

Fact Sheet: Decent Work Monitoring System

Hosting a major sporting event comes with considerable investments in the construction and major renovation of stadiums and specific 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 the implemented measures is the Decent Work 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 the Klinsky Institute of Labour Protection and Working Conditions, an independent expert institution on health, safety and labour conditions, have developed a Decent Work 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 working conditions.

Since April 2016 general contractors and (sub)contractors of the ten stadiums under construction and renovation are visited on a quarterly basis and evaluated against the four following key areas, which are further subdivided into 55 topics:

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

During each stadium visit, the monitoring team reviews all relevant documentation (such as health and safety regulations and track records, employment contracts, time sheets and compensations and benefits regulations), 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 workers 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 working 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 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). As part of that collaboration, BWI and RBWU provided input to the monitoring methodology. Moreover, representatives of those trade unions accompany some of the monitoring visits of the Decent Work Monitoring System. During these visits, the trade union representatives work together with the Klinsky Institute of Labour Protection and Working Conditions experts, review and co-sign the initial report provided to the companies at the end of the two-day monitoring visit. Until November 2017, 29 monitoring visits of the Decent Work Monitoring System have been accompanied by BWI and/or RBWU.

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

Until the Final Draw for the 2018 FIFA World Cup, a total of eight rounds of visits and 72 individual evaluation visits have been carried out since April 2016.

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| 5 February 2016 | First examination of labour conditions and workers' safety at Saint Petersburg Stadium (FIFA.com) |
| 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 (FIFA.com) |
| 28 April 2016 | Launch of the Decent Work Monitoring System at the Luzhniki Stadium (FIFA.com) |
| 28 April to 23 June 2016 | First round of visits (FIFA.com) |
| 5 July to 3 August 2016 | Second round of visits |
| 23 August to 28 September 2016 | Third round of visits |
| 26 August 2016 | 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 (until June 2017, 15 monitoring visits have been completed under the MoU) (FIFA.com) |

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| 25 October to 23 November 2016 | Fourth round of visits |
| 21 February 2017 | A practical seminar was held in Moscow on 21 February to draw conclusions from the first year of monitoring working conditions at stadiums being built or reconstructed for the 2018 FIFA World Cup Russia™. (FIFA.com) |
| 13-14 March 2017 | FIFA's new Human Rights Advisory Board also discusses the most pressing human rights issues in relation to the 2018 FIFA World Cup in Russia, the progress being made through the Decent Work Monitoring System and the joint evaluation visits being undertaken with Building and Woodworkers' International and the Russian trade union for construction workers RBWU. (FIFA.com) |
| 8 June 2017 | FIFA publishes landmark Human Rights Policy and an update document on its activities, including a description of the Decent Work Monitoring System. (FIFA.com) |
| 27 February to 4 April 2017 | Fifth round of visits |
| 20 April to 26 May 2017 | Sixth round of visits |
| 14 June 2017 | FIFA publishes statement on Human Rights Watch report on Russia (FIFA.com) |
| 24 July to 15 August 2017 | Seventh round of visits |
| 9 November 2017 | The FIFA Human Rights Advisory Board publishes its first report outlining their activities and providing recommendations to FIFA also in relation to the 2018 FIFA World Cup (FIFA.com) |
| 9 October to 31 October 2017 | Eighth round of visits |