

A Phenomenological Study on Indian Migrant Workers Working in Doha

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Abstract

Background:

Indian migrant construction workers in Doha face numerous challenges related to employment, housing, health, and social adaptation. Understanding their lived experiences is essential to inform policies and interventions aimed at improving their well-being.

Objectives:

To explore the lived experiences of Indian migrant workers in Doha, identify the challenges they face, and understand their adaptation strategies.

Methods:

A qualitative, descriptive phenomenological design was used. In-depth interviews were conducted with 150 purposively selected Indian construction workers at Jana's Construction Company, La Plage-South-05, Pearl-Qatar. Data were analyzed using Colaizzi's seven-step method.

Results:

Seventeen major themes and thirty-two subthemes were identified. Key themes included job insecurity, financial strain, language barriers, overcrowded housing, limited healthcare access, and both mental and physical health issues. Workers reported feelings of anxiety, isolation, and exhaustion. However, peer support networks and gradual cultural integration were noted as positive coping mechanisms. Long-term exposure to poor working and living conditions contributed to cumulative health issues.

Conclusion:

Indian migrant workers in Doha endure significant hardships that impact their psychosocial and physical health. These findings highlight the urgent need for improved mental health services, stable employment policies, better living conditions, and culturally appropriate healthcare access.

Keywords: migrant workers, lived experience, Doha, construction, qualitative study, mental health, social determinants

1. INTRODUCTION AND ORIGIN OF THE RESEARCH PROBLEM

"Migration involves the relocation of individuals, either temporarily or permanently, across cultural and geographic boundaries." While the majority of people still reside in their place of birth, an increasing number are moving to other nations, particularly within their regions Bhugra, D. and Becker, M.A., (2005).¹ Migration is often driven by socio-economic, political, and environmental factors, but the global rise in instability—such as armed conflicts and socio-economic disparities—has significantly increased the number of refugees, asylum seekers, and migrants worldwide (Bhugra, et al 2014)².

Global Context and Challenges

By 2030, it is projected that one in five people globally will be migrants, facing significant stress-induced psychiatric problems. Studies have revealed that international migrant workers are at heightened risk of occupational health issues, including hazardous working conditions and mental health deterioration. These risks are further exacerbated by systemic challenges such as job insecurity, socio-economic pressures, and isolation (Hargreaves et al., 2019)³. Indian migrant workers often migrate in search of better income and living conditions but frequently experience psycho-social problems, including depression and anxiety (Krupinski and Cochrane, 2022)⁴.

Context of Migrant Workers in Doha

Doha, Qatar, attracts a substantial number of migrant workers from low-income countries. Foreign labor accounts for more than two-thirds (67.3%) of the workforce in Qatar. Migrant workers here frequently face mental health challenges such as depression, stemming from job insecurity and social isolation. This highlights the critical need for professional training in mental health services to address the unique needs of isolated patients (ILO, 2021)⁵. Recent studies in Saudi Arabia have similarly shown high prevalence rates of mental health issues among migrant workers, particularly due to fears of job insecurity. Governments are therefore urged to implement clear policies on health and job security to ensure the psychosocial stability of international laborers and contribute to public health (Adhikary, 2018)⁶.

Socio-Cultural and Economic Implications

Migrants are often less familiar with the socio-cultural environment of their temporary homes. Families left behind depend heavily on the income of migrant workers, intensifying the psychological pressures on the migrants. Many of these workers face multidimensional challenges classified under five major factors: economic, social, environmental, policy-related, and psychological. These factors directly impact their quality of life, self-esteem, and overall well-being (Panda and Mishra, 2018)⁷.

Mental Health Needs

The integration of mental health services is crucial for supporting migrant populations. China's recent efforts to address disparities in mental health access highlight the importance of culturally sensitive interventions that can overcome barriers such as stigma and language (Liang et al., 2018)⁸. Community-based approaches have shown promise in reducing psychological distress caused by dislocation and adaptation challenges.

Migrant populations in South Africa face heightened socioeconomic challenges, compounded by limited healthcare access. These vulnerabilities exacerbate mental health issues like anxiety and depression, as noted during the COVID-19 pandemic. Addressing these disparities requires systematic changes in health policy (Mukumbang et al., 2020)⁹.

Rationale for the Study

Migration significantly influences the quality of life, self-esteem, and mental health of workers, particularly those relocating to unfamiliar socio-cultural environments. Migrant workers often experience adverse working and living conditions, coupled with limited access to healthcare, including mental health services. This is especially true in regions such as the Gulf Cooperation Council (GCC) countries, where migrant workers comprise a substantial portion of the workforce. Studies emphasize that these challenges affect their psychosocial well-being and productivity (ILO, 2021)¹⁰.

Given the significant impact of migration on the quality of life and self-esteem of workers, it is essential to understand their lived experiences. A qualitative phenomenological approach is particularly effective in this context. For instance, Duggal (2021)¹¹ identified themes such as feelings of guilt, shame, helplessness, and anxieties related to unemployment, poverty, and isolation from families. This research emphasized the importance of addressing these psychological issues through direct engagement with the migrant population.

Research Objectives

This study aims to explore the lived experiences of Indian migrant workers those who are working in construction sites in Doha, focusing on their psychological, social, and economic challenges. By conducting interviews and identifying themes, the research seeks to create a representative model that highlights the critical issues affecting this population, offering a foundation for targeted policy

interventions.

2. NEED OF THE STUDY

Building on Existing Literature Regarding the Lived Experiences of Indian Migrant Workers in Doha, Qatar

Further research on the lived experiences of Indian migrant workers in Doha is necessary for several reasons:

1. Contextual Specificity: While existing studies may have provided valuable insights into the experiences of migrant workers in general, conducting further research within the specific context of Indian workers those who are working in construction sites in Doha allows for a deeper understanding of the unique challenges, dynamics, and factors at play within this particular setting.

