

ДО БУДЕТ
РОХОДИТЬ
ПИОНАТ МИРА
О ФУТБОЛУ

МОСКВА



FIFA's failures at the 2018 World Cup Russia



Building and Wood Workers' International

BWI's World Cup Campaigns

The Building and Wood Workers' International (BWI) launched the Global Sports Campaign for Decent Work a decade ago in 2007 in the build up to the 2010 FIFA World Cup in South Africa. The campaign is designed to put a spotlight on the exploitative working conditions of thousands of construction workers building the stadiums, sports facilities and infrastructure projects for mega-sporting events. It calls on FIFA and the Local Organising Committees to recognise responsibility for ensuring respect for human rights in all aspects of their operations.

BWI recognises that FIFA's human rights policy and overall approach to integrating human rights has changed in important ways since 2015. Following a report commissioned by FIFA and written by Prof. John Ruggie, FIFA added human rights responsibilities to Article 3 of its Statutes. Since then, it has set up an independent Human Rights Advisory Board and in May 2017, adopted its first Human Rights Policy, applicable across its global operations. This policy recognises that the UN Principles on Business and Human Rights should define the standard of conduct for FIFA, all its bodies and employees. FIFA commits to "anchoring respect for human rights in the bidding and hosting of our events and throughout our relationships with third parties".

However, in practice, too little has changed. In Russia, BWI and its affiliates have taken part in 35 inspection visits to the main stadium renovation and construction sites over the period of 2016 – 2018. This briefing paper outlines the main workers' rights violations that BWI and its affiliates identified, including in its work as members of the Stadium joint inspection teams. The paper also details the restrictions and limitations of these inspections.

During 2016-2017, tragic work accidents claimed the lives of 21 construction workers. Although BWI and other organisations requested it, there have been no independent and impartial investigations of these deaths. In the absence of clear evidence, BWI considers that in the great majority of cases, these were avoidable accidents caused by inadequate health and safety provisions. Starting with the decision to undercut the Russian labour standards in the so-called FIFA law and ending with the tragic deaths of the workers at the stadium construction sites – BWI can only conclude that FIFA could have done so much more to comply with its own human rights policy.

The briefing paper concludes with a set of recommendations to FIFA in the firm knowledge that these measures could do much to put an end to foul play in the beautiful game.



