

# 1. Testimony

Collection of Testimonies from Returnee Migrant Workers from India & Nepal to Qatar



# QATAR



## An unprecedented death toll in Qatar

👤 = 1 worker death

**London**  
2012 Olympics



**Vancouver**  
2010 Olympics



**South Africa**  
2010 World Cup



**Brazil**  
2014 World Cup



**Sochi**  
2014 Olympics



**Beijing**  
2008 Olympics



### Qatar

Migrant worker deaths since Dec. 2010







**"We build Qatar by  
Our hands"  
"Respect Our Rights"**





# Dhal Singh Magar

“I will return to Qatar.....  
not as mason, but as unionist”





شركة الهندسة والبناء

شباطى البحر للهندسة والمقاولات ذ.م.م.

**SEASHORE ENGINEERING & CONTRACTING W.L.L.**

SEA 1935

(e) This contract ratification of competent authorities in the two countries.

(f) This contract is made and issued in three original copies. One copy shall be kept by the employer and one copy shall come into force shall be given to the worker, the third copy shall be filed at the Ministry of Civil Service Affairs and Housing.



(EMPLOYER)

SEASHORE ENGINEERING  
CONTRACTING

SECOND PARTY (EMPLOYEE)

MR / DHAL SINGH  
MAGAR

*[Signature]*

ATTESTATIONS

Attested  
Embassy or Consulate In Doha

Attested  
Ministry of Civil Service & Housing Affairs

**"I'm lucky to have  
employment contract  
with English translation  
in my possession..."**

السيد / دھال سینگ ماغار  
الطرف الثاني العامل

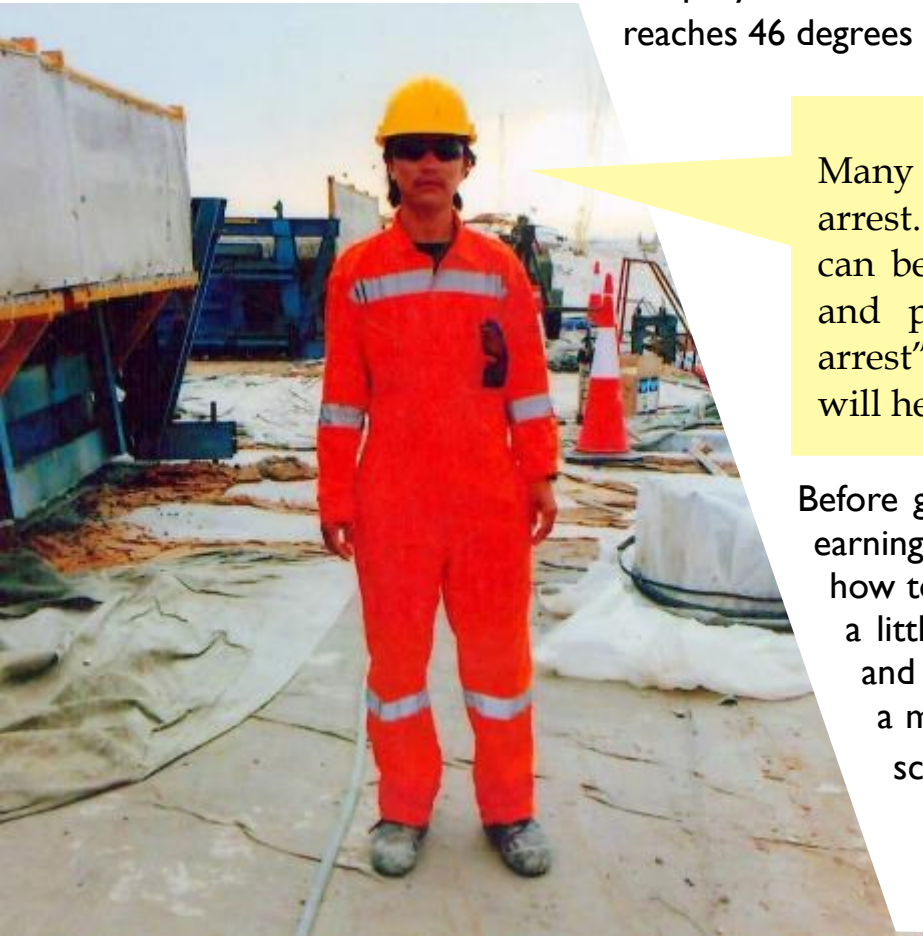
التصديقات  
اعتماد  
سفارة أو قنصلية في الدوحة

اعتماد  
وزارة الشؤون الوطنية والإسكان





It was April 2009, the weather was very hot and the sun was scorching. Dhal couldn't bear the heat anymore. He started to get cramps in his arms. He was very thirsty but there was no drinking water available. He and around 300 other migrant workers took a rest in the company compound. The companies' supervisors however got upset and asked the workers to continue working. The workers ignored the instruction and asked to meet with the company manager, or else they would report it to the safety inspector. One of the managers of Jan De Nul Company came out and talked with the manager of Seashore Company. In the end, they agreed that workers can take a rest when the temperature reaches 46 degrees Celsius.



Many Nepalese migrant workers have died of severe cardiac arrest. Cardiac arrest is the main reported reason for death, and can be caused by three factors: stress, workplace environment and poor alimentation. Many employers reported "cardiac arrest" as cause of death because this kind of fabricated report will help them win in the case of a law suit.

Before going to Qatar, Dhal worked as a labour on a construction site earning NPR 70 a day, for an 8 hour work-day. After a while, he learned how to become a mason. He then worked as a mason for 2 years, with a little more income of about NPR 250 a day. After he was married and had children, he felt that life was getting harder. As his income as a mason was not enough to feed his family and to pay for children's school fee, Dhal decided to go work abroad as a migrant worker.





The first 3 months, he re- months however, the company migrant workers, only QAR to the General Manager. The first test the workers' skills one back to QAR 900. Two months had reached QAR 1.100. Dhal de-bank account. Unfortunately, the ceive the same salary was rejected by the management: accept the sala-

The first 3 months in Qatar were bour Camp in Al Khor. The room was to sleep on the floor. There was no air was very stuffy. At first, they cooked about QAR 300. After a while, the which cost them about QAR 180 a

Dhal had to get up at 04:00 a.m., take the work at 07:00 a.m. They had an hour for working until 07:00 p.m. Since they had to day (generally 12 hours), they received an of the base salary. If they worked on Fridays, allowance of 50% of the base salary. If they to work on Fridays.



ceived a salary of QAR 900. After 3 paid him, as well as 90 other Nepalese 700. The workers complained about this General Manager said that they would by one before they raised the salary later, after the skill test, Dhal's salary posited his salary directly into his request of some other groups to re- and they were given only one option ry of QAR 700 or leave Qatar.

hard. The workers stayed in a La- 10x9 m and 10 to 15 workers had conditioning in the room, so it for themselves, which cost them company installed a canteen, month, but the food was bad.

bus at 05:30 a.m. and start to lunch, and then continued work more than 8 hours a additional allowance of 25% they received an additional were outsourced, they had



Jan De Nul Group is a leading expert in dredging and marine construction activities, as well as in specialized services for the offshore industry of oil, gas and renewable energy. Core marine activities are further enhanced by Jan De Nul Group's in-house civil and environmental capabilities offering clients a complete package solution. The construction of the new locks in the Panama Canal or a new port complex in Western Australia. Jan De Nul Civil Engineering Company started in 1938 in Aalst Belgium. In 1951, De Nul awarded its first dredging project of Circular Canal around Ghent. In 1968, De Nul started its projects abroad; France, Libya, Argentine, Croatia, UAE, Panama and Ras Laffan Port in Qatar.