2. Nuanced Understanding: Every work environment has its own set of rules, norms, and socio-cultural dynamics that shape the lived experiences of migrant workers. By conducting a focused study on Indian workers in Doha, researchers can uncover nuances and troubles that may not have been captured in broader studies, thereby enriching our understanding of the complex realities faced by workers in this specific context.

3. Identification of Localized Issues: Doha may face specific socio-economic, cultural, or infrastructural challenges that influence the experiences of Indian migrant workers in ways that differ from other regions. By conducting a localized study, researchers can identify and address these unique issues, leading to more targeted interventions and policy recommendations tailored to the needs of this community.

4. Validation and Expansion of Previous Findings: While existing studies may have highlighted certain aspects of the lived experiences of Indian migrant workers in Doha, further research can serve to validate and expand upon these findings. Through rigorous data collection and analysis, researchers can contribute to existing knowledge while also uncovering new insights and perspectives that contribute to a more comprehensive understanding of the subject.

5. Impact of Policy and Program Changes: Since the publication of previous studies, there may have been changes in policies, programs, or practices within Doha that have had an impact on the lived experiences of Indian migrant workers. By conducting an updated study, researchers can assess the effectiveness of these changes, identify areas for improvement, and inform future decision-making within the labor and migration systems.

The researcher in the current study aims to understand the lived experiences of Indian migrant workers in Doha with a broad understanding that he might identify the possible problems faced by them. The researcher presumes that the holistic health needs of the workers are not met across a broad spectrum of life aspects.

The results of the current study would help non-migrant workers and the general public to empathize with the lived experiences of the migrant workers, serving as an example and highlighting the need for rectifying corrections to overcome the sufferings of the workers.

The researcher has ensured that any possible advantages accruing to the workers through their participation in the research, when compared to their general living conditions, medical care, quality of food, amenities, and opportunity for earnings, are not of such magnitude that their ability to weigh the risks of the research against the value of such advantages in their limited choice environment is impaired. Hence, the researcher in the current study wants to build upon existing literature on the lived experiences of Indian migrant workers in Doha. Further study is warranted to gain a more nuanced understanding of the unique challenges and dynamics within this specific context, identify localized issues, validate and expand upon previous findings, and assess the impact of policy and program changes over time.

3. REVIEW OF LITERATURE

a. Status of recent research at national level Workforce Dynamics in Qatar:

Simkhada et al. (2022)¹² discussed the role of migrant workers in constructing Qatar's infrastructure, particularly during events like the FIFA World Cup 2022. The study revealed how physical labor under harsh conditions and societal marginalization contributed to mental health challenges among workers. It highlighted the importance of addressing systemic health inequalities to improve workers' well-being.

Mohammad and Sidaway, 2016,¹³ examined the relationship between power, accumulation, and labour in Qatar, focusing on the lives of Qatari citizens. They found that the labor that sustains the urban spectacle is often overlooked, and emphasized the need for critical and post colonial Lenses to examine the

intersecting geographies of foreign labour and the spectacle. The study provides important insight into the complex, social and economic dynamics at play in Qatar.

Fatma (2015)¹⁴ utilized a cross-disciplinary approach to study the role of Public indeterminate spaces within a cultural context. The research model Incorporated various factors to examine the economic, social, cultural, special, and environmental challenges that affect urban life. Through documentary research, fieldwork, mapping, and interviews the study, explored user values and meaning of these spaces. The study revealed the importance of informal, local practice and temporary uses in enhancing the quality of urban life.

Mental Health and Well-being:

Paudyal et al. (2023)¹⁵ conducted a mixed-methods study examining the health and well-being of Nepalese migrant workers in GCC countries, including Qatar. The research highlighted prevalent mental health issues, such as anxiety and depression, which were strongly associated with exploitative working conditions, low wages, and insufficient access to healthcare services. The findings emphasized the need for targeted interventions, including mental health support, improved working conditions, and equitable access to healthcare, to address the systemic challenges faced by this vulnerable population and enhance their overall quality of life Lato, J., Wadoo, O. and Iqbal, Y. (2021)¹⁶ explored the development of mental health services tailored to low-skilled migrant workers in Qatar. The research emphasized the challenges these individuals face, including limited mental health resources and systemic barriers, proposing strategies for culturally appropriate care.

Al Ahmadi, (2020)¹⁷ conducted a clinical mental health investigation to evaluate the impact of positive psychology and counselling on well-being in Qatar. Through exploratory and a confirmatory factor analysis, four underlying dimensions of character, strengths were identified. Wisdom and knowledges strengths, humanity and justice, strength, embracing life strength and emotional strength. These findings provide valuable insight into the role of positive psychology in improving mental health and well-being. A study was conducted to evaluate if counselling an integrative approach to couples-therapy training and the investigation of its cultural applicability with the expatriate population living in Qatar. The study responded that integrative, person centered, and culturally sensitive counselling therapy / training helps in overcoming stress and diversifies mental health issues. The study concluded that counsellors and therapists living in Qatar formed a practitioner community which in turn would help larger population in counselling and solving mental health issues (Mansilla, 2016)¹⁸.

Migration Experiences

Diop et al. (2020)¹⁹ analyzed the welfare of migrant workers in Qatar, emphasizing the adverse effects of inadequate housing, poor working conditions, and exploitative systemic practices such as passport withholding. These factors were found to significantly impact the mental and physical health of workers, leading to heightened stress, anxiety, and vulnerability to illness. The study called for urgent reforms in labor policies to address these issues, advocating for improved living conditions, worker protections, and mechanisms to ensure fair treatment, thereby enhancing the overall well-being and productivity of migrant workers.

