

Qatar 22 Exemplar for change?

"Sport has the power to change the world."

Nelson Mandela



Qatar 22 an exemplar for change,
or another missed opportunity –
by Robert Oulds & FIFA Ethics and
Regulations Watch

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About FIFA Ethics and Regulations Watch (FERW)

FIFA Ethics and Regulations Watch (FERW) is an independent organization that observes and reports on the ethical standards and corruption-free execution of the sports business, with a focus on football and its main body FIFA. Because the sports industry is constantly in the public eye, it's bearing the major responsibility of being a positive role model. FERW considers it its duty to monitor this responsibility, based on 5 pillars:

FIFA in focus

At FIFA Ethics and Regulations Watch, our main focus is to monitor the main body of football (FIFA). FIFA has gained a lot of power since its foundation in 1904. A power that reaches far beyond football. Our aim is to check if FIFA is executing its major responsibility according to its own ethical standards and regulations and in constant abidance with the international law and human rights.

Gender equality

Gender equality sadly is still a very present issue in many industries, no exception for sports. In professional sports, as well as in sports for leisure, training and sports management, women are still underrepresented and there is a major wage gap. FERW encourage countries, federations, and clubs to apply gender quotas, standardize gendermainstreaming and take proactive measures, such as public debates, mentorship and role modelling.

Corporate social responsibility

FERW supports and encourages (sports related) companies to engage in CSR, on all aspects of society. Many world citizens are directly or indirectly involved with the sports industry. For this reason, it is especially important that the corporations representing this industry set a positive example socially, economically, and environmentally.

Sports and politics

There are numerous cases in which politics have played a positive part in the history of sport. Like the famous example of the sporting boycott of South Africa during apartheid. Yet, in many more cases sport is misused in biased disputes between countries. There is a thin line between what's lawful and what's simply wrong. FERW aims to spot and prevent the abuse of power in the sports industry.

Discrimination

Recent reports show that discrimination in sport seems to be increasing rather than dropping. Both passive and active sport enthusiasts report more cases of discrimination every year. FERW is astonished that racial differences, sexual orientation, and religion can still be marked as an issue to some people in these days of globalisation, tolerance, and diversity. We aim to remove discrimination in sports and anywhere else that we find it.

Other than these 5 pillars, we keep a close eye on violations of human rights in sports, as well as on positive examples and best practices of clubs, federations, corporations and individuals.

History

In early 2016, FERW started as an initiative of former football players and human rights activists. The concept was to blend sports with human rights. In 2017 the idea turned into an organisation that is growing rapidly with followers and supporters.

Vision

Our vision is to promote free and fair world sports by making sure the main body (FIFA) is free of corruption and treat countries equally.

“Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair. It is more powerful than governments in breaking down racial barriers. It laughs in the face of all types of discrimination.”

Nelson Mandela

Executive summary – How Sport Can Drive Improvements to Human Rights

Sport plays a significant role in improving human rights. Sports can bridge social, economic, and cultural norms. This report analyses the positive and negative legislative changes in Qatar driven by the FIFA World Cup, (Qatar 2022) and how it influences human rights and labour laws. To achieve this, FIFA Ethics and Regulations Watch have carried out a review of literature on the subject and have designed and implemented a programme of qualitative research carried out through interviewing those affected by any changes. In carrying out this work, we interviewed more than 100 workers and officials, including representatives from the International Labour Organisation, the National Council for Human Rights, and those working in the construction sector building the facilities for Qatar 2022. We also spoke with organisations that have great insight into the changing human rights in Qatar amid the World Cup. In particular, FERW wishes to place on record our thanks to the human rights organisation, International United Nations Watch, and a number of British parliamentarians who provided guidance and support during this project. This investigation is centred on exploring the legislative changes that occurred in Qatar regarding human rights and labour conditions following the awarding of the FIFA World Cup – Qatar 2022. The focus of this report is on analysing the role of how a global sports-project can drive legislative and regulatory changes that are focused on improving labour and human rights. FERW in this report have proved that global sporting and cultural organisations like FIFA, which claim a major focus on enhancing human rights, can be significant platforms to influence and improve human rights as has occurred in Qatar.ⁱ

This report explores human and worker rights in Qatar prior to the awarding of the World Cup to Qatar and the subsequent amendments, whether regulatory or legislative, that have been made in recent years. We compare and contrast the changes being made with other countries in the region. We also go beneath the headlines, which we find are often sensational, lack data analysis and seem to be portraying working conditions in Qatar as either one of the circles of hell, or a new nirvana. Overall, we conclude that global sports and cultural events, such as the FIFA World Cup, Olympics and international expos can be “change drivers” to improve the legal rights of citizens and workers. However, we found little evidence that the changes in Qatar were because of the involvement of football’s governing body, they appear to be driven by powerful forces, the ruling elite, a small number of NGOs, including Amnesty, and the UN agency the International Labour Organisation, and perhaps most surprisingly the international media. Moreover, we believe that the awarding bodies of global sports and cultural events should develop an active beneficial model based on Qatar that can be expanded upon to bring lasting and tangible change that is congruent to the values of the international community, and the universal declaration on human rights.

The evidence we received also confirmed that the high ideals and hopes that many have for major sporting and cultural events are rarely if ever fulfilled. We believe that this is due to a lack of leadership from international governing bodies, which are torn between lofty rhetoric on the one hand and the financial imperative of making these global events generate revenue. Worryingly this division has allowed some to use these mega-events for nefarious ends, in sporting circles this has been dubbed ‘sportswashing’. Accusations of sportswashing are levelled against sponsors, host countries, participants, businesses, and clubs if deemed to use sport to obscure unethical interests, human rights problems, and the exploitation of people. The international community should no longer tolerate such tainting of beloved cultural events.

We also recognise that due to both the money and prestige of holding these mega-events, it is impossible to claim that politics is not firmly entrenched in sport. To this end, politicians have a moral duty to ensure that high ethical standards and support for universal human rights should be applied to all future events. Governing

bodies must not be selective in the human rights causes that they champion, and this should be embedded in a principled process for the awarding of global events, this is defined in this report.

Therefore, we set forward a programme of reform for all future mega events which we believe can bring to an end the practice of sportswashing and drive the positive change that we expect and thus enhance human rights and labour standards. The changes we outline in this report's recommendations must be applied by governing bodies responsible for awarding host status of all mega sporting events, be they the football World Cup or the summer or winter Olympiads. Similarly, the same standards should also be applied to all major cultural events such as world expos. The Bureau international des expositions (BIE) organisation supervises world expos, also known as world's fairs, and grants official status to other types of exhibitions that specialise in areas of interest from horticulture to specific areas of technology. The wealth of these cultural mega events and their broad scope and frequent occurrence generates a great deal of international and commercial interest both among the population of the host state and the international community. While the incentives for hosting a mega sporting or cultural event are clear, too often they come at a great price. We need look no further than the series of detailed allegations against the Chinese Government, which is hosting next year's Winter Olympics. Allegations include the maltreatment of the Uighurs Muslims, the security crackdown in Hong Kong, enforced labour programme, and the treatment of Tibet. In 2008 the IOC defended awarding the Winter Olympic saying they believe they would improve the human rights situation in China, but these improvements failed to materialise and, according to a number of campaign groups, state sanctioned oppression has increased.

So we set out to ask a series of important questions, can sport and its associated mega events change for the better the lives of ordinary people? Are mega events able to improve human rights and labour laws? And finally, can sport live up to that lofty ambition, so eloquently expressed by the former South African President, Nelson Mandela, "Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair. It is more powerful than governments in breaking down racial barriers. It laughs in the face of all types of discrimination."

To answer this FIFA Ethics and Regulations Watch have assessed in this report the changes that the 22nd FIFA World Cup competition, to be held in Qatar in 2022, has brought to its host nation. In particular the working conditions of those who have been employed to deliver the infrastructure needed to accommodate the globe's premier football tournament.

Sport was a catalyst for change in Qatar, but the reforms have at time suffered from a lack of rigorous enforcement and were achieved with little or no involvement from football's governing body. Indeed, the Fédération Internationale de Football Association (FIFA) demonstrably failed to introduce an ethical dimension into its showcase event and has only so far offered warm platitudes. FIFA has not demanded lasting tangible change. The success story that is Qatar, analysed in depth on the forthcoming pages of this report, came through pressure from the media, a public outcry over the scandalous treatment of Qatar's foreign labour force and internal pressure for reform. We conclude that while Qatar reformed its labour laws and improved work practices, other larger countries, notably China and Russia, which also hosted recent international sporting events, are less susceptible to media and public opinion. They have less regard for the campaigns of foreign media. In those countries access to Western outlets is controlled or blocked and to some degree unduly influenced by the strategic use of advertising. The only way to prevent more belligerent regimes from sully events, outlined in Appendix C, by sportswashing is to reform the process of how mega events are awarded.

FERW propose to establish a new international framework for the awarding of such events and expositions. This new system shall be under the auspices of the United Nations and will be implemented by sports federations, international governing bodies, and those who grant the great honour of hosting some of humanity's greatest peacetime endeavours and national showcases.

Recommendations – ethics in international sporting events, games, and expositions.

1. With regard to the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights; the United Nations Office on Sport for Development and Peace (UNOSDP) in conjunction with the United Nations Human Rights Council (UNHRC), the Office of the United Nations High Commissioner for Human Rights, the International Labour Organisation (ILO), and in consultation with the sports organisation and federations listed in Appendix D, and the Bureau international des expositions (BIE), shall establish a declaration setting out universal principles and minimum human rights and labour practices that must be followed by those hosting international sporting and cultural events.
 - 1.1. Submissions and evidence will be sought from the UN Children’s Fund (UNICEF), and the UN High Commissioner for Refugees (UNHCR), and the International Trade Union Confederation (ITUC).
 - 1.2. International sport organisations, federations, and governing bodies shall implement the declaration.
 - 1.3. The declaration will form a legally binding part of a host of, or a candidate to stage, an international event to which all potential candidates must commit.
 - 1.4. The declaration will be included in the event’s Legacy document and through being deposited at the United Nations will be considered legally binding before and after the event in question.
2. The UNOSDP, the UNHRC, OHCHR, and ILO, with representatives from the relevant international sports organisations and federations, and the BIE, will establish a commission to formulate a list of those countries that comply with the declaration resulting from recommendation 1.
 - 2.1. The commission will conduct a global human rights and labour law audit.
 - 2.2. Those states which are not in compliance shall sign a legally binding pledge to implement the declaration and fulfil the requirements of the commission, failure to do so will prevent those countries from bidding to host an international exposition or a sporting event as set out in Appendix C.
 - 2.3. An impact assessment on worker and human rights shall be included and considered in the process of awarding an event to a potential host.
 - 2.4. The commission shall establish an approved list of bidders who are permitted to be potential hosts of games, sporting events, and expositions.
 - 2.5. Those that transgress the minimum human rights and labour law standards shall be barred from bidding to host an international sporting event or exposition until such time as the commission considers that sufficient improvements have been made to warrant their admission onto the approved list.
 - 2.6. Where a city, or region, is considered the host, that city will be held liable for the human rights and labour law record of the state in which it resides. And will be responsible for the level of compliance with any requirements for reform mandated by the commission.
3. The commission will award the host, or candidate, at each assessment point the status of; full compliance, partially met, adequate, in breach, or in seriously contravention of UN goals and key stage reform targets.
 - 3.1. The commission will appoint an ombudsman to investigate abuses of human rights and any alleged failure to uphold international norms, and acceptable labour standards.
 - 3.2. The commission will assess whether or not a nation hosting or seeking to host an international sporting or cultural event is in compliance with the declaration resulting from recommendation 1.
 - 3.3. Submissions and evidence will be sought from the UN Children’s Fund (UNICEF), the UN High Commissioner for Refugees (UNHCR), the International Trade Union Confederation (ITUC), and relevant national trade union and human rights groups active in the respective candidate or host country as to the state’s general compliance to the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and in particular the degree to which the declaration is being implemented.
 - 3.4. Members of the public and relevant organisations will be able to submit evidence.
4. The procedure will be placed in the public domain and subject to scrutiny.
 - 4.1. Apart from sensitive information, submissions, evidence, and conclusions shall be made public.

