567 standard deviation. Many migrant workers face poor accommodation standards due to poor facilities which are available as good accommodation is out of reach for many workers. It is thus imperative for employers to create and offer employees with decent accommodation in upscaling their welfare as they offer their services.

The researcher further sought to establish whether there was a proper investigation into migrant workers' injuries and unexpected or sudden deaths. The results revealed that workers disagreed with a 1.8361 mean and 0.58253 standard deviation. The majority of workers face injuries and death in their workplaces attributable to their nature of work. However, logical conclusions to such matters through proper investigations continue to be elusive migrant workers. It is important to continue strengthening the set systems in assuring worker safety at the workplace.

The researcher also went ahead to establish whether migrant workers had ever experienced an undue delay in payment of their wages. The respondents agreed with a 4.6885 mean and 0.99232 standard deviation that they had experienced delayed payments. Furthermore, previous study³⁸ found out that there have been widespread violation of labour and employment laws in various parts of the world, such as Chicago, New York and Los Angeles, manifested in work with no pay. Proper remuneration is a key motivator for migrant workers as their main reason for seeking

³⁷ International Organization for Migration, "Migrant Training." 2017.

³⁸ Bernhardt, Annette, Michael W. Spiller, and Diana Polson. "All work and no pay: Violations of employment and labour laws in Chicago, Los Angeles and New York City." *Social forces* 91, no. 3 (2013): 725-746.

employment is to earn a living. Therefore, the lack of proper remuneration can have adverse effects on project completions and quality of work.

Measures put in place to safeguard migrant workers

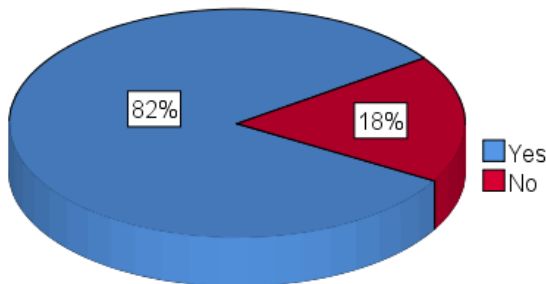


Figure 9: Qatar government improving migrant workers welfare

The research sought to find out whether the Qatar government had improved migrant workers' welfare. Respondents agreed with the 82% that migrant workers' welfare had improved while 18% said there was no improvement. This is highly attributable to the pressure FIFA placed on the Qatar government amidst the allegations of migrant worker exploitations. The improvement is also as a result of the Qatar government trying to redeem itself from the historical migrant worker injustices.

Table 4: Summary statistics of measures put in place to safeguard migrant workers

Statement	N	Mean	Std. Deviation
Qatar government offers sensitisations on methods of reporting any abuse by migrant workers	61	4.0049	.98901
There is legislation against unethical recruitment agent practices of migrant workers and the confiscation of their documents, e.g. passports in enforcement	61	4.1311	.59091
The Ministry of Labour monitors migrant worker employment contracts through checks and inspections	61	2.8197	.56297
There is easy access to the Ministry of Labour and Social Affairs by migrant workers	61	4.2492	.84511
Valid N (listwise)	61		

The researcher sought to establish whether the Qatar government offers sensitisations on methods of reporting any abuse of migrant workers. The findings revealed that there are sensitisation measures in place courtesy of the Qatar government to create sensitisation amongst migrant worker, as indicated by a 4.0049 mean and 0.98901 standard deviation. This finding demonstrated the goodwill and commitment by the Qatar government towards ensuring the wellness and proper dignity of the migrant workers.

The researcher also further sought to establish whether migrant workers were aware of the existence of legislation against unethical recruitment agent practices of migrant workers and the confiscation of their documents, e.g. passports in enforcement. The results revealed that migrant workers were aware of the legislation against unethical recruitment agent practices of migrant workers and the confiscation of their documents, e.g. passports in enforcement with a 4.1311 mean and 0.59091 standard deviation. Awareness of protective legislation is instrumental in standing against any abuse by the migrant workers, as it empowers the worker to stand up against exploitations under the shield of law.

The research also sought to establish whether the Ministry of Labour monitors migrant worker employment contracts through checks and inspections. Respondents disagreed with a 2.8197 mean and 0.56297 standard deviation that the Ministry of Labour monitors migrant worker employment contracts through checks and inspections. This finding pointed to the fact that with a large number of migrant workers present in Qatar, more measures need to be put in place to ensure scrutiny of migrant workers' employment contracts. This will ensure employers adhere to fair employment practices in dealing and engaging with migrant workers.