Liu, L., Gjebre, O. and Ali, F.M.H. (2020)²⁰ explored the determinants of healthcare access and utilization among migrant workers in Qatar, identifying significant disparities tied to income and employment status. The study revealed critical gaps in health insurance coverage, which left low-income workers particularly vulnerable to high out-of-pocket healthcare costs. Barriers such as limited awareness of available services, language difficulties, and restrictive employment-based insurance schemes further exacerbated these challenges. The findings underscore the need for comprehensive health policy reforms to ensure equitable access to healthcare for all migrant workers, particularly those in low-wage sectors.

A study investigated the experience of mid-to- highly skilled African migrant workers in Doha Qatar who engage in trans-national labor migration. attention was given to how radicalized positioning intersected with other variables such as nationality, gender and class to shape migrant worker experiences, the study identified modalities of exploitation such as salary delay and job insecurity, remitting money to family members, the findings of the lived experiences represented that a majority of participants expressed the desire to eventually leave Qatar and migrate once again to western countries where they imagined there would be better opportunities for professional growth, children's education and naturalization (Imerion,

2017)²¹.

b. Status of recent research at international level. Migration Experiences:

A study was conducted to understand migration and lived experiences of racism: the case of high-skilled migrants in Wrocław, Poland. Analysis revealed four broad themes of experiencing racism they are direct and indirect; further, aggression and micro-aggression. The strategies to solve these were ignoring few problems, managing of self, avoidance of people and situations strategically, seeking the company of experts in counselling (Jaskulowski and Pawlak, 2020)²².

Kosny et al. (2017)²³ examined the lived experiences of migrants in Australian workplaces, revealing pervasive issues of racism and discrimination that hindered job satisfaction, productivity, and inclusion. Migrants faced overt and covert racial biases, limited career advancement, and social exclusion. The study emphasized the critical role of organizational culture in addressing these inequities through diversity training, zero-tolerance policies for discriminatory behavior, and equitable hiring practices. Leadership was identified as pivotal in fostering inclusive environments, where proactive measures can mitigate systemic barriers and promote a culture of equality and respect. These findings underscore the importance of structural interventions to create supportive workplaces for migrant employees. In a study by (Rajendran, 2017)²⁴ investigated the factors that influence the integration of migrants in workplace. The study used four workplace integration theories to identify both promoting and hindering factors. The results showed that the migrants experiences were influenced by structural barriers outside the organizations and work place factors such as racism and cultural barriers, as well as individual factors related to the migrants themselves.

The findings suggest that understanding these factors can inform the development of effective workplace integration strategies.

Suphanchaimat et al. (2015)²⁵ conducted a systematic review on challenges in providing healthcare services for migrants. The study identified key barriers, such as cultural differences, financial constraints, and systemic inefficiencies. These findings underscore the need for tailored policies and provider training to ensure equitable access to care.

Workplace Challenges and Solutions:

A study was conducted to explain underemployment and lived experiences of migrant workers in the hotel industry: policy and industry implications. The themes under which their lived experiences were discussed are structural factors, career progression, cultural capital, qualifications and skills, and business performance (Ndiuini and Baum, 2021)²⁶.

Hajro et al. (2019)²⁷ proposed a multilevel framework to explore the processes of acculturation and workforce integration among skilled migrants. The study identified key coping mechanisms, such as resilience-building, adaptation strategies, and leveraging social networks, as vital for individual success. At the systemic level, interventions like tailored onboarding programs, mentorship initiatives, and inclusive organizational policies were highlighted as critical in facilitating smoother transitions. The research emphasized that integration is a dynamic interplay between individual agency and institutional support, with coordinated efforts required to address cultural, structural, and social barriers to workplace inclusion.

Pung and Goh (2017)²⁸ conducted an integrative literature review to investigate the challenges encountered by international nurses transitioning into new healthcare environments. The study identified significant barriers, including communication difficulties due to language differences, role ambiguity arising from unclear expectations, and insufficient social support from colleagues and institutions. These factors were shown to negatively impact job satisfaction, professional performance, and retention rates. The research underscored the importance of structured onboarding programs, mentorship initiatives, and culturally competent training to support international nurses and foster a more inclusive healthcare workplace.

Peer Support and Mental Health

Lee et al. (2020)²⁹ investigated the workforce integration challenges faced by refugees, identifying language barriers, cultural differences, and mental health struggles as significant obstacles. The study highlighted the importance of structured language training programs, accessible mental health support, and inclusive organizational policies to reduce stress and promote inclusion. These interventions were found to be critical in addressing systemic barriers, enhancing refugees' sense of belonging, and improving their overall integration into the workplace. The findings underscore the necessity of holistic approaches that

combine individual support with institutional reforms to create equitable employment opportunities for refugees.

According to (Zabeer, 2019)³⁰ The effectiveness of peer support in improving mental health and well-being has been well documented for vulnerable populations, two types of peer support were identified from the included studies, i.e., mutual aid and para-professional trained peer support. The study's findings suggest that the para professional peer support training program was highly feasible and culturally appropriate for multi-disciplinary workers. It was concluded that culture-specific peer support programs should be developed in the future to overcome these barriers to promote more effective mental health practices.

Newman et al. (2018)³¹ examined the role of psychological capital—encompassing resilience, optimism, hope, and self-efficacy—in mediating the relationship between social support and the well-being of refugees. The study found that higher levels of psychological capital significantly improved refugees' ability to adapt to challenging environments and cope with stress. Interventions that strengthen these psychological traits, such as resilience training and optimism-focused counselling, were identified as effective strategies for enhancing refugee adjustment. These findings highlight the importance of combining social support with targeted psychological interventions to promote holistic well-being and successful integration for refugees.

