

Forum: Advisory Panel

Issue: Promoting labour standards in the Gulf States

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Introduction

The question of labour standards in the Gulf States becomes increasingly interesting to the world community in connection with a unique situation, as this is the only region of the world whose workforce is composed of a prevailing share of migrant labour. Though millions of immigrants are the backbone of Gulf Cooperation Council (GCC) countries' rapid economic growth, it has also demonstrated critical flaws in labour protection and human rights. These workers hardly get opportunities



Picture 1: World Cup 2022 Workers in Qatar (BBC)

to seek their rights through legal means. The subject matter of the said topic finds a special place under the framework of RCIMUN'25 theme "Enhancing Cooperation: Mending the Cracks in the Rules-Based International Order," in that discussing labour standards in the Gulf States would aid in reinforcing international labour standards and understanding that economic development should not go in a direction against human rights. This topic of conversation can be addressed through the recent events that have included Qatar hosting the FIFA World Cup, which has many controversies surrounding working ethics and human rights. It therefore shows that there is a strong contrast between the shiny lives of the top 1% and the rest of the population being impoverished and working in cruel conditions. It can only be resolved through international cooperation, discussion of the legal frameworks, effective action to protect those most vulnerable at work, and equal treatment across sectors of the economy. The following report addresses the question of labour standards in the Gulf States as a means of informing the delegates for further and catalyzing conversation.

Definition of Key Terms

Labour Standards: The standards that govern how employees are treated are called labour standards. The phrase encompasses different things, such as the use of child labour and forced labour, the right to organize trade unions and to strike, minimum wages, health and safety conditions, and working hours. (WTO)

Kafala System: The kafala system, which links foreign workers to local sponsors, usually their employer, is applied in many Gulf countries. Bahrain and Qatar claim to have abolished it, but critics say the reforms are poorly policed and ineffective (Maizland et al.).

Exploitation: To exploit is to use someone or something unfairly with the ultimate goal of benefiting. (Cambridge Dictionary)

Forced Labour: Any work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily (International Labour Organization)

Remittances: Money transfers from migrant workers to their home country, generally family. (Ratha)

Human Trafficking: The recruitment, transportation, transfer, harboring, or receipt of individuals through coercion, fraud, or deceit to exploit them for financial gain is known as human trafficking. (United Nations Office on Drugs and Crime)



Picture 2: Protests Against the Kafala System (The Guardian)

General Overview

Historical Background

Labour standards in the Gulf States have undergone radical changes over the last century. Before the discovery of oil during the early 20th century, the Gulf economies based themselves on more traditional forms of labour such as pearl diving, fishing, and petty trade, with very little foreign involvement. Until the 1930s-1950s, with the discovery of oil, rapid urbanization, and infrastructure development started creating an unprecedented demand for labour. By then, Arab migrants from neighboring countries such as Egypt and Yemen were drawn to the demand. By the 1960s, the kafala system had already been codified throughout the Gulf States to handle the increasing tide of migrant workers; it tied a worker's legal status to that of his or her employer, creating the basic structures for systemic exploitation.

In the 1970s-1980s, the structure of labour migration changed as South Asia and Southeast Asia replaced Arab migrants because of the need for a more robust source of migrants. Other labour-intensive industries that emerged around this time, such as construction and oil refining, had widespread reports of wage theft, poor working conditions, and very limited legal protections. However, international attention was limited due to the Gulf States' geopolitical significance and oil wealth.

Human rights organizations exposed systemic abuses in the 2000s, prompting increased scrutiny. Media reports of worker suicides, deaths, and extreme working conditions started to tarnish the