The situation improved once the Seashore Company obtained a project contract with Jan De Nul. He worked for the Jan De Nul Project for 32 months. First, they built breakwaters and after that man-made islands.



If someone was sick, the company would take him with the company car to the hospital and provided some money for medical treatment. If you could provide a medical certificate to the company, your salary was not reduced.

If you missed a day of work for any other reason however, the company would deduct 2 working days from your salary. One day, Dhal missed the bus to go to work. The company deducted 2 working days from his salary. He told the company that he would not go back to work if the company didn't pay his full salary. Apparently, when the main contractor asked what the reason for the worker's absence was, the subcontractor got scared and paid Dhal his full salary.



Contractor :  
**ALJABER ENGINEERING LLC**  
 P.O. BOX : 22801 Doha - Qatar  
 Tel : (+974) 4446206 - Fax : (+974) 4446361  
 E-mail : jecdoh@qatar.net.qa

المورد الرئيسي :  
**هندسة الجابر م.م**  
 ب. ٢٢٨٠١ الموحدة - قطر  
 ت : (+٩٧٤) ٤٤٤٦٣٦١ فاكس : (+٩٧٤) ٤٤٤٦٢٠٦  
 Web Site : www.aljaberengineering.com

MAIN SUPPLIER:  
**ASWAN TRADING & CONTRACTING CO.**  
 Tel: 4410798 - 4415718 Fax: 4414319  
 P.O.Box: 2603 Doha  
 E-mail: aswantrading@qatar.net.qa

المورد الرئيسي  
**شركة اسوان للتجارة والمقاولات**  
 تليفون : ٤٤١٠٧٩٨ - ٤٤١٥٧١٨ فاكس : ٤٤١٤٣١٩  
 ص ب ٢٦٠٣ الدوحة قطر  
 بريد الكتروني : E-mail: aswantrading@qatar.net.qa

مدينة ميسعبد الصناعية MESAEED INDUSTRIAL CITY	
الاسم : دال سينق ماغار	الجنسية : نيبال
الوظيفة : فني - حلول نظم	رقم الجواز / البطاقة : ٤٢٨٤٤١٣٩٤٤
صلاحية التصريح : ٣١/٠٣/٢٠١٣	ممثل اسم التصاريح : مدينة ميسعبد الصناعية



Employee No 1935  
 Name DHAL SINGH MAGAR  
 Title Helper  
 Company SEASHORE  
 Department Reduction



After having worked for Jan De Nul, Dhal got another job at the Qatar Aluminium Limited – Qatalum Company located in Umm Mesaieed. He moved from one site to another; Al-Wakrah, Mesaieed and Sanaya.

Qatalum is a joint venture between Qatar Petroleum and Hydro Aluminium of Norway and produces 585,000 tons of high-quality primary aluminium products per year, used in a variety of industries including automotive, construction, engineering and in the manufacturing of consumer goods. Qatalum's complex facilities include a carbon plant, port and storage facilities, and a captive power plant. Qatalum has a dynamic and diversified work force, representing over 37 nationalities.

On his day off, Dhal would take the bus to Doha and meet with other Nepali workers. Many of these workers are members of GEFONT Support Group. He himself already joined CUPPEC-GEFONT in 2002, before he left Nepal. One day in 2012, the police took him to the police station and interrogated him. Having felt unsafe ever since, he decided to return to Nepal in December 2012. He now works as a member of the GEFONT Migrant Committee in Kathmandu. Sometimes, he returns to Qatar, not as mason but as a unionist.



“My name is Jit Bahadur Lungeli from Sindhuli.  
I’m married and have 4 children, 1 son and 3 daughters.  
Now, I lost my only son and still I can’t pay back my debt.”

# Jit Bahadur Lungeli





I arrived at the airport of Qatar on February 18<sup>th</sup> 2007. After waiting for 11 hours, someone finally picked me up from the airport. They brought me to a company named REDCO Construction—ALMANA. The company took away my passport and other documents. The employer asked me to sign another contract. I asked him what was written in the contract as it was in Arabic. He got angry and banged on the table with a hammer while he shouted that we had to sign the contract. I didn't have any other option, so I blindly signed the contract.

We were told that we'd get QAR 650 but we were paid only QAR 350. I had doubts about the pay slip so I went to head office and said I wanted to see my pay slip. At first they refused, but later they showed us the original document. We were surprised that the pay slip the contractor showed us was fake. Many workers are tricked by the employer and subcontractor. Nepali workers get QAR 650 while Indian workers get QAR 900 for the same position. We negotiated and the employer agreed to give us QAR 550.

I worked as a mason in the Unnasathi Villa project. This housing compound included 59 villas, a swimming pool, a club house and other additional utilities, along with landscaping for the entire site and green areas around the villas. After the project Unnansathi Villa was finished, we were transferred to the next workplace at Viva Bahriya II. The project is located at a prestigious site of The Pearl Qatar. Both towers comprise 19 storeys with 2 basements for parking.

There are 12,000 to 15,000 workers working at the company. Many workers are Indian, Egyptian, Filipino, Burmese, Vietnamese and around 1,600 are Nepalese. Nepali workers are the cheapest ones. The shelter given to us in the labour camp was very crowded as 12 people were staying in a room for 4 people. There was no food available and the cooking facilities were very poor.





राहदानी नम्बर / PASSPORT NO.

2720216

वाहकको नाम / Full Name

MR. JIT BAHADUR LUNGELI

ठेगाना / Address

Dudbhanjyang - 07, Sindhuli

जन्मस्थान / Place of Birth

Sindhuli

लिंग / Sex

M.

