

Transformasi Kebijakan Perlindungan Pekerja Migran di Qatar: Respons terhadap Tekanan Internasional Menjelang Piala Dunia FIFA 2022

ABSTRAK

Persiapan Qatar sebagai tuan rumah Piala Dunia FIFA 2022 memicu perhatian luas terhadap kondisi pekerja migran yang terlibat dalam pembangunan infrastruktur turnamen tersebut. Penelitian ini bertujuan untuk menganalisis bagaimana tekanan internasional, termasuk dari organisasi non-pemerintah, media global, serta lembaga internasional seperti ILO dan Dewan HAM PBB, mendorong reformasi kebijakan perlindungan pekerja migran di Qatar, khususnya terhadap sistem Kafala. Menggunakan pendekatan kualitatif dan *International Compliance Theory* serta *Human Security*, pengumpulan data pada penelitian ini menyusun analisis berdasarkan studi literatur, laporan HAM, dan dokumen kebijakan. Hasil penelitian menunjukkan bahwa kombinasi antara tekanan reputasional, diplomatik, dan advokasi publik global berperan signifikan dalam mendorong Qatar untuk melakukan serangkaian reformasi hukum ketenagakerjaan sejak 2014 hingga menjelang Piala Dunia 2022. Namun, reformasi tersebut dinilai belum menyentuh akar ketimpangan kekuasaan struktural dalam relasi antara pekerja migran dan pemberi kerja. Penelitian ini memberikan kontribusi pada pemahaman tentang hubungan antara tekanan internasional dan kepatuhan negara terhadap norma HAM global dalam konteks mega-event olahraga.

Kata Kunci: Qatar, Pekerja Migran, Piala Dunia FIFA 2022, Sistem Kafala, Tekanan Internasional, Reformasi Ketenagakerjaan

The Transformation of Migrant Worker Protection Policies in Qatar: A Response to International Pressure Ahead of the FIFA World Cup 2022

ABSTRACT

Qatar's appointment as the host of the 2022 FIFA World Cup drew global attention to the exploitative conditions faced by migrant workers involved in building the event's infrastructure. This study aims to analyze how international pressure—exerted by non-governmental organizations, global media, and international bodies such as the ILO and the UN Human Rights Council—compelled Qatar to reform its migrant labor policies, particularly the controversial kafala system. Using a qualitative approach and grounded in International Compliance Theory and the Human Security framework, the research draws on secondary data including human rights reports, academic literature, and legal documents. The findings indicate that a combination of reputational, diplomatic, and advocacy-driven pressures significantly influenced Qatar's decision to implement a series of labor reforms from 2014 leading up to the World Cup in 2022. However, these reforms are assessed as largely symbolic, failing to dismantle the structural imbalance of power between employers and migrant workers. This study contributes to the understanding of how international pressure shapes state compliance with global human rights norms in the context of sports mega-events.

Keywords: *Qatar, Migrant Workers, FIFA World Cup 2022, Kafala System, International Pressure, Labor Reform*