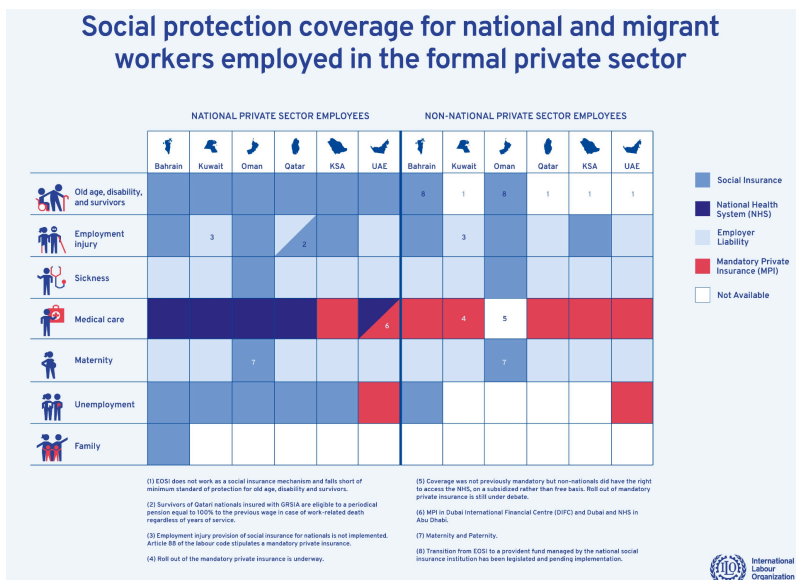
international image of the Gulf States. Countries like the UAE responded with limited reforms, including wage protection systems and labour camps, though enforcement remained weak.

A tipping point was reached in the 2010s when Qatar offered to host the FIFA World Cup in 2022, bringing labour violations in the industry into the public eye. On the back of growing pressure, the Gulf States began acting. In 2017, Qatar signed an agreement with the ILO whereby, in 2020, it had to abolish the Kafala system, which allowed workers to change jobs without their employer's permission to achieve the accolade of hosting the World Cup. Similarly, in Saudi Arabia, the focus shifted towards Vision 2030: relying less on migrant workers and achieving better labour standards.



Picture 3: Vision 2030 of Saudi Arabia (Arabian Business)

Despite all such developments, problems continue to exist. What the COVID-19 pandemic has done is turn the susceptibility of wage theft to job loss into one of too little health care for migrant workers. The starting point position in the application in the case of labour remains spotty, while larger systemic issues of discrimination and exploitation hold the Gulf States from fully taking a path in complying with international standards. This therefore follows that their historical development might well be located at the point of interaction among several economic, social, and political factors.



Picture 4: Level of Social protection in the Gulf countries (Migrant-Rights.org)

Current Labour Standards in the Gulf States

Labour standards in the Gulf States are guided by national laws and international conventions, but their enforcement remains inadequate. Over the past years, many Gulf Countries have moved different reforms on minimum wages, improved working conditions, and even abolition of the kafala system in Qatar.

While it exists on paper in terms of wages, working hours, health and safety, and contract terms, large gaps in practice

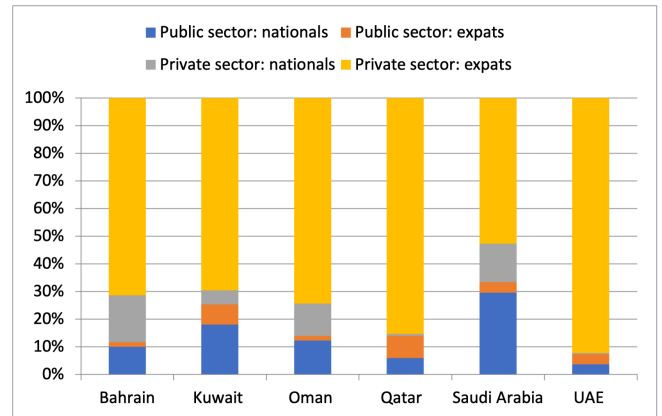
continue to persist: these include wage theft, passport confiscation, and unsafe working conditions suffered by

migrants. This protection is substantially weaker compared with the private sector, where most of Qatar's workforce is employed and, in particular, construction and domestic work. Although the Gulf States have ratified several ILO conventions, enforcement is typically poor, and labour rights organisations also continue to report abuses. Moreover, although the region's labour standards are on

the path of improving, they will remain below global benchmarks since discrimination and freedom of association issues will impede progress.

