

IMPACT OF COVID-19 ON INDIAN MIGRANT WORKERS IN GULF COOPERATION COUNCIL

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ABSTRACT

The long-existing Kafala system has again made headlines during the COVID-19 pandemic. A traditional system that provided protection and hospitality during the early 1900s, this is now a system of emotional distress because it has facilitated unfair treatment and increased wage theft for hardworking migrant workers in the Gulf Cooperation Council (GCC) during COVID-19. Therefore, this research investigated the issues such as the Kafala system and wage theft faced by Indian migrant workers living in the GCC. It brings to light the emotional, social, and economic plights of the workers in the GCC's hydrocarbon industry, many of whom were displaced during the COVID-19 pandemic. This research also investigates the diverse cultural aspects faced by Indians living and working in the Gulf Corporation Countries using theories such as Appadurai's Theory of Globalisation, Galtung's centre-periphery model, and Hofstede's cultural dimensions model. Furthermore, the involvement of the International Labour Organisation, the United Nations Sustainable Development Goals and Human Rights are highlighted to ensure that favourable conditions were being considered to encourage a healthy work-life balance for Indian migrant workers in the GCC.

Key words: COVID-19, Gulf Cooperation Council (GCC), migrants, Kafala system, wage theft

INTRODUCTION

In May 1981, the Gulf Cooperation Council (GCC) was formed, consisting of Kuwait, Oman, Bahrain, United Arab Emirates (UAE), Qatar, and the Kingdom of Saudi Arabia (KSA) (Qureshi, 1982). The objectives of the GCC are effective coordination, interconnectedness, and cooperation between members of the GCC to achieve unity (GCC, 2022). Additionally, it was established to formulate similar political, cultural, economic, and environmental regulations Ministry of External Affairs (MEA), 2013). The GCC countries depend on hydrocarbons such as oil and gas (Afework et al., 2019) as they form most of their total revenue (Mirzoev et al., 2020). A solid bilateral relationship between India and the GCC allows for a flow of migrant labour force (MEA, 2019). According to the International Organisation for Migration (IOM) a migrant is a "person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons" (IOM, 2022). The Indian diaspora living in the GCC are identified as the most migrated nationals in the world and accounts for one-third of the total remittances received by India (Mitra & Kasliwal, 2020). In fact, MEA (2019) also stated that about 8 million Indians live and work in GCC. Indian citizens migrate to other countries for education, work, and a better lifestyle.

RESEARCH OBJECTIVES

As the Coronavirus Disease (COVID-19) pandemic spread, governments in each GCC country have undertaken measures to flatten the curve. However, many Indians living in GCC have been living in unfavourable circumstances. Thus, this research focussed on Indian migrant workers working in the

hydrocarbon industry in GCC. The research investigated the cultural dimensions faced by Indian migrant workers during COVID-19. Theories of Globalisation, Appadurai's 5 Scapes, and Galtung's and Hofstede's cultural dimensions were also used to better understand several aspects of the cultural dimensions of GCC. The roles of the United Nations Sustainable Development Goals (UNSDG) and the ILO were also investigated to understand the decision-making process of GCC during the COVID-19 pandemic and to highlight the ethical aspects. Finally, this report concludes with recommendations to ensure a better situation for the Indian migrant workers in GCC.

RESEARCH DESIGN

This is desk-based research. The method is cost-effective as all information and data collected were extracted from published literature. The availability of the literature determined the validity of the information collected. This investigation could also be considered an exploratory study as data and information on this topic was not readily available, especially in the context of the COVID-19 pandemic era. Many of the resources were current and published within the last five years. All data and information were retrieved from resources published in peer-reviewed journals and reputed sources to ensure the reliability of the findings and conclusions. Primary data was not collected for this research.

CULTURAL DIMENSIONS OF INDIAN MIGRANT WORKERS IN GCC

The nature of management in countries depends on their culture. The philosophies of one country may not always be in harmony with others. How each country deals with society are very fabric of their values, beliefs, religion, and culture. Thus, leading to discussions on techniques and management theories in the GCC. As a result, two main points namely the Kafala system and wage theft were investigated and are discussed below.