- 5.** The commission and its ombudsman will set targets at key stages which must be met by the host nation.
 - 5.1. The host country's level of compliance with the key stage indicators for human rights and labour reforms will be regularly monitored, assessed, and evaluated before, during, and after the bidding process.
 - 5.2. The event, games, or exposition's legacy will be evaluated, this will inform future processes as to whether the host remains on the approved list and will also inform any future bids submitted by that host.
 - 5.3. Failure to meet the mandated minimum standards will lead to sanctions.
- 6.** Sanctions shall be imposed against those that have deficiencies in their human and labour rights on a sliding scale with the severity depending upon the egregiousness of the breach. Punishments can entail:
 - 6.1. The host nation would not receive public praise and plaudits from officials and will be named and shamed.
 - 6.2. Countries breaching the rules can be threatened with removal from the approved list pending change.
 - 6.3. States breaching the declaration and failing to implement the mandated changes to a suitable level can be removed from the approved list.
 - 6.4. Prevent athletes from a country in breach from competing under their national flag.
 - 6.5. Suspend relevant athletic commissions and delegations to global bodies.
 - 6.6. The governing body may institute a ban on official dignitaries attending the event.
 - 6.7. Remove official status of the games or sporting event.
 - 6.8. Institute a ban on commercial sponsorship and / or prevent the host from receiving the financial benefits of sponsorship from commercial organisations supporting the games, event, or exposition.
 - 6.9. Monies will be held in abeyance until such time as the hosting state has initiated the demanded reforms.
 - 6.10. Remove the games / event / exposition from the country in question and relocate them to a state, or states, that comply with human rights standards and have sufficient labour laws.
 - 6.11. A reserve host, or hosts, will be appointed in the bidding process that can hold the occasion.
 - 6.12. Monies, sponsorship, and official recognition will be granted to that alternate host in the circumstance that the event has been transferred to that country, city, or region.
- 7.** The commission will consult with the relevant event's governing body, and the host country, as to the sanctions, if any, set out in recommendation 6 to 6.12 and how they should be applied.
- 8.** Positive changes should be applauded and rewarded with a special status on the approved list that will enable host nations that successfully complete a change programme. This status will improve a host's chances of being selected to hold future expositions, exhibitions, games, and sporting championships.
- 9.** Mandatory minimum labour rights standards shall be applied to companies that are involved in the delivery of games, events, and expositions and those with which the awarding body does business.
 - 9.1. Sponsors and broadcasters will only be approved if they apply the mandated minimum labour standards and have not been involved with unethical practices and human rights abuses.
 - 9.2. Should the commission so demand it, businesses involved with the delivery of the event or exposition, and corporate sponsors and advertisers, will be required to contractually agree to cease their involvement with any host that is in breach of the human rights and labour law framework.
 - 9.3. Those advertisers, sponsors, and businesses involved with the event in question shall, should an alternate be appointed, and where possible, redirect their support and services to the replacement host.
- 10.** A list of sporting events and organisations to which this framework should be applied is detailed in Appendix C and set out in Appendix D of this report.
- 11.** Proposals as outlined in recommendations 1 to 10 are to be launched on 6th April, the International Day of Sport for Development and Peace.
- 12.** The UN and international sporting federations and governing councils note the positive progress made by Qatar, as outlined in this report, in improving labour standards.

A case study of the Qatar 22 World Cup: Pre-Reform Employment Practices

Qatar's previous human and worker rights problems

The rights of workers include a wide variety of civil rights, ranging from the right to fair employment and freedom of expression to equal opportunities and security from discrimination.ⁱⁱ Workplace-related protections include health and safety in the working environment and sufficient provision of privacy at their workplace. However, a number of the articles evaluated the weaknesses in Qatar's domestic worker laws and rules concerning the Domestic Workers Act and the framework of Kafala (visa-sponsorship) scheme.ⁱⁱⁱ

Based on the aforementioned analysis, it can be stated that the rights of workers comprise civil rights that can also be bifurcated into several other dimensions including workers' rights such as equal pay, security, equality, protection for whistleblowing and freedom of expression. In the case of Qatar, it can be observed that the implementation of the Kafala System was portrayed as a system that preserved the rights of workers by means of making employees legalised and accountable. However, critics suggest that the implementation of the Kafala System threatened the basic rights of overseas workers that are well-acknowledged and recognised at the global level. In Qatar these rights were found to be below the basic human rights that any civilised state provides to those in its territory irrespective of whether or not the workers are native or migrants. In Qatar the unequal situation does not just have contrasting rights based on a resident's country of origin.

Qatari women, unlike men, were not permitted to pass on their nationality to their children. This discriminates against females, by not authorising them to transfer their citizenship to their offspring on exactly the same grounds as men.^{iv} It seems clearly wrong that Qatari women and migrant men could only qualify for nationality on very restricted terms.^v

Qatar's legislation was ineffective in providing equal rights to women. This was especially important for those working in individual households as cleaners, maids, or those providing childcare. Overwhelmingly those working in these types of 'domestic' settings are women, which is common in other countries in the region.^{vi} This criticism of Domestic Workers Law in Qatar prior to the awarding of the World Cup was largely true, although it is important to realise that while some of the problems were systemic, other abuses arose from poor oversight and unscrupulous employers. In short, Qatari employment law was not centred towards the equal provision of labour rights.^{vii} International legislation clearly states that domestic employees should be handled fairly with all employees receiving workplace security, including working hours, reimbursement for extra hours, regular and weekly leave, and yearly paid holiday.^{viii}

The Kafala immigration system was amongst the most egregious offences against worker's rights in Qatar. The use of coerced migrant labour is one of the major problems.^{ix} The International Labour Organisation describes forced labour as any job or service that is taken from any individual under the pressure of any punishment and for which the individual has not willingly volunteered.^x The Kafala labour sponsoring scheme involved migrant workers from Bangladesh, Nepal, Pakistan, and India amongst other countries experiencing constraints related to their permits.^{xi} Under the Kafala scheme jobs need a visa supported by their company. This gives companies control over their workforce. If the employee wishes to move positions or leave the state, they must gain authorisation from their employer.^{xii} Moreover, workers also suffered from exacting demands being placed upon them as well as poor housing standards and had their pay delayed and their permits seized.^{xiii} An iniquitous past, but how has the World Cup changed the real-life working environment and conditions of foreigners employed in Qatar?

The Survey

Research

To access the efficacy of the Qatari government’s labour reforms FIFA Ethics and Regulations Watch (FERW) designed and conducted a face-to-face survey that investigated the impact, if any, that the legislative changes are having and how they are being enforced and implemented by employers. FERW assessors interviewed foreign employees working in the construction and delivery of the World Cup facilities in Qatar.

The respondents

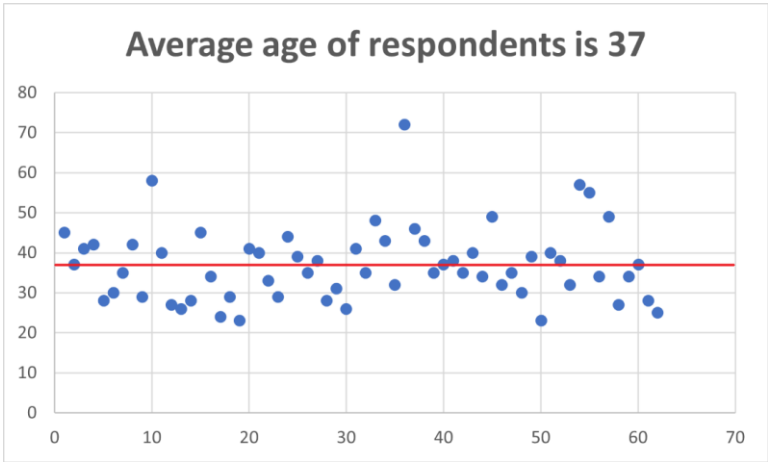


Figure 1. FERW interviewed a broad sample of workers that reflects those who have many decades of experience in the labour market and those adults who will have recently started their employment.

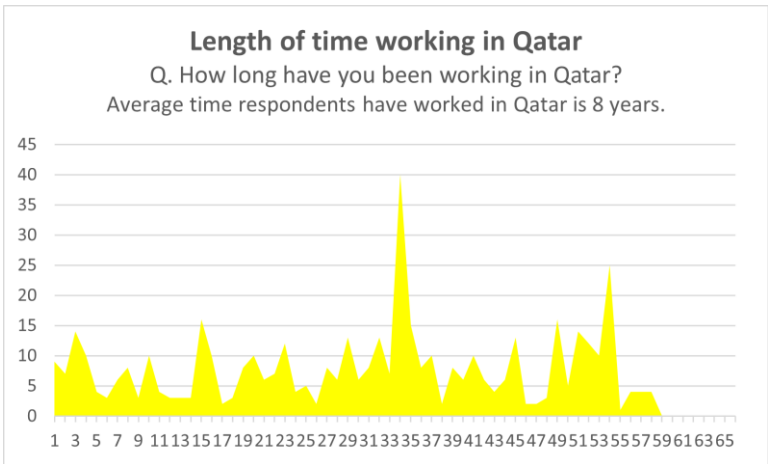
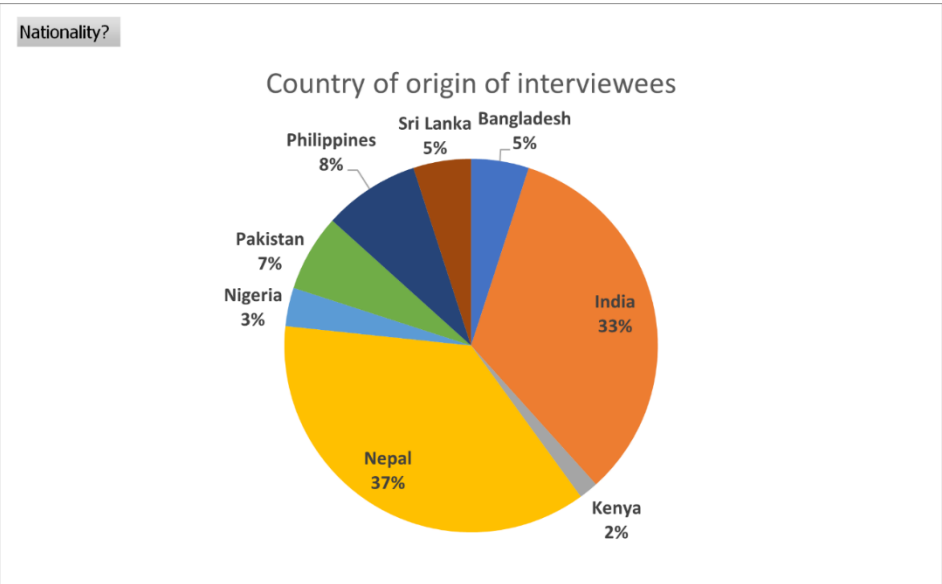


Figure 2. The experience of the labour force that took part in the survey is demonstrated by their time working in Qatar being an average of eight years. Therefore, there is a wealth of workers that have first-hand understanding of working in both the pre- and post-reform environments.