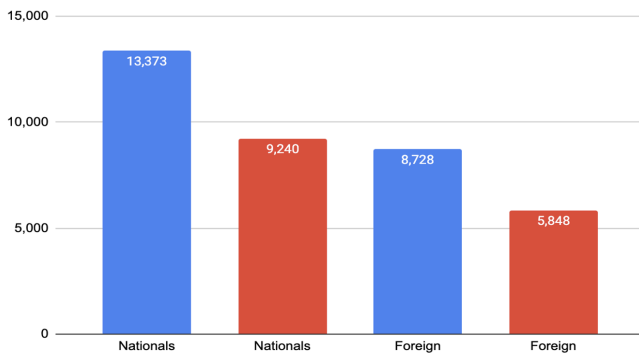
Demographics of the Labour Force

The Gulf States' labour forces are indeed essentially dependent on foreign workers. Foreigners account for as high as 80-90 percent of the total workforce in certain countries. Although nationals hold the topmost positions in the public sector, the private sector is run by migrants. Also, the cultural dogma and the lack of legal framework place women in the context of migrant domestic workers in very dangerous situations that are easily exploitable. The workforce is also highly segmented along national lines, with workers from the wealthiest countries often receiving better pay and conditions compared to their fellow workers who originate from poorer nations. The issue of discrimination in wages has seen minimal improvement in recent years, with Qatar implementing a non-discriminatory minimum wage in 2020, but the general viability is still unknown.



Picture 5: The emergence of labour market outsiders among GCC citizens (Project on Middle East Political Science)

The Dual Labour Market



Source: Labor Force Survey Q4, 2021.

Picture 6: Average monthly wage of national and foreign workers, blue for male and red for female (Middle East Institute)

Migrants contribute to low costs. Migrant workers form a majority of the workforce in countries like Qatar and the UAE and are vital for key sectors such as construction, oil and gas, hospitality, and domestic work. This reliance stems from the region's small national populations and the need for large projects, such as stadiums for international events (e.g., Qatar's 2022 FIFA World Cup) and urban development initiatives (e.g., Dubai's skyscrapers). It has thus brought about a dual labour market, in which, although migrant labour serves as the flagship for economic growth and provides giant contributions to the GDP, it is still confined to the low-paid, intensive employment sectors with limited labour protection, whereas nationals are absorbed in high-reward public sector jobs carrying substantial fringe benefits. This has made it hard for the Gulf States to start the diversification of their economies and reduction in the use of foreign workers.

Human Rights Concerns

The violations of human rights in the labour markets of the Gulf States are an important concern. Most of these violations include passport confiscation, the substitution of contracts, and forced labour that place them in situations where they can easily be targeted to be taken advantage of. Many migrants face poor or no safety at workplaces. For instance, construction workers usually suffer from heat stress, and because of the poor precautionary measures, this causes injury or sometimes death. Other critical concerns involve wage theft, which includes failure to pay a worker his dues in full or on time for work carried out. Physical abuse and sexual abuse, coupled with particularly unbearably extended hours, account for an important portion of the human rights violations. While the human rights abuses have drawn international condemnation, with organizations such as Amnesty International and Human Rights Watch pressing the Gulf States to institute reforms, some countries modernized the kafala yet still connect workers' legal status to that of their employers, which makes changes in jobs or leaving the country without permission, particularly problematic. Yet, enforcement remains weak, systemic change can be slow, and millions of workers remain in precarious situations.

Legal Frameworks and Mechanisms for Enforcement

The legislative frameworks regulating labour standards in the Gulf States span from national law to international conventions. There is a problem with enforcement, though. Saudi Arabia, the United Arab Emirates, and Qatar, for instance, have enacted laws about minimum wages, working hours, health and safety requirements, and contract terms. These, for instance, include the Qatar Labour Law of 2004 and subsequent amendments that tried to change the fate of migrant workers when, in 2020, the government dismantled the Kafala system. Meanwhile, countries such as the United Arab Emirates implemented systems of wage protection that see the timely paying of wages. These protection gaps remain in current law, particularly for domestic workers and those in the informal sector, who are largely exempt from labour laws. Lack of resources and poor enforcement mechanisms lead to widespread noncompliance. Corruption and a lack of transparency create additional barriers to holding employers accountable. The Gulf States have ratified some of these ILO conventions, including the Forced Labour Convention, though their implementation is patchy. To address such systemic violations of labour rights, legal frameworks must be strengthened through effective enforcement.

