



**ITUC INTERNATIONAL TRADE UNION CONFEDERATION CSI CONFÉDÉRATION SYNDICALE INTERNATIONALE  
CSI CONFEDERACIÓN SINDICAL INTERNACIONAL IGB INTERNATIONALER GEWERKSCHAFTSBUND**

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GENERAL SECRETARY  
SECRÉTAIRE GÉNÉRALE  
GENERALSEKRETÄRIN  
SECRETARIA GENERAL

Mr Hassan Al Thawadi  
Secretary General of the Qatar 2022  
Supreme Committee for Delivery and Legacy  
PO Box 62022 Doha, Qatar

GS/SB/14

16 March 2014

Dear Mr Al Thawadi

I am pleased you recognise the depth of the ITUC report and the fact that it is grounded in evidence we have seen with our own eyes.

If indeed your committee is not responsible for the contractual employment of the men I witnessed working on the stadium at the 'Al Wakrah' sporting complex then perhaps you can tell us which sporting authority is responsible for these men being forced to live in inhuman conditions.

It is tragic that despite your knowledge of the situation for workers your charter does not call for an end to the kafala system or recommend fundamental rights including freedom of association for workers and that you make no conditions on companies for a non-discriminatory minimum wage or collective bargaining.

Many months ago we responded to your request and with Human Rights Watch provided contractual language you could choose to use in all tenders. You have sadly never responded to that or sought further consultations such that there could be genuine legal protections for workers.

When you have refused to protect workers' rights by contractual conditionality the recourse to rely on self-auditing of any kind by companies when we have personally heard of thousands of cases of exploitation does not convince us. When your own charter claims in conclusion that the intention is not to punish companies and that it is only at the discretion of the of the WCC to take action re contractual KPI's it leaves us even less convinced.

Further you claim that the Supreme Committee Workers' Welfare Standards was drafted in consultation with the ILO when in reality they were merely asked to comment on it and then you fail to acknowledge the ILO comments that "fundamental principles and rights at work, including freedom of association and collective bargaining, as well as the adoption of a minimum wage or a living wage, are not reflected in the current text."

FIFA has and by extension you have real power to demand change if the World Cup is to be held in Qatar.

The choice to enslave workers with the kafala system, the choice to deny fundamental labour rights, the choice to refuse to set a non-discriminatory minimum wage and the choice not to establish a fast, effective labour tribunal to resolve violations is that of the Qatari a government. They can make a different choice tomorrow.



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We have repeatedly offered 4 solutions and pledged to work with Government and international institutions if Qatar makes the choice to:

1. Agree to freedom of association, the most basic human right
2. End the kafala System
3. Establish a labour court or tribunal, and
4. Establish a non-discriminatory minimum wage

We want Qatar to succeed but there can be no World Cup in Qatar without labour rights.

*Yours sincerely*

A handwritten signature in black ink, appearing to be 'A. B...', written over a light grey circular watermark.

General Secretary