

## **Annex: Recommendations for Saudi Arabia's authorities to meet FIFA's host country requirements**

### **HUMAN RIGHTS LAWS AND STANDARDS**

- Ratify without reservation outstanding international human rights treaties including the ICCPR and its Optional Protocols, the ICESCR and its Optional Protocol and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
- Ratify ILO Conventions 87 and 98 related to freedom of association and collective bargaining, and Conventions 155 and 187 related to health and safety.
- Withdraw reservations that are incompatible with the object and purpose of ratified treaties, including reservations on the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Racial Discrimination and the Convention on the Elimination of All Forms of Discrimination against Women.
- Develop national due diligence legislation in line with international business and human rights standards to ensure that all companies are required to assess and address human rights risks across the full value chain.

### **LABOUR RIGHTS**

- Reform labour laws and policy to ensure compliance with international human rights law and standards, in partnership with the ILO and the global unions.
- Introduce legislation to fully abolish the kafala system by:
  - i) Removing all requirements for foreign nationals to obtain the permission of their current employer before moving jobs.
  - ii) Removing all requirements for foreign nationals to notify or obtain the permission of their current employer and the government in order to leave the country.
  - iii) Decriminalising “absconding” and refraining from detaining migrant workers for having “run away” and, in the meantime, penalising employers who file such cases as a retaliatory measure.
  - iv) Taking steps to further reduce migrant workers' dependence on their employers, including for their entry into, exit from and their legal presence in the country.
    - Ensure both Saudi and foreign nationals in all occupations are covered by a non-discriminatory national minimum wage that guarantees a living wage and is periodically reviewed.
    - Ensure that wage protection measures in place are fully enforced to prevent widespread wage delays. Remove the severe restrictions in the Expatriate Worker Wage Insurance Service that hinder wage theft victims from being eligible for and accessing their contractually owed dues in full.
    - Investigate and prosecute companies that violate the law requiring employers to cover all costs associated with a migrant workers' recruitment and put in place reimbursement mechanisms for workers who have paid recruitment fees.
    - Remove restrictions on freedom of association and collective bargaining, and respect the right of all workers, including foreign nationals, to form and join trade unions.

- Put in place comprehensive measures to protect migrant workers' health and safety, including in their accommodation and workplace, and ensure that they can access health care without discrimination.
- Ensure appropriate and evidence-based heat protection for outdoor workers, including by enforcing guidelines that impose work stoppages during extreme heat conditions as determined by the Wet Bulb Global Temperature index instead of calendar-based midday work bans. Ensure additional protections including access to cold water, shaded rest areas and proper personal protective equipment (PPE).
- Ensure there are sufficient and well-trained labour inspectors, at least in line with ILO benchmarks.
- Conduct regular and unannounced inspections of World Cup-related worksites and labour accommodation to ensure they are in line with national and international law and standards.
- Publish extensive, disaggregated data related to the deaths of migrant workers, and commit to properly investigating underlying causes of migrant workers' deaths with a view to strengthening health and safety protections. Such data should be disaggregated by race, ethnicity, national origin, gender and other characteristics to ensure compliance with international obligations under ICERD. Ensure that all deaths, regardless of time, place and cause, are adequately compensated such as via life insurance schemes.
- Provide effective grievance mechanisms to ensure remedy is provided to all migrant workers who are subjected to labour abuse and exploitation while working on projects related to the World Cup.
- Take comprehensive measures to address systemic racism and racial and intersectional discrimination embedded in migration policies and prevent racial discrimination against migrant workers.

## HOUSING AND LAND

- Conduct and publish independent assessments on the site of each proposed World Cup stadium and related infrastructure and guarantee that these developments do not infringe the right to adequate housing of local populations.
- End the use of forced evictions and practices of intimidation and violence against local populations including for people inhabiting sites intended for World Cup-connected development.
- Ensure that any evictions, and compensation and resettlement measures, comply with international human rights law and standards, including the UN Basic Principles and Guidelines on Development-Based Evictions and Displacement. This should include those forcibly displaced from the site of NEOM.

## FREEDOM OF EXPRESSION, ASSOCIATION AND ASSEMBLY

- Reform national legislation to expressly guarantee the right to freedom of expression, association and peaceful assembly, in line with international human rights law.
- Amend or repeal legislation that is used to restrict freedom of expression, including the Law of Combating Crimes of Terrorism and its Financing, Anti-Cybercrime Law, Anti-Harassment Law and Law of Protection from Abuse. Amend the draft penal code to bring it into line with international law.