Ambet Yuson
BWI General Secretary
June 2018

Acknowledgment

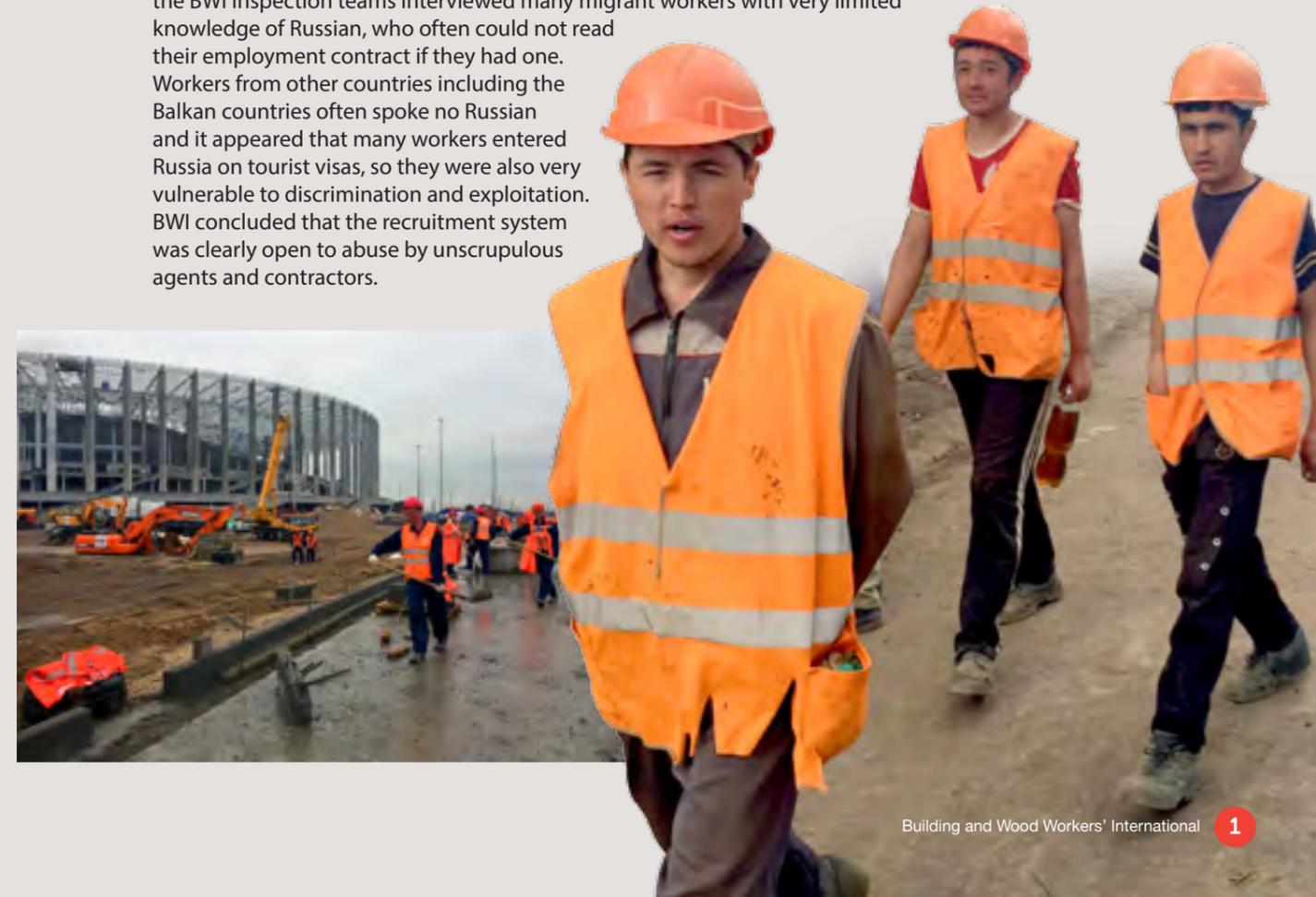
BWI expresses its appreciation for the contributions of Nora Wintour, BWI external consultant, based on contributions from the BWI secretariat, in compiling this report. In addition, the BWI acknowledges with gratitude the support and expertise of the BWI and RBWU safety and health inspection teams.

FOUL PLAY: FIFA's failures at the 2018 World Cup Russia
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The Migrant Construction Workforce in the 2018 FIFA World Cup Russia

Over 10,000 construction workers were employed to build or renovate the 10 stadiums for the FIFA World Cup Russia and build new infrastructure for transport and to accommodate players and fans. It is estimated that about 60 per cent of the workforce were migrant workers. According to FIFA LOC, in February 2017, in all World Cup stadiums, there were 6,174 migrant workers out of a total of 10,121 workers. Migrant workers face a higher risk of exploitation, due to language barriers, dependency on employers for their legal immigration status and lack of knowledge of their rights. So the protection of migrant workers' rights became a central issue in the BWI Campaign for Decent Work in the 2018 FIFA World Cup Russia.

While some workers were internal migrants from the poorer regions of Russia, the majority were foreign migrant workers from the former Soviet Republics in Central Asia, and from Eastern and Southeast Europe. Migrants from non-visa countries of Central Asia and Ukraine and Belarus were required to obtain a special permit to work in Russia. A patent system introduced in January 2015 meant workers had to pass an exam, ostensibly to test their knowledge of Russian language, history and law. The patent package cost RU 30,000 (USD 450). However, the BWI inspection teams interviewed many migrant workers with very limited knowledge of Russian, who often could not read their employment contract if they had one. Workers from other countries including the Balkan countries often spoke no Russian and it appeared that many workers entered Russia on tourist visas, so they were also very vulnerable to discrimination and exploitation. BWI concluded that the recruitment system was clearly open to abuse by unscrupulous agents and contractors.



