

Memorandum to FIFA, March 11th, 2008

## Solidarity and decent work



The international Trade Union Movement promotes decent working conditions at major sports events as a social objective that should be shared by all stakeholders.

The international Trade Union Movement welcomes the social engagement and responsibility of FIFA as organizer of the FIFA World Cup 2010 in South Africa.

Workers, especially construction workers in South Africa need a living wage, safe working conditions and social security. This being guaranteed, the FIFA World Cup 2010 will also contribute to social development in South Africa.

We are convinced that FIFA can play an important role in achieving this goal. FIFA can facilitate a constructive cooperation at construction sites in South Africa. By doing so, FIFA also shows solidarity with the people in South Africa.

FIFA can positively influence social dialogue in South Africa aiming at fully guaranteeing labour rights at infrastructure projects, stadium constructions and renovations. These rights are enshrined in the South African constitution, the labour Relations Act and related legislations.

FIFA should aim at a comprehensive engagement and coordination between the FIFA LOC in South Africa and the tripartite social partners in the labour market – the government, employers and the trade unions.

This will benefit all interest groups and lead to a successful FIFA World Cup 2010 that will support social and economic development for all in South Africa.

Finally, we emphasise the need for a continuous dialogue on decent work in future football events.

Attachment: Memorandum of Understanding with the South Africa LOC

Crosby Moni – Deputy President, National Union of Mine Workers (NUM)

Crecentia Mofokeng – Regional Representative for Africa, Building and Wood Workers International (BWI)

Albert Masuku – President, Building Construction and Allied Workers Union (BCAWU)

Paul Rechsteiner – President Schweizerischer Gewerkschaftsbund (SGB)

Saul Shabalala – General Secretary, South African Building and Allied Workers Organisation (SABAWO)

Vasco Pedrina – Vice President for Europe, Building and Wood Workers International (BWI), National Secretary Unia

## Memorandum an die FIFA,

11. März 2008



Solidarisch mit den Menschen - menschenwürdige Arbeitsbedingungen

Die Internationale Gewerkschaftsbewegung setzt sich ein für menschenwürdige Arbeitsbedingungen bei sportlichen Grossereignissen. Dies ist eine soziale Zielsetzung, die von allen Akteuren unterstützt werden sollte.

Die Internationale Gewerkschaftsbewegung begrüsst das soziale Engagement und die soziale Verantwortung der FIFA bei der Ausrichtung der Fussball-Weltmeisterschaft 2010 in Südafrika.

Arbeitnehmer, insbesondere Bauarbeiter in Südafrika brauchen einen ausreichenden Lohn, sichere Arbeitsbedingungen und soziale Absicherung. Damit trägt die Fussball-Weltmeisterschaft auch zur sozialen Entwicklung in Südafrika bei.


Wir sind der Überzeugung, dass die FIFA eine wichtige Rolle spielen kann, dieses Ziel zu erreichen. Die FIFA kann die konstruktive Zusammenarbeit auf den Baustellen in Südafrika fördern. Sie zeigt sich damit auch solidarisch mit den Menschen in diesem Land.


Die FIFA kann den Sozialdialog in Südafrika positiv beeinflussen im Sinne einer Einhaltung der arbeits- und sozialrechtlichen Bestimmungen bei allen Infrastrukturarbeiten, Stadionneu- und -umbauten, wie sie in der südafrikanischen Verfassung und Arbeitsgesetzgebung festgehalten sind.


Die FIFA sollte deshalb auf eine umfassende Verständigung und Koordination zwischen dem FIFA LOK in Südafrika und den Sozialpartnern hinwirken – der südafrikanischen Regierung, den Arbeitgebern und den Gewerkschaften.


Dies ist allen Interessengruppen dienlich und bereitet den Boden für eine erfolgreiche Weltmeisterschaft 2010, die allen in Südafrika zugute kommt und Impulse für die Entwicklung des Landes gibt. Abschliessend unterstreichen wir die Notwendigkeit eines fortgesetzten Dialogs über menschenwürdige Arbeitsbedingungen bei zukünftigen Fussballereignissen.


Anhang: Memorandum of Understanding with the South African FIFA LOC


  
Crosby Mont – Deputy President, National Union of Mine Workers (NUM)

  
Albert Masuku – President, Building Construction and Allied Workers Union (BCAWU)

  
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*DOCUMENT FOR FIFA LOCAL ORGANISING COMMITTEE WITH BWI SOUTH AFRICA  
CONSTRUCTION UNIONS: - BCAWU, NUM & SABAWO ON 28TH JUNE 2007, SAFA  
HOUSE, NASREC.*

**'FIFA 2010 World Cup, Start Imagining'**

This is the message on a big billboard in Johannesburg underscoring the excitement and pride in the first global football championship to be held in Africa.

Lovers of the game have started imagining the sights, the sound, and the colours of the World Cup. Many of us have visualised the passion of the spectators for their national teams and the intensity of the players as they seek to play in the finals and bring home the golden trophy. We picture shiny new stadiums, new roads, new airport terminals, new rail services and other infrastructures that will ensure the success of the 2010 event. We imagine the frenzy of hundreds of thousands of visitors to South Africa and billions of spectators around the world – who will pour in billions of dollars revenues.

But the global trade union movement is also imagining zero accidents on the work sites that workers are getting decent wages and social protection that workers are allowed to join unions that skills are developed and sustainable employment is created. We expect transparency of bid and award documents that ensure labour standards are followed. We expect the enforcement of South Africa legislation that covers trade union organising, collective bargaining, occupational health and safety, and procurement.

We envision a collective responsibility of FIFA and all its structures in creating a sporting spectacle that is committed to human and trade union rights from the construction part up to the provision of services in the actual games – including the production of sporting goods.

We picture decent work in the construction sector towards and beyond 2010.

We call on FIFA Local Organising Committee to ensure the full recognition and application of labour rights and concerns in preparation for 2010 World Cup and beyond. These rights and standards are contained in South African laws and are based on international labour conventions.

In particular, we call for your support on the following:

1. A global dialogue between FIFA and the trade union movement to discuss labour issues in the various aspects of preparatory work for the 2010 World Cup – from the construction phase up to and including the event itself. This is in line with the FIFA commitment to certain international labour standards as outlined in its Fair Play program.
2. Comprehensive engagement between the South African Local Organising Committee and the tripartite players in the labour market – the government, employers and the trade unions.
3. Continued engagement between FIFA Local organising Committee and the Construction trade unions on issues affecting Construction workers in South Africa
4. Main tender Agreements and contracts with suppliers and contractors (and their sub-contractors) reflect core labour standards, a commitment to decent working conditions, enforce the concept of 'general contractor liability' and that such documentation is available for public scrutiny.
5. Right of access to construction sites by trade unions to exercise their organisational rights
6. A commitment to zero accidents and occupational diseases in the workplace as a benchmark of success for the delivery of construction projects in preparation for the 2010 World Cup.
7. Decent wages and social protection for workers, with specific reference to access to all employment benefits.
8. Enforcement of all Labour legislations throughout the supply chain.
9. Improvement of basic conditions of employment.
10. A commitment to maximise creation of quality jobs – especially for women and youth - to contribute to resolving unemployment.
11. Effective skills development programmes that promote the future employability of workers.

Signed this 28<sup>th</sup> day of JUNE 2007 \_\_\_\_\_ NASREC

Representing LOC \_\_\_\_\_ Representing BWI Affiliates \_\_\_\_\_