पेशा / Profession

Farming

जन्ममिति / Date of Birth

1962.12.30

जारी स्थान / Place of Issue

Sindhuli

वहाल रहने मिति / Valid Until

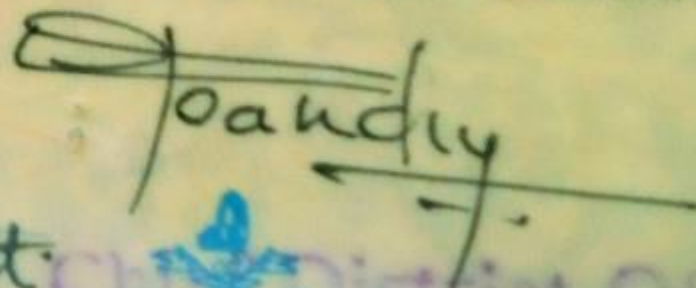
24.10.2015

जारी मिति / Date of Issue

25.10.2005

श्री ५ को सरकारको नाममा जारी गरिएको  
Issued under the seal of His Majesty's Government of Nepal

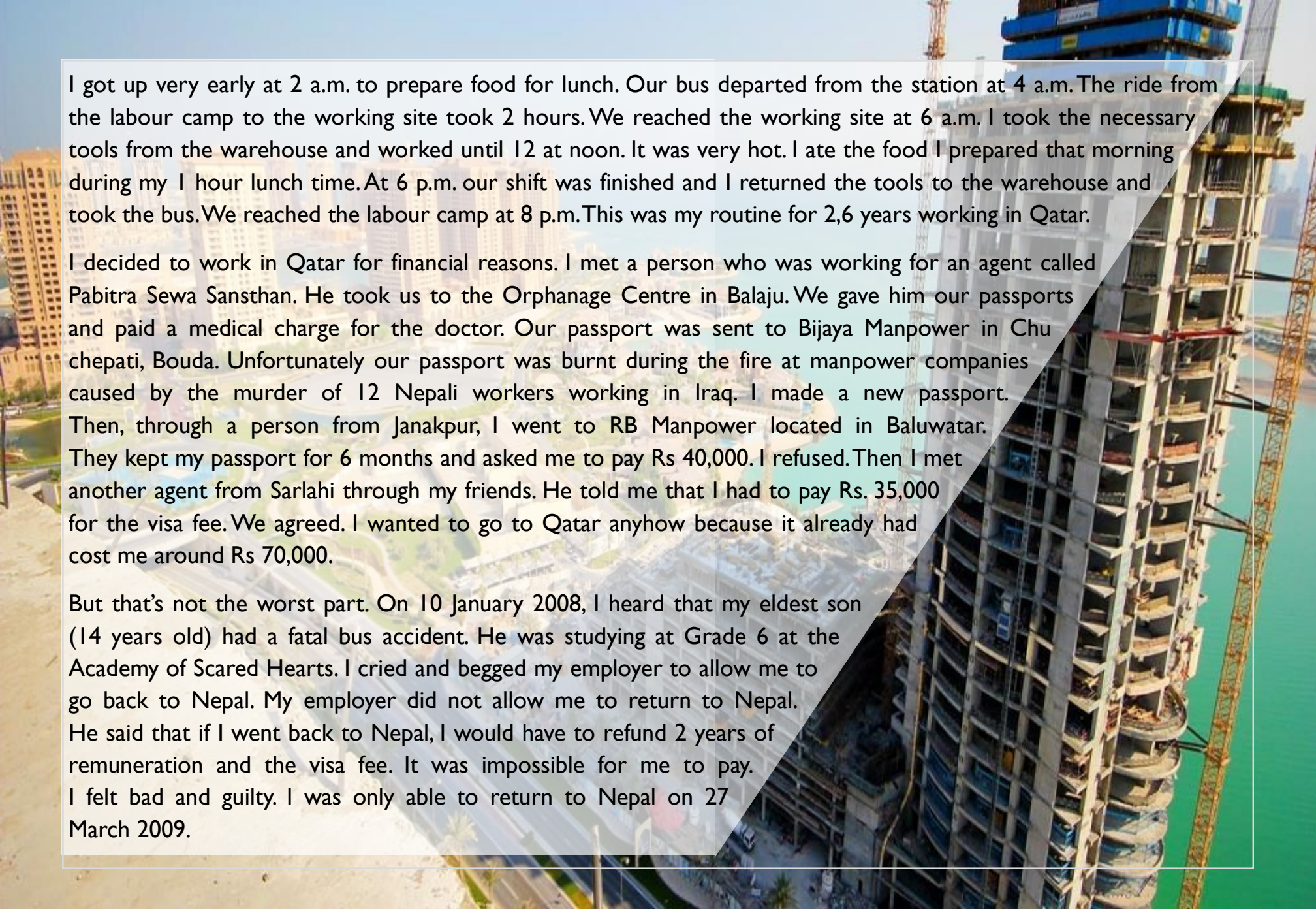
SEAL

  
J. Pandey

Assist.

आशि गन विभाग / Issuing Authority  
परराष्ट्र विभाग / Ministry of Foreign Affairs





I got up very early at 2 a.m. to prepare food for lunch. Our bus departed from the station at 4 a.m. The ride from the labour camp to the working site took 2 hours. We reached the working site at 6 a.m. I took the necessary tools from the warehouse and worked until 12 at noon. It was very hot. I ate the food I prepared that morning during my 1 hour lunch time. At 6 p.m. our shift was finished and I returned the tools to the warehouse and took the bus. We reached the labour camp at 8 p.m. This was my routine for 2,6 years working in Qatar.

I decided to work in Qatar for financial reasons. I met a person who was working for an agent called Pabitra Sewa Sansthan. He took us to the Orphanage Centre in Balaju. We gave him our passports and paid a medical charge for the doctor. Our passport was sent to Bijaya Manpower in Chuchepati, Bouda. Unfortunately our passport was burnt during the fire at manpower companies caused by the murder of 12 Nepali workers working in Iraq. I made a new passport. Then, through a person from Janakpur, I went to RB Manpower located in Baluwatar. They kept my passport for 6 months and asked me to pay Rs 40,000. I refused. Then I met another agent from Sarlahi through my friends. He told me that I had to pay Rs. 35,000 for the visa fee. We agreed. I wanted to go to Qatar anyhow because it already had cost me around Rs 70,000.

But that's not the worst part. On 10 January 2008, I heard that my eldest son (14 years old) had a fatal bus accident. He was studying at Grade 6 at the Academy of Scared Hearts. I cried and begged my employer to allow me to go back to Nepal. My employer did not allow me to return to Nepal. He said that if I went back to Nepal, I would have to refund 2 years of remuneration and the visa fee. It was impossible for me to pay. I felt bad and guilty. I was only able to return to Nepal on 27 March 2009.





**Bal Krishna Gautam**

**“ I was painting in pain ”**



27352418204

Entry Purpose WORK

Expiry Date

2014-01-29

Document No.

3630210

Name : BAL KRISHNA GAUTAM

الإسم :

الكفيل: تلوين سنتر

صباغ

الوظيفة:

لا يوجد

التقائمة لاجية اذا تجاوز حاملها أكثر من ستة اشهر خارج البلاد  
RETURNING RESIDENTS MUST HAVE A VALID PASSPORT. RESIDENCE PERMITS WITHIN

V<QATGAUTAM  
3630210

After his agriculture shop went bankrupt, indebted Bal Krishna Gautam worked for 10 years as a painter in Nepal. Although his previous medical tests said that he was unfit for work in Malaysia, he was able to get a permit to work in Qatar through the Manpower agency named Job P\*\*\*\*\*t Services Pvt Ltd. This agency supplied professional, skilled, semi-skilled and unskilled workers from Nepal to clients in 18 countries from Malaysia to USA, and from Europe to Qatar. 15 companies in Qatar hire migrant workers from this agency.



