

Literature Review

Critical discourse analysis (CDA)

Critical discourse analysis is regarded as an approach used by people to view a language as a form of social practice (Achugar, 2018). Many scholars have argued that social practices and linguistic practices constitute one another and they all focus on investigating how the powers in the society are established and reinforced using language. Critical discourse analysis (CDA) highlights several issues including power asymmetries, exploitation of the people, structural inequalities and the manipulation of the surrounding. Michel Foucault regarded CDA as some of the ways that addressed knowledge incorporated with the social practices that also touched on various forms of subjectivity and relations in power that tested how knowledge could be applied to them and how well they could be related (Foucault, M. 2019).

The Kafala System

This was a system that was used to monitor migrant labourers who had migrated to Western countries and the Middle East countries (Diop et al., 2018). Through the sponsorship also known as kafala system in the Middle East, the labourers were working primarily in the construction works and the domestic sectors, which included housekeeping. The kafala system was mostly concentrated and operated in the Gulf Cooperation Council member (GCC) states and other countries from the Middle East which includes; Saudi Arabia, Lebanon, Kuwait, Qatar, Oman and the United Arab Emirates. The system included all the skilled and unskilled labourers. The employers were responsible for the visa of their employees and any other legal document that was required.

The Rise and Fall of the Kafala System

Kafala system was considered to be the best form of improving the economies of many countries which lied in the Middle East and the Western countries (Zucconi, 2017). The system created employment opportunities for many people from different parts of the world. The system offered salaries and wages to people who provided cheap labour. However, the organizations started violating human rights by mistreating foreign immigrants. Many human rights organizations started criticizing these organizations claiming that there was the creation of easy opportunities which used to exploit workers. Employers were accused of taking away visas and passports from their employees and abuse them with little chance of legal repercussions. Many employees received low wages and even failed to get their salaries for a long period.

Malit Jr and Naufal (2016) outlines the impacts that the kafala system introduced to employees from foreign nations who went to the Western nations to look for job opportunities. He talks about workers' income and the employment status of employees. He mostly focuses his concerns on the negative impact that accompanied the Kafala system. Kafala system was, however, associated with many visible effects which meant to disadvantage immigrants workers. Such effects include unpaid salaries; as it concerned many housekeepers, their salaries were delayed and, in most cases, they were not paid totally (Malit Jr & Naufal, 2016). There was a lot of money allocated to recruit and receive housekeepers who would then update the employees on their salaries, but the sponsors pocketed the money leaving the employees unpaid. It was a significant problem to work for six months or more without salaries as sponsors are for compensation for the recruitment cost.

Working hours and wage rule; the Western countries had imposed neither the minimum working hours nor the minimum wages for housekeepers (Malit Jr & Naufal, 2016). This issue of

minimum wages and minimum working hours was seen to impose a rule where housekeepers could work for many hours, including day and night, for a minimum of six days per week and eventually no salary.

Personal documents and freedom; in many cases, housekeepers were usually demanded to hand over their passports and thus this ensured the employees had no right to leave at their will (Malit Jr & Naufal, 2016). The act of handing over their passport to the employer ensured that the foreign workers were enslaved and their freedom to leave the country was cut short. It also became clear that housekeepers were not able to leave the country without formal approval from their sponsors. Such acts ensured that the housekeepers were trafficked to other places, enslaved, and sexually exploited.

Babar, Ewers & Khattab (2019) talked about the positive impacts of the introduction of the kafala system to the economies of both the Western countries and the other foreign countries where laborers were drawn from. The high mobility of talented labourers ensured that there is global economic development. The Middle East countries were the most beneficial as they were able to get the important skills required for the exploitation of the natural resources that the countries possess. Kafala system in one way was beneficial to many people from foreign nations who sought jobs.

With the low wages and salaries, one can provide the basic needs for his or her family. With the little money in form of wages, one can be self-dependent and thus this reduces the problems associated with overdependence at the family level (Babar et al., 2019). The system ensured that whoever is willing to work is exposed to different forms of labour and training. Such training offers long-lasting skills which are applicable in the modern world. The kafala system ensured maximum exposure to people from less developed nations. This exposure ensured that

people are enlightened and that people can get new and various methods of solving their domestic problems.

Damir-Geilsdorf (2016) concentrated his arguments on the purposes for why the Kafala system was introduced, the policies and the practices that were supposed to guide the Kafala system. Kafala system is mostly operating in the Western countries where people from different parts of the world are offered sponsorship to go and work in those nations (Damir-Geilsdorf, 2016). The kafala system is considered to regulate the lives of more than ten million laborers in the Middle East. Furthermore, this kafala sponsorship system is regarded to give many private citizens located in the Arab Gulf countries full control over migrant workers' employment and empowerment skills. The kafala sponsorship also ensures they offer full immigration status to those who migrate to their countries of operation. There was a need for many labourers to enhance industrial revolutions that were experienced in Western countries and the many populations which led to the expansion of families thus there was a need for housekeepers.

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