

## Fact Sheet: Decent Working Conditions Monitoring System

Hosting a major sporting event comes with considerable investments in the construction and major renovation of stadiums and general infrastructure. This scale of infrastructure development inevitably impacts upon society and the environment. As the organiser of the FIFA World Cup, FIFA has been engaging with its stakeholders to identify and find sensible ways of addressing social, economic and environmental issues linked to the preparation and organisation of the event as part of its sustainability strategy. One of these measures is the Decent Working Conditions Monitoring System for the 2018 FIFA World Cup stadiums in Russia.

### Monitoring system of FIFA and the LOC in Russia

In order to address the risks to workers' rights, FIFA and the 2018 FIFA World Cup™ Local Organising Committee (LOC), in collaboration with an independent Russian expert institution on health, safety and labour conditions, have developed a Decent Working Conditions Monitoring System. The main objective of this system is to determine whether the working conditions at the construction sites comply with applicable conventions of the International Labour Organization (ILO), the laws of the Russian Federation, and best practices in ensuring decent work conditions.

All general contractors of the ten stadiums under construction and renovation are visited on a quarterly basis and evaluated against the four following key areas:

Rights at work	Working conditions	Health and safety	Housing and meal conditions
<ul style="list-style-type: none"> <li>including child labour, employment agreements and labour disputes</li> </ul>	<ul style="list-style-type: none"> <li>including working hours, holiday regulations, wages and benefits</li> </ul>	<ul style="list-style-type: none"> <li>including training, health protection, incidents, safety of work and workplaces</li> </ul>	<ul style="list-style-type: none"> <li>including housing facilities, sanitary facilities and meals</li> </ul>

During each stadium visit, the monitoring team reviews all relevant documentation (such as time sheets, health and safety regulations, employment contracts and pay slips), follows up on critical issues, inspects the construction sites, interviews at least 25 employees at random, and provides training to construction supervisors on different aspects of decent working conditions. After each visit, the general contractor and construction companies receive a complete report with an overview of the observations, the outcomes and a list of recommendations for critical issues that need to be addressed and resolved.

For FIFA and the LOC, this monitoring system fulfils two key objectives. First and foremost, the results of the monitoring visits provide a comprehensive and continuous assessment of compliance with labour standards. This is the prerequisite to identify adequate measures to ensure decent working conditions for the approximately 9,000 workers (as of November 2016) involved in the construction and renovation of the 2018 FIFA World Cup stadiums. Secondly, the monitoring visits allow the monitoring team to raise the awareness of construction staff on decent work conditions and directly assist the companies in mitigating the identified risks. If severe incompliances or inconsistencies are identified, or if a company systematically fails to remedy

inconsistencies and incompliances identified during the monitoring visits, FIFA and the LOC reserve the right to escalate the issue to the highest level of the relevant state authorities.

## Collaboration with trade unions BWI and RBWU

To further strengthen the monitoring system, FIFA and the LOC have signed a memorandum of understanding with the Building and Wood Workers' International (BWI) and the Russian Construction Workers Union (RBWU). Among the measures that have been established, BWI and RBWU will cooperate on the visits of 2018 FIFA World Cup stadium construction sites.

## Milestones of the monitoring system for the 2018 FIFA World Cup Russia

5 February 2016	First examination of labour conditions and workers' safety at Saint Petersburg Stadium ( <a href="http://FIFA.com">FIFA.com</a> )
30 March 2016	Workshop organised by FIFA and the LOC on decent working conditions for representatives of host cities, stadium authorities, trade unions and experts ( <a href="http://FIFA.com">FIFA.com</a> )
28 April 2016	Launch of the Decent Working Conditions Monitoring System at the Luzhniki Stadium ( <a href="http://FIFA.com">FIFA.com</a> )
28 April to 23 June 2016	First round of visits ( <a href="http://FIFA.com">FIFA.com</a> )
5 July to 3 August 2016	Second round of visits
26 August 2016	Working conditions: FIFA, Building and Wood Workers' International (BWI) and Russian Construction Workers Union (RBWU) sign a Memorandum of Understanding for labour monitoring at the 2018 FIFA World Cup stadiums ( <a href="http://FIFA.com">FIFA.com</a> )
23 August to 28 September 2016	Third round of visits
25 October to 23 November 2016	Fourth round of visits