



Making workers' safety a priority

In 2016, QPEC was appointed as a sub-contractor for Al Bayt Stadium – one of the tournament venues for the FIFA World Cup Qatar 2022™. Since then, the company has been involved with Al Janoub, Education City and Ahmad Bin Ali stadiums, managing the electrical installations for each of these sites.

A team of around 250 workers from QPEC is helping to complete electrical work at four of the eight FIFA World Cup 2022™ stadiums. The company uses a range of assessments to ensure workers are suitable for given tasks.

Ritchie Morcilla, the HR Manager at QPEC, who also serves as a Workers' Welfare Officer, makes sure that staff receive adequate safety training. "We have regular safety training with certified institutions to help workers identify and eliminate potential risks, especially when working at height. This is a pre-requisite for all SC sites and this training has helped us to reinforce our commitment towards safety," said the Filipino, who joined QPEC six years ago.

QPEC believes the induction process is critical to introduce employees to the company's safety standards, but also to provide them with clear and comprehensive information about their scope of work, the company and relevant legislation. The company has created audio files containing all the essential information for workers in Hindi – the most common language of employees – that are played on buses shuttling workers between accommodation and construction sites. This novel approach has been applauded by Impactt Ltd., the SC's external monitor, during one of its quarterly inspections in Qatar.

Off the construction site, the sub-contractor understands the importance of a stable workforce and explains that one of the challenges it faces is homesickness. "Workers often come to me saying they miss their families, especially their kids," Ritchie says. "I know how they feel because I have my family back home in the Philippines. I miss them too, but it's a sacrifice we have to make to earn a better salary and get on in life."



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Ritchie Morcilla
HR Manager and Workers' Welfare Officer, QPEC

To combat this, QPEC tries to create a community with a family atmosphere among its workforce, with events like a fun run – where workers are given t-shirts and running shoes – a cricket tournament, blood donation drive and an annual staff dinner.

QPEC has also taken steps to ensure the timely payment of salaries each month. The company is providing annual flight ticket allowances to workers. "When workers complete a year with us, we give them a 30% pay rise on their basic salary," said Ritchie.

The company has also adopted the SC's Universal Reimbursement Scheme and is now reimbursing all of its workers QAR 3,500 in monthly instalments. "We learned a lot about ethical recruitment upon getting involved with Qatar 2022 projects. We realised we had gaps to fill. We are committed to working only with registered recruitment agencies now, to ensure workers are not paying any kind of fees. It's the employers' responsibility to shoulder these payments," said Ritchie.

The HR Manager concludes by saying that despite the challenges along the way, QPEC is hugely proud of the progress they've made on workers' welfare since joining the SC programme, and to be playing a part in building the FIFA World Cup™ stadiums.