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The FIFA Law Seeks to Tear Up the Provisions of the Russian Labour Code

FIFA requires World Cup host nations to adopt a "FIFA Law" that regulates all aspects of the country's preparations for the championship. The 2013 Russian FIFA Law No 118-FZ Article 11 gave the right to all "FIFA business partners" to ignore the provisions of the Russian Labour Code that regulate working hours, overtime pay for extra hours, night work, and work on holidays. For example, the FIFA Law (Part 4, Article 11) stated that the Russian Labour Code (Article 152) which sets the minimum rates for overtime payments is not applicable to workers contracted by FIFA and its business partners. This scandalous arrangement had not been agreed by any previous host country. The "business partners" included companies with partnership agreements or service providers and applied to all subsidiaries, suppliers and sub-contractors.



The national trade unions, the Federation of Independent Trade Unions (FNPR) and the Russian Confederation of Labour (KTR), together with other civil society organisations immediately took up the issue of the FIFA Law, calling for clear restrictions on what was meant by FIFA business partners. The KTR organised pickets and rallies in over 20 Russian cities and the global unions, including BWI, supported the Russian unions by calling on the Russian Government to amend the law in line with international labour standards.

The Russian Tripartite Committee agreed to support the union positions. In June 2015, when the final list of FIFA business partners covered by the law was published, it included the national football associations and some broadcasting companies but no other FIFA contractors. This campaign sent a clear message to Russian construction companies that the unions were prepared to defend workers' rights on the World Cup sites.

Joint Inspection Missions on Construction Sites

■ BWI and RBWU Memorandum of Understanding

Since the beginning of the preparations for the 2018 FIFA World Cup Russia, BWI and the Russian Building Workers Union (RBWU) negotiated with FIFA and the FIFA Local Organising Committee (FIFA LOC) over a Memorandum of Understanding (MoU) regarding workers' rights in the construction and renovation of the stadiums.

Signed in August 2016, the Memorandum of Understanding (MoU) is based on a joint commitment to respect and promote fundamental human rights, including the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights and the recommendations from John Ruggie's 2016 report on FIFA and Human Rights.

Key areas of cooperation included:

- Information exchange to identify the most effective ways of resolving issues related to decent working conditions;
- Joint visits to monitor working conditions at the World Cup sites;
- Facilitation of a process to address and resolve workers' complaints on serious violations of decent work conditions;
- Collaboration with capacity building events on decent work at the World Cup sites



■ Joint Inspection Methodology and Process

In May 2016 FIFA announced that for the first time it was organising a system to monitor labour conditions at stadiums being built or renovated for the 2018 World Cup. According to FIFA, the programme consisted of two-day quarterly visits to each World Cup stadium by the Russian auditing firm, the Klinsky Institute of Labour Protection and Working Conditions, to examine work conditions, health and safety and employer-provided accommodation with respect to Russian legislation and ILO Conventions.

The August 2016 MoU meant that BWI and RBWU could participate in the inspection system that FIFA and FIFA LOC had already established at the World

Cup sites. Initially the union delegates were only considered observers. However, in early 2017, BWI and RBWU met with FIFA and FIFA LOC to discuss improvements to the methodology. They criticised the inspections as the on-site visits were very short. It was agreed that from then on, there would be longer, in-depth inspections to the construction sites and to workers' accommodation facilities as well as personal interviews with workers. All members of the inspection team would have equal authority. The joint written reports listed compliance failures concerning working conditions or occupational health and safety and recommendations on how they could be addressed before the subsequent visit. The BWI and RBWU also requested that the general contractor and sub-contractors should be required to draw up an action plan with concrete steps as to how to fix any issues of non-compliance within two weeks of each visit. However, FIFA and FIFA LOC did not agree to this request.

BWI and RBWU participated in 35 joint inspection visits to eight of the ten stadiums under construction or renovation. Each stadium was visited at least twice and in some cases on five occasions over the period of 19 months from October 2016 to March 2018. BWI inspectors included staff from the BWI, the RBWU and occupational health and safety experts from BWI affiliates in Sweden and Finland (See Annex 1 for dates of inspections and BWI unions participating in the joint inspection visits).