- Permit the establishment and operation of independent Saudi Arabian media, civil society organisations and human rights monitors, and grant access to World Cup construction and development sites.
- Refrain from harassing, prosecuting and imposing excessive and disproportionate penalties against anyone, including Saudi Arabian and international human rights defenders, who exercise their freedom of expression and right of peaceful assembly.
- Immediately release all prisoners held solely for expressing their rights to freedom of expression, assembly and association and immediately lift all remaining restrictions, especially travel bans, imposed on those who have been conditionally released from prison for exercising these rights.
- Respect the right to freedom of expression within stadiums, provided that the expression does not constitute prohibited speech under international law.
- Refrain from imposing blanket bans or other unnecessary or disproportionate restrictions against certain forms of expression such as flags, banners or chants. Where any restriction is to be imposed, it should be clearly prescribed, and must be non-discriminatory, necessary, proportionate and aimed at protecting a specified legitimate interest.

#### CRIMINAL JUSTICE AND USE OF THE DEATH PENALTY

- Impose an immediate moratorium on death sentences and executions, with a view to abolishing the use of the death penalty before the tournament.
- Ensure that those arrested and detained are not subjected to torture or cruel, inhuman and degrading treatment or punishment. Where allegations of torture or ill-treatment have been made, prompt, independent and impartial, transparent, effective and thorough investigations must be initiated and those found culpable prosecuted in a fair trial.

#### DISCRIMINATION

- Review, amend or repeal laws that discriminate against women, including the Personal Status Law, to bring them in line with international human rights standards.
- Repeal laws that criminalise consensual sexual relationships between adults, including same-sex relationships and sex outside marriage and zina, as well as any other laws that discriminate against individuals on grounds of their gender, gender identity, gender expression, sexual orientation and sex characteristics.
- Repeal anti-Shi'a legislation and introduce legal provisions to guarantee the human rights of Saudi Arabia's Shi'a population, including their freedom of religion and expression.
- Enact legislation explicitly prohibiting direct and indirect discrimination in line with Article 1 of ICERD.
- Tackle systemic racism, sexism and racial, gender and intersectional discrimination faced by migrant workers, religious minorities, and racialised groups, and ensure their human rights without any discrimination.
- Firmly condemn discriminatory, sexist, homophobic and racist rhetoric, and reiterate the right of racialised people and people of diverse genders and sexualities, including athletes and all fans, to be free from discrimination.
- Promptly, effectively and impartially investigate any instances of discrimination on the grounds of race, gender, gender identity, gender expression, sexual orientation or

sex characteristics, and physical violence against racialised people and people of diverse genders and sexualities. Any investigations must establish any discriminatory motive associated with those attacks.

#### FAN SAFETY AND POLICING

- Provide comprehensive training, including through dialogue with support associations of participating teams, to all police officers involved in the tournament on engagement with fans, nonviolent de-escalation and cultural sensitivity towards foreign fans.
- Ensure that security forces are properly trained, in accordance with the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, to work with football crowds and respond effectively to incidents without resorting to excessive force.
- Ensure police are properly trained on international standards on the use of force and firearms, and on the appropriate use of specific less-lethal weapons such as teargas and kinetic impact projectiles.
- Explicitly prohibit the use of rubber bullets to disperse gatherings due to their inaccuracy and the high risk of serious injury associated with their use.
- Take steps to prevent racial discrimination and dismantle racial and discriminatory policing.
- Ensure all incidents involving the use of force by the police are subjected to prompt, independent, impartial, effective and thorough investigations. Where violations are found to have been committed, ensure that victims have access to effective remedies and that individual police officers are criminally prosecuted, including by incorporating independent mechanisms for investigating policing.

#### PRIVACY AND SURVEILLANCE

- Enforce a ban on the sale, transfer, export or use of highly invasive spyware, and enforce a moratorium on the purchase, sale, transfer, export and use of all spyware until a human rights regulatory framework that governs surveillance in line with international human rights standards is implemented.
- Ban the use, development, production, sale and export of remote biometric or facial recognition technology for mass surveillance