The study went ahead to establish whether there is easy access to the Ministry of Labour and Social Affairs by migrant workers, which is basically in charge of their affairs and welfare in Qatar. Respondents agreed with a 4.2492 mean and 0.84511 standard deviation that there is easy access to the Ministry of Labour and Social Affairs by migrant workers. This is highly attributed to the presence of physical access as well as using electronic platforms. This creates the necessary mechanism of migrant workers to engage with authorities regarding their welfare and concerns. On the contrary, previous research shows that migrant workers face limited access to organisations and government bodies responsible for protecting their social welfare.³⁹

Impact on migrant workers

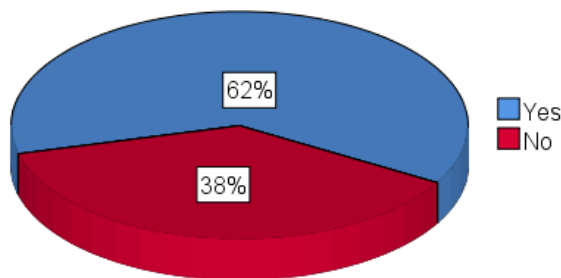


Figure 10: Migrant workers feeling treated with dignity by your employer

³⁹ Olivier, Marius. "Social Protection for Migrant Workers Abroad: Addressing the Deficit via Country-of-origin Unilateral Measures?" *Migration Research Leaders' Syndicate* (2017): 79.

The researcher sought to establish whether migrant workers felt treated with dignity by their employer. The results revealed that 62% of migrant workers felt they treated with dignity by their employer, while 38% did not feel treated with dignity by their employer. From this result, it was clear that the measures and efforts put in place by the Qatar government had gone a long way in uplifting the workers' dignity. However, there was still much to be done in upgrading and ensuring every worker felt treated with dignity.

Descriptive Statistics

Statement	N	Mean	Std. Deviation
The 2022 FIFA World Cup in Qatar has positively impacted the way migrant workers are treated	61	4.0508	.90233
Migrant workers feel will be secure and stable in their jobs in Qatar even after the 2022 FIFA World Cup	61	3.1803	.11816
The Qatar government continually monitors the way migrant workers are treated to ensure they are not abused	61	4.0492	.03965
Valid N (listwise)	61		

The study sought to establish whether the 2022 FIFA World Cup in Qatar had positively impacted the way migrant workers were treated. The respondents agreed with a 4.0508 mean and 0.90233 standard deviation that the 2022 FIFA World Cup in Qatar had positively impacted on the way they were being treated. This is attributable to the Qatar government efforts in dignifying migrant workers as well as the FIFA pressure on the Qatar government to uphold best labour practices in the treatment of its migrant workers.

The researcher sought to establish whether migrant workers felt secure and stable in their jobs in Qatar even after the 2022 FIFA World Cup. The respondents were neutral as indicated by a 3.1803 mean and 0.11816 standard deviation on whether they felt secure and stable in their jobs in Qatar even after the 2022 FIFA World Cup. This is highly attributed to the fact that the majority of workers are casual labourers, hence lack an assurance through job contracts or permanent employability to guarantee their jobs way after the 2022 FIFA World Cup. Also, previous study⁴⁰ found out that migrant workers felt insecure, insofar as their health safety was concerned, attributing this to unfavourable working conductions, such as construction sites that do not provide safety measures for protecting workers from injuries and exposure to health hazards. Therefore, more needs to be done in guaranteeing migrant workers of their stability in jobs, even after the 2022 FIFA World Cup.

Finally, the study sought to establish whether the Qatar government continually monitors the way migrant workers are treated to ensure they are not abused. This was informed by previous

⁴⁰ Hare, Billy, Iain Cameron, Kevin J. Real, and William F. Maloney. "Exploratory case study of pictorial aids for communicating health and safety for migrant construction workers." *Journal of construction engineering and management* 139, no. 7 (2013): 818-825.

research⁴¹ which found out that migrant workers were exposed to abuse through discriminatory and punitive unilateral measures. Respondents agreed with a 4.0492 mean and .03965 standard deviation that the Qatar government continually monitors the way migrant workers are treated to ensure they are not abused. This is impressive of the Qatar government in monitoring and checking on the welfare of migrant workers, which is commendable.

Multiple linear regression

The researcher conducted a multiple linear regression to find out the influence of the independent variables on the dependent variable and found the following results:

Table 5: Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.926 ^a	.858	.851	.30261

a. Predictors: (Constant), measures put in place to safeguard migrant workers, challenges faced by migrant workers, Skills needs for migrant workers

The most important advantage of R^2 in empirical studies is that it acts as a simple and easily interpretable test for the fit-goodness of the estimated model⁴². Typically, the higher the R^2 , the better it matches findings with the regression model. In this study, the R^2 was 0.858, implying that 85.8% of the dependent variable (Impact on migrant workers) is explained by the independent variables (Skills needs for migrant workers, challenges faced by migrant workers, and measures put in place to safeguard migrant workers) used in the study.

Table 6: Analysis of variance

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	31.560	3	10.520	114.879	.000 ^b
	Residual	5.220	57	.092		
	Total	36.780	60			

a. Dependent Variable: Impact on migrant workers

b. Predictors: (Constant), measures put in place to safeguard migrant workers, challenges faced by migrant workers, Skills needs for migrant workers

The ANOVA table indicates that the dependent variable is estimated substantially well by the regression model. Looking at the row on "Regression" and the column on "Sig" shows the

⁴¹ Olivier, Marius. "Social Protection for Migrant Workers Abroad: Addressing the Deficit via Country-of-origin Unilateral Measures?" *Migration Research Leaders' Syndicate* (2017): 79.