Bal said that 'one of the biggest problems for the workers was that we had to hold the need to urinate due to harsh working hours and lack of toilets. We had to drink a lot because it's is very hot, but at the other side we couldn't urinate. I think this is the reason why many workers suffered from kidney problems.

He left for Qatar on January 29<sup>th</sup> 2013 and worked in the Talween Centre located in Doha. This company is the sole distributor of Al-Jazeera Paints which is the leading paint manufacturer in the Gulf countries. The employer kept his passport and replaced it with a Qatari ID. The employer tried to reduce his salary from 1.100 to 1.000 Qatari Riyal and didn't pay any overtime although it was clearly stipulated in the job contract. Every time his employer was angry, he postponed the payment of the workers' salary.



TALWEEN تلوين سنتر is a reputable Trading Company in Doha, Qatar specifically dealing with Arts and Designs and fully concentrates on Decorative paints. It was set up aiming to target the quality niche Market in the State of Qatar. They are the sole distributor of Al Jazeera Paints which is the leading paint manufacturer in Gulf countries. Al-Jazeera Paints Company was established in 1979 Riyadh, the capital of the Kingdom of Saudi Arabia. The company's capacity to manufacture high quality paints is 320 thousand tons annually. Al-Jazeera Paints invest in its human resources and employs qualified and experienced staff. They strive to be a leading and competitive paint company in the Kingdom of Saudi Arabia, the Gulf region and the Middle East and Africa.



دهانات الجزيرة  
**AL-JAZEERA PAINTS**

As a Nepali migrant worker, I also feel discriminated compared to migrant workers from other countries. For example, in the labour camp, I stayed in a room with 5 other workers. One time, I had an accident at work which caused a fracture in my hand. I went to the doctor, but the doctor didn't write in the medical record that I needed to take a rest so my hand could heal, so the company asked me to keep working. *'My hand was very painful but I had to keep painting'* said Bal Krishna.

After working for 2 years, I decided to go back to Nepal on April 11<sup>th</sup> 2015. I had worked long enough in Qatar. I felt so sad, not only for myself but for my Nepali friends suffering in Qatar.







Ref : HE-QTR/EMPI/  
Date : 01/12/14



### EMPLOYMENT CONTRACT

This employment contract is entered upon on this 201 and for a period of one year between **HEBRON ENGINEERING COMPANY, W.L.L., Doha-State of Qatar**, hereinafter called the Employer

Mr. Yesuraj Ambrose And Indian National  
holding Indian Passport No: L3897515, hereinafter called the Employee.

The Employee hereby agrees to work anywhere in the organization required in connection with the work as the Employer may designate.

The Employee hereby agrees to work for the Employer as stated below category or similar or any other related job as required, by the EMPLOYER, provided the other job is comparable with the Employee's qualification and experience.

- Category : Mason
- Basic Salary : 1100 + food
- Over Time Duty: As per time sheet any additional working hours exceeding 8 be calculate as over time duty (As per Qatar Labor Law).
- Food or Allowance, Transportation & Accommodation (Bachelors') will be provided by the Employer.
- Duty Hours : 8Hours/Day, 48 Hours/Week.
- Contract period : One (1) year only.
- Vacation: On completion of 12 Gregorian months with ticket.
- Emergency or earlier vacation not permitted unless in case of Health/Medical certificate.
- Medical (GP only) & Insurance will be provided by the company as per Qatar Labor Law.
- The employee will be on a probation period of three (3) months from the date of start of Job. During the probation period their performance will be evaluated. If found unsatisfactory or not found suitable for his work, he will be repatriated at their end of probation period and only with the consent of the employer.
- The employee should not involve any other business in competition to the existing business of the company directly or indirectly. If found the contract will terminate and repatriated at their own cost but the employee has the right to retain the compensation their all the loss incurred him.
- In case the employee want to break the contract within 6 months the company will be liable to pay the compensation their all the loss incurred him.
- When the joining time, employee must be put forward attested original certificates to the Engineering Company to complete the government formalities.
- Labor/workmen law of Qatar will prevail in areas not specified above.