THE KAFALA SYSTEM

The Kafala system in all GCC countries severely impacts the security of migrant workers (Aboueldahab, 2021) and resembles the GCC countries' national character (McCrae & Terracciano, 2006). It is a sponsorship system where employers have considerable power over migrant workers (ILO, 2017; Sharma, 2022). The existence of the Kafala system can be traced back to the early 1900s (Nelson, 2014). It was used by the nomadic settlers of the Arab Peninsular - Bedouins (Nelson, 2014). The Bedouins were animal herders that moved around the desert for their livelihood. The Kafala system had a noble meaning because it provided hospitality and guaranteed protection for foreigners (Nelson, 2014).

Fast forward to the 1940s, the Kafala system was capitalised (Robinson, 2021). Robinson stated that after the discovery of oil in the Middle East, it only made sense for the countries to implement the Kafala system as the demand for workers increased. This system allowed the employer to manage migrant workers in any company, including their rights: to work, leave a company or work for another employer (Robinson, 2021). Initially, The Kafala system was used for the protection and safety of foreigners but has since evolved and become a major concern for the human rights of migrant workers in the GCC. This Kafala system is identified under Hofstede's cultural dimension of Power Distance (Hofstede, 2022). It must be noted that the data from Hofstede is a decade old but is still applicable to this investigation. The Power Distance shown is 90 for Kuwait, 72 for Saudi Arabia and 93 for Qatar (Hofstede, 2022). These countries fall under the GCC who are utilising the Kafala system rigorously. The Power Distance in the GCC is highly centralised, and hierarchical order is accepted without any justification (Hofstede, 2022).

The motivating factors for Indian citizens to move to GCC are to earn money and improve their living standards (Habibullah, 2021). Hence, Indian people from states such as Tamil Nadu, Uttar Pradesh, Bihar, and others have migrated to work in different industries of GCC, including the hydrocarbon industry (Calabrese, 2020).

The COVID-19 pandemic has brought about many changes that have altered the face of employment, migration, security, health, and safety worldwide (Rupani et al., 2020). As the COVID-19 pandemic spread worldwide, many migrant workers were left trapped, displaced, and faced monetary challenges to return to their homeland (Kancharla, 2022). Therefore, the Government of India decided to conduct repatriation operations for Indian migrants working and living in foreign countries, including the GCC (Rajan & Arokkiaraj, 2022). However, on 24th March 2020, the Prime Minister of India announced a nationwide lockdown for 21 days (Chandrashekar, 2020), closing all international borders and halting all rescue missions (Rajan & Arokkiaraj, 2022).

In times like this, many migrant workers were denied their rights, for example, a petroleum company in UAE refused to pay two months' wages to their staff before returning to India (Kuttappan, 2020). The other effect of the COVID-19 pandemic has been a reduction in oil prices and a re-evaluation of foreign employment (Al-Ghalib Alsharif & Malit, 2020). A petroleum company in Bahrain called Bahrain Petroleum has made hundreds of foreign expats redundant (Salama, 2020) and the Kuwait Petroleum Corporation announced a ban on foreign employment from July 2020 (Kajal, 2020). These activities were enabled and made more straightforward due to the Kafala system.

Systems such as the Kafala system are unethical, a liability for human exploitation and have no moral grounds to continue (Kestenbaum, 2022). They favour the GCC and treat migrant workers from any part of the world with no dignity and respect (Robinson, 2021). Such systems are examples of modern-day slavery, denying migrant workers their human rights and paying no heed to their needs (Kumar & Akhil, 2021). The Kafala system reduces migrant workers' democratic freedom, human rights, and civil liberties, thus creating a bias, especially during the COVID-19 pandemic (Migrant Rights, 2022). The bias in GCC has been more significant as it gave rise to nationalism (Alsahi, 2020). Thus, creating tension, disputes, and hatred against migrant workers living in the GCC. The policies of such countries chose to cater to the needs and lives of their citizens (Alsahi, 2020). The advent of the COVID-19 pandemic has further deprived migrant workers of their rights and created a sense of displacement (Babar, 2020). Nonetheless, the KSA and Qatar are working towards changing the Kafala system, but other GCC countries have not mentioned such changes (Aboueldahab, 2021).