Unions participating in the BWI Inspection Teams

Russia

- Building Workers Trade Union (RBWU)

Sweden

- Building Workers' Trade Union (BYGGNADS)
- Electrical Workers' Trade Union (Elektrikerna)
- Painters' Trade Union (Målareförbundet)

Finland

- Construction Trade Union (Rakennusliitto)

International

- Building Wood Workers' International



Achievements and Limitations of the MoU and Joint Inspection Visits

BWI considers that the joint inspection visits had some merit but fell far short of providing a regular labour inspection of the sites to ensure compliance with labour and occupational health and safety standards. The inspection visits did achieve some

adopted by the Klinsky Institute that merely enumerated the number of cases of non-compliance addressed by the contractors while failing to analyse the inspection report sufficiently in order to address the root causes and compel the construction companies to fully implement the recommendations from the inspectors.

Thirdly, participants in inspection visits lacked sufficient authority. The inspection teams did not have the authority of labour inspectors and require companies to implement the recommendations of the reports or make mandatory requests for further documentation. Nor could they order that



gains in terms of provision of employment contracts, payment of wage arrears, payment of minimum wages and improvements to Personal Protection Equipment (PPE) and other occupational health and safety issues. However, the MoU and the inspection visit process failed to address and resolve many of the workers' concerns regarding working and living conditions and occupational health and safety standards.

In the first place, FIFA and FIFA LOC considered they had no mandate to supervise the operations of the construction companies and their contractors, including on issues related to working conditions and occupational health and safety. They argued this was the responsibility of the Russian State authorities. Therefore, the joint inspection reports only included recommendations.

Secondly, BWI members of the inspection visits consistently criticised the quantitative approach

operations be suspended with immediate effect, for example, if they identified clear violations of safety standards, entailing serious risks to workers.

Finally, while MoU parties initially agreed that BWI and RBWU would draft a proposal for a mechanism to address serious workers' rights violations, the proposal was then rejected by FIFA and FIFA LOC. BWI and RBWU proposed to establish a contact person accountable to MoU parties in each stadium so that workers could file complaints in an accessible manner and in confidence. Instead, the FIFA LOC, together with the Federal Service for Employment and Labour Relations, set up a phone hotline for stadium construction workers, but it was rarely used.

In conclusion, it is clear that FIFA failed to take significant steps to ensure that there was a well-functioning system of labour inspection to enforce strict compliance with labour regulations and occupational health and safety standards.

Workers' Rights Violations at the Stadium Construction Sites

■ Failure to provide employment contracts

Many Russian and migrant workers stated that their employers did not provide them with a written employment contract (*trudovoi dogovor*) or service contract (*grazhdansko-pravovoi dogovor*) when they began work, as required under Russian law. Employers are required to provide a written signed copy of the employment contract to each worker. Some workers received a contract only after several months, while others never received them. Others received only oral agreements, which are explicitly prohibited under Russian law.

Foreign migrant workers who did have copies of written employment contracts could not necessarily read them as they were in Russian. BWI did not find any evidence that any written or oral translations of the contracts were provided, although some employers claimed they provided an oral translation if required.

In 2015, BWI met with construction workers in the St. Petersburg stadium and in the bridge construction site in Rostov on Don. Most were internal migrant workers and the majority did not have a copy of the employment contract and in some cases they did not sign any contract when they started work. They did not know the name of their employer and did not have job descriptions. They reported that they carried out any task that the supervisor allotted them.

During the joint inspection visits, in some cases BWI and RBWU were able to review employment contracts. Some did not include required information about working conditions, in particular compensation procedures for hazardous work and overtime. This issue was included in the site visit reports and reviewed in subsequent visits. In these cases, employers did respond and revise employment contracts correctly.

■ Wages-plus-bonus system

Russian labour market institutions are weak and fail to regulate wages adequately. The fixed wage rate cannot be lower than the minimum wage (which is derisively low) but the rest of the wage, which can amount to up to 70% of the total wage packet, can be paid as additional bonuses. These bonuses are governed by local employer association standards or collective agreements that state that the bonuses will be paid on a monthly, quarterly or even annual basis, only if the company is "financially sustainable". Therefore, if a company wishes to reduce costs, there is no effective impediment to cutting back on the bonus component of the wage.