Social and Cultural Factors Influencing Labour Standards

Social and cultural aspects remain one of the backbones of labour standards within the Gulf States. The migrant workers are usually at the very bottom of the hierarchical social setup in the region, hence leading to discrimination and marginalization. Cultural attitudes towards manual work, largely stigmatized amongst nationals, have entrenched reliance on lowly paid foreign workers. This has resulted in a dual labour market, with nationals occupying high-status public sector employment and migrants performing low-wage and intensive labour. The inequality of this situation is further exacerbated by traditional values and gender, with female migrant workers in domestic roles highly isolated and without adequate legal protection. In some cases, religion informs the construction of

labour practices and may be called the ideological spine of demands for a fair wage and decent treatment of workers. Still, this usually meets resistance from employers and other elites as an immovable obstacle. The public view of labour reforms is very mixed, between being necessary measures that make the Gulf economies modern to others perceived to break the economic status quo. Such social and cultural barriers will have to be overcome to establish inclusive and equitable labour standards in the Gulf.

Major Parties Involved and Their Views

Qatar

Facing years of international pressure in the lead-up to the 2022 FIFA World Cup, Qatar has been the main player in labour reforms. In 2020, Qatar became the first country in the Gulf to abolish the Kafala system, which allows migrant workers to change jobs freely without permission from their former employers. Hand in hand with that landmark reform, there came a nondiscriminatory minimum wage of 1,000 QAR per month for all workers, irrespective of nationality. Further, the State of Qatar introduced a Workers' Support and Insurance Fund that compensates workers for wages not paid and covers them financially against the bankruptcy of an employer. It outlawed outdoor work during peak summer hours so as to save its workers from intense heat. Reforms are not maintained consistently, and the system of enforcement turns out lackluster. Reports of theft of wages, coupled with very poor working conditions, are continually piling up and showing that such protections for domestic workers are indeed wanted.



Picture 7: Map of Gulf Cooperation Council Countries (Britannica)

United Arab Emirates

The United Arab Emirates announced many labour reforms to improve migrant workers' plight in places of work, even though there were still gaps in sight. The UAE, to ensure that timely payment of workers' salaries is a reality, introduced an e-transfer system in 2009 and termed it the Wage Protection System; hence, this has drastically reduced wage theft. Similarly, the UAE government has made standardized labour contracts mandatory with a view to avoid the substitution of contracts and also to bring in more transparency. It only somewhat protected the workers with its rest day and paid time-off provisions in what came to be known as the Domestic Workers Law in 2017, while not undertaking substantial initiatives to implement those provisions. Still under the Kafala system to this day, UAE continues under Qatar's Kafala system to ensure that workers need their employers to permit whether to change jobs or leave the country." The very fact that migrant workers, especially in free zones and in the informal sector, are generally beyond the reach of legal protection has made the

urgency for more far-reaching reforms even greater.

Saudi Arabia

The Saudi Arabian government has implemented a few broad-reaching labour reforms under the banner of its Vision 2030 initiative, aimed at diversifying the economy and reducing dependence on migrant workers. For instance, the Saudization policy under the Nitaqat Program has been forcing companies to hire specified percentages of locals for them to open up more job opportunities to Saudi nationals. The state even put into operation something called the Wage Protection System (similar to the one of UAE) to guarantee that wages were paid in a timely fashion. In 2020, Saudi Arabia passed into law reforms that would supposedly make it possible, under certain conditions, for migrant workers to change their jobs without obtaining permission from their employers, showing a transition from the kafala system. However, the kafala system still prevails, along with many other forms of exploitation. The labour law has remained inadequately applied, and further measures would be taken that would realize migrant workers' rights.

Kuwait

Although the government of the State of Kuwait does show some positive drive to bring the labour situation into a dignified position, big challenges remain. While it did adopt a law on domestic workers in 2015, recognizing their right to at least one weekly day off, annual leaves, and other minimum protection, such a step has remained weak in actual application since abuses have also been commonplace. Meanwhile, Kuwait has only now set a minimum wage for public sector workers, not for those in the private sector, most of whom are migrants. The kafala system also persists: migrant workers need permission from their employers to switch jobs or to leave the country. There have also been frequent reports of physical and sexual violence, and abuses that show stronger protections, with additional labour law enforcement needed.

