



Gianni Infantino
President

Fatma Samoura
Secretary General

FIFA

Sent via e-mail:
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In copy:
UEFA

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Dear Mr President, dear Gianni
Dear Madam Secretary General, dear Fatma

Thank you very much for hosting the virtual meeting on the 2022 FIFA World Cup Qatar on Monday 10th of May. The meeting was an important step in our quest to improve the situation on human and workers' rights in Qatar and it was pivotal in engaging with national associations, international labour and human rights organizations and the Qatari World Cup organizers.

Thank you also for your letter of 7th of May in response to the letters from the Danish, Norwegian and Swedish football associations on the human and workers' rights situation in Qatar.

With 550 days to the kick-off of the 22nd edition of the FIFA World Cup, national teams around the globe are competing to be among the 31 participants at the World Cup, joining the Qatari hosts for the greatest tournament on Earth. As the European Qualifiers were kicked-off in March, the dream of seeing our nations' colors represented at next year's tournament has become even more tangible.



However, the debate on human and workers' rights in Qatar is as present as ever before. For our Nordic football associations representing Denmark, Faroe Islands, Finland, Iceland, Norway and Sweden, our primary objective is to ensure a delivery of the 2022 FIFA World Cup Qatar in full compliance with human and workers' rights for the thousands of migrant workers building the World Cup infrastructure and in the service, transport and hospitality sector. The current situation for the migrant workers, no matter the improvements already been made in Qatar, needs to be improved.

In media across our Nordic nations and in the rest of Europe, the debate has been heated. Our fans are taking a stance on the organizing of the World Cup, demanding – rightly – that we, as members of FIFA, take responsibility for the human and workers' rights in Qatar. Media, fans, players, commercial partners, and many more expect clear answers from us. How is the situation in Qatar, and how can we improve it before, during and after next years' tournament?

This matter is not just a problem for FIFA, or for Qatar nor the Nordic football associations alone. It is a matter of utmost importance for the football community across the globe as our beautiful game shall be the responsible game, proving that the theater of the greatest dreams in football also can be the stage of human rights, respect, and anti-discrimination.

Since 2016, our six Nordic football associations have been firmly committed to taking responsibility for improving the human and workers' rights situation in Qatar. We would have done so no matter whom the host would have been, no matter where the 2022 FIFA World Cup was to take place.

We have worked with external experts, trade unions, human rights organizations, and many others on these important issues. We embarked on two visits to Qatar in 2016 and 2019 to engage in a critical dialogue with the Qatari hosts of the Supreme Committee of Delivery and Legacy, the Qatari Football Association and Qatari authorities. With our own eyes, we have witnessed the efforts and initiatives put in place to improve workers' condition at the workplaces across Qatar, but we have also observed and discussed the poor housing conditions, inadequate payment of wages and lack of access to courts and tribunals for the migrant workers.

In December this year, we plan yet another visit to Qatar, seconded by trade union representatives and human rights organizations.



The virtual meeting on 10th of May gave answers to many questions on the situation in Qatar. We applaud the many leaps forward for workers' rights and conditions in Qatar since being awarded the hosting of the World Cup in December 2010. The development is underlined by acclaim from ILO, ITUC and BWI, where all organizations praise developments in Qatar which are not seen elsewhere in the Gulf region. We are also happy to see FIFA implementing human rights policies across the organization and in FIFA tournaments, respecting the stand on human rights as enshrined in Article 3 of the FIFA Statutes.

However, as mentioned in the letters by the Danish, Norwegian and Swedish football associations, and as mentioned by several of us during the said meeting of 10th of May, we are still left with questions somewhat unanswered. That is why we urge FIFA to:

- Present the independent reports and investigations made by independent organizations related to deaths and injuries among migrant workers in Qatar in connection with World Cup related constructions. This should be done together with the forementioned organizations.
- Demand a complete implementation of already adopted workers' rights legislation in Qatar by the Qatari authorities and to request further improvements, in close cooperation with ILO, BWI and other independent, sectoral partners.
- Demand that human rights organizations are allowed to enter Qatar and that basic freedom rights, including freedom of sexuality, speech etc., are complied with
- Ensure compliance of workers' and human rights at all facilities used before, during and after the World Cup. By all facilities we mean not only at stadia and other infrastructure but also at hotels, restaurants, other service sectors etc., with a special focus on workers employed by subcontractors.

Transparency, communication and information are key in earning and maintaining trust from fans, players, commercial partners etc. when it comes to the 2022 FIFA World Cup Qatar. That is why we urge you to invite the international press to a similar meeting regarding Qatar as the one arranged for us on 10th of May and subsequently towards the tournament next year.



The issue of the 2022 FIFA World Cup is an issue relevant for the global football community. That is why we urge you, Mr. President, to address the situation of human and workers' rights in Qatar when giving your address to the FIFA Congress on 21st of May. We trust that many member associations are interested in knowing about the situation in Qatar as the World Cup is drawing closer and we would welcome an open debate on this matter at the Congress.

We have pushed the issue of human and workers' rights, not to point fingers but as a testament of our steadfast willingness of taking responsibility of the beautiful game, loved across continents, generations, and gender.

Make no mistake, we engage in these matters because we care. We first and foremost care for the human rights situation for the workers in Qatar. We care for the football lovers in the World, looking towards the World Cup as a beacon of joy. We care for the football community, taking our responsibility for the footprints of football when organizing the FIFA tournaments. And we care for the legacy left in Qatar after the final whistle is blown next year.

As we continue to be your friends in football and to promote our game across the World, we look forward to seeing you – virtually - at the FIFA Congress on 21st of May.

Ari LAHTI

President

Football Association of Finland

Jesper MØLLER

President

Danish Football Association

Christian ANDREASEN

President

Faroe Islands Football Association

Karl-Erik NILSSON

President

Swedish Football Association

Gudni BERGSSON

President

Football Association of Iceland

Terje SVENDSEN

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