Research was performed to examine the stress and coping strategies of recent immigrants and refugees and its implications for counselling. It focused on stress related to acculturation and the effects it has on the lives of immigrants. The study also explored stress theories in physiological literature and provided an overview of the stressors faced by recent immigrants. The findings of the study have an important implication for clinical work, research, and advocacy Yakushko, O., Watson, M., Thompson, S. (2008)³².

4. OBJECTIVES

- i) To understand the experience of Indian migrant workers living and working in Doha
- ii) To identify the challenges and difficulties faced by Indian migrant workers in Doha

Inclusion criteria:

- Indian Construction workers at Janas Construction Company La Plage-South-05 Pearl- Qatar.
- Indian Construction workers who will give consent to participate in the study.
- Indian Construction workers present at the time of data collection.
- Indian Construction who could understand Hindi, Tamil, Malayalam or English.

Exclusion criteria:

- Construction workers form other than Indian nationalities.

Operational definitions:

- **Lived Experience:** The subjective perception of Indian Construction workers related to their experiences as a migrant worker in Doha, Qatar.
- **Indian Migrant workers:** Migrant workers are individuals who come from India in search of work, monetary benefits, and job opportunities.
- **Construction site:** It refers to the construction of a residential buildings, flat and Villa's in La Plage-South-05 Pearl-Qatar.

METHODOLOGY

- **Research Approach** – Qualitative Approach
- **Research design** – Qualitative phenomenological research design
- **Setting** – Jana's Construction Company La Plage-South-05 Pearl-Qatar.
- **Sample** – Indian Migrant workers of Jana's Construction Company La Plage-South-05 Pearl-Qatar
- **Sampling technique** – Purposive Sampling Technique

Tools

1. Socio-Demographic profile.
2. Self-Structured open-ended questions

ANALYSIS

- The Qualitative analysis in the main study included 40 samples, acquired from the Indian workers working in Flat residential building section of the Jana's Construction Company La Plage-South-05 Pearl-Qatar.

- The Construction site divided into 2 sections Villa section (It Includes construction of 12 Villa's and Flat Section It includes construction of one 12 storey flat.
- For Main study Flat section was selected.

Table 1: Overview of Major Themes and Sub-Themes Identified from the Lived Experiences of Indian Migrant Workers in Doha, Qatar.

Sl.No.	THEMES	SUBTHEMES
1	Employment	<ul style="list-style-type: none"> • Job Security • Wage levels.
2	Income	<ul style="list-style-type: none"> • Financial Strain • Delayed Payments
3	Literacy and Language	<ul style="list-style-type: none"> • Limited language proficiency • Communication difficulties
4	Education Opportunities	<ul style="list-style-type: none"> • Educational Aspirations • Access to training
5	Housing	<ul style="list-style-type: none"> • Overcrowded Housing • Shared Toilets
6	Healthcare access	<ul style="list-style-type: none"> • Use of Healthcare access • Financial barriers
7	Health outcomes	<ul style="list-style-type: none"> • Mental health issues • Physical health challenges
8	Social support network	<ul style="list-style-type: none"> • Support from fellow workers • Emotional and practical assistance
9	Discrimination and social cohesion	<ul style="list-style-type: none"> • Discrimination
10	Work place Dynamics	<ul style="list-style-type: none"> • Interaction with colleagues • Relationship with supervisors
11	Housing and Health	<ul style="list-style-type: none"> • Impact on Physical Health • Shared accommodation

Description: It highlights key social determinants affecting migrant workers, including job insecurity, low wages, financial strain, language barriers, limited education access, poor housing, and restricted healthcare due to cost. These challenges lead to mental and physical health issues, strained workplace relationships, and reliance on limited social support, all of which impact their overall well-being Theme Identified (1)

Table 2: Themes, Sub-Themes, and Frequency of responses related to lived experiences among Indian migrant construction Workers in Doha, Qatar

Theme Identified (1)	Sub Theme Identified (1&2)	Verbatim	Construction workers Response	
			Code	Frequency (F)
Employment	• Fear of Job loss	I constantly worry about losing my job. Every day there's a meeting by foreman, I fear it's to tell me I've been let go.	Fear of job loss due to workplace uncertainty.	122
		The thought of not being able to provide for my family if I lose my job keeps me up at night."	Stress about family responsibilities due to potential job loss.	15
		Every day I go to work, I feel this looming fear of getting fired without warning.	Fear of sudden and unexpected termination.	27
		I can't make any long-term plans because I don't know if I'll have a job next month."	Inability to plan for the future due to job insecurity.	12
		I'm always anxious, thinking about how I would manage if I suddenly lost my job. It's a persistent fear.	Persistent anxiety about coping with sudden job loss	17
• Wage Levels		"No matter how hard I work, my wages barely cover my basic needs."	Wages insufficient to meet basic living needs	22
		Knowing that I'm underpaid while my workload keeps increasing is mentally exhausting."	Mental exhaustion from being underpaid despite increased workload	27

		"I'm always looking for side jobs to make up for my low wages, but it's overwhelming."	Overwhelmed by the need for side jobs to supplement low wages."	7
		"It feels like I'm stuck in a cycle of poverty, with no way to escape."	"Stuck in a cycle of poverty."	2
Interpretation		Participants are experiencing significant anxiety and uncertainty about their job security and financial well-being. Many fear sudden dismissal or lack of clarity about future employment, making it hard to plan ahead. Coupled with low wages for demanding work, they feel undervalued and financially strained, often seeking additional income, which only adds to their stress. This creates a cycle of economic instability, preventing them from achieving financial stability or peace of mind		
Theme Identified (2)	Sub Theme Identified (3&4)		Construction workers Response	
		Verbatim	Code	Frequency (F)
Income	• Financial Strain	I struggle to make ends meet every month. The money I earn is never enough to cover basic needs like food and rent."	Struggling with insufficient income	76
		It's so frustrating when I can't provide my children with things they need for school because of lack of money."	Frustration over unmet school needs	12
		I have to borrow money constantly from friends and family to survive; it's embarrassing and exhausting."	Embarrassment and exhaustion from borrowing money to survive	18
		I can't rely on my income because the payments are so unpredictable. It adds a lot of stress to my life.	"Stress from unpredictable income.	45
		The financial pressure I feel every day has taken a toll on my mental health. It's a constant battle."	Mental health toll from daily financial pressure.	7
		Delayed payments make it hard to plan for anything. It's a constant source of stress	Stress from delayed payments and difficulty planning.	35
		Sometimes we don't get paid on time for months. It throws my entire life into chaos when I can't pay rent or buy groceries."	Chaos from delayed payments impacting basic needs	45