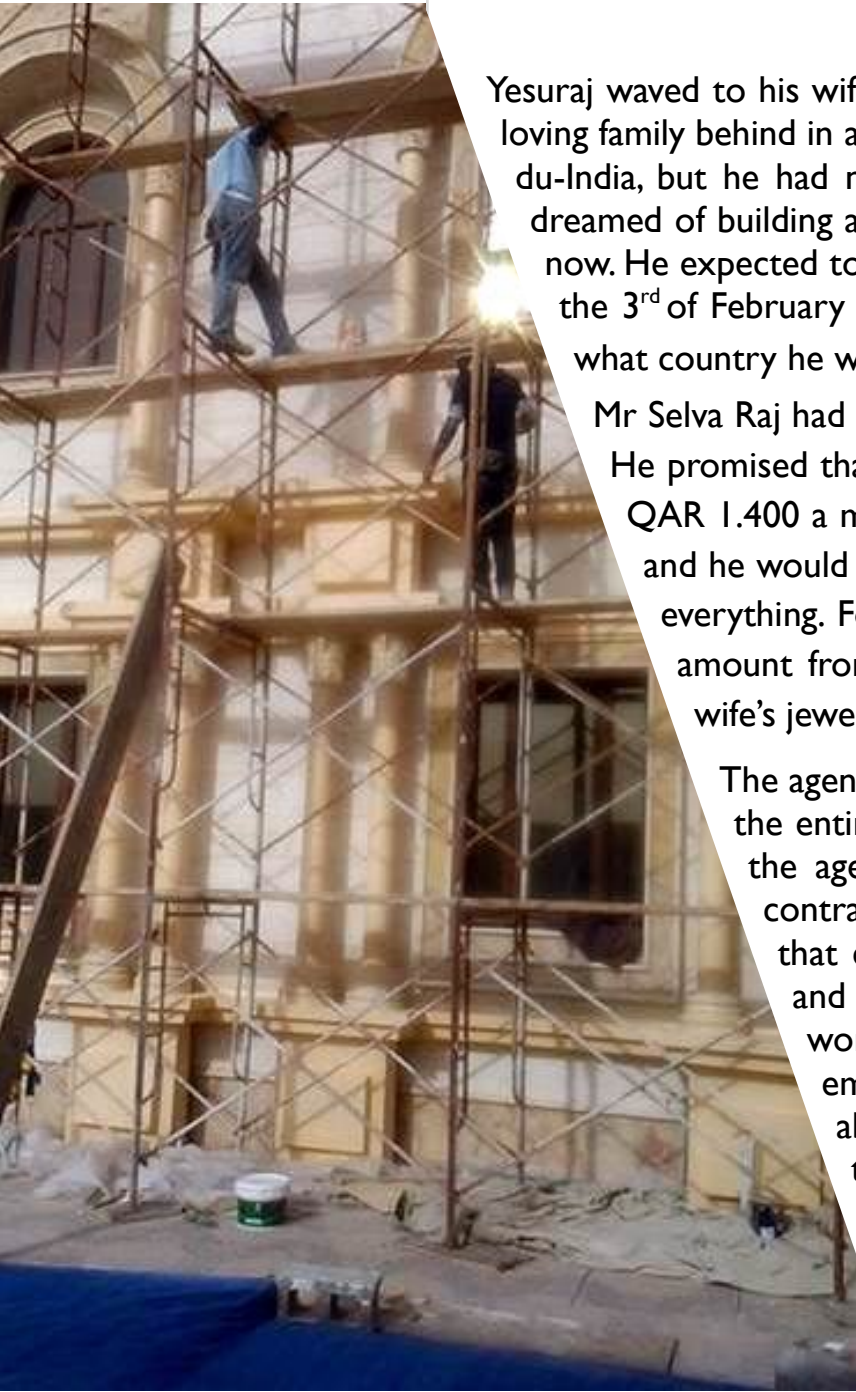
Signature of Acceptance

Praveen Joy  
(General Manager)

Name: Yesuraj Ambrose  
(Signature of the Employee)

*"This is my employment contract.  
They gave it to me one hour before my flight departed"*  
**Yesuraj Ambrose**





Yesuraj waved to his wife and 2 daughters, 16 and 18 years old. He was very sad to leave his loving family behind in a beautiful village of Bilavakkal in the Kanyakumari district of Tamil Nadu-India, but he had no other option. His 2 daughters needed money for school and he dreamed of building a house made of cement and bricks, not a thatched house like he had now. He expected to get a better job and better income when working abroad. He left on the 3<sup>rd</sup> of February 2014, but actually he didn't know what kind of job he would get and what country he would go to until 1 hour before his departure.

Mr Selva Raj had an agent named Meeha Travel, located in nearby town of Marthandam. He promised that he could help Yesuraj to get a job in Qatar and that he would earn QAR 1.400 a month. Food and accommodation would be provided by the employer and he would get 1 day off every week. It took only 3 days for the agent to arrange everything. For all that, Yesuraj had to pay INR 90,000. He borrowed half of the amount from relatives and the rest from the Bank at an interest, and kept his wife's jewellery as a security.

The agent accompanied Yesuraj to the Trivandrum airport. He was silent during the entire trip to the airport. Only 1 hour before Yesuraj departed to Qatar, the agent handed Yesuraj his passport, visa, plane ticket and employment contract. He said that someone would pick him up at the Doha Airport and that everything had been arranged accordingly. Yesuraj tried to stay calm and thought of his friends from the Kanyakumari district who were also working in Qatar for the same reasons: poverty and irregular employment. Therefore, he thought that he should not worry a lot about his job in Qatar. However, when he read the documents, he saw that his Visa was valid for only one year and that it was a 'Work Visa'. He was also surprised to see that his base salary would be QAR 1.100, much lower than the agent promised (QAR 1.400). But it was too little, too late.

Yesuraj worked as a mason in Hebron Engineering. Although the employment contract stipulated he had to work 8 hours a day or 48 hours a week, in reality he worked 12 to 15 hours a day. The extra hours were not paid, although the employment contract said so. Moreover, his employment contract was only for 1 year, while the agent promised a 2 year contract. He thought to himself, 'How will I pay my loan...?' All those problems and hard working conditions made him sick. He could not go to work for a day, and his salary was reduced. Yesuraj went back to India after having worked 9 months in Qatar.

STATE OF QATAR  
MINISTRY OF INTERIOR  
General Directorate of Border  
Passports and Expatriates Affairs

دولة قطر  
وزارة الداخلية  
الإدارة العامة لجوازات السفر وشؤون المواطنين

Visa Number : 212014009134 Application Number: V1201409559  
Date of Issue: 2014-01-22 Visa Validity : 2014-04-22  
Description of Visa owner : Passport Holder Visa Type: WORK BUSINESS VISA  
Purpose of Visa : WORK Duration of Residence: 1 MONTH  
Name : YESURAJ AMBROSE Gender : Male  
Nationality : INDIA Passport Validity: 2023-07-16  
Passport Number / Type : L2897815 NORMAL Date of Birth: 1970-08-25  
Place of Birth : قاتر  
Profession : BUSINESS MAN  
Sponsor Name: HEBRON ENGINEERING



Business Hrs : 8.00am-5.00pm  
Email : info@hebronengineering.com  
Website : www.hebronengineering.com  
Categories :  
◆ Contractors - General  
◆ Engineering Services  
◆ Facilities Management  
◆ Inspection Services  
◆ Maintenance - General  
◆ Manpower Suppliers ( Refer Also Recruitment Consultants )  
◆ Trading Companies

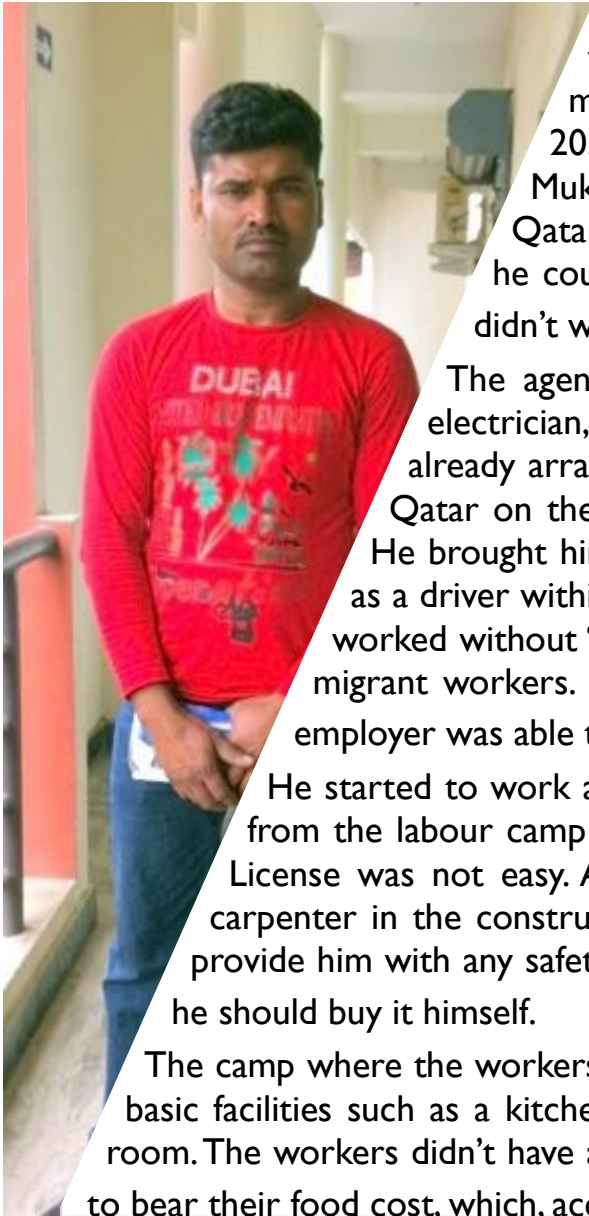
Hebron Engineering is a professionally managed organisation that has vast experience in dealing with all kinds of technical and project supports. Outsourcing of technical supports has become normal routine among companies nowadays. With ever increasing business demands it becomes more and more difficult for companies to get into the details or screen hundreds of applicants and select the best out of them. They prefer to concentrate on the business and stay away from this messy and time-consuming process. Now this is where Hebron Engineering comes into the picture. We have a team of trained experts that strictly focuses on the employee selection procedure.