WAGE THEFT

The issue of wage theft is also an implication of the Kafala system (Robinson, 2021). In 2020, the GCC faced a dual shock: the COVID-19 pandemic and a decrease in oil prices (Al-Ghalib Alsharif & Malit, 2020). The demand for petroleum decreased due to heavy COVID-19 lockdowns internationally. As a result, issues such as wage theft have increased. The primary group affected by this issue were the migrant workers in the GCC during the COVID-19 pandemic. Thus, many public and private companies in the GCC countries have made their employees redundant or forcefully terminated the working contracts of migrant workers (Kajal, 2020; Salama, 2020).

Furthermore, there was no government intervention as a result of the wage theft issue except for nationalising jobs in the GCC. For example, a worker from a petroleum company has been repatriated without two-three months of wages (Kuttappan, 2020). In Bahrain, workers from petroleum companies had their employment forcefully terminated (Max-Security, 2020), and in the UAE, migrant workers were denied their wages (Business and Human Rights Resource Centre (BHRRC), 2020). The issue of wage theft is not only for migrant workers working in the hydrocarbon industry but also in other sectors like construction, hospitality, and household contractors (Kumar & Akhil, 2021). Issues such as delayed wages, unpaid wages, and repatriation without wages or benefits have escalated during the COVID-19 pandemic (Rahman, 2020; Nagraj, 2020). Although such issues have been highlighted to various non-profit organisations (NGOs), international and national governing bodies, sadly, no justice has been provided (BHRRC, 2022; Buhejji, 2022). However, the MEA in India allows victims of wage theft to lodge grievances against companies in GCC in India with the help of Consular Management Systems (Parvathy, 2021).

Many migrant blue-collar workers have been stranded without wages for months during the COVID-19 pandemic in GCC. Migrant workers that come to the GCC work hard for every penny to send home for house loans, education for their children or to earn a better lifestyle (Habibullah, 2021). It must be noted here that remittance from a foreign country adds to the growing economic boom of India. It is primarily due to remittances that add to a country's gross domestic product (GDP). As of 2012, India received United States Dollars (USD) \$69 billion (Bhaskar, 2013) in remittances but this has since increased to USD \$87 billion in 2021 (World Bank, 2021). This supports Appadurai's theory of Globalisation under Finanscapes, further discussed in the Theories of Globalisation section.

It is important to note that the ongoing COVID-19 pandemic has caused global economic unrest. Research shows that the global economic crisis due to the COVID-19 pandemic has led to the Great Recession (Mencutek, 2022). The prices for crude oil have also decreased from USD \$64 per barrel to a low USD \$23 per barrel (Oxford Economics, 2021). The International Monetary Fund (IMF) has reported that GCC must undertake economic reforms to avoid the exhaustion of foreign reserves (Mirzoev et al., 2020). It has displaced people, forced them to move out of countries, lose jobs, and causes overwhelming public health issues. Studies suggest that there has been an increase in health issues like anxiety and depression as a consequence of the COVID-19 pandemic (Khan et al., 2021). Migrant workers stranded without any financial backing have been subjected to mental health issues (Asi, 2020). However, the health facilities are better for migrant workers in the GCC compared to the broader Middle East and North African (MENA) regions.