Oman

Domestic workers are completely exempt from the protection entitled by Oman's Labour Law against restricted working hours with overtime allowance. Oman has bilateral agreements on good recruitment practices signed with sending countries on the protection of migrants for the right not to be abused. The revised Kafala system in this country is still applied along with its requirement that severely restricts migrant workers in job mobility. Labour law remains inadequately implemented and other related reforms need to be developed against the exploitation of foreign employees, mainly those belonging to the private sector.

Bahrain

Bahrain, despite improving in standards, has tremendous defects. LMRA was established to regularize labour markets and protect workers' rights. The Labour Market Regulatory Authority (LMRA) has been trying to reduce recruitment fees, improve the conditions at workplaces, etc. In 2017, the Bahrain government came up with a new policy known as the 'Flexi-Permit System', where

migrant workers would be able to work without sponsors and flexibility in job mobility. However, this was very restricted and did not involve all the categories of workers. The Kafala system still prevails, and the freedom of mobility regarding seeking work is highly limited. Abuses occur regularly, showing a dire need for more far-reaching reforms and better enforcement of labour laws.

India

India is one of the major sending countries for Gulf countries' labourer immigrants. Millions of citizens have migrated for jobs in poorly paid construction, household work, and other low-paying services in those regions. The government of India has signed bilateral agreements on various issues such as remunerative wages, complaint mechanisms, safe working conditions, and the like. The welfare programs for returning migrants involve a very institutional mechanism in skill development initiatives, besides some financial incentives upon return. Despite all these, Indian migrant workers in the Gulf continue to face wage theft, bad working conditions, and poor legal protection overall. The government of India too has been fairly vocal in advocating reforms, especially in countries like Qatar and the UAE, where a large number of its citizens are employed.

Pakistan

Other major source countries of the Gulf migration include Pakistan which has its citizens employed in large numbers in various sectors: construction, transportation, and domestic work. Besides the bilateral agreements on Labour issues signed with the Gulf States, the Government of Pakistan has joined in several diplomatic measures to see improvement in the work conditions of its nationals. These range from provisions relating to non-exploitative recruitment and timely payment for work done to access to legal redress in case of abuse. It has even established welfare desks at its embassies in the Gulf to assist workers in distress. The abuses continue, nonetheless, and hundreds of thousands of Pakistani workers have been victims of contract substitution, passport confiscation, and squalid living conditions; for its part, the government does keep pushing for stronger protection and more substantial labour law enforcement in the Gulf.

Bangladesh

Bangladesh is considered the second vital source of immigrants with low skills, both through construction and home maintenance work. Bangladesh has called upon host countries, on many instances when various exorbitant recruitment fees charged to its manpower population by the host countries become critical, to reforms while having agreements on measures for protection, as in her bid to put into practice "equal treatment". Bangladesh also pursues a policy of imparting skills through training and creating awareness regarding the rights that emanate under labour laws. Notwithstanding these efforts, Bangladeshi workers in the Gulf still face wage theft, unsafe working conditions, and bad access to health facilities. In raising these concerns, the Bangladesh government has raised voices at different international forums on their call for further protection of the workers' rights as migrants.

Timeline of Events

29 May 1933	Saudi Arabia grants the first oil concession to Standard Oil.
2 December 1952	The first labour law in the region is enacted by Saudi Arabia.
15 March 1975	Saudi Arabia enacts a more comprehensive labour law and defines employer/employee rights.
4 February 1981	Formation of Gulf Cooperation Council in Abu Dhabi, United Arab Emirates
1 July 1994	Saudi Arabia ratifies ILO Convention No. 100 on equal remuneration for men and women.
29 September 2002	Bahrain passes the Workers Trade Union Law, permitting trade union formation.
10 August 2009	Bahrain officially abolishes the kafala system, being the first GCC country to do so.
10 June 2010	Kuwait establishes the Public Authority for Manpower (PAM) to combat worker exploitation.
1 January 2013	The UAE introduces standardized labour contracts to protect against substitution practices.
15 June 2015	Kuwait sets a minimum wage and formal rights only for domestic workers, including paid leave.
1 November 2016	Saudi Arabia establishes labour courts to solve worker disputes.
15 June 2017	The UAE enforces a midday break law to protect workers from extreme summer heat.
1 August 2019	Saudi Arabia implements reforms allowing women to work without needing male guardian approval.