Figure 3.

The workers that took part in the survey predominate from southern Asia, though there is some representation from Africa. The preponderance of foreign workers emanating from in and around the Indian subcontinent is the typical demographic found in Qatar.



Employment

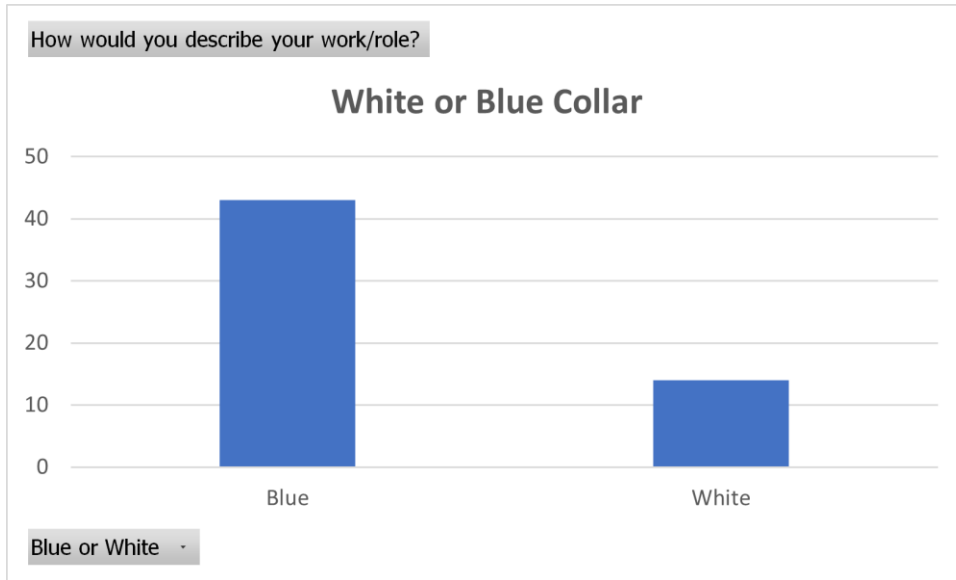


Figure 4.

Those surveyed by FERW are predominantly involved with the construction of the facilities or maintenance of the machinery used in that endeavour, and staff which support their work. In the United Kingdom the majority of those employees taking part in our survey would be classified under National Readership Survey social grades as C2D. Workers in those classifications have on occasions purportedly been subject to the most egregious conditions.

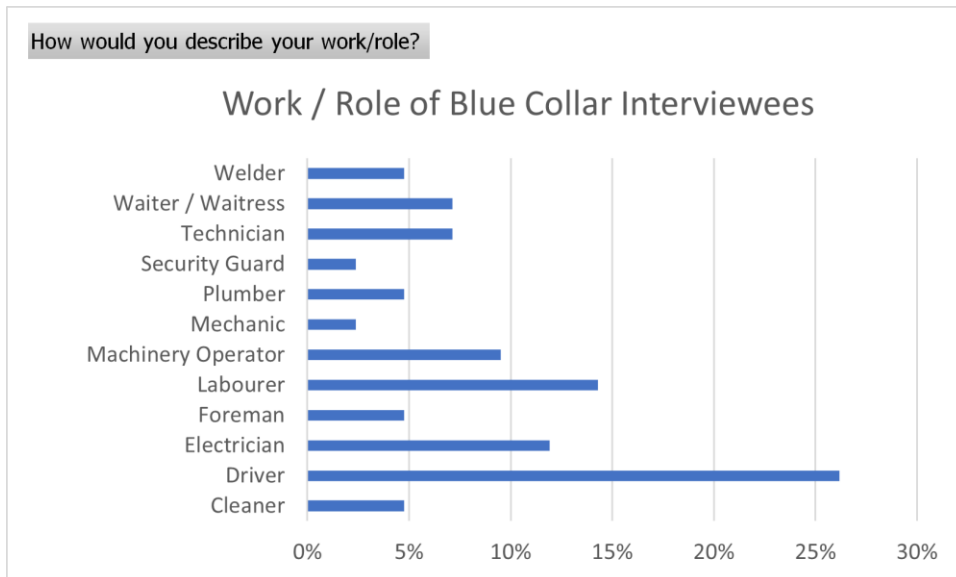


Figure 5.

The percentage of each blue-collar occupation represented in the survey is detailed in this chart.

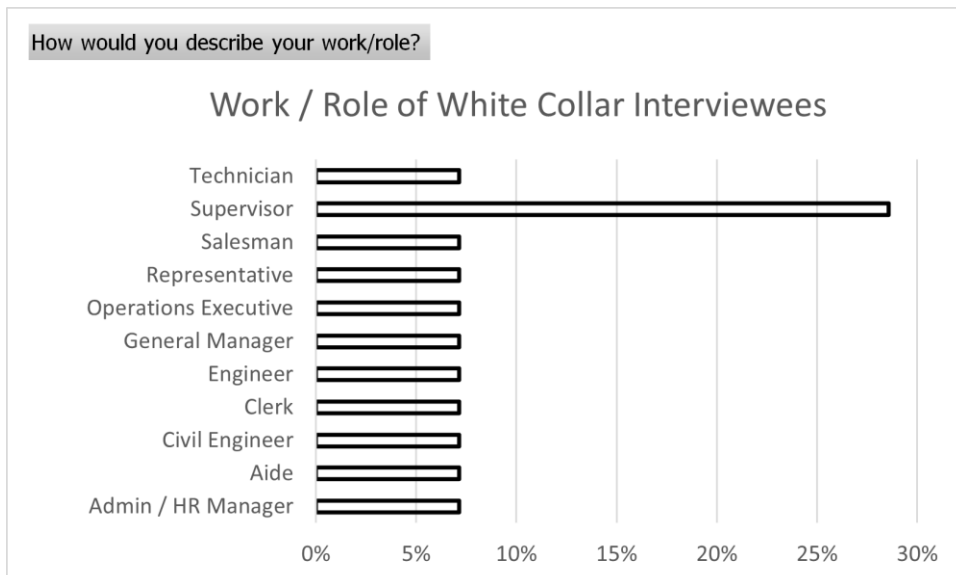


Figure 6.

The percentage of each white-collar occupation represented in the survey is detailed in figure 6.

Post-reform work conditions

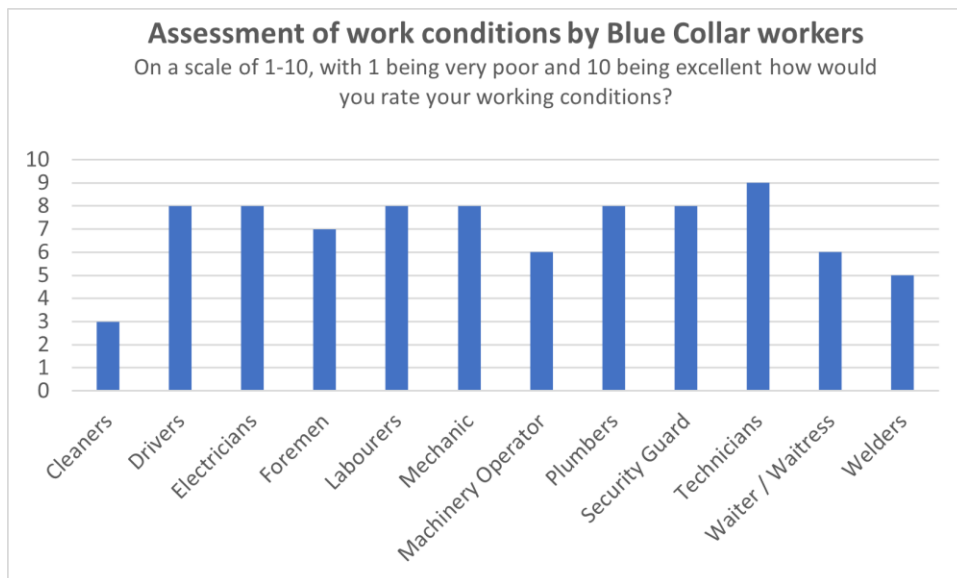


Figure 7.

Most surveyed blue-collar workers, especially those in more skilled occupations, have a favourable to highly positive assessment of their working conditions.

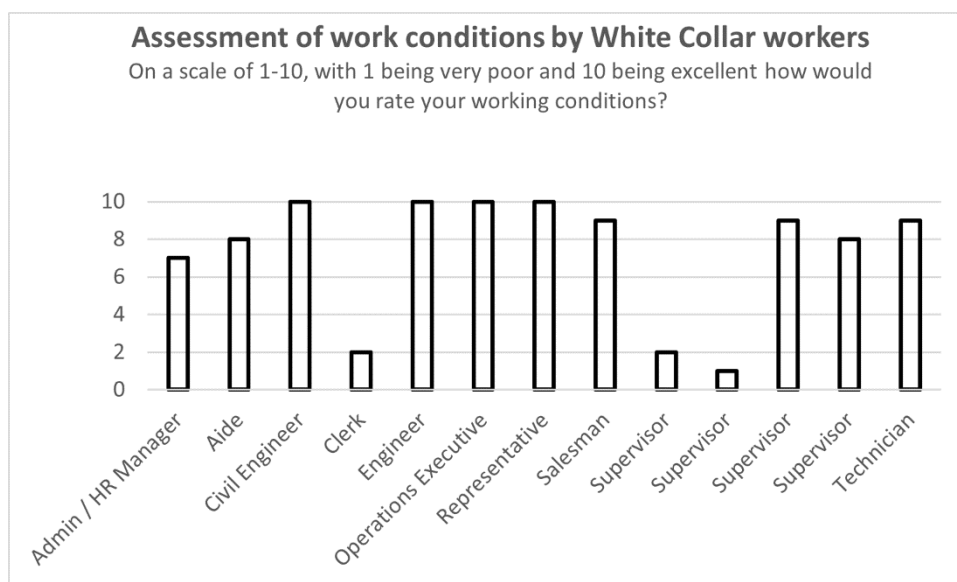


Figure 8.

White-collar foreign workers surveyed also had an astounding appraisal of their employment conditions, though some categories of supervisor were deeply dissatisfied with their conditions.

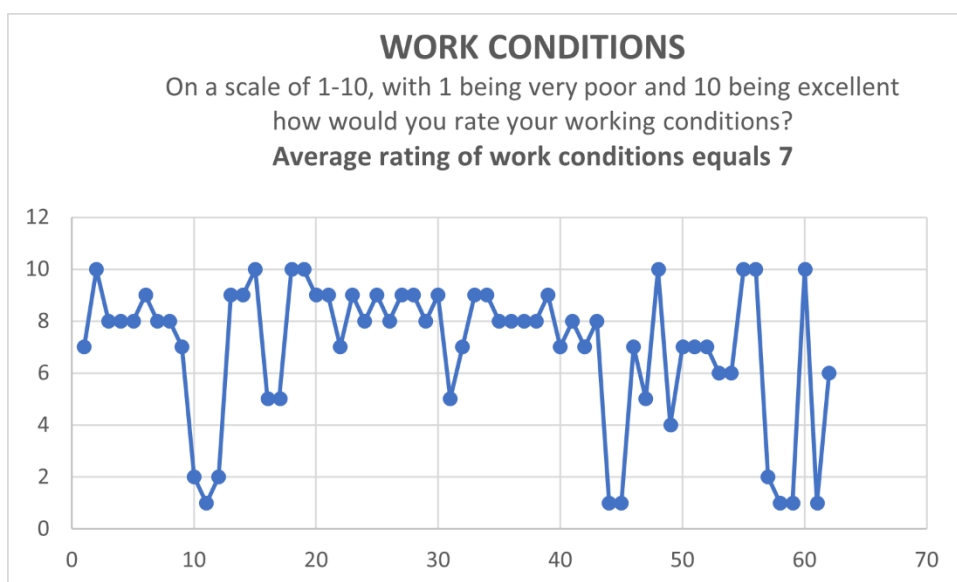


Figure 9.