THEORIES OF GLOBALISATION

This research investigated two theories of globalisation to understand the impact of the COVID-19 pandemic on Indian migrant workers, the Galtung's centre-periphery model and Appadurai's theory of globalisation are discussed below:

GALTUNG'S CENTRE-PERIPHERY MODEL:

Galtung's centre-periphery model is the structural relationship between nations in the centre and periphery (Galtung, 1971). The centre in this context is the advanced nation-state that has metropolitan characteristics (Simon, 2011). In contrast, the periphery constitutes nation-states that are less advanced and have less power over the centre (Simon, 2011). Through this model, analysis was undertaken to determine the relationship between India and the GCC. Since the oil boom in the 1970s, hundreds of workers from India have migrated to the GCC for opportunities (Habibullah, 2021). The bilateral trade ties between GCC and India are robust and stable (Mitra & Kasliwal, 2020). However, due to the COVID-19 pandemic, it has weakened these ties by leaving migrant workers stranded and distraught (Rajan & Arokkiaraj, 2022). Galtung (1971) argues imperialism in a way where the centre has power over the periphery. The situation with GCC at the centre and Indian migrant workers at the periphery during the COVID-19 pandemic is similar.

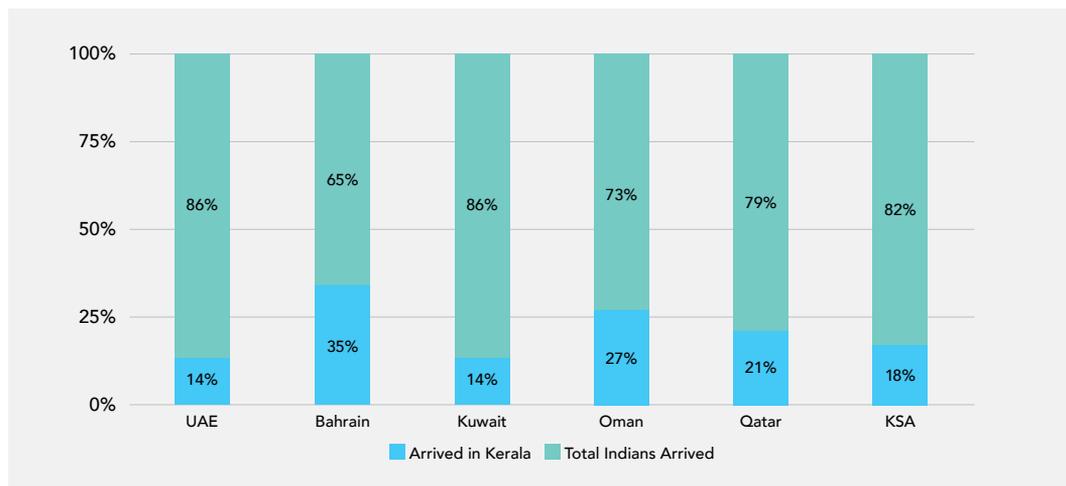
The GCC countries began phasing out Indian migrant workers in 2020 (Alsahi, 2020). The living conditions of the migrant workers were poor to the extent that they were unable to socially distance themselves since many migrant workers live in overcrowded accommodations (Migrant Rights, 2020). Thus, creating an incubator for COVID-19. However, the bilateral trade between the GCC and India have made the two dependent on one another. While one exports oil, the other exports goods, and services (MEA, 2013; Mitra & Kasliwal, 2020). The blue-collar workers who migrated to GCC have more influence on the social and economic well-being of these countries (Rahman & Kumar, 2022). The population in each GCC country is low and requires more assistance from other countries for their upliftment. Hence, it is difficult to conclude that GCC and India fall under the centre or periphery. Although Galtung argues that countries at the centre are economically more robust than those at the periphery (Galtung, 1971), it is difficult to confirm this hypothesis in relation to the recent economic crisis due to the COVID-19 pandemic (Mencutek, 2022).

Furthermore, the border closure of India and GCC in March 2020 worsened the living conditions for migrant workers. They were unable to leave their host countries alongside being subjected to unemployment. Thus, living a life under the autocratic rule of the GCC governments. The GCC countries like Oman, Kuwait, Qatar and KSA began replacing migrant workers with their citizens (Max-Security, 2020). However, such situations have also led the way towards nationalism (Alsaifi, 2020). Galtung's theory also argues that there is harmony between the centre nations and periphery nations and vice versa (Galtung, 1971).

