

**PERLINDUNGAN HAK PEKERJA MIGRAN BERDASARKAN
PERSPEKTIF HAM INTERNASIONAL
(STUDI PEKERJA MIGRAN PIALA DUNIA 2022 QATAR)**

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Intisari

Hak asasi manusia mencakup hak dan kebebasan mendasar yang melekat pada diri setiap manusia, tanpa memandang status manusia tersebut. HAM bersifat universal dan semua negara yang mengakui HAM sepakat untuk melindungi, menghormati, serta memenuhi pelaksanaan HAM tersebut. Pekerja migran sebagai manusia juga memiliki HAM. Namun, dalam praktiknya pekerja migran sering menghadapi permasalahan-permasalahan yang berkaitan dengan HAM, seperti permasalahan hukum, perlakuan yang tidak adil, diskriminasi, kekerasan, eksploitasi, dan pelanggaran HAM lainnya. Penelitian ini bertujuan untuk menganalisis perlindungan hak-hak pekerja migran dalam perspektif HAM internasional, dengan fokus pada studi pekerja migran selama persiapan Piala Dunia 2022 di Qatar. Penelitian ini penting untuk memahami bagaimana seharusnya negara-negara di dunia, khususnya Negara Qatar, melindungi hak-hak pekerja migran, agar pekerja migran dapat berkontribusi positif sebagai masyarakat tanpa menghadapi perlakuan eksploitasi atau *abusive*.

Penelitian ini dilakukan dengan menggunakan pendekatan hukum normatif dan metode kualitatif. Bahan-bahan yang digunakan berasal dari sumber sekunder dan tersier, yang penulis kumpulkan melalui studi literatur. Sumber-sumber ini mencakup perjanjian internasional, laporan-laporan lembaga-lembaga HAM internasional terkait kondisi pekerja migran di Qatar, serta regulasi dan kebijakan terkait pekerja migran di Qatar. Data yang dikumpulkan kemudian penulis analisis menggunakan metode kualitatif untuk mendapatkan hasil yang komprehensif.

Dari hasil analisis, penulis menemukan bahwa penerapan sistem *kafala* di Qatar melanggar prinsip HAM yang diatur dalam perjanjian-perjanjian internasional karena membatasi hak dan kebebasan para pekerja migran. Selain itu, penulis juga menemukan beberapa upaya advokasi dan adjudikasi yang telah dilakukan oleh lembaga-lembaga HAM internasional dan Negara Qatar terhadap hak para pekerja migran di Qatar selama persiapan Piala Dunia 2022.

Kata Kunci: Hak asasi manusia, pekerja migran, Piala Dunia 2022 Qatar, perjanjian internasional, lembaga-lembaga HAM internasional, sistem *kafala*.

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***Protection of Migrant Workers' Rights Based on International Human Rights
Perspective (A Study of Migrant Workers in the 2022 Qatar World Cup)***

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Abstract

Human rights encompass fundamental rights and freedoms inherent to every human being, regardless of their status. These rights are universal, and all countries that acknowledge them agree to protect, respect, and fulfill them. Migrant workers, as humans, also possess these rights. However, in practice, migrant workers frequently face issues related to human rights, such as legal problems, unfair treatment, discrimination, violence, exploitation, and other human rights violations. This research aims to analyze the protection of migrant workers' rights from an international human rights perspective, focusing on the study of migrant workers during the 2022 Qatar World Cup preparations. This research is crucial to understand how countries, particularly Qatar, should protect the rights of migrant workers so that they can contribute positively to society without facing exploitative or abusive treatment.

This research employs a normative legal approach and qualitative method. The materials used are secondary and tertiary sources, collected through a thorough literature study. These sources include international agreements, reports from international human rights organizations regarding the conditions of migrant workers in Qatar, as well as regulations and policies related to migrant workers in Qatar. The collected data is then analyzed using qualitative methods to obtain comprehensive results.

From the analysis, it is found that the implementation of the kafala system in Qatar violates the principles of human rights as stipulated in international agreements by restricting the rights and freedoms of migrant workers. Additionally, the research identifies several advocacy and judicial efforts made by international human rights organizations and the government of Qatar regarding the rights of migrant workers in Qatar during the 2022 World Cup preparations.

Keywords: Human rights, migrant workers, 2022 Qatar World Cup, international agreements, international human rights organizations, kafala system.

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