**“I came to Qatar legally,  
but now I don’t have the necessary permit to leave...”**



**Subramanian Velu**



Subramanian Velu lives in the Sivagangai district of India. His wife Selvi is a housewife and he has two daughters: Akshaya (2 year) and Shalini Priya (1 year). His mother also lives in his house. As a lorry driver, he earns very little: around INR 20.000 a month. He dreamt of a better job and a better income for his family. Mukesh from the neighbouring village came to him and promised to look for a job in Qatar as a driver. He promised to help him to get an International Driving Licence so he could be a driver in any Arab country with an income of INR 50.000 a month. He didn't want to miss this opportunity. He borrowed money and paid Mukesh INR 100.000.

The agent gave him a passport, plane tickets and a visa, which turn out to be for an electrician, not a driver. He said not to worry about the visa because his agent in Qatar already arranged that the employment contract would be for a job as a driver. He arrived in Qatar on the 10<sup>th</sup> of June 2014 and was picked up by the agent in Qatar named Mr Sarath. He brought him to his house and told him that he would receive a new employment contract as a driver within the next 3 months. He took Subramanian's passport. From that moment on, he worked without 'Akkama', a local ID Card for migrant workers which can be considered as illegal migrant workers. However, when he was caught by the police because he had no ID Card, the employer was able to release him from police detention.

He started to work as a driver for Beacon Décor and Light LLC project. He drove a bus of workers from the labour camp to a work site, back and forth. He learned that getting an International Driving License was not easy. After 3 months of working as a driver, the company asked him to work as a carpenter in the construction site of Beacon Project. While working as a carpenter, the company didn't provide him with any safety equipment. The employer told them that if a worker wanted safety equipment, he should buy it himself.

The camp where the workers stayed had very poor accommodation, which is no way of living. There were no basic facilities such as a kitchen where they could cook and eat. There was no fan or air conditioning in the room. The workers didn't have a cot or sheets to sleep. Sometimes the electricity was cut off. The migrants had to bear their food cost, which, according to a local agent, can cost up to QAR 1.500.





From July to September 2014, he was paid QAR 900 cash a month. From October 2014 to February 2015, he received no pay. This wasn't what the agent in India promised (QAR 1.500 a month). So, after 9 months of work, he could only sent INR 46.000 to his family in India, which was used for his daughter's medical expenses and the family's daily living expenses.

Unable to bear the exploitation, the construction workers brought these issues to the attention of the Manager, Mr. Paisel Thastheek, who did not want to hear the workers' grievances. He even asked some workers to threaten these workers with a knife. The workers went to the computer centre and prepared a petition in Arabic, which they sent to court, but the sponsor refused to go to court. As a second attempt, along with 3 other migrant workers from India, they walked for 4 hours to file a complaint at the Indian Embassy. The embassy asked them if they wanted to go work elsewhere. They feared for security in Qatar as they didn't have an ID Card. One day, the sponsor asked him to sign a letter in Arabic saying that they would pay him his full salary and buy him a plane ticket to go back to India. Apparently, this was not true. Meanwhile, his wife called him asking him to return to India because his daughter was ill. After waiting in vain for 2 months, Subramanian decided return to India by himself. As he decided to return to India without an exit permit from the sponsor, he had to pay a fine of QAR 1.540, which his friends helped him pay. NDWM India contacted Labour Watch for his safe repatriation.

Later on, he learned that he was not the only one who didn't receive his salary. His friend Sundrapandian also didn't receive his salary for 3 months, while Gunasekaran and Prabhakaran didn't receive their salary for 2 months. Worse, he was also not the only worker who paid INR 100,000 to Mr. S\*\*\*\*h, the safety officer of Group 3 in Qatar, 3 other friends did the same. Sundrapandiyan paid INR 80,000 to Mr S\*\*\*\*h, while Gunasekar and Prabhakaran Paid INR 60.000 each to one of the officers at the Beacon project to get the job.

Gokul Bhandari, 46 years, from Udaypur — Nepal, lives in the Lalitpur district with his family. There are five members in his family including his father, mother, wife and a son. His family is fully dependent on him. While he was in Nepal, he used to paint houses and earned Rs. 15,000/ month. He decided to go abroad to earn more. He chose Qatar because one of his relatives said that he could help him with the visa. He was happy to go abroad. After he got the visa, he went to Qatar in 2009.

In Qatar, he worked at a marble fitting company named Bramco Co. He received 600 real instead of 800 real, as stipulated in the employment contract. He brought this problem to the attention of the manager. The manager told him that his salary would increase after 3 months. After 3 months, he kept on receiving the same salary. He talked about it to the manager again, but manager just ignored him. After 18 months, it was even getting worse. He wasn't allowed to work overtime and his salary was not paid on time. The manager told him that the company would keep 1 month of his salary as a guarantee. After 24 months, 4 months of salary were pending, not only for him but also for 305 other workers.

Gokul and some other workers were ready to take a risk. They all went to the office and asked the manager to pay their pending salary within 15 days, or else... 15 days passed and still the company hadn't paid the salary. Another negotiation with the manager took place without any result. After that, Gokul and the other workers discussed among themselves and considered whether to keep on negotiating with the management, close the company or go to court. Finally, they decided to go for the option to close the company. So they closed the company for 3 days. The manager asked to renegotiate and agreed to pay the pending salary within 15 days. Alas, after 15 days the company still hadn't paid the pending salary.