The Indian state of Kerala is one of the leading voices for repatriation missions, primarily due to the higher number of its population working in the GCC countries (Rajan & Arokkiaraj, 2022). After multiple petitions and news of mistreatment in the media, India's central and state governments initiated the Vande Bharat Mission (Business Standard, 2021), repatriating Indian nationals stranded in foreign countries during the COVID-19 pandemic. The Vande Bharat Mission is one of the most expensive rescue programmes the country has ever engaged in. The funds for this mission were provided from the Indian Community Welfare Fund (ICWF) and cost approximately USD \$480 million (MEA, 2022) and according to the MEA, there were 11 phases of the Vande Bharat mission and by 31st October 2021, there had been more than 217,000 flights carrying approximately 18.3 million passengers from foreign countries (Press Information Bureau (PIB, 2021). The flights carried distressed and stranded passengers from the GCC countries. These flights were commercial, and travellers had to bear the cost of flying back to their home country (Varma, 2020).

Table 1 below shows the number of Indian migrant workers from the GCC countries that were repatriated during the COVID-19 pandemic (Rajan & Arokkiaraj, 2022) and it highlights the number of people from one state of India, Kerala (in blue) repatriated from each GCC country. The total number of Indians repatriated from the GCC was 884,148 and for Kerala was 189,674 (21.5%) (Rajan & Arokkiaraj, 2022).

Figure 1 – Percentage and number of Indian people from the state of Kerala repatriated from GCC countries during the COVID-19 pandemic (Rajan & Arokkiaraj, 2022)



APPADURAI'S THEORY OF GLOBALISATION

Appadurai's Theory of Globalisation provides a global cultural flow, and argues that people will move from one place to another in search of an imagined place, influence one another, and cultures will overlap in time (Appadurai, 1990). The movement of people will allow the flow of ideas, cultures, and social structures from one country to another (Appadurai, 1990). The separation between economy, culture, and politics led to the creation of five scapes, thus giving perspectives to Appadurai's Theory of Globalisation. These five

scapes are a) ethnoscaples; b) mediascaples; c) technoscaples; d) finanscaples, and e) ideoscaples. Each of these scapes is significant in the modern global world; however, for this investigation, only two scapes are applied. Ethnoscaples analyses the flow of people from India to GCC countries and vice versa and it dwells on affinity and ties of people from various parts of the world. Whereas finanscaples analyse the effects of money flow from one country to another and the importance of remittances on the economic growth of the country (Appadurai, 1990).

“Ethnoscaples is a flow of people from one country to another searching for the imagined world” (Appadurai, 1990). As seen in the GCC, due to the bilateral relationship between India and GCC this has enabled the flow of people. The search for an imagined world has never stopped and will not stop as humans progress into the future; as humans evolve, so do their needs and wants. However, the focus will shift towards the accumulation of groups causing a shift in production value, technologies, and policies (Chun, 2012). In Hofstede’s cultural dimensions model, GCC countries score 27 in long-term orientation, showing a close affinity for their traditions and past (Hofstede, 2022). Thus, policies like the Kafala system have favoured well in a situation like the COVID-19 pandemic, where companies have a direct impact on the livelihood of the migrant workers living in GCC countries (ILO, 2017). Thereby controlling the production value and safety of the citizens over the migrant workers by forcing them out of the GCC.