⁴² Heribert Reisinger, "The Impact of Research Designs on R^2 in Linear Regression Models: An Exploratory Meta-Analysis," *Journal of Empirical Generalisations in Marketing Science*, 1997.

statistical significance of the performed regression model. The p-value was 0.000, which was less than 0.05, which indicates that, overall, the regression model predicted the outcome variable statistically significantly (i.e., it is a good fit for the data).

Table 7: Coefficients model

		Coefficients				
		Unstandardised Coefficients		Standardised Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	4.317	1.118		3.862	.000
	Skills needs for migrant workers	1.308	.243	.320	5.386	.000
	challenges faced by migrant workers	-.860	.145	-.374	-5.929	.000
	measures put in place to safeguard migrant workers	2.019	.144	.811	14.036	.000

a. Dependent Variable: Impact on migrant workers

$$Y = 4.317 + 1.308X_1 - 0.860X_2 + 2.019X_3$$

X_1 = Skills needs for migrant workers

X_2 = challenges faced by migrant workers

X_3 = measures put in place to safeguard migrant workers

From the regression analysis, a positive relationship was established between Skills needs for migrant workers and the Impact on migrant workers in Qatar. This was given by the positive coefficient ($\beta = 1.308$) with P-Value < 0.05 at .000 which is a strong positive, that implies holding X_2 and X_3 constant, positive changes in X_1 factors will result in an increase in a positive welfare impact on migrant workers by 1.308.

Therefore, the first null hypothesis “ H_0 – There are no skills needs for migrant workers related to the 2022 FIFA World Cup in Qatar” was rejected. The findings indicated that the more migrant workers enhanced their skills through training and accumulate knowledge on given jobs by their employers, the more likely job efficiency will be enhanced and vice versa. The findings further underline the essence of Qatar government and employers to invest in training programs to enhance the migrant worker skills and knowledge.

From the regression analysis, a negative relationship was established between the challenges faced by migrant workers and the Impact on migrant workers' welfare in Qatar. This was given by the negative coefficient ($\beta = -0.860$) with P-Value < 0.05 at .000 which is a strong negative, that implies holding X_1 and X_3 constant, positive changes in X_2 factors will result in a decrease in the welfare impact on migrant workers by -0.860 .

Therefore, the second null hypothesis “ H_0 – There are no challenges faced by migrant workers related to the 2022 FIFA World Cup in Qatar” was rejected. The findings indicated that if migrant workers continually experience work-related challenges on given jobs by their employers, the less likely job efficiency will be achieved and vice versa. The findings further underline the essence of Qatar government and employers to provide migrant workers with the necessary atmosphere and conditions that improve the migrant worker welfare.

From the regression analysis, a positive relationship was established between measures put in place to safeguard migrant workers by the Qatar government and the Impact on migrant workers' welfare in Qatar. This was given by the positive coefficient ($\beta = 2.019$) with P-Value < 0.05 at .000 which is a strong positive, that implies holding X_1 and X_2 constant, positive changes in X_3 factors will result in an increase in a positive welfare impact on migrant workers by 2.019.

Therefore, the third null hypothesis “ H_0 – There are no measures put in place to safeguard migrant workers related to the 2022 FIFA World Cup in Qatar” was rejected. The findings indicated that the Qatar government has continually invested in measures to address work-related challenges on given jobs by their employers, thus providing a continual enhancement in the migrant workers' dignity. The findings further underline the essence of Qatar government and employers to uphold migrant workers' rights and needs as they undertake their duties.

5.0: SUMMARY, CONCLUSION AND RECOMMENDATIONS

Summary

In summary, migrant workers possess unique and complementary skills and knowledge of processes and principles to the workplace from different backgrounds. However, migrant workers need to have their competence upskilled in other instances, leading to the need for methods and avenues to offer training, and enhance value for their employers. Despite the major improvement Qatar has rendered ahead of the 2022 World Cup, it remains a haven for unscrupulous employers. Migrant workers, unfortunately, after spending months chasing their earnings, many people return home penniless, with too little support from the institutions that should cover them.

Conclusions

The study concludes that the sufficiency of migrant workers and their possession of skills relevant to their work is necessary for efficient service delivery and output. There should be continuous improvement of these skills through continuous training to enhance skills. Challenges faced by migrant workers continue to persist despite the measures that have been employed. The Qatar government still needs to do more on the enforcement of the necessary principles to be adhered to by employers in dignifying the migrant workers.

Recommendations

The researcher recommends that the Qatar government and employers should come up with employee enhancement skills plans to improve their competence capacity through frequent training on the changing dynamics in the workplace environment. The Qatar government should also put in place and enforce sufficient checks and controls with regards to migrant workers to weed out the abuses that persist from unscrupulous employers.

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