		"I've been working hard, but payment delays make it impossible to plan anything. It's demoralizing."	Demoralization from payment delays affecting planning."	13
• Delayed payments				
		"I've lost trust in the system because no one can give a clear answer on when the salaries will actually arrive."	"Loss of trust due to unclear payment timelines."	7
		"The delayed payments are affecting my family too. My children are the ones suffering because of this uncertainty."	Impact of delayed payments on family wellbeing	25
		"I've had to take loans with high interest just to survive because payments never come on time."	Taking high-interest loans due to delayed payments	18
Interpretations		Most of the participants are facing severe financial challenges stemming from inadequate income and irregular payment schedules. Financial strain is a pervasive issue, with many struggling to cover basic expenses such as food, rent, and education for their children. The inability to save or plan for the future exacerbates their stress, leaving them in a constant state of anxiety. Additionally, delayed payments further complicate their financial stability, forcing them to rely on borrowing or high-interest loans to survive. This dual burden of low income and payment delays not only disrupts their daily lives but also significantly impacts their mental well-being and trust in the system.		
Theme Identified (3)	Sub Theme Identified (5&6)	Construction workers Response		
		Verbatim	Code	Frequency (F)
		"I struggle to understand what's written on forms or notices, in English and Arabic and it makes me worry."	Difficulty understanding forms due to language barriers	12
	• Limited Language Proficiency	"I can't read most of the signages at construction site and outside the workplace which makes me feel embarrassed."	Embarrassment from inability to read signs at the workplace	6
		"I feel like I'm missing out on important things because I don't know how to read well enough to understand the rules."	Feeling left out due to limited literacy in understanding rules.	10
	"Not being able to read or write well makes me avoid talking to people about the stuff I don't understand."	Avoiding communication due to limited literacy	2	
Literacy and	I feel misunderstood	Frustration from feeling misunderstood during	25	

Language	d when I try to explain myself, like my words don't come out right."	communication.	
	People often don't understand me when I speak because I can't express myself properly."	Difficulty expressing oneself leads to misunderstandings	20
	I try to explain my point of view, but the words don't seem to match my thoughts, and it gets frustrating."	Frustration from inability to articulate thoughts clearly	19
• Communication difficulties	"When I have to speak in front of the Arab nationality foreman, I get nervous because I'm not sure if they'll understand me."	Nervousness about speaking due to fear of misunderstanding	45
	"It's hard to have a conversation when I can't find the right words, especially when it's important."	Struggling to find words during important conversations	15
Interpretation	The participants express significant struggles with literacy and language, feeling isolated and inferior due to difficulties reading and understanding written materials. This leads to frustration, exclusion, and low self-esteem. Communication challenges further increase social anxiety, as many fear being misunderstood. Overall, these language barriers create a cycle of stress and alienation, hindering their ability to participate fully and navigate their environment with confidence		
Theme Identified (4)	Sub Theme Identified (7&8)	Construction workers Response	
	Verbatim	Code	Frequency (F)

		If I had the chance to get an education, I could change my life and find a better job."	Desire for education to improve life and job opportunities	22
		"I wish I could pursue a degree in a field that interests me, but I don't know where to start."	Aspiration to pursue higher education but unsure where to begin	4
		Education could help me build a future, but I feel like the opportunity is slipping away."	Feeling those opportunities for education and a better future is slipping away	7
	Training Aspirations			
Training Opportunities		I dream of going back to school and getting a degree, but it feels like an impossible goal right now."	Dream of returning to school feels unattainable	3
		The communication difficulties make it hard to navigate daily work life in construction site. It's like there's a constant hurdle to overcome.	Communication challenges create constant hurdles in daily work life	17
		There are no programs here that offer proper vocational training or education."	Lack of available vocational training and education programs	22
		"I would love to learn new skills, but there are no resources or guidance to make it happen."	Desire to learn new skills but lack of resources and guidance	12
	• Access to training			
		"There are some workshops, but they don't offer anything that would help me get a job outside."	Workshops available but lacking job-relevant skills	6
		The lack of access to training programs is holding me back. I'm ready to learn, but I need the opportunity."	Lack of access to training programs is limiting opportunities for learning	12
		I feel stuck because I don't have access to any real education or skill-building programs."	Feeling stuck due to lack of access to education and skill-building programs	2
Interpretation		Many workers express a strong desire to pursue education and improve their lives, but they feel hindered by factors such as age, uncertainty, and lack of direction. While many believe that education could offer better opportunities, they often see it as an unattainable goal. In addition, workers report limited or no access to meaningful vocational training programs, leaving them feeling stuck and without the resources needed to gain new skills. Overall, there is a clear aspiration for education and personal growth, but significant barriers, including age, lack of access to resources, and training opportunities, prevent inmates from realizing these goals		
Theme Identified	Sub		Construction workers Response	