Collectively those surveyed rated their employment conditions highly, giving it a positive seven out of ten score.

Past problems and on-going issues

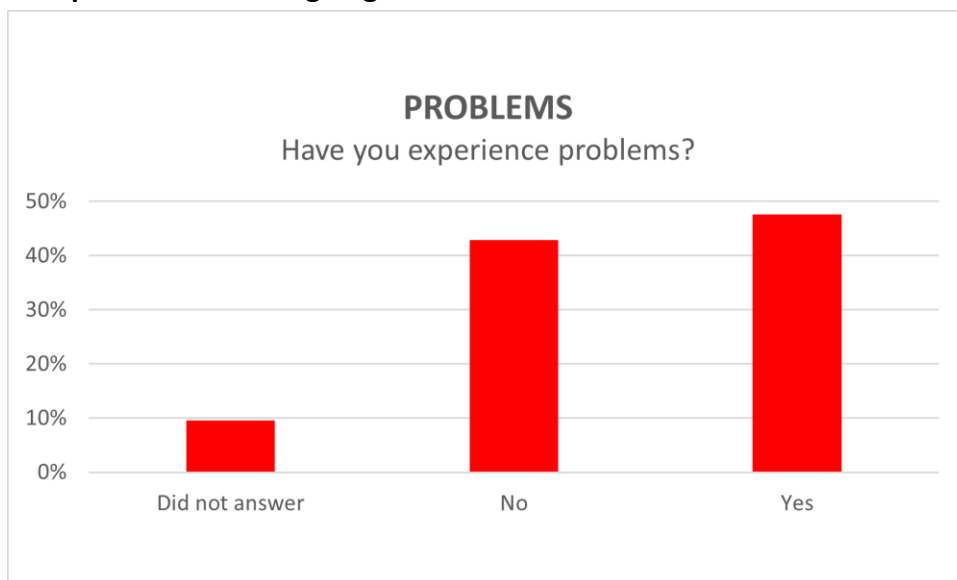


Figure 10. Many interviewees have experienced problems of maltreatment from their employer.

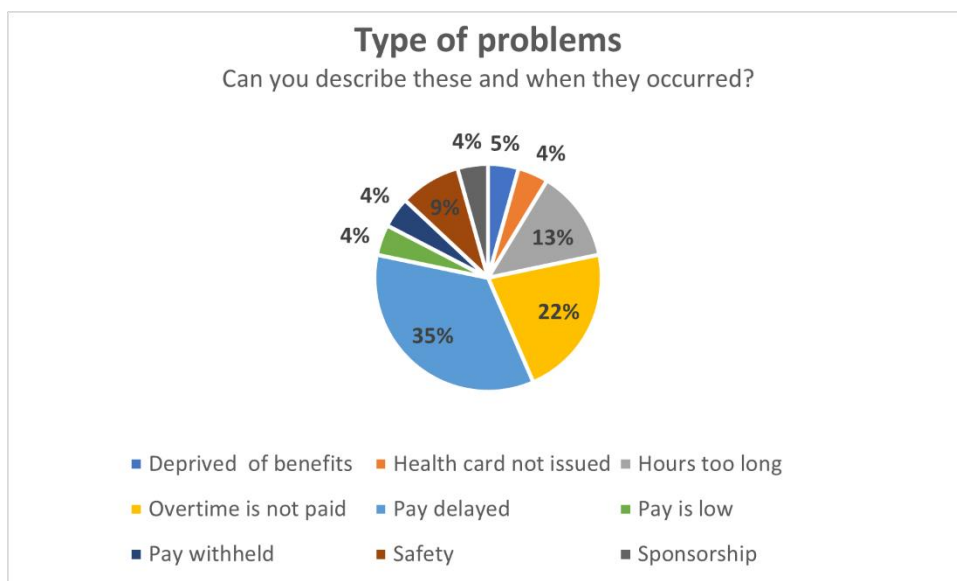


Figure 11. Of those interviewed that had experienced problems at their work most complaints surrounded issues where their pay was withheld or delayed. Or that the employees are expected to perform overtime but are not remunerated for putting in longer hours. Reforms have not completely resolved those pay issues.

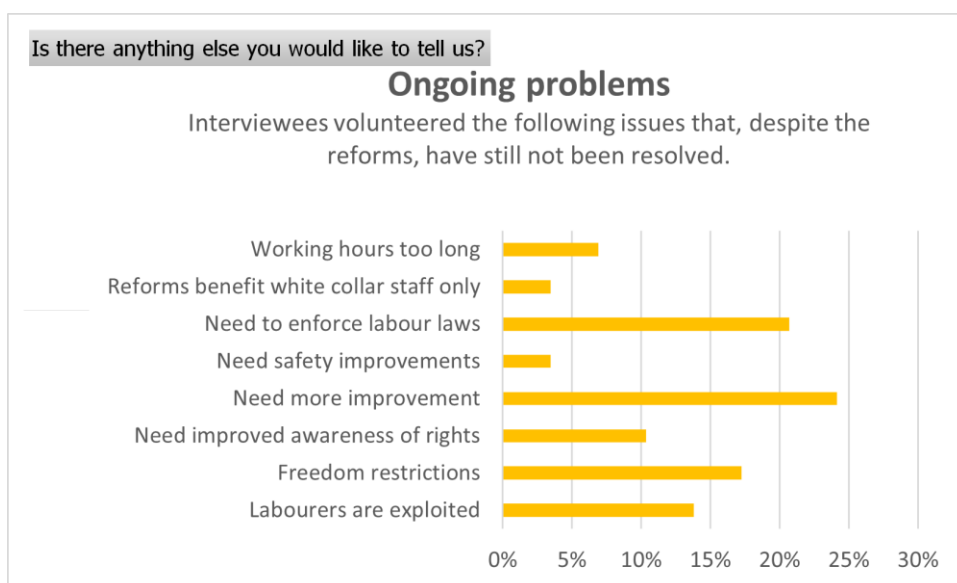


Figure 12. Interviewees expressed the need to make further improvements to work conditions and the safety of staff. There is still a need for awareness, enforcement, and implementation of the exiting reforms.

The Qatari labour reforms

Awareness of reforms

The Government has introduced a number of reforms aimed at improving working conditions in Qatar for migrant workers. Have you heard about these changes?

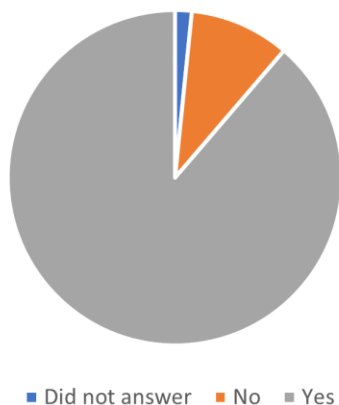


Figure 13.

The vast majority of those surveyed were aware that Qatar had introduced labour reforms.

IMPLEMENTATION OF REFORMS

Do you think legislation is being implemented in relation to your work, effectively?

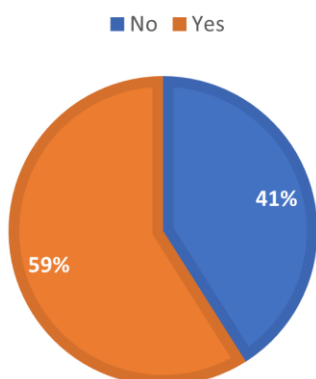


Figure 14.

Most foreign employees working in Qatar are of the opinion that the implementation of the legislation was effective.

Result of reforms

Do you think they have improved your working environment and treatment?

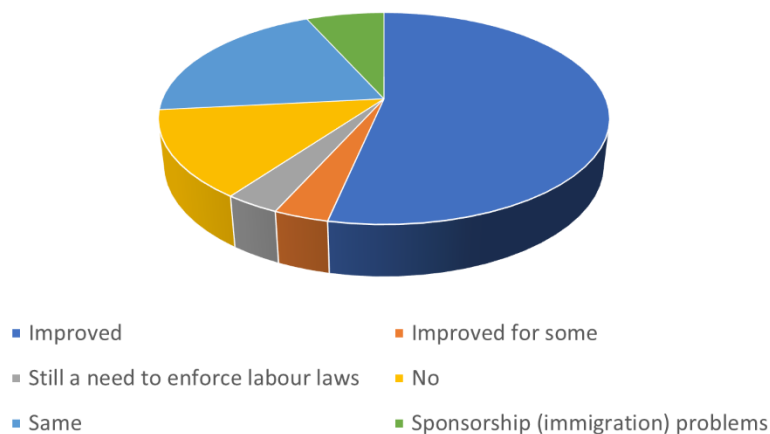


Figure 15.

The impact of the reforms was such that most felt that their treatment had improved. A small amount also perceived that conditions had enhanced for some. A significant minority, however, felt that there had been either no improvement or that enactment of the legislation was incomplete.

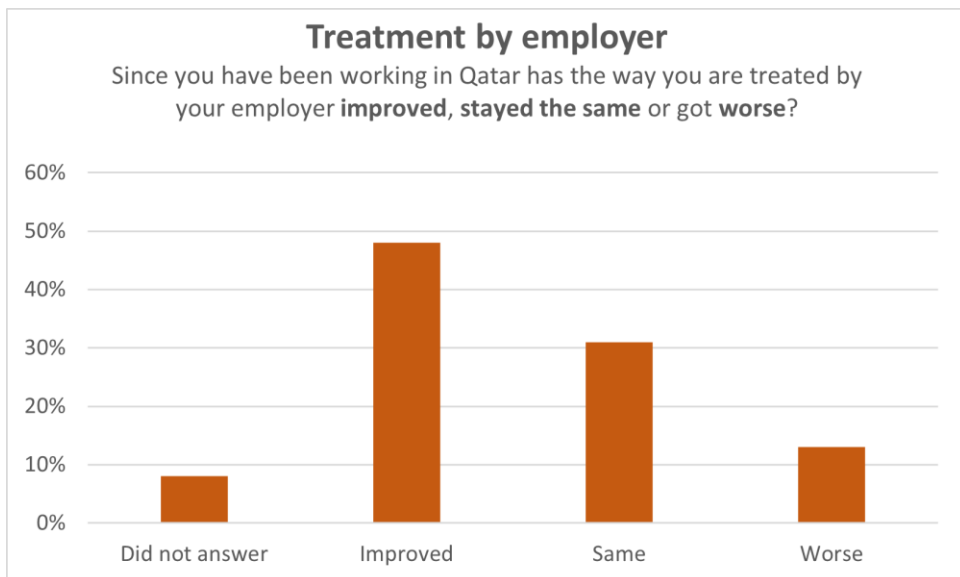


Figure 16. Further evidence shows that those surveyed were of the opinion that the labour reforms have not been detrimental to how they are treated by their employer.

