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Dear Mr President, dear Madam Secretary General

With the 2022 FIFA World Cup European Qualifiers now underway, the final tournament in Qatar in November and December 2022 is approaching.

We are writing this letter after a month of intense debate in Danish as well as international media regarding the 2022 FIFA World Cup Qatar. In March, the debate was sparked primarily because of a Guardian article on the alleged number of deaths of migrant workers since Qatar was awarded the World Cup in 2010. The article led to a broad public debate within many European countries, including Denmark. The Danish National Team took a stance for human rights by wearing a special jersey before their matches against Moldova and Austria.

Many of the partners for the Danish National Team have raised their voices on the conditions in Qatar, urging the Danish FA and the international football community to engage more actively to promote human rights in Qatar.

In addition, the Danish fan community has been very vocal in their criticism of the World Cup preparations. For example, the official Danish fan organization "Danish Football Fans" as well as supporters of the Danish top-tier club Brøndby IF has called for action against the 2022 FIFA World Cup.

As you know, the Danish Football Association has, for several years, followed the issue of human and labor rights in Qatar as stadia, infrastructure and hotels etc. are being built to prepare for the 2022 FIFA World Cup. In 2016 and 2019, together with the five other Nordic football associations and representatives from Nordic trade unions, we have

visited Qatar to engage in a critical dialogue with both the Qatari authorities and the Supreme Committee of Delivery and Legacy.

During our visits, we have underlined the essential necessity of a total compliance of human and labor rights for the migrant workers working on the FIFA World Cup preparations on and off the construction sites. Together with our fellow Nordic football associations, are planning for yet another visit to Qatar in December this year. In several meetings with senior management in FIFA and UEFA, we have underlined the need for implementation of basic human and labor rights for the workers in Qatar. In the Organising Committee for FIFA Competitions, Mr Jesper Møller has stressed our demand for full compliance in terms of human and labor rights in Qatar. And in January this year, the Danish FA hosted an online hearing on the 2022 FIFA World Cup with speakers from both FIFA, Amnesty International, sports journalists and trade unions.

In addition, we have underlined our request for adherence to basic human and labor rights in several letters to the FIFA management (for example letters of December 2016 and October 2019).

While we are acknowledging the various progress in Qatar in terms of workers' safety, the abolishment of the kafala legislation etc., we are demanding for a complete implementation of the already adopted legislation in Qatar and that FIFA takes lead in the work for further improvements in the Qatari legislation. As a founding member of FIFA, we expect the FIFA senior management to stress this demand for your counterparts in Qatar and to the Qatari authorities.

We expect FIFA to lead the action to push for the implementation and compliance of workers' and human rights at the facilities used during the World Cup, thus not only infrastructure and stadia but also hotels, the service sector etc. National teams and delegations must not use accommodation that do not fulfil basic requirements on salaries, workers' safety conditions etc.

While ensuring human and workers' rights before, during and after the final tournament, we also expect FIFA to demand of its Qatari organizers that basic freedom rights are adhered to before, during and after the World Cup, i.e. freedom of press, equality (access for both men and women at the stadia etc.), freedom of speech (possibility for spectators to wear statements on shirts etc.).

Furthermore, we ask you – through your counterparts in Qatar – to send us an explanation on the number of working related deaths of migrant workers as mentioned in international media the last month. We of course expect this to be thoroughly and independently investigated and that the FIFA member associations receive a comprehensive report soon.



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To summarize, we urge you to;

- Demand a complete implementation of already adopted workers' rights legislation in Qatar by the Qatari authorities and to request further improvements.
- Ensure compliance of workers' and human rights at the facilities used before, during and after the World Cup, thus not only infrastructure and stadia but also hotels, the service sector etc.
- Request adherence to basic freedom rights before, during and after the final tournament in 2022.
- Conduct a comprehensive investigation of the alleged number of deaths among migrant workers in Qatar.

The intensified effort to improve the conditions for the migrant workers in Qatar must not finish when the 2022 FIFA World Cup draws to and end on 18 December next year as we expect FIFA to continue its commitment for the migrant workers after the tournament.

As the World watches on the preparations for the 2022 FIFA World Cup Qatar, we urge you to push for a proper implementation of the human and labor rights which are pivotal in the world of football and enshrined in Article 3 of the FIFA Statutes. We need to act now if football is to remain the beautiful game.

We hope this letter finds you well and we look forward to continuing our common quest to promote our beautiful game across the World as true friends of football.

Kind regards,



Jesper Møller
President
Danish Football Association



Jakob Jensen
Chief Executive Officer
Danish Football Association



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