The wages-plus-bonus system was widely used by World Cup stadium contractors. When workers signed

an employment contract, it stipulated the basic wage rate, normally the minimum wage, while at the same time the employer would promise an additional bonus or other incentives, to be paid "according to internal regulations". Inevitably, these bonuses and incentives did not always get paid.

This system caused deep resentment as workers had been led to believe they would receive the bonuses and incentives as part of their regular monthly wage. During the inspection visits, workers frequently complained about wage arrears, which were often in fact bonuses that were promised orally and never paid. This situation particularly affected migrant workers who could not change employers or return home while they waited for the bonuses to be paid.

When BWI and RBWU raised the non-payment of bonuses during the joint inspection visits, they were not considered valid issues to register as there had been no violation of any employment law. This system is clearly abusive and yet was condoned. While FIFA and FIFA LOC acknowledged "problems" with the wages-plus-bonus system, they took no remedial steps to ensure its main contractors on the stadiums respected fundamental human rights by ensuring a regular payment of a fair wage. FIFA failed to use its influence to put an end to a clearly abusive and non-transparent wage system.

■ Non-compliance with minimum wages

Stadium contractors did not always comply with even the minimum wage provisions. From January 2018, the national minimum wage was increased from RUR

7800 (USD 135) per month to RUR 9489 (USD 165) with some additional increases at regional level. During inspection visits in 2018, BWI and RBWU found that not all companies had increased the minimum wage levels

Interviews with migrant workers at stadium sites

Tajik migrant worker in St. Petersburg: "Working as many hours as possible to send money home!"

Sali works on steel reinforcement at the St. Petersburg stadium. He lives on site with three other workers in a 16 sq. metres temporary block and shares one shower, toilet and kitchen with 20 workers. He works as many hours as possible to send money home.

Russian internal migrant worker in Rostov on Don: "Local people won't work for such low wages!"

Sergey is working on the construction of the bridge over the Don River and has been employed by the main sub-contractor Mostotraid-10 for the last seven years. He comes from a small village in Rostov oblast where there are very few jobs. According to Sergey, local people won't work for the company because the wages are so low. He earns from RU 15 – 25,000 per month (USD 300- 500) while the average wage for workers in Rostov on Don was RU 32,000 in September 2014. Sergey says he has not had a wage increase in four years and would move back home immediately if ever he found a job.

Source: BWI and St. Petersburg State University 2015 (all names changed)

accordingly. However, when the issue was raised, most companies provided revised employment contracts with the new minimum wage to the workers during the inspection visit itself.

■ Wage arrears

Non-payment of wages and delays in payment were common occurrences. Delays could be from a few days up until three or even five months. The most common cause of strikes and protest actions were related to non-payment of wages and bonuses. The construction sites where wage arrears were most frequent were in Rostov on Don and Samara. In Rostov on Don, the regional government intervened twice in May 2016 and in April 2017, in order to resolve a strike by ordering the main contractor to pay the wage arrears within days.

■ Occupational health and safety

There were multiple and serious violations of occupational and health regulations during the renovation

and construction at the stadiums. The inspection visits consistently noted issues related to lack of personal protective equipment (PPE) or management failures as the use of PPE was not enforced. Work at heights was not organised properly and the inspection visits reported unsafe scaffolding, lack of protective barriers and signs, and many unprotected and dangerous holes. The construction sites were not cleaned of debris, and building materials and structures were stored haphazardly, all causing potential safety risks.

During cold weather, Russian law requires employers to carry out an assessment of conditions to establish what protections are required for workers to remain safe. Although Russia was awarded the World Cup in 2010, the majority of the construction work took place during 2016 and 2017. Over these two years, contractors were under considerable pressure from the government and FIFA to deliver on time. Construction work did not stop even during extremely cold weather when temperatures dropped to below -20°C.