Finanscaples are the flow of capital from one country to another (Appadurai, 1990). It is important to note that scapes, as a suffix were chosen to stand for the flow of capitalism (Ferreira, 2015). Finanscaples have been criticised as an abstract logic (Heyman & Campbell, 2009). However, the flow of capital has led to the rise of economic exchange. Thus, Indian migrant workers in the GCC countries have been a positive influence in adding to the overall GDP of the country. In 2019, India received about \$83 billion in remittances, including goods and services provided to the GCC (Rai, 2022). According to the World Bank (2021), remittances in India were estimated to increase by 4.6 percent, close to about USD \$87 billion. Indians that migrated to the GCC since the oil boom in the 1970s have been sending their money back to their homeland, India. The remittances helped to supply food, quality education, and health care facilities, all adding to the UNSDG (Kuttappan, 2020) as discussed in the next section. This also shows higher migration to GCC countries and hence higher the volume of remittances received. The remittances received add to the Indian economy and enhance the country’s economic stability. The World Bank has projected growth in remittances despite the prevailing COVID-19 pandemic (World Bank, 2021). Furthermore, the notion of Finanscaples implies fast-paced movement of capital that influences the global culture (Appadurai, 1990). However, it cannot function without the movement of other scapes like technoscaples, ethnoscaples, and mediascaples (Appadurai, 1990).

ROLE OF UNSDG, ILO AND HUMAN RIGHTS UNDER THE KAFALA SYSTEM

According to MEA (2019), approx. 8.5 million Indians live and work in the GCC, the second-highest number of migrant workers in the GCC countries. They add to the largest workforce in GCC’s varying industries and help increase their economic stability. According to World Bank (2021), India has received the highest number of remittances from the GCC countries, thereby adding to the GDP of India. During the COVID-19 pandemic, migrant workers have been susceptible to mistreatment and abuse with ongoing issues due to the Kafala system and wage theft. Thus, the ethical standards of GCC companies are questioned due to the increasingly negative reviews from the migrant labour force.

Bodies such as the ILO were formed in 1919 to encourage decent working conditions for all people by bringing together governments, employers, and workers (ILO, 2022). The ILO policies and standards were signed by 187 member states, including the GCC countries, thus, enabling fair and decent treatment of migrant workers (ILO, 2022). For instance, the GCC were working towards extending work visas of migrant workers (Marchand, 2022). However, various reports, research and news show a different side; for example, the reported loss of jobs in the hydrocarbon industry has increased primarily due to a decrease in oil prices tied to the COVID-19 pandemic (Esam, 2021). At the same time, workers in KSA have been waiting to renew

their visas, extend their contracts or leave the country; the GCC employs the largest number of migrant workers (Hammer & Adham, 2022; Rutkowski & Koettl, 2020)

Amidst all the chaos of the COVID-19 pandemic, the ILO has been supplying provision and aid. During the repatriation of workers from GCC, the ILO has delivered technical support and space for consultation between relevant stakeholders like recruitment agents in home countries (ILO, 2020). The Government of India has been involved in repatriating Indian migrant workers from the GCC and has been collecting information on the repatriated workforce to add to their skill registry, thus allowing for the reintegration of workers into the Indian economy (ILO, 2020).

Workers in GCC were also tied to the Kafala system, being prevalent under the watchful eye of ILO. As per Article 4, Article 5, Article 7, Article 13, and Article 25 in the United Nations Human Rights Charter established in 1948, the Kafala system is a threat to human rights (United Nations, 2022). The recently established UNSDG in 2015 had no firm commitments to enforce a rule that helps abolish the Kafala system (UNSDG, 2022). However, the organisation ensures that goals are established to improve all human lives and protect the environment. Recent developments in Qatar have shown that the much-criticised Kafala system is in the process of being revised (Aboueldahab, 2021). One factor was due to the football World Cup being run in Qatar in 2022. Although the nationalisation process in the GCC countries was firm, the lack of skilled workers in construction and other industries has proven otherwise.