The World Cup – a force for good

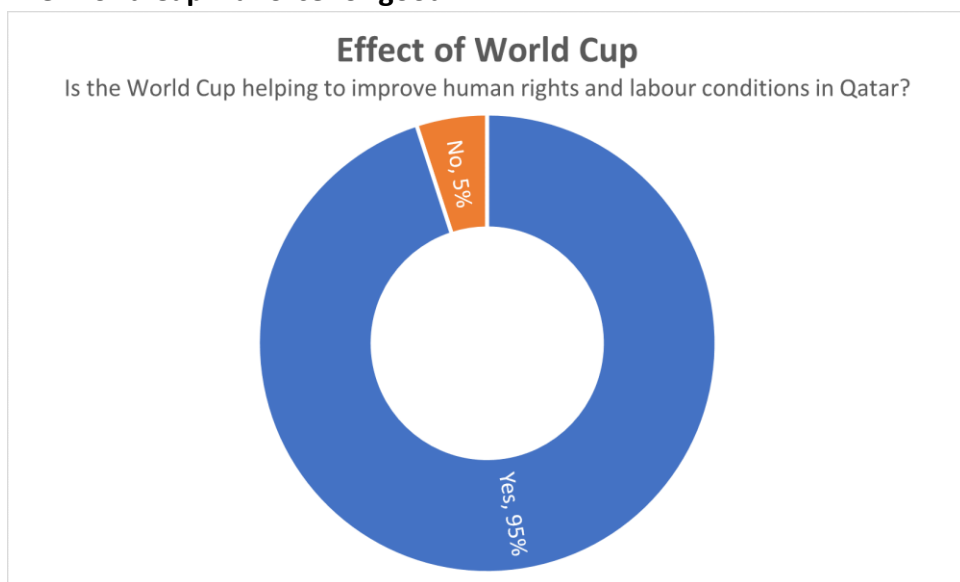


Figure 17. Foreign workers in Qatar were firmly of the opinion that the World Cup is having a positive impact on Qatar. Improving both labour laws and human rights.



Figure 18. Interviewees volunteered information on how their conditions had improved. Amongst the most significant benefit which foreign labourers accrued through the labour and accompanying immigration reforms was that workers were now operating in a competitive job market which granted them the opportunity to take other positions.

The Qatari success story

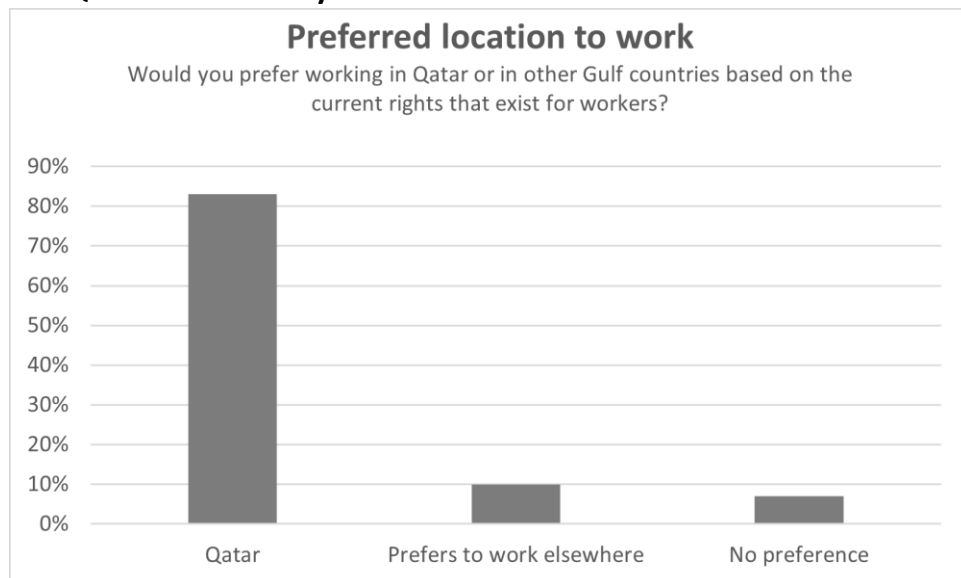


Figure 19.

Those taking part in the FERW survey were positive that Qatar was their preferred location of work.

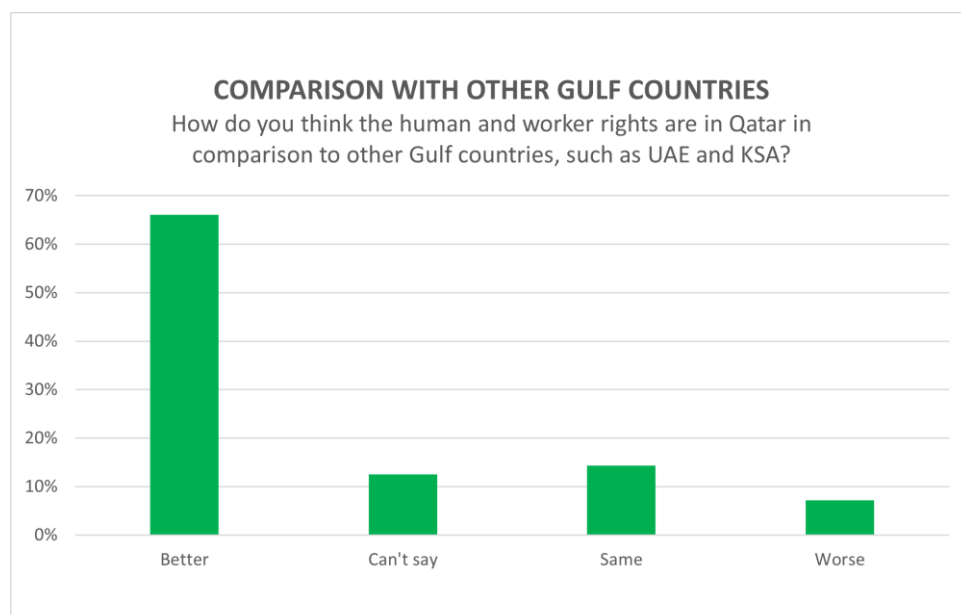


Figure 20.

The findings shown in figure 19 are reinforced by the respondent's evidence which clearly stated that Qatar was preferable to other jurisdictions to work in. Those other countries are namely the Gulf states, and particularly the Kingdom of Saudi Arabia and the United Arab Emirates.

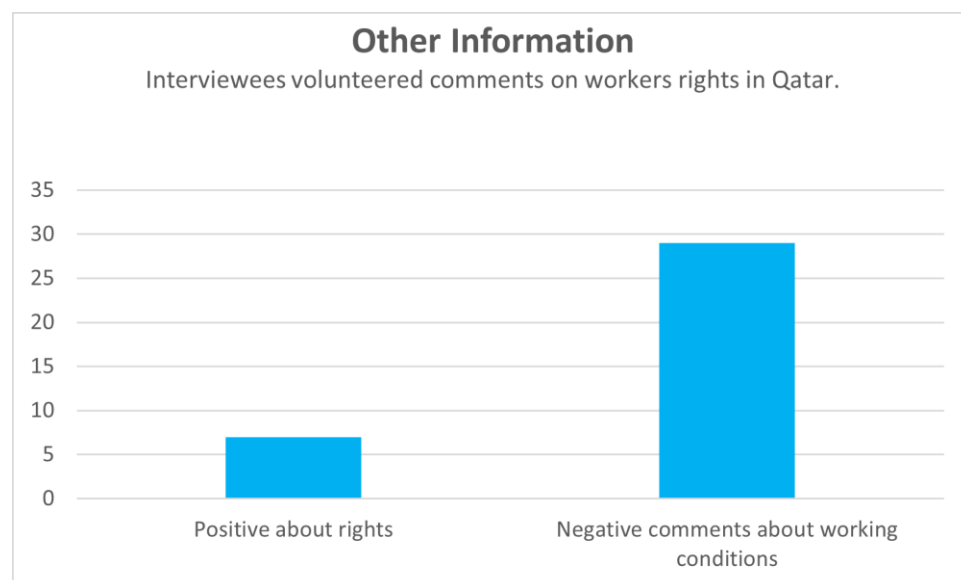


Figure 21.

The findings, however, showed that Qatar still has some way to go until all its foreign labour force are content with their rights.

Qualitative Evidence

Opinions that are typical of foreign workers in Qatar and illustrate the effect that the reforms are having are depicted below and on the following pages.

Human and worker rights in Qatar before the awarding of the World Cup

Bruslé asserted that the rights of workers comprise of civil rights that range from the right to fair employment, and freedom of expression, to equal opportunities, and security from discrimination. Moreover, there is also a need for workplace-related protections that comprise health and safety in the working environment and sufficient provision of privacy. The researcher asked the respondents about if they believe their rights were being maintained in the country prior to the awarding of the World Cup. An example of a typical response was,

“In my opinion, the government did try its best to ensure that our rights were maintained. The government tried its best to ensure that there was security in place for any migrant workers that were consistent with global labour standards. I mean we were getting the much-needed protection, so I do not find anything wrong in it.”

Another response was,

“I am sorry, but I think the government of Qatar did absolutely nothing to maintain our rights. I mean there were ineffective in ensuring that there were equal right given to women workers. If the male workers were provided with leverage of some kind, the same was not available for women workers. What is the point of this? There is simple no use of such a notion for us if one gender is able to enjoy the rights and the other is not able to. It is better to not have any rights at all.”

Legislative changes to human and worker rights

Millward identified that there were substantial concerns related to unfair treatment of domestic and overseas workers in Qatar. Moreover, there was also a form of economic blockade that existed between Qatar and other Gulf nation in 2017. The researcher asked the respondents about their views related to the legislative changes. An attained response was,

“See, the Domestic Workers Act focuses allows workers with a weekly working commitment of 10 hours and the labour law intends for a required work commitment of 8 hours a week out of 48 hours. In my opinion, the stated hours are not being followed at all in the country. I mean we have to work long hours despite our shift is over and we are not paid for it either. So, I do not think that there is any change taking place regarding our rights related to legislation that is implemented.”

An alternative response was,

“I would say that significant changes have taken place regarding our rights after the implementation of the legislation. We are now able to get a weekly rest period, three weeks of paid leave and also an end-of-service bonus of a minimum of three weeks in a year. I do not think anyone could ask for anything more in this regard. I am happy and satisfied.”

The effectiveness of the legislation

Bruslé elucidated that laws on labour and human rights have created difficulties for local residents and migrant employees. Moreover, the new laws were opposed by some because rules on women’s rights in marriage, separation, and custody of children overrule Islamic law. The researcher asked the respondents about their view on if that legislation was being implemented in an effective manner. A response that was attained is,

“I would say that the new emerging laws on labour and human have created a lot of opportunities for us. I mean now we do not have to worry that we would not be getting the rest that we need or if we want to take off. However, I would like to state here that the new laws have created issues for other people in society. I mean I am seeing that women are not in favour of getting married and there is a rise in separation as well

among couples. I think this particular aspect can be termed as a negative factor of the laws that have been implemented in an effective manner.”

An alternative response attained is below,

“Although, I am in favour that legislation has been implemented effectively and it is a good thing for me as a labour worker in Qatar; I am not in favour of the consequences it has caused. That is all I would say in this matter.”

