



Subject: payment of recruitment fees by Al Sulaiteen Agricultural and Industrial Complex (SAIC) workers

Al Sulaiteen Agricultural and Industrial Complex was a contractor by the Supreme Committee for Delivery & Legacy (SC), FIFA's host country counterpart in the organization of the FIFA World Cup 2022™.

Back in September 2022, when allegations regarding SAIC were raised for the first time, FIFA cooperated with the SC to better understand and follow up on the allegations. At that time, the SC was able to relocate the workers to accommodation that met the [SC's Workers' Welfare \(WW\) standards](#) and additional measures were taken on the company.

Payment of recruitment and processing fees by workers is prohibited under the SC standards and all SC contractors, who worked in the preparation and delivery of the FIFA World Cup 2022™, have been required to use recruitment agencies approved and certified by the Qatar's Ministry of Labour. Over the past years and months, the SC's WW team has implemented a robust audit and inspection programme to mitigate the risk of unethical recruitment practices and sanction irregularities.

Moreover, the SC has created the Universal Reimbursement Scheme that encourages contractors to reimburse recruitment fees to their workers, irrespective of whether workers could provide substantiating proofs of payment. This scheme is a voluntary programme and reimbursement ultimately depends on the contractor's ability and willingness to reimburse. To date, 266 contractors have reimbursed over QAR 86 million to SC and non-SC workers.

SAIC is one of the 266 contractors who committed to the SC's reimbursement scheme and, over a 24-month period, reimbursed approximately QAR 120k to SC workers. FIFA has been informed that the SC has verified payment of these reimbursements through its quarterly audits.

FIFA encourages anyone who wishes to raise a complaint on unethical recruitment, payment of illegal fees and any other labor issue possibly linked to the FIFA World Cup 2022™ to consider reporting such cases through the SC-dedicated 24/7 grievance hotline or using FIFA's grievance mechanism (see [here](#)).

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