The decrease in oil prices during the COVID-19 pandemic had proven to be a challenge. The GCC's source of revenue is the highest from hydrocarbons. The GCC's heavy reliance on the hydrocarbon industry makes them imbalanced (Mirzoev et al., 2020), primarily due to the sustainability development goals (SDG) that have been set forth by the UN (UNSDG, 2022). The GCC developed due to the oil boom in the 1970s, and the overuse of natural resources has maintained their impact on the global climate for decades (Whiteaker, 2022). It also strays away from the seventh goal of the SDG, to ensure access to sustainable, modern, and reliable energy (UNSDG, 2022), along with Goal 11 – Sustainable Cities and Communities, Goal 12 – Responsible Consumption and Production, Goal 13 – Climate Action where the global goal is to stay below a global temperature increase 1.5° and Goal 16 – promoting Peace, Justice, and Strong Institutions listed in the SDG (UNSDG, 2022). Failing to adapt and diversify revenues will lead to climate issues, a decrease in hydrocarbon reserves and eventually affect worldwide.

While the unfavourable reviews of the GCC countries are floating in the international news, countries within the GCC like KSA, Qatar, Oman, Bahrain, and Kuwait have all been planning to establish green cities and clearer SDGs (GCO, 2022; Kuwait, 2019; SEA, 2021). Furthermore, KSA has been planning to develop a futuristic Neom city, designed to be built linearly in a utopian approach and depends on sustainable energy, attracting migrant workers and international investments (Neom, 2022). However, ethical doubts linger around the Crown Prince of the KSA primarily due to the unexpected death of international journalist Jamal Khashoggi (BBC, 2021). Thus, creating a pessimistic look at the ethical principles of a country that values culture, morals, and integrity.

LIMITATIONS AND CONCLUSIONS

The GCC faced two significant issues in 2020 - a decrease in oil prices and the COVID-19 pandemic. The modern slavery systems, such as the Kafala system, are a dominant factor in the GCC countries of the MENA region. The Kafala system has caused international headlines and questions about the existence of Human Rights, ILO and other such international organisations that works towards the betterment of individuals. Issues such as wage theft have been ongoing before the COVID-19 pandemic and have become more prevalent, with examples of Indian migrant workers returning home without months of wages and returned distressed and distraught (Parvathy, 2021). Many lost their jobs with no prospects. The Indian government's initiative to bring back Indian migrant workers was successful but under immense scrutiny and criticism (BHRCC, 2020). The reaction could have been more strategic and faster.

Additionally, reverse migration in India has increased unemployment rates. The international migrant workers repatriated did not receive relief packages. Kerala was the only state that provided such provisions (Parvathy, 2021). The expats in Kerala received funds to facilitate business ventures under the Department Project for Returned Emigrants (NDPREM) scheme (BHRCC, 2020). However, other states like Uttar Pradesh and Bihar have not made such progress (BHRCC, 2020). It is also important to note here that a Skilled Workers Arrival Database for Employment Support (SWADES), a joint venture of the Ministry of Skill Development & Entrepreneurship, the Ministry of Civil Aviation and MEA, was created where the skills and experiences of migrant workers were recorded to meet the requirements of Indian and foreign enterprises (Kancharla, 2022).

Many people move from one place to another in search of the imagined world, only to be duped and mistreated by longstanding barbaric policies in the host country; such policies being one-sided and only work for the dominant country's benefit (Alsahi, 2020). Therefore, governments must investigate the changing global scenarios and change policies that will help migrant workers work in a safe environment. The immigration rules from each country must be investigated to ensure that migrant workers that move from one country to another in the ever-rising globalisation are secure and safe.

In conclusion, this investigation focussed on the impacts of COVID-19 pandemic particularly Indian migrant workers living in the GCC. It highlights two main issues such as the Kafala system and wage theft. Such a system must be abolished to establish a safe environment for migrant workers. National and international bodies must investigate the issues of wage theft prevalent in the GCC for a long time, such unresolved issues have caused many migrant workers to experience mental health problems that have only escalated because of the consequences of COVID-19 pandemic. Therefore, the GCC must facilitate a sound system to eradicate wage theft, the Kafala system- seen as modern-day slavery and climate issues associated with their dependence on hydrocarbon industry. Therefore, it is only relevant that the GCC put their foot on the ground and take decisive actions against climate change.

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