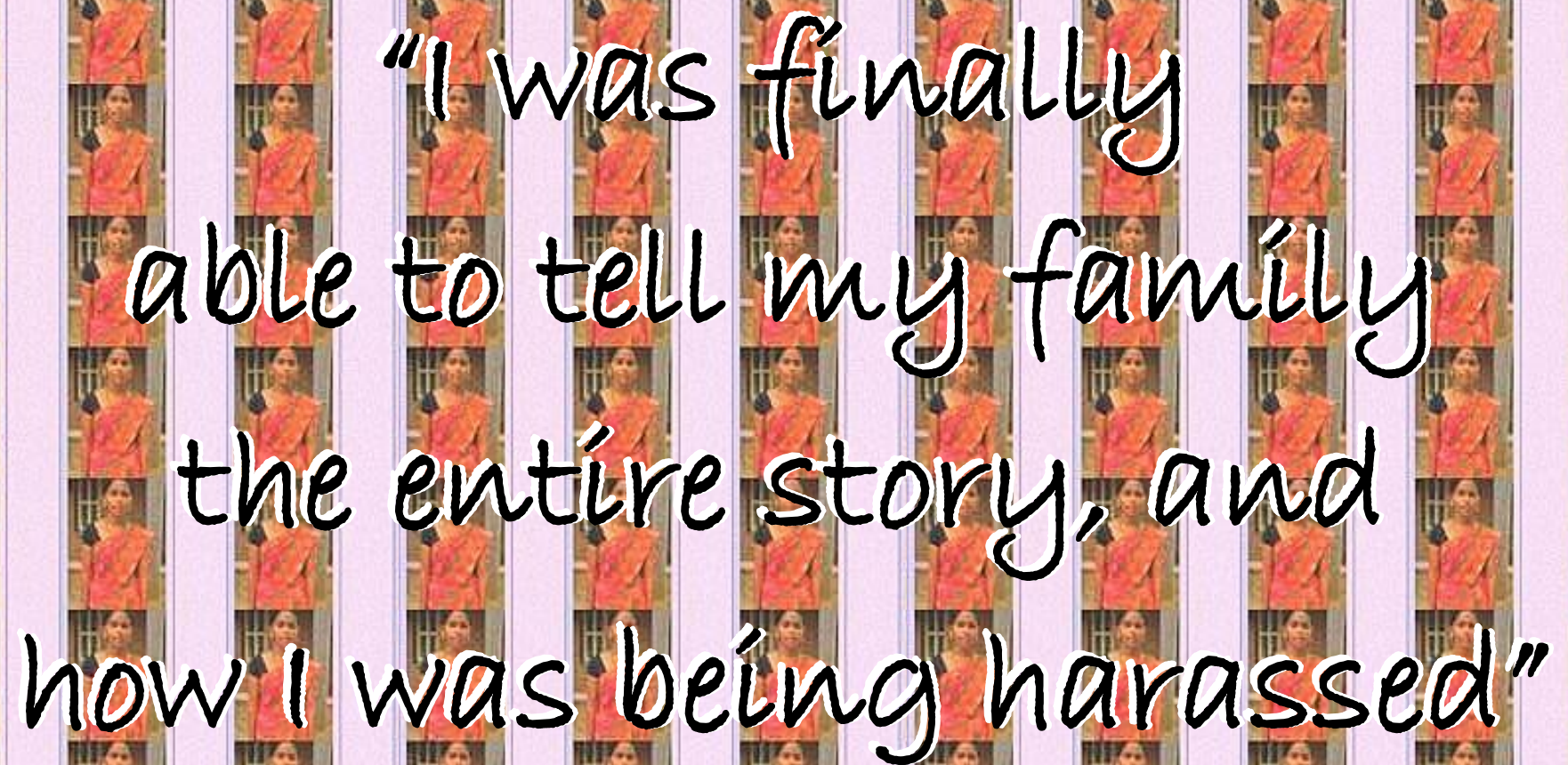


Bramco is one of the largest and most professionally known Mining, Earth Moving and Marble Supply Company. Established in 1977, with headquarters in Bahrain, Bramco operates throughout the region and has a list of prestigious projects in Oman, UAE, Qatar and India. With an annual turnover of approximately USD 150 million and close to 1.200 employees in Bahrain alone, Bramco can manage large projects.

Then they decided to go for the second option : going to court. For up to 45 days, the court kept on postponing the case and didn't take any action against the company. After consulting with the lawyer, he advised the workers to contact the Human Rights Organisation. They helped them to present their case to the high court. With the help of this organisation, they received the 4 months of pending salary. The workers are very grateful for the organisation's help to solve their problem and are proud of themselves that they fought against this injustice.

All this strength and courage came from my union CUPPEC and GEFONT Nepal, where I was a member when I was working in Nepal. I returned to Nepal in 2011 after having received the 4 months of pending salary. Now I work as a house painter in Nepal again and this is more comfortable for me than working in Qatar. I can spend time with my family after work. That's more valuable than any other thing in the world.





"I was finally  
able to tell my family  
the entire story, and  
how I was being harassed"