(5)	Theme Identified (9&10)	Verbatim	Code	Frequency (F)
		There are too many people accommodated in to a small room. It is very congested.	Living in cramped conditions with limited space	112
		" I can't even have a private conversation without someone overhearing, especially on summer days when it's too hot to go outside and communicate with family	Lack of privacy due to cramped living conditions	65
		I feel like I don't have any personal space. There are too many of us in a small apartment."	Lack of personal space due to overcrowded living conditions	32
	● Overcrowded Housing	"Sometimes it's difficult to concentrate or relax because there are too many people in one room."	Difficulty concentrating or relaxing due to overcrowded living conditions	12
	Housing	" I feel exposed all the time because there's no privacy here	Constant feeling of exposure due to lack of privacy	8
		"Living in overcrowded conditions causes a lot of tension. We all have to share everything, and it's hard to find peace."	Tension and lack of peace due to overcrowded living conditions	26
		"The worst part is having to share one toilet with so many people. It's always occupied, and there's never enough time to clean it properly."	Frustration from sharing a single toilet with many people	78

● Shared Toilets	"It's really inconvenient. Sometimes I have to wait for hours to use the toilet. I can't even plan my day properly because of this."	Inconvenience and disruption caused by having to wait for the toilet 25
	"Shared toilets make hygiene difficult. It's never clean, and there's a lot of conflict over whose turn it is."	Hygiene difficulties and conflict due to shared toilet use 18
	"I avoid using the bathroom in the mornings because there are too many people waiting. It's uncomfortable."	Avoiding bathroom use due to long wait times and discomfort 5
	"Living with shared toilets makes me anxious, especially when I need to use the bathroom urgently, and it's already occupied."	Anxiety from urgent bathroom needs due to shared toilet access 4

Interpretation

The data reveals that a significant number of construction workers experience challenges related to housing conditions, specifically overcrowded living spaces and shared toilets. Many participants highlighted the strain of overcrowded housing, with concerns about lack of personal space, difficulties in daily routines, and heightened tensions due to the presence of multiple people in a small area. The shared toilet situation further exacerbates the discomfort, with workers expressing frustration over waiting times, lack of cleanliness, and compromised privacy. These factors contribute to a persistent sense of inconvenience and anxiety, affecting both their physical comfort and emotional well-being

Theme	Sub Theme	Construction workers Response
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Identified (6)	Identified (11&12)	Verbatim	Code	Frequency (F)
		The PHCC services are so far from where we work. It takes hours just to get there."	Inconvenience due to long travel times to PHCC services	29
		"The PHCC are always overcrowded, and it's hard to get an appointment."	Difficulty in accessing PHCC services due to overcrowding and long wait times	72
	• Use of healthcare access	"We often end up having to wait days for a simple check-up or treatment because the healthcare options are limited."	Delays in accessing healthcare due to limited options and long wait times	65
Health & Health care access		"I don't have health card, so the PHCC will not allow to see the doctor."	Inability to access PHCC services due to lack of a health card.	89
		"I have to prioritize work over my health, so I don't visit the doctor unless it's critical."	Health concerns take a backseat to work priorities unless critical	7
		"Healthcare costs are too high for us in private clinics. We can't afford to visit a doctor regularly."	High healthcare costs in private clinics prevent regular doctor visits	56
		"Even if I need a treatment, I won't go because I know it will cost too much, and I can't afford it."	Avoiding treatment due to unaffordable healthcare costs	20
	• Financial barriers	"I often skip medications because I can't pay for them. If it's not urgent, I just deal with it."	Skipping medications due to unaffordable costs	6
		"Even if I want to get a health check, the financial burden stops me. I have to save money for other things first."	Skipping health checks due to financial constraints and prioritizing other expenses	14
Interpretation		The data reveals significant challenges faced by construction workers regarding healthcare access. Many workers experience limited availability of nearby healthcare facilities, with long travel times and overcrowded clinics being common issues. The use of healthcare services is often seen as a last resort due to lack of health card and financial constraints. Some workers avoiding regular check-ups and prioritizing work over health. Financial barriers are a key concern, with high healthcare costs and the lack of insurance preventing many from seeking necessary treatment. This results in delayed care and reliance on self-management for health issues		
Theme Identified (7)	Sub Theme Identified (13&14)	Verbatim	Code	Frequency (F)
		"I feel overwhelmed with constant worry about my mental health, but I don't have the time to address it."	Mental health concerns unmet due to lack of time.	6
		"Sometimes, I feel down and don't have the energy to keep going with the pressure of work and personal life."	"Low energy and feeling overwhelmed due to work and life pressures.	23
		"I find it hard to sleep, even though I'm physically exhausted from work."	Difficulty sleeping due to work stress and racing thoughts	29

• Mental health issues		My mind keeps racing."		
		"The constant stress and pressure at work leave me mentally drained by the end of the day, and it's hard to recover.	Mental exhaustion from constant work stress and difficulty recovering.	3
Health Outcomes		I'm afraid that if things don't improve, my mental health will deteriorate further, but I don't know how to fix it.	Fear of worsening mental health and uncertainty about how to improve it.	2
		My back and knees ache all the time from carrying heavy loads and working long hours."	Chronic pain from carrying heavy loads and long working hours	35
• Physical health challenges		I am constantly tired, and no matter how much I rest, I feel drained by the end of the day."	Constant fatigue despite rest and feeling drained at the end of the day	24
		"The dust and fumes on the construction site cause me to cough and have trouble breathing."	Respiratory issues from dust and fumes on the construction site	12
		"Over time, my mobility has been affected due to repetitive strain injuries and I find it harder to move around."	Reduced mobility due to repetitive strain injuries	9
Interpretation		Health Outcomes" reveal significant concerns regarding mental health and physical health challenges. Many construction workers expressed persistent anxiety and stress related to job insecurity, with fears of sudden job loss, leading to sleepless nights and constant worry. A large portion of the participants reported mental strain from the instability of their employment, feeling anxious about providing for their families or making long-term plans. Additionally, workers highlighted physical health issues such as fatigue, back pain, and musculoskeletal problems, which they attribute to the physically demanding nature of their work. These challenges indicate the need for better support systems addressing both mental and physical well-being in the construction industry.		
Theme Identified (8)	Sub Theme Identified (15&16)		Construction workers Response	
		Verbatim	Code	Frequency (F)
		"We look out for each other. If one of us is struggling, we help out in any way we can."	Support and camaraderie among peers during struggles	47
		"The guys here are like family. If I'm having a tough time, they always offer a hand."	Friendship and mutual support among peers	35
Social support network	• Support from fellow workers	"We share tips on how to make the work easier. It's good to know you're not alone out here."	Sharing tips and mutual support in the workplace.	32
		"Sometimes just talking with a coworker makes all the difference. They understand the pressure we're under."	Emotional support and understanding among coworkers.	17
		"Even on difficult days, it's the support of my coworkers that	Coworker support as motivation during difficult days	8