Comparison of human and worker rights in Qatar to other Gulf countries

Heerdt demonstrated that the Gulf region’s first immigrant resettlement bill was enacted into law by Qatar’s emir in September 2018. The legislation gives rights of refugees; however, it only grants limited freedom of travel and speech. The researcher asked the respondents to compare human and worker rights in Qatar to other Gulf countries, such as the United Arab Emirates (UAE) and Kingdom of Saudi Arabia (KSA). A response achieved was,

“I would say that the human and worker rights that are in place in Qatar are far better than what exists in other Gulf countries. I say this because, in Qatar, there is at least job security and the risk of violence in the country is significantly less. Moreover, recently, the Qatar government have allowed women to work in the country, which is not possible in a country like KSA.”

Another response attained was,

“See, I have worked in Qatar as well as in KSA. I haven’t been to UAE yet so I will not comment about that country. However, in KSA, there is so much restriction on women regarding working in the country, which has made it impossible for women over there to even think of doing work. In Qatar, at least we have the freedom to work and there are legislations in place that are aimed at protecting us at all costs instead of leaving us in a lurch.”

Preference of working in Qatar or in other Gulf countries

The researcher questioned employees on their preference for working in other Gulf countries or Qatar. Sponsorships are also offered in the United Arab Emirates. A response was,

“According to the current replacement of rights in Qatar, I would prefer Qatar. This place provides easy access to the migrants for switching their jobs. Also, the Kafala system of Qatar actually promotes the foreign workers by providing them the consent of the employer to get a job in Qatar. The expatriate employees got most benefits from the current rights for their freedom of switching jobs, but these rules apply to the new contracts, not the old ones”.

Another response attained on this by the researcher was,

“The Kafala system implementations in Gulf countries and specifically in Qatar have made the employer’s responsibility for a visa. Also, job switching has become easy for the employee’s as they do not have to make an agreement before joining for a job anywhere else. Immense control of employee is provided to the employer for which labour contracts makes the work officials”.

Qatar as a model for improving human rights and labour conditions

The researcher asked for employee’s opinions on the World Cup’s role in making human rights and labour conditions better.

“In my opinion, since the time Qatar gets the opportunity of hosting World Cup, the migrant workers started getting the visas easily, but the worker rights are still creating same issues of deducted wages, unpaid and delayed payment. The human right still needs attention to a better working environment in Qatar”.

Another worker surveyed said,

“The World Cup project has made Qatar dependent on migrants accomplish it. So in this case, Qatar gets helped by the World Cup for making their human right better and to provide efficient service. The stable job rights also got better by connecting the employers and employees in a better way”.

Another response reads as below,

“According to my opinion, under the thought international business competition, Qatar has survived well under their rules and implemented laws. This place has definitely become a model for making efforts to improve the working condition, workers and human rights”.

Suggestions for the Qatari government

The interviewer questioned the respondents regarding their suggestions for the Qatar government to improve working conditions and human rights. One of the responses states,

“According to the current circumstances, the Qatari government needs to monitor the working condition compliant and makes a system to entertain them. Also, they need to support the small and big committees and societies in spreading the right human culture environment. The human right helps in having a systematic recruitment system for employee rights”.

Another response on this theme reads,

“The Qatari government are getting good projects like the World Cup that is having opportunities to grow economically, legally and most importantly financially. The improvement in the working infrastructure is still needed as survival in the international business market is too easy. For which, the additional legislations are needed for migrants and Qatar existing employees. The minimum wages norms can get better with the crucial steps taken by the government authorities. The economic growth of Qatar demands better human rights and working standards that need to get set”.

The China Antithetical

The Beijing effect

The 2008 Summer Olympiad was awarded to the capital of the People's Republic of China. In cultural terms, this move signalled the bringing of China into the international fold and acceptance of its society as being of the same value as old-world and western aligned nations, some however are more equal than others. Scrutiny from the international community was, considering the human rights concerns that dog China, less than other countries with comparable civil liberty restrictions. The German President, Joachim Gauck, shunned the 2014 Sochi Winter Olympics.^{xiv} Similarly, British politicians led a boycott of the 2018 FIFA World Cup hosted by Russia.^{xv} Unlike those examples, world leaders and international institutions hoped that improvements to Chinese human rights and labour laws would organically follow from the Olympic torch being brought to China in 2008. History, however, should have shown that this was a delusional hope. Since then, the Chinese surveillance state, social credit system, and abuse of the Uyghur Muslims has continued apace. Indeed, the rewarding of Chinese human rights abuses with amongst the globe's most prestigious cultural events may even have emboldened its ruling party.^{xvi}

Following the 2008 Summer Olympiad, the International Olympic Committee (IOC) doubled down on this wrongheaded approach and took the extraordinary step of not only granting Beijing the great honour of hosting the 2022 Winter Olympics but have also neglected to conduct a human rights audit of China.^{xvii xviii} This has tarnished the standing of the IOC causing it serious reputational harm. The growing disparity between the expectations of the international community and the willingness of governing bodies, especially FIFA and the IOC, to ignore important human rights considerations is leading those high-profile institutions to face criticism. This has been the lasting effect of the controversial misstep of awarding both the Summer and Winter Olympics to Beijing.^{xix} This state of affairs may also harm the commercial viability and bring disrepute on those associated with Games in unethical countries. Indeed, sponsors of Beijing 2022 are already facing criticism.^{xx}

There is a danger that the IOC will lose control over the situation. Many are now calling for a boycott of the 2022 Winter Olympics.^{xxi xxii xxiii xxiv} It is now apparent that there is a need to integrate human rights considerations into the bidding process, and ensure that this becomes the lasting legacy. The appeasement of disreputable governments has failed those struggling for freedom and striving to achieve suitable working conditions. Far from bringing people together, sporting events in states that abuse its subjects, has allowed divisive governments to prosper and is in danger of entrenching division. This has created concern in sections of the international media, yet unlike Qatar, China is powerful enough and its citizenry subject to enough controls to mean that the ruling Communist Party can overcome the criticisms. Clearly, the recommendations in this report are needed to preserve the integrity of those who grant the right to host mega events. It is in the interests of both human rights and governing bodies to apply FERW's human rights tests and adopt our process. A proper impartial bidding system and enforcement mechanisms that can monitor human rights against the benchmark of accepted norms and standards will prevent embarrassment and preserve and enhance the integrity of organisations such as FIFA. It will also mean that cultural mega events and sport can be the force for change that luminaries such as the late President of South Africa hoped.

The light of the Olympic flame has not brought reform to China. Indeed, the international community has inadvertently played into the hands of the Chinese Communist Party and bolstered a regime that has little regard for the rights of those subject to its rule. This must not be allowed to happen again. FERW recommendations for reform will end sportswashing and make sure that mega events become a force for good, and not a means to provide political cover for those who seek to suppress human rights. The FIFA Ethics and Regulations Watch survey and research strongly suggests that, should the will be there, sports competitions such as the World Cup can be harnessed to bring change; but positive outcomes will only be realised if pressure is brought to bear on host nations. However, is this view supported by both the evidence and the international community?

Assessment and Implications

International opinion

How does the sporting world view Qatar and the role of sport in bringing change? Following FERW's coordination of international opinion regarding Qatar, Håkan Sjöstrand, Secretary-General of the Swedish Football Association, responding on behalf of the organisations President, Karl-Erik Nilsson, writing to FERW, '*... football is so much more than what happens on the pitch. Many want to keep sports and politics total separate, but my view is that's belongs to the past.*' He also acknowledged that football can '*... make a difference to other societal benefits. And with the power and strength of football, we can show what we stand for in important issues like human rights, even though we may not be able to solve all the problems we see in our world.*'

Furthermore, in response to communication with FERW, Tomislav Pacak, Head of Communications at the Croatian Football Federation, also wrote to us with the following information. '*We also underlined our belief that hosting the World Cup, thus opening itself to the world, and different nations and cultures, is surely going to be useful for the human rights development in the county and the whole region.*' Tomislav Pacak also wrote, '*...we believe that opening Qatar to the world and dialogue are much better ways to solve any challenge. To answer your questions, Croatian Football Federation strongly believes in protection and promotion of human rights, and we understand there are certain issues in that regard in Qatar... We believe that FIFA, as our governing body, is taking the issue very seriously - and your project is an example of that - and that FIFA is best equipped to tackle and solve all related matters. We wish you success with your report which will surely aid FIFA's efforts in further improving human rights in Qatar.*'

There is clearly a belief that change is a goal of football and the example of Qatar 22 has brought encouraging benefits to that Gulf state. The International Labour Organisation has also presented a positive assessment of improvements to workers' rights in Qatar. Indeed, the ILO concluded that there has been major progress.^{xxv} These improvements are the result of the World Cup being awarded to the peninsula nation. Has the transformation been significant enough to warrant world praise?

Enhancing human rights and labour conditions

FERW found evidence that the Kafala system is changing and that the Qatar World Cup is having a positive impact. The ILO share this opinion. They have concluded that Qatar has implemented 'legislation to dismantle the most problematic and restrictive elements of the kafala sponsorship system, including removing the requirements for workers to obtain exit permits and no-objection certificates to change employers.'

Qatar is securing a commitment to raise human and labour rights and putting pressure on authorities. The decision to grant hosting rights to Qatar for the FIFA World Cup 2022 has been heavily condemned because of concerns about human rights abuses in the region. In November 2017, Qatari officials declared that they would work with the ILO on restructuring the Kafala framework and labour laws following growing publicity of violence and human rights violations specifically linked to World Cup-related infrastructure projects.^{xxvi} In addition, it has been revealed that because of this initiative, a new law to eliminate the Kafala scheme was recently adopted by the government of Qatar. The legislation however struggled to address the problems effectively, there are reports that some workers still face harassment and mistreatment.^{xxvii} One study argues that the World Cup played an insignificant role in developing human rights and labour conditions in Qatar.^{xxviii}

It has been reported that concerns pertinent to human rights and poor labour laws still persist.^{xxix} As per one of the journals, the systematic harassment and violence inflicted on employees by companies in the building sector in Qatar is facilitated by an insufficient legal system that gives employers substantial power and forbids foreign workers from asserting their freedom of expression and inhibits cooperative negotiation.^{xxx} On the other hand, the ILO, commented that Qatar has made a promise to have more equality and security for workers, and more

flexibility for businesses, the driver for this is that Qatar aims to host more global sporting events and cultural festivals in the near future.^{xxxii} The hosting of big sporting activities should be an incentive for Qatar to foster progressive values, social change, and civil rights. Large development programs should provide employees, particularly foreign workers, with equal pay and safe and stable working conditions.^{xxxiii} As a consequence, the World Cup will provide Qatar with an opportunity to discuss and overcome human rights violations and issues.^{xxxiii}

It is also essential to mention that the viewpoint that the rights of overseas workers in the present day are greatly violated in Qatar is not justified by our evidence. The significant development and reforms that the state has brought to its legal and social system and has led to positive change with nearly half of those we surveyed reporting improved treatment by their employer and just one in eight reporting worse treatment. There are various reasons behind the motives and initiatives that the government has initiated. One of the factors which has brought significant reforms concerned how sports events have increased the importance of the nation in the eyes of the rest of the world. We heard evidence that international media attention sped up the development, adoption, and implementation of policies and encouraged substantial reforms to Qatar's legal structure pertaining to the rights of both native Qataris and especially overseas workers. Further, Heerd elucidated that Qatar's immigrant resettlement bill, the first in the Gulf region, illustrates devotion to the rights of refugees. However, Qatar is not a signatory to the Refugee Convention of 1951 and the Protocol of 1967.^{xxxiv}

Current human and worker rights in Qatar

As well as the acknowledged improvements in the Kafala sponsorship system The International Labour Organisation acknowledge that Qatar has 'Piloted models of fair recruitment, and promoted due diligence through newly formed Working Groups in the hospitality and security sectors, and for public procurement.' Other changes have, considering the conservative nature of the Islamic world, been near revolutionary. Not only has Qatar introduced shelters for both female and male victims of human trafficking, exploitation, and coerced employment; but also women have particularly benefitted in other areas. Qatar introduced a permanent citizenship statute, which will be eligible for the first time to the offspring of Qatari women who are married to non-Qatari citizens. As Human Rights Watch argues, this law represents a step forward, even it falls short because it does not allow the children and spouses of Qatari women to obtain citizenship – and therefore access to a Qatari passport – on the same basis that children and spouses of Qatari men can.^{xxxv} This is an important distinction as permanent citizenship enables eligible children to access healthcare and education benefits, to engage in the economy, and buy land.^{xxxvi} The comparison with other states in the region is marked. The pre-2018 practice of tying citizenship to the nationality of a child's father only, is common in the Gulf and further afield, including, but not limited to Jordan, Syria, Lebanon, UAE, KSA, Sudan, and Oman.^{xxxvii}, ^{xxxviii} So when the regional picture is factored in, though still imperfect, this reform seems significant.