**Lakshmi**

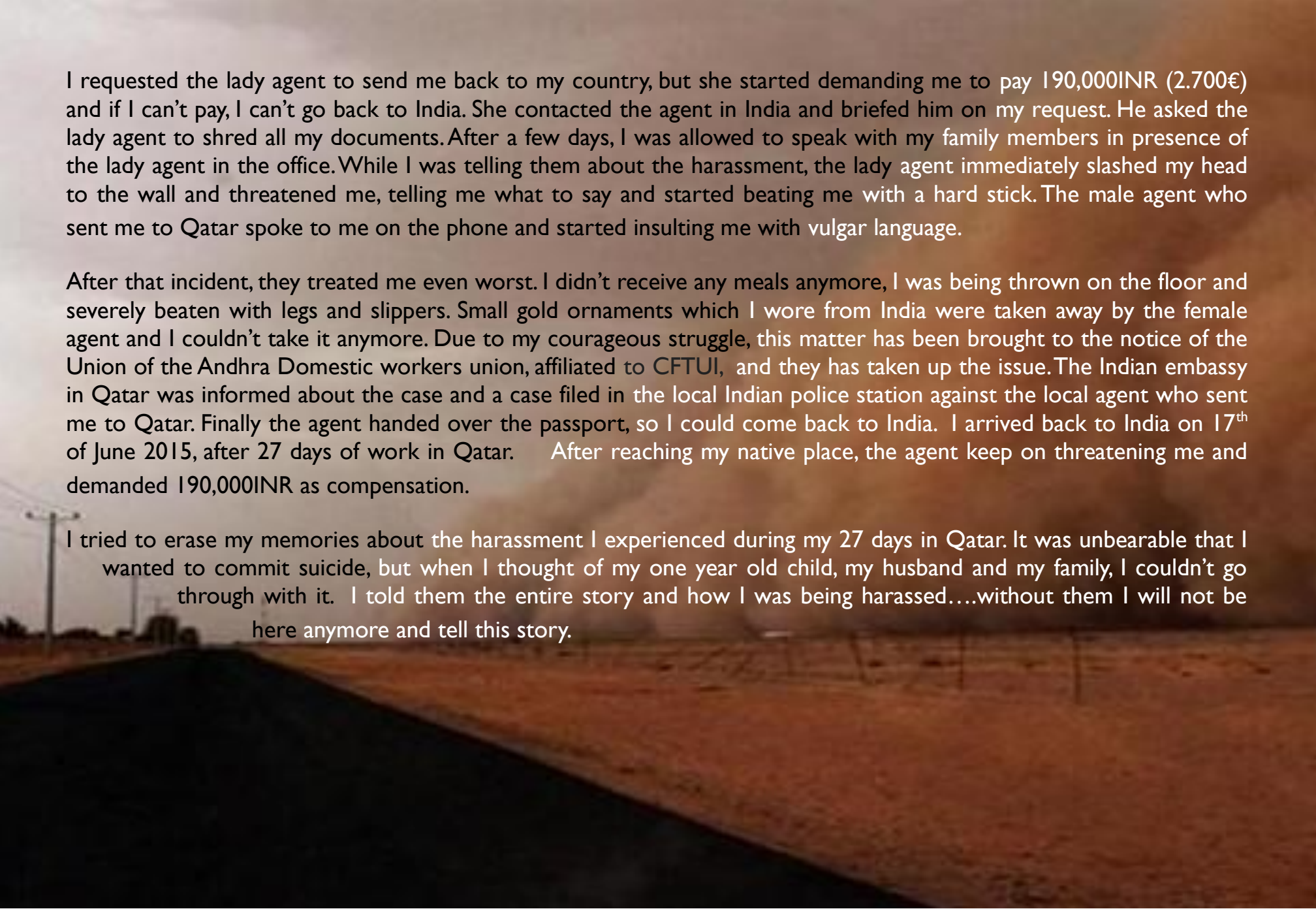




My name is Lakshmi. I was promised by an agent to send me to Qatar and work as Domestic worker with the salary of 12.000 INR (170€) per month. They took my identity card (Aadar card) to change my date of birth, masking my age of 24 to 27. The Agent told me that his own sister works as a recruitment agent in Qatar and that his sister will come to the airport to pick me. He advised me to say before the immigration authorities that I am visiting Qatar to see my Aunt and will come back within a month. I arrived in Qatar on May 2015, but instead of a women, a man approached me, identified me and took me to the recruitment office.

I was taken to the home of a family who asked me to work there as a maid. Four male maintenance workers were also living there. After three days, they all started abusing, beating and locking me in a bath room for many hours. They took away my documents, including my contact list of phone numbers. The male workers used to encourage a 12 year old boy to push me from the stairs, beat me, pull my hair, and started harassing me to satisfy them sexually.

I told them that I will meet and report those harassments to the lady employer, but they never allowed me to see her. At last, I was able to meet the lady agent, Mrs Kri\*\*na V\*\*, and told her about the sexual harassment, abusing, beating and other things happening to me at the workplace. She very shockingly replied: "What is wrong in sexually satisfying your male co-workers and the employer, feel that they are your husbands". She did not help me and the harassment continued, which became unbearable.

The background of the text is a photograph of a desert landscape. In the foreground, there is a dark, paved road that curves slightly to the left. To the right of the road is a sandy area with a simple wire fence. In the distance, there are some low-lying hills or mountains under a hazy, orange-tinted sky, suggesting a sunset or sunrise. A few utility poles are visible on the left side of the road.

I requested the lady agent to send me back to my country, but she started demanding me to pay 190,000INR (2.700€) and if I can't pay, I can't go back to India. She contacted the agent in India and briefed him on my request. He asked the lady agent to shred all my documents. After a few days, I was allowed to speak with my family members in presence of the lady agent in the office. While I was telling them about the harassment, the lady agent immediately slashed my head to the wall and threatened me, telling me what to say and started beating me with a hard stick. The male agent who sent me to Qatar spoke to me on the phone and started insulting me with vulgar language.

After that incident, they treated me even worst. I didn't receive any meals anymore, I was being thrown on the floor and severely beaten with legs and slippers. Small gold ornaments which I wore from India were taken away by the female agent and I couldn't take it anymore. Due to my courageous struggle, this matter has been brought to the notice of the Union of the Andhra Domestic workers union, affiliated to CFTUI, and they have taken up the issue. The Indian embassy in Qatar was informed about the case and a case filed in the local Indian police station against the local agent who sent me to Qatar. Finally the agent handed over the passport, so I could come back to India. I arrived back to India on 17<sup>th</sup> of June 2015, after 27 days of work in Qatar. After reaching my native place, the agent kept on threatening me and demanded 190,000INR as compensation.

I tried to erase my memories about the harassment I experienced during my 27 days in Qatar. It was unbearable that I wanted to commit suicide, but when I thought of my one year old child, my husband and my family, I couldn't go through with it. I told them the entire story and how I was being harassed....without them I will not be here anymore and tell this story.



Qatar is one of the richest countries in the world, with an income per capita of 88.000 USD and an economic growth of 16% in 2010. Qatar has the highest ratio of migrants to citizens worldwide: 1,2 million of its 1,7 million residents are migrants. Migrant workers predominantly come from India (500.000), Nepal (350.000), Bangladesh and Sri Lanka for the construction sector (44%), and from the Philippines (160.000) for domestic work.

On December 2, 2010, Qatar won its bid to host the World Cup 2022. Qatar soon will start building 12 stadiums, a new airport, public transport infrastructure, new roads, new hotels, shopping malls and the longest bridge to Bahrain. Over a million additional migrant workers may be needed to carry out the World Cup related construction.

Often the migrant workers have to work on construction sites in temperatures soaring over 40° C, in dangerous conditions with no measures or facilities for occupational health and safety. Food is basic and the accommodation is squalid and disgraceful as they are being squeezed in overcrowded barrack-style compounds.

Nepali construction workers have the highest death rate in Qatar. Most workers keep up with the harsh working and living conditions because they hope to send some of what they earn to support their families at home. Although the Nepali Government signed a Bilateral Labour Agreement on 21 April 2005 with the Qatari Government but it doesn't have any impact on the protection of the Nepali Migrant Workers. Restrictions such as freedom of association for migrant workers and the right to exercise union's rights make the situation for migrant workers worse.





According to the ITUC, more than 4.000 migrant workers will die in Qatar before the World Cup 2022 starts in Qatar. Considering the horrible impact of the World Cup 2022 in Qatar on migrant workers, many civil society organisations and trade unions have taken initiatives to improve the situation. ACV BIE, a Trade Union Federation of Building, Industry and Energy in Belgium and WSM (World Solidarity Movement) took the initiative to work together on a project which will be in synergy with the BWI (Building and Wood Workers International) campaign “Without us, No World Cup in Qatar 2022”.



As there is no freedom of association for independent Civil Society Organisations and Trade unions. In Qatar, we are working from the sending country of migrant workers of India and Nepal, coordinated by the WSM Sub-regional Coordinator based in Indonesia.

WSM partner organisations participating in the project are:



1. **NDWM** (National Domestic Workers Movement) of Tamil Nadu, India
2. **GEFONT & CUPPEC** (Construction Federation of GEFONT), Nepal
3. **NTUC & CAWUN** (Construction Federation of NTUC), Nepal
4. **CFTUI** (Confederation of Free Trade Union of India), India



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*"All testimonies were collected by WSM partner organizations with permission of the people who testified for publication, hoping that other people can learn from their experiences"*