		keeps me going."		
		"When I'm dealing with personal problems, my coworkers are always there for me. They listen and offer advice or even help with tasks."	Coworker support during personal struggles	21
		If I'm struggling, they'll pitch in to make sure I get through the day. It's more than just work; it's about helping each other out."	Coworker teamwork and mutual support beyond work tasks	32
	• Emotional and practical assistance	"It's not just the work we share, it's the emotional support. We check on each other, especially when things get tough."	Emotional support and checking in on each other during tough times	19
		"I've had hard times at home, but my coworkers make sure I'm okay, offering both emotional support and practical help with things around work."	Coworker support with emotional and practical help during personal struggles	20
Interpretation		Participants highlighted a strong support network among coworkers, with many emphasizing mutual helps both practically and emotionally. Workers frequently rely on each other for assistance with tasks and provide emotional support during tough times. This sense of friendship helps reduce stress, especially in challenging situations, and creates a more cohesive and supportive work environment		
Theme Identified (9)	Sub Theme Identified (17)		Construction workers Response	
		Verbatim	Code	Frequency (F)
		Some workers are treated better than others. I feel like I'm always left out of opportunities."	Feeling excluded from opportunities due to unequal treatment	7
Discrimination and Social cohesion	• Discrimination	"I've seen supervisors favor certain groups, leaving people like me feeling unimportant."	Feeling overlooked due to favouritism from supervisors	4
		"The work environment is not inclusive. There's always a sense of favoritism and discrimination."	Work environment marked by favouritism and discrimination	2
Interpretation		Some of the construction workers report feeling discriminated against based on their background, leading to favoritism, exclusion, and unequal opportunities. This creates tension and a sense of marginalization, hindering workplace unity.		
Theme Identified (10)	Sub Theme Identified (18&19)		Construction workers Response	
		Verbatim	Code	Frequency (F)
		My colleagues are very supportive; they help me get through tough days.	Supportive colleagues helping through tough days	71
		We share knowledge and work together well, but sometimes there's	Collaborative knowledge sharing with occasional tension during tight deadlines	13

		tension during tight deadlines."		
• Interaction with colleagues		It's difficult to get along with some team members; there's always a little competition."	Difficulty getting along with team members due to competition	2
Work place Dynamics		"I enjoy collaborating with my coworkers, it makes the work easier."	Enjoyment of collaboration with coworkers, making work easier	24
		" There's a lot of respect between us, and that helps us work together efficiently	Respect among coworkers fostering efficient teamwork	27
• Relationship with supervisors		" I have a good relationship with my supervisor. They listen to my concerns and provide guidance.	Positive relationship with supervisor and open communication	16
		"I get the sense that my supervisor only cares about the bottom line, not about our wellbeing."	Supervisor focus on profit over employee wellbeing	68
		Sometimes my supervisor is too critical, which makes the work environment tense."	Tense work environment due to overly critical supervisor	21
		My supervisor is Arabic speaking that why its very limited interaction with him	Limited interaction with supervisor due to language barrier	36
Interpretation		Participants highlighted a generally supportive atmosphere with colleagues, though occasional tension and competition arise. Regarding supervisors, most appreciate guidance and encouragement, but some feel criticized or disconnected, focusing more on productivity than employee wellbeing.		
Theme Identified (11)	Sub Theme Identified (20&21)		Construction workers Response	
		Verbatim	Code	Frequency (F)
		"My physical health has deteriorated because of poor living conditions. I suffer from joint pain and poor sleep."	Health issues due to poor living conditions	11
		"Not having proper sanitation or clean water has caused digestive issues for me."	Digestive issues caused by lack of proper sanitation and clean water	26
Housing and Health	• Impact on Physical health		Chronic stress and frequent illness due to overcrowded living conditions	
		"Living in an overcrowded space has led to chronic stress and frequent illness."		10
		"The lack of privacy in shared accommodation makes me feel stressed and uncomfortable."	Stress and discomfort due to lack of privacy in shared accommodation	31
		"Sometimes, sharing accommodation	Conflict and anxiety caused	

		with strangers leads to conflicts, which adds to my anxiety."	by sharing accommodation with strangers	5
	• Shared accommodation	"Living with many people in one room makes it hard to maintain hygiene, leading to illness."	Hygiene challenges and illness due to overcrowded living conditions	21
		"We have limited space to store our things, and it feels like there's no room for personal space."	Limited storage space and lack of personal space due to overcrowding	12
Interpretation		The data highlights that poor housing conditions significantly impact construction workers' physical health, with issues such as back pain, respiratory problems, and stress linked to dampness, poor air quality, and overcrowding. Shared accommodations exacerbate these challenges by limiting privacy, hygiene, and rest, leading to conflicts, anxiety, and further health deterioration. These findings underscore the urgent need for improved living conditions to safeguard workers' health and well-being.		