In terms of current worker and human rights in Qatar, it was reported that the nation experiences substantial concerns because of unfair treatment of domestic and non-domestic overseas workers.^{xxxix} Domestic workers legislation lays out certain comparable protections. The protections in the Domestic Workers Act are similar to the rules granting workers three weeks of paid leave after they have served for a year.^{xl} Conversely, domestic employees are provided with fewer worker's rights to those employed in other fields. The Domestic Workers Act allows for a weekly working commitment of 10 hours a week out of 48 hours. And a minimum of 24 straight hours of rest per week.^{xli} The Labour Law also includes a 6-hour regular working protocol and a 36-hour weekly work commitment with shortened work time during Ramadan, but no equivalent arrangements are provided in the Domestic Workers Act.^{xlii} The assessment of the ILO is that Qatar adopted 'additional protections for domestic workers in a new standard employment contract, and developed materials to raise awareness about domestic workers' rights under the Law.'

In November 2017, Qatar introduced a provisional minimum monthly pay of QR750 for foreign labourers. The International Labour Organisation has also praised Qatar for its adoption of 'a non-discriminatory minimum wage, and established a Minimum Wage Commission to monitor its impact.' They have also commended Qatar for its enhancing 'the Wage Protection System based on the recommendations of a comprehensive independent assessment.' And the ILO applauded the creation of 'a Worker's Support and Insurance Fund.'

In addition, the Emir approved Law No.15, that for the first time provided rights to labourers. The new legislation guarantees a daily work commitment of 10 hours for domestic employees, a weekly rest period, three weeks of paid leave, an end-of-service bonus of minimum three weeks in a year and the benefit of health insurance.^{xliii} Furthermore, it was revealed that emerging laws on labour and human rights have created considerable number of difficulties for local residents as well as migrant employees.^{xliiv} Some opposed rules on women's rights in marriage, separation, and custody of children as they overrule Islamic law. However, certain sections must be read in compliance with Islamic law, including the definition of barbaric, unfair, or humiliating retribution, excluding prohibitions on criminal and corporal punishment, fixed marriage ages, and religious liberty.^{xliv}

Additional steps to be taken by the government of Qatar to make migrant worker's rights consistent with global labour standards are specified in Qatari law.^{xlvi} Nevertheless, it has been argued that the reforms are still limited, mainly contained to legislation (Law No.14 of 2004), covers all other employees, and thus does not completely comply with the Domestic Workers Convention, the International Domestic Workers' Rights Statute and the guidance of the International Labour Organisation (ILO).^{xlvii}

The statutory alterations to labour law are not the end of the matter. Whilst there are still concerns, and as the FERW survey proves, there are still areas that need further improvement, the World Cup has clearly not resolved all problematic labour practices, but it has set in train a process. Returning to the original causes that generated concern in the international media, namely the reportedly dangerous conditions in which migrant labour were being put to work and the system that led to their entrapment in a scheme that exploited them. The ILO argue that Qatar has introduced measures to inspect labour standards and make sure that health and safety is sufficient. They state that these policies are 'strategic, coordinated and data-driven'. Safety measures include legislation that aims to prevent workers from suffering heat stroke. To ensure compliance with this new regimen a two-year training programme was introduced in 2019. This gave a team of two hundred inspectors from the Qatari government's Labour Relations Department the power to check that companies are abiding by the new rules. Specific areas the inspectors and training are intended to tackle is the problem of human trafficking and forced labour. Qatar has also carried an evaluation of whether, or not, their legislation is consistent with the ILO's Forced Labour Protocol.

The International Labour Organisation also perceive that there has been a transformative cultural change in labour relations in Qatar that aims to not only give workers the opportunity to seek justice but also have a voice. Specific measures include Qatar adopting 'legislation on the election of workers' representatives to joint committees.' There has been rapid progress '107 workers' representatives were elected to represent almost 17,000 employees in 20 establishments in the space of one year' to those joint committees. Furthermore, Qatar has also 'Established platforms to elevate the priorities and discussions that emerge from individual joint committees - at the main contractor level, at the sectoral level and at the national level.' Qatar has also made the complaints procedures more robust. According to the ILO, Qatar's Ministry of Administrative Development, Labour and Social Affairs developed online portals through which an employee can lodge grievances and complaints. To better redress problems, a system now exists to support members of staff during the process of a case progressing from informal meetings to official hearings. Whilst those measures may not seem radical when compared to norms in other more advanced European economies, they represent significant progress for Qatar, which is now a leader for positive change in the region.

Conclusion

Qatar is not the only Gulf nation where doubts about human rights abuses still exist. In Bahrain, players who were active in the peaceful 2011 marches have been detained and punished by the authorities, particularly Hakeem al-Araibi, a football player who was detained in 2012 for an offense he may not have done.^{xlviii} While acknowledging the legislative and regulatory improvements it was reported in 2018 that the Qatari authorities had not fully implemented all the promised human rights amendments and had struggled to deliver on other legislation. Qatar had assented to two significant treaties based on human rights; these were not implemented in their entirety; some guarantees for refugees and female citizens were stripped out.^{xlix}

A common accusation levied at the Qatari authorities is that they have been slow to prioritise reforms relating to migrant worker, women, and members of the LGBTQI community. Indeed, an article that appeared in the *Guardian* claimed that 6,500 migrant workers had died in Qatar since the awarding of the World Cup.^{li} The article implied a link between the awarding of the World Cup, working conditions, and the tragic deaths. However, a detailed analysis, by FERW concluded that there was little or no evidence to support these claims and the deaths, though tragic, were comparable with those you would expect to find in populations of a similar size, age, and occupation. The deaths, which were directly linked to the World Cup sites, were similar to those of workers in the UK's highly regulated construction industry. So, at best the story was exaggerated and at worst simply wrong. Therefore, FERW felt the need to carry out our own survey, engaging with workers in Qatar directly.

The results of the FERW survey show that improvements have been made, although some employers have not properly implemented them. In short, we conclude that international sporting and cultural events can have a dramatic effect on worker and human rights. The awarding of the World Cup to Qatar did initially lead to an influx of workers who were subject to harsh and unsafe working conditions by European standard, even though they were comparable with other jurisdictions in the region including Saudi Arabia and the UAE. However, global media scrutiny, particularly from the UK, pushed the Qatari Government to carry out considerable changes. While it is impossible to say with absolutely certainty, we estimate that the World Cup sped up the process of reform by between 15-20 years. The business of stadium construction, public transport infrastructure, and the hospitality industry etc. all saw improvements. Migrants now get the chance to gain employment according to their free choice, recruitment fees have been outlawed and a slew of other improvements to worker and human rights have been introduced that did not seem possible just a decade ago. The fact that these improvements were introduced because of the intervention and dogged determination of a number of NGOs and the world's media in reporting the former situation in Qatar, suggests that the world's sporting and cultural authorities are not doing enough to make human rights a central part of the process of holding a mega event.

Qatar's improvements to human rights and labour laws can be replicated for those countries hosting similar international sporting or cultural events. As has been argued these 'mega' events provide a unique opportunity to promote regional development and to advance universal values and embrace the United Nations guidance on equality, human rights, and labour law.^{lii} We believe that Qatar could serve as the model for the other countries, including those in the region, pertaining to the implementation of new and improved rights and policies for workers. This implies that this specific sports-oriented model can also be applied to other similar countries that are also being accused of having unethical working conditions. However, we conclude that rights in larger countries, which require improvements in human rights, such as China will need the active support of the international sporting and cultural world to drive forward change. This needs to be backed up by aggressive monitoring and sanctions, should promises made not be delivered. Change in these countries cannot be left to NGOs and the world's media to police.

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Appendix A

Interview Questions and Consent Form

1. Name?
2. Age?
3. Nationality?
4. How long have you been working in Qatar?
5. How would you describe your work/role?
6. On a scale of 1-10, with 1 being very poor and 10 being excellent how would you rate your working conditions?
7. If you have experience problems, can you describe these and when they occurred?
8. The Government has introduced a number of reforms aimed at improving working conditions in Qatar for migrant workers. Have you heard about these changes and do you think they have improved your working environment and treatment?
9. (If no) Since you have been working in Qatar has the way you are treated by your employer improved, stayed the same or got worse?
10. Do you think the legislations are being implemented in relation to your work, effectively?
11. How do you think the human and worker rights are in Qatar in comparison to other Gulf countries, such as UAE and KSA?
12. Would you prefer working in Qatar or in other Gulf countries based on the current rights that exist for workers?
13. How do you think World Cup is helping to improve human rights and labour conditions in Qatar?
14. Is there anything else you would like to tell me/us?

By signing this form, I agree that;

- a. I am voluntarily taking part in this project. I understand that I don't have to take part, and I can stop the interview at any time;
- b. The transcribed interview or extracts from it may be used within the report;
- c. I have read the Information sheet;
- d. I don't expect to receive any benefit or payment for my participation;
- e. I can request a copy of the transcript of my interview and may make edits I feel necessary to ensure the effectiveness of any agreement made about confidentiality;
- f. I have been able to ask any questions I might have, and I understand that I am free to contact the researcher with any questions I may have in the future.

Print Name

Participant's Signature / Date

Researcher's Signature / Date

Appendix B

Research Methods

This section of the research focuses on methodology. The main aspects covered are research philosophy, research approach, research design and method of data collection, the data analysis technique, and ethical considerations. First, however, the concept of how the research was approached is explained.