1 September 2020	Qatar implements a non-discriminatory minimum wage, being the first GCC country to do so.
30 May 2023	Bahrain enacts stronger penalties for employers found violating labour laws, focusing on domestic worker protections.

UN Involvement

International Labour Organization

The International Labour Organization has been in the lead in helping improve the working standards in the Gulf States. It has worked in close coordination with the Gulf governments for compliance with international labour conventions such as, among others, the Forced Labour Convention, No. 29, and Freedom of Association and Protection of the Right to Organise Convention, No. 87. In terms of the labour reforms within Qatar alone, the ILO wholly supported the abolition of the Kafala system and called for a nondiscriminatory minimum wage. It also extends technical assistance to the Gulf states for strengthening the labour inspection system, improvements in work conditions, and fairness in recruitment practices. However, despite that, there are several challenges present regarding enforcement laws related to labour taking serious effects with embedded problems about the theft of wages and other forms of exploitation.

International Organization for Migration

The International Organization for Migration works with the Gulf States and migrant-sending countries to make sure there is safe, orderly migration. IOM supports the training and sensitization of migrant workers in claiming rights and accessing legal redress in cases of abuse. This includes facilitating policies that protect migrant workers, including ethical recruitment and access to social protection. IOM in the Gulf has supported labour market initiatives at efficiency and reduced vulnerability among migrant workers; challenges persist, however, in systemic issues of the kafala system and translation into actual labour reforms on the ground.

World Bank

The World Bank has supported the diversification of economies in the Gulf to shift away from dependence on low-cost migrant workers. It also supported the government's efforts through the Gulf countries, technical assistance, and financing of labour market reforms concerning workers' protection and efficiency in labour inspection systems. It also supported initiatives on economic inclusion through

the creation of employment for nationals. Very often, preoccupation with economic development by the World Bank supersedes the preoccupation with labour rights with the need to enhance market efficiency. This puts into question the sufficiency of protection for the rights of migrant workers. It is something that will have to be faced with better integration of questions of labour rights into economic development strategies.

Relevant UN Documents

Protocol of 2014 to the Forced Labour Convention (11 June 2014, P029) The newest amendment to the historic Forced Labour Convention, changed the Convention by: “by addressing gaps in its implementation and reaffirming the obligation of States to take effective measures to prevent and eliminate forced labor in all its forms.”(ILO)

Discrimination (Employment and Occupation) Convention (25 June 1958, C111) Defines and denounces discrimination, especially relevant in Gulf States’ Kafala System.

Freedom of Association and Protection of the Right to Organise Convention (9 July 1948, C087) Constitutes workers of all kinds to have employment freedom, article 2: “Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.” (ILO)

Domestic Workers Convention (16 June 2011, C189) Protects domestic workers’ rights and freedoms.

ILO Convention on Occupational Safety and Health (22 June 1981, C155) Allows for safer and livable working conditions for all workers.

Fair Recruitment Initiative (16 October 2014, ILO Initiative) Condemns any discrimination in job recruitment.

International Covenant on Economic, Social and Cultural Rights (ICESCR) (16 December 1966, A/RES/2200A(XXI)) Protects the most basic economic, social, and cultural rights of all individuals.

Protection of Migrants (21 December 2012, A/RES/67/172) Protects Human rights of all individuals, especially those relating to migrants and migration policies of Member States.

Treaties and Events

Universal Declaration of Human Rights (10 December 1948, A/RES/217(III)) A non-binding but widely accepted treaty outlining human rights.

Forced Labour Convention (28 June 1930, C029) - Many Gulf states were late at ratification (Qatar ratified in 2017), currently all states have ratified but it is still not adequately enforced.