Description: The data highlights multiple challenges faced by construction workers, including job insecurity, low and delayed wages, poor housing and healthcare access, and language barriers. These issues contribute to financial strain, stress, and poor mental and physical health. Despite these hardships, workers value peer support and aspire to improve their lives through education and skill development, though they face many obstacles in doing so. Overall, the findings underscore a need for systemic improvements to ensure worker well-being and stability

SECTION B

Table 3: Frequency and Percentage Distribution of Socio-Demographic Characteristics of Indian Migrant Workers (N=150)

Demographics	Category	Frequency	Percentage	df
Age in Years	18-30	58	38.67	
	31-45	82	54.67	2
	46-60	10	6.67	
Marital Status	Single	42	28	
	Married	108	72	
	Divorced	0	0	4
	Separated	0	0	
	Widower	0	0	
Level of Education	No formal education	8	5.33	
	Primary Education (5 or 6)	14	9.33	
	Secondary education (10th or 12th)	115	76.67	4
	Vocational or Technical Education	0	0	
Religion	Graduate and above	13	8.67	
	Islam	78	52	
	Hinduism	70	46.67	
	Christianity	1	0.67	5
	Buddhism	0	0	
	Sikhism	1	0.67	
	Others	0	0	
Trade	Mason	19	12.67	
	Scaffolder	12	8.0	
	Electrician	37	24.67	
	Plumber	20	13.33	7
	Carpenter	14	9.33	
	Steel Fixer	5	3.33	
	Helper	26	17.33	

	Others	17	11.33	
	No Experience	14	9.33	
	Less than 1 year	10	6.67	
Experience in Years	1 to 5 years	60	40.0	4
	5 to 10 years	35	23.33	
	Above 10 years	31	20.67	
	Less than 1 year	50	33.33	
	1 to 3 years	45	30.0	
Duration of stay in Doha, Qatar	3 to 5 years	15	10.0	4
	5 to 10 years	28	18.67	
	Above 10 years	12	8.0	
	QAR1000-2000	105	70.0	
	QAR2001-3000	39	26.0	3
Monthly salary	QAR3001-4000	4	2.67	
	Above QAR 4000	2	1.33	

Description: shows the frequency and percentage of socio demographic variables as follows age n=58(38.67%) was aged below 18-30, n=82(54.67%) was aged between 31-45, and n=10(6.67%) were found to be aged between 46-60 category. In marital status, n=42(28%) was single, n=108 (72%) were married, none of the samples were divorced, separated, and widower. In level of education majority of the samples were secondary education i.e.

n=115(76.67%), n=13(8.67%) was Graduate and above n=14(9.33%) were Primary Education (5 or 6), and n=8(5.33%) were No formal education, and none of them are under category of Vocational or Technical Education. In religious status n=78(52%) were Islam and, n=70(46.67%) were Hinduism and n=1(0.67%) each were Christians and Sikhism. None of the samples were Buddhism and others category. In Trade of the sample n=37(24.67%) were Electrician n=20(13.33%) was plumber n=14(9.33%) were carpenter, n=5(3.33%) were steel fixer n=26(17.33%) were helpers, n=12(8%) were scaffolder, n=19(12.67%) were Mason n=17(11.33%) were others like Lifting supervisor, Flagman, Cleaner . Under work experience in years n=14(9.33%) were freshers (no experience), n=10(6.67%) have less than 1 year of experience, n=60(40%) were 1-5 years' experience , n=35(23.33%) were 5-10 years of experience, n=31(20.67%) were above 10 years of experience. In duration of stay in Doha, Qatar n=50(33.33%) were duration less than 1 year, n=45(30%) were duration 1-3 year's, n=15(10%) were under the category of 3-5 years, n=28(18.67%) duration 5-10 years, n=12(8%) were duration above 10 years . In monthly income n=105(70%) were having income of QAR1000-2000, n=39(26%) were with Income QAR2001-3000, n=4(2.67%) have the income QAR3001-4000 and n=2(1.33%) having the income above QAR 4000.

DISCUSSION

- The themes and subthemes identified in this study provide a comprehensive understanding of the challenges faced by Indian migrant workers in Doha's construction industry. Job insecurity emerged as a significant concern, encompassing fears of job loss due to unpredictable employment conditions and the stress associated with unstable work arrangements. Financial strain was another critical theme, highlighted by subthemes such as low wages that barely met basic needs and the frequent delays in salary payments, which compounded economic hardships. Living conditions further underscored the difficulties faced by workers, with overcrowded housing leading to discomfort and health risks and the lack of privacy in shared accommodations adversely affecting their mental well-being. Finally, language barriers were prominent, with limited language proficiency impeding effective communication, both in the workplace and in daily interactions, adding to their sense of isolation and vulnerability. These findings collectively illustrate the intersectional nature of the socio-economic and psychological challenges experienced by this vulnerable workforce.

Summary

The study explored the lived experiences of Indian migrant workers employed in Doha, Qatar, specifically in the Jana's construction company at La Plage South Pearl Qatar. It highlighted critical challenges such as job insecurity, marked by fears of job loss and stress related to unstable employment, alongside financial strain from low wages and delayed payments. Issues with living conditions, including overcrowded

housing and lack of privacy, were consistent with findings in Duggal's (2021) study on migrant workers. Additionally, language barriers, such as limited proficiency and communication difficulties, aligned with Jaskulowski and Pawlak's (2020) exploration of challenges in migrant integration. Interestingly, some participants reported satisfaction with their circumstances, indicating individual differences in resilience and adaptation, which Rajendran (2017) identified as crucial factors in migrant experiences. These results underscore the urgency for policies that address job security, wage improvement, better housing, and language support programs, while also promoting anti-discrimination measures for enhanced integration. Future studies should examine these areas with larger samples to develop tailored interventions for migrant workers in Qatar.

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