Theoretical framework

To discuss the theoretical framework relevant to the topic, the theory of human rights education (HRE) is explored. This is centred towards attaining knowledge in appropriate skills and attitudes to promote the provision of equal human rights.^{liii} The goal of these parameters is to build awareness, attitudes, and skills where the ideals, standards, and principles of human rights and their frameworks are core aspects, where knowledge on human rights is a right in itself and as a gateway to unlocking other human rights.^{liv} Both through structured development and through various facets of civilized society, HRE is connected to the growth of democracy and has acquired increased interest in educational debate over the last twenty years.^{lv} The social justice theory is another theory that was considered for discussion. It has been reported that historically and theoretically, the principle of social justice is that, irrespective of any legal, economic, political, or other conditions, all citizens should be given fair access to employment, safety, well-being, rights, freedoms and resources.^{lvi} In contemporary practice, social justice revolves around benefiting or condemning separate demographic groups, irrespective of the decisions or activities of each particular person. It also makes moral judgements about past events, present circumstances, and relationships with the society.^{lvii} Social justice theory also suggests that capital, jobs, and employment opportunities should be redistributed from communities that promoter perceived oppression to those they consider exploited. Political correctness, socialism, and radical communism are also synonymous with social justice.^{lviii} The theory of social justice and human rights education (HRE) facilitated the researcher in developing robust literature based on the role sporting events can bring change to Qatar centred towards improving labour and human rights within that nation. We have also tried to recognise that our perceptions of human rights are largely based on a western liberal view with everything this entails. We hope that we have tried to paint an impartial picture of the changes and challenges, the positives, and negatives.

Philosophy

Stokes identified that research philosophy is a belief regarding the ways in which data related to a phenomenon is gathered, analysed, and used^{lix}. Our research philosophy emphasised the source, nature, and the way knowledge is developed. There are two forms of philosophies, these are positivism and interpretivism. As the current study is focused on using qualitative data, the philosophy used is interpretivism. Gravetter, Frederick and Lori-Ann asserted that interpretivism is about interpreting the elements of the study, which are mainly human interest^{lx}. The researcher is perceived as a social actor that appreciates differences between people and their views. The justification of using interpretivism is that the topic is about analysing if sport can drive improvements towards human rights, by focusing on the Qatar World Cup. In this area, the different views of people would be taken to assess how sport is able to deliver such improvements.

Approach

Chu, Heting, and Qing defined that the research approach is allocated into plans and actions for research with emphases on extensive expectations to have comprehensive methods of data collection, analysis, and explanation^{lxi}. There are three approaches to research, these are deductive, inductive, and abductive. In this study, the inductive approach was used. Bryman identified that an inductive approach is a form of inductive reasoning which focuses on observations and theories^{lxii}. The observations and theories help in deciding a research process that the researcher uses for their study. The justification for choosing the inductive approach

for the current study is that the approach would help in generating meaning which can then be used to create patterns and relationships in building a theory. By analysing the improvements that are driven by sports in human rights, the researcher would examine the patterns that are key factors of improvements in human rights.

Design

Sekaran, Uma, and Roger highlighted that research design mainly focuses on a choice of precise methods of data collection and analysis^{lxiii}. The notion here is to ensure that specific aspects of the research area are explored to attain a clear result. For this study, the qualitative research design was chosen. Walliman elucidated that the qualitative research design is exploratory in nature and are linked with attaining perceptions and understanding fundamental reasons and motivations^{lxiv}. The justification of choosing a qualitative research design is that it would help the researcher get in-depth and detailed information regarding how sport helps drive improvements to human rights especially in the Qatar World Cup. Moreover, the researcher will be able to assess human feelings and emotions that would provide a better observation as to how sport drives such improvements.

Data collection and sample size

Cohen et al. asserted that the data collection method is a process of gathering information from sources that are relevant to the research study topic and helps in answering the research problem, testing the hypothesis, and evaluating the outcomes^{lxv}. There are two forms of data collection, which are primary and secondary. The secondary data collection emphasises gathering information from sources that are already published, such as journals and books. Litosseliti outlined that primary research is the type of data that is collected first-hand^{lxvi}. This study used primary qualitative data collection. The justification of using the primary qualitative data collection is that it ensures a greater level of depth of understanding through the use of interviews regarding how sport helps drive improvement related to human rights. Moreover, through a qualitative approach, the researcher would analyse the feeling, emotions, and sounds of respondents to create an observation.

Data analysis

Byrd described that data analysis is a procedure of converting raw data into readable information for the reader^{lxvii}. The data analysis process is carried out through a qualitative method depending on the topic of the study. For the current study, the qualitative data analysis is chosen in the form of thematic analysis. Lune, Howard and Bruce elucidated that thematic analysis is about identifying themes, which means the focus is on the patterns in the data which are considered to be vital for the study or interesting to the researcher^{lxviii}. The justification of choosing thematic analysis for the current study is that the researcher will pick out patterns from the responses of the interviews and then focus on creating themes that would help in answering how sports drives improvement in human rights in Qatar. The themes created would be in line with the objectives of the study.

Ethical considerations

Ethical considerations are a vital part of the study as it helps in ensure that the researcher has abided by all the ethical norms. Quinlan et al. asserted that in primary qualitative research, there are various ethical norms that must be adhered to so as to ensure the study remains reliable^{lxix}. In the current research, the researcher had provided the respondents with a signed consent form stating that all their personal and professional information would remain confidential. No personal information would be shared with any third-party. In case of any violation, the participants have the right to take legal action. The second ethical norm abided by the researcher was ensuring that all the information related to the research paper was kept in a password-protected laptop, which would only be accessed by the researcher.

Appendix C

List of International Sporting Events^{lxx}

Athletics

- World Championships Athletics championships
- Athletics World Cup

Badminton

- Badminton World Championships

Baseball

- World Baseball Classic, sanctioned by the IBAF
- Premier12
- Baseball World Series

Basketball

- The FIBA Basketball World Cup
- National Basketball Association Finals

Boxing

- Boxing World Championship

Cricket

- ICC World Cup
- World Twenty20

Cycling

- UCI World Championships
- Tour de France

Golf

- Ryder Cup
- Presidents Cup
- British Open
- US PGA
- Masters
- US Open

Equestrian

- EI World Equestrian Games

Fencing

- World Fencing Championships

Gymnastics

- Artistic Gymnastics World Championship
- World Rhythmic Gymnastics Championships

Handball

- World Championships

Hockey (Ice)

- Stanley Cup finals of NHL
- World Cup of Hockey
- Ice Hockey World Championships

Hockey (Field)

- World Cup

Football (American)

- Super Bowl

Football (soccer)

- FIFA World Cup
- Asian Cup

Motorsports

- Formula racing

Netball

- Netball World Championships

Rowing

- Rowing World Championships

Rugby Union

- Rugby World Cup
- Six Nations
- The Rugby Championship
- World Cup Sevens

Rugby League

- Rugby League World Cup

Sailing

- Americas Cup

Swimming

- FINA World Championships

Surfing

- World Surfing Games

Table Tennis

- Table Tennis World Championships

Tennis

- Grand Slam tournaments
- Davis Cup
- Hopman Cup
- Federation Cup

Triathlon

- World Triathlon Series

Volleyball

- World Championships

Weightlifting

- World Weightlifting Championships

Games

- Summer Olympics and Paralympic Games
- Winter Olympics
- Commonwealth Games
- Asian Games
- Asiad
- Military World Games
- European Games
- Youth Olympics

Appendix D

List of International Sports Organisations and Federations^{lxxi}

Aikido	Bridge	Floorball
International Aikido Federation	World Bridge Federation	International Floorball Federation
Air sports	Canoeing	Flying disc
Fédération Aéronautique Internationale	International Canoe Federation	World Flying Disc Federation
American football	Casting	Football/Soccer
International Federation of American Football	International Casting Sport Federation	Fédération Internationale de Football Association
Aquatics	Cheer	Go
Fédération internationale de natation	International Cheer Union (ICU)	International Go Federation)
Archery	Cheerleading	Golf
World Archery Federation	International Cheer Union	International Golf Federation
Arm wrestling	Chess	Gymnastics
World Armwrestling Federation	Fédération Internationale des Échecs	Fédération Internationale de Gymnastique
Athletics	Climbing and Mountaineering	Handball
World Athletics	Union Internationale des Associations d'Alpinisme	International Handball Federation
Auto racing	Cricket	Ice hockey
Fédération Internationale de l'Automobile	International Cricket Council	International Ice Hockey Federation
Badminton	Curling	Ice skating
Badminton World Federation	World Curling Federation	International Skating Union
Bandy	CyclingUnion	Ice stock sport
Federation of International Bandy	Cycliste Internationale	International Federation IceStockSport
Baseball, Softball, and Baseball	DanceSport	Judo
World Baseball Softball Confederation	World DanceSport Federation	International Judo Federation
Basketball	Darts	Karate
FIBA	World Darts Federation	World Karate Federation
Basque pelota	Dragon boat racing	Kendo
Fédération Internationale de Pelota Vasca	International Dragon Boat Federation	International Kendo Federation
Biathlon	Draughts	Kickboxing
International Biathlon Union	World Draughts Federation	World Association of Kickboxing Organizations
Billiard sports	Equestrianism	Korfball
World Confederation of Billiards Sports	Fédération Équestre Internationale	International Korfball Federation
Bobsleigh and skeleton	Fencing	Lacrosse
International Bobsleigh and Skeleton Federation	Fédération Internationale d'Éscrime	Federation of International Lacrosse
Bodybuilding	Field Hockey	Life saving
International Federation of Bodybuilding & Fitness	Fédération Internationale de Hockey	International Life Saving Federation
Boxing (amateur)	Fishing	Luge
Intern. Boxing Association	International Confederation of Sport Fishing	International Luge Federation
	Fistball	
	Intern. Fistball Association	

Miniature golf

World Minigolfsport Federation

Modern Pentathlon

Union Internationale de
Pentathlon Moderne

Motorcycle sport

Fédération Internationale de
Motocyclisme

Muaythai

International Federation of
Muaythai Amateur

Netball

International Netball
Federation

Orienteering

International Orienteering
Federation

Polo

Federation of International
Polo

Powerboating

Union Internationale
Motonautique

Powerlifting

International Powerlifting
Federation

Racquetball

International Racquetball
Federation

Roller sports

World Skate

Rowing

Fédération Internationale des
Sociétés d'Aviron

Rugby Union

World Rugby

Sailing

World Sailing

Sambo

Fédération Internationale de
Sambo

Savate

Federation Internationale de
Savate

Sepak Takraw

International Sepaktakraw
Federation

Shooting sports

Intern. Shooting Sport Federation

Ski mountaineering

International Ski
Mountaineering Federation

Skiing

Fédération Internationale de
Ski

Sled dog sports

International Federation of
Sleddog Sports

Soft Tennis

International Soft Tennis
Federation

Sport climbing

International Federation of
Sport Climbing

Sport Ju-Jitsu

Ju-Jitsu International
Federation

Squash

World Squash Federation

Sumo

International Sumo Federation

Surfing and bodyboarding

International Surfing
Association

Table tennis

International Table Tennis
Federation

Taekwondo

World Taekwondo

Tennis

International Tennis Federation

Teqball

International Federation of
Teqball

Triathlon

International Triathlon Union

Tug-of-war

Tug-of-War International
Federation

University sports

Fédération Internationale du
Sport Universitaire

Volleyball and Beach volleyball

Fédération Internationale de
Volleyball

Water skiing

International Waterski &
Wakeboard Federation

Weightlifting

International Weightlifting
Federation

Wrestling

United World Wrestling

Wushu

International Wushu
Federation

Games**Olympics**

- International Olympic Committee
- Association of Summer Olympic International Federations
- Association of International Olympic Winter Sports Federations
- World Olympians Association

Commonwealth Games

Commonwealth Games
Federation

Masters Games

International Masters Games
Association

Mediterranean Games

International Committee of
Mediterranean Games

Military World Games

Conseil International du Sport
Militaire

World Mind Sports Games

International Mind Sports
Association

- Panathlon International

Paralympic Games

International Paralympic
Committee

School Sports

International School Sport
Federation

Special Olympics

Special Olympics

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