ILO Abolition of Forced Labour Convention (1957) - Bahrain and Oman have yet to ratify, not widely enforced.

International Covenant on Economic, Social and Cultural Rights (1966) - Saudi Arabia and UAE haven't ratified yet.

ILO Domestic Workers Convention (2011) - No Gulf State has ratified it yet, though some have proposed and implemented parallel policies.

ILO Equal Remuneration Convention (1951) - Bahrain, Oman, Saudi Arabia, and the UAE have not ratified, only Qatar made voluntary progress as a result of international standards needed to be met while preparing for the 2022 World Cup.

Evaluation of Previous Attempts to Resolve the Issue

Many different attempts have been made to better labour standards in the Gulf States; most of these have gone on to realize very little on-the-ground impact. The Qatari government's 2017 agreement with the ILO-which featured, among other things, the abolition of the kafala system and the institution of a minimum wage-got off to an auspicious start. Yet weak enforcement has enabled the continuation of exploitative practices. Other Gulf States, by contrast, have adopted more partial reforms often excluding the most precarious sectors of domestic work.

Bahrain's attempt at self-sponsorship to break dependence on an employer through the 2017 Flexi-Permit System came with high fees, scaring the majority of workers away. The 2022 FIFA World Cup in Qatar brought this country into a very bad light regarding labour abuses; though that spurred some improvements, these changes were cosmetic rather than touching the system's structural deficiencies.

While Saudi Vision 2030 does little to address deeper problems of structural discrimination, it tries instead to reduce dependence on migrant labour. Elsewhere in the Gulf, too, reforms are fragmented and thinly funded, or weakly enforced. A lack of regional coordination and cultural barriers stand in the way of real change, leaving millions vulnerable to maltreatment.

Possible Solutions

Approaching the issue of labour exploitation in the Gulf, one would find that a range of binding,

inclusive measures should be considered: independent labour inspection bodies that can identify abuses and penalize, robust enforcement, including frequent inspections, and heavy fines in cases of violations.

This, in turn, requires regional cooperation, whereby the GCC should develop a single labour framework with regular protection and coordination with countries of origin to avoid abusive recruitment practices. Legal reforms should reach all workers, including domestic and informal workers, by ratifying relevant ILO conventions.

In addition to the compulsory public reporting concerning labour conditions, there must be transparency in the payment of wages to avoid wage theft. Support centers for migrant workers should provide legal assistance, emergency assistance, and dispute resolution. Compensation funds must be accessible to victims of abuse.

Public campaigns are also very important in combating discriminatory attitudes and promoting the principle of equal treatment of migrant workers.

Notes from the Chair

It should be kept in mind by the delegates that labour rights within the Gulf States are inextricably connected to economic, social, and cultural factors. Systemic understanding of issues related to dependence on the kafala system, discrimination against migrant workers, and lack of enforcement of labour laws will go a long way in helping the delegates formulate resolutions. This is encouraged, as these solutions address the symptoms but not the deep-seated structures that allow this problem to perpetuate itself.

While it is important to acknowledge progress where it has been made, such as Qatar's reforms surrounding the FIFA World Cup and Saudi Vision 2030, it is equally important to analyze their shortcomings critically. Delegates should work toward sustainable solutions with consideration of political and economic realities in the Gulf States. A critical challenge lies in balancing national sovereignty with international labour standards; this must be handled in a highly diplomatic manner. Delegates should also consider sending country roles in ensuring fair recruitment and cooperation about workers' rights. International attention highlighted the events in the World Cup and Expo 2020 and hence demonstrates what can be done at an international level to effect change, on which one can build through future strategies.

It is highly recommended that the delegates do their research from these sources and come up with innovative, actionable solutions.

International Labour Organization: www.ilo.org

Human Rights Watch - Gulf labour Rights: www.hrw.org

Reports from Amnesty International on the Gulf States: www.amnesty.org

Qatar 2022 FIFA World Cup Labour Rights Report: [Legacy contribution to labour rights in Qatar](#)

ILO Conventions and Ratifications: [ILO Homepage | International Labour Organization](#)

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