A Tale of Two Cities: Role of RBWU in ensuring decent working conditions at the stadiums

At the St. Petersburg stadium, there were over 80 sub-contractor companies and the RBWU described the situation as very chaotic, with unplanned changes to work schedules and many occupational health and safety violations. Workers did not have PPE; the work at heights was not properly organised, with unsafe scaffolding and a lack of protection barriers and signs. There was a strike action to protest wage arrears in June 2016 which was only resolved when the police and State prosecutor agreed to investigate. There were 8 fatal accidents, of which 5 occurred after St. Petersburg was selected as a World Cup stadium: two fatalities in December 2015 due to falls from heights, two more fatalities in 2016 for the same reason, and in 2017, and a North Korean worker died in the housing camp near the stadium following his shift. The RBWU considered that the St-Petersburg stadium was the most dangerous FIFA-related construction site of all the 10 stadiums.

In contrast, only the Yekaterinburg stadium did not suffer from strikes, protest actions or fatal accidents during the construction cycle. The regional RBWU branch worked with the main contractor on working conditions, in particular occupational health and safety conditions and two sub-contractors were organised. During the visits, the inspection teams identified concerns related to work at heights and workers not using PPE. The RBWU brought these issues to the companies' attention and generally speaking they were addressed. Workers at the Yekaterinburg stadium did not suffer from wage arrears and stated they were satisfied with the employer-provided accommodation.



■ Deaths and serious injuries

As of April 2018, BWI and RBWU recorded 21 fatal accidents since the beginning of the renovation and construction of the stadiums. The main reasons for the fatalities were because workers fell from a height or because equipment fell from a height onto a worker. This was because workers did not have appropriate PPE or the site was not adequately protected. In October 2016, with reference to a tragedy at the St. Petersburg stadium, BWI General Secretary stated "We are increasingly concerned by the number of fatal accidents at the site and believe these tragedies can be averted if safety and health conditions are strictly enforced."

The joint inspection reports included detailed recommendations concerning working from heights and RBWU trade union representatives participated in the investigation of fatal accidents and sought to raise workers' and the general public's awareness about the situation. BWI affiliates from Finland and Sweden sent their occupational health and safety experts to provide training for sub-contractors and occupational health and safety managers. No fatal accidents occurred during the last months of the construction

Fatal accidents at 2018 World Cup Stadiums

St-Petersburg	8 fatalities (including 3 before 2018 World Cup preparations started)
Volgograd	5 fatalities
Nizhniy Novgorod	4 fatalities
Sochi	2 fatalities
Rostov-on-Don	1 fatality
Saransk	1 fatality
Total	21 fatalities

and although this cannot directly be attributed to increased knowledge and awareness, it may have contributed to improvements.

■ Workers' protests and strikes

There were seven strikes or protest action at the stadiums during 2016- 2018 due to flagrant violations and non-compliance concerning wage payments, including 5-month wage arrears in one case. After going on

North Korean migrant construction workers at St. Petersburg Stadium

In November 2016, BWI was informed that a North Korean migrant construction worker had died at the workers' camp near the St. Petersburg stadium. That same month, BWI, together with its Swedish affiliates, inspected the stadium and were shown names of 25 North Korean migrant workers from the

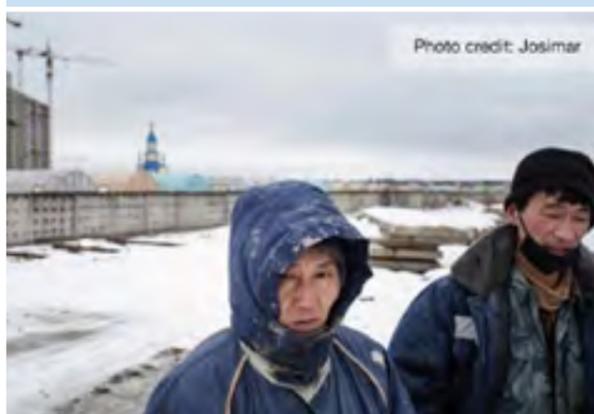


Photo credit: Josimar

security gate lists. However, the sub-contracting structure at the stadium was very opaque and it was not possible to get a clear picture of who was their employer and what were the contractual arrangements. During the second follow-up inspection, the team was informed the workers had moved to another site.

The BWI informed FIFA of its concerns because of reports that the North Korean government has allegedly forced workers to take up work abroad, under threat of persecution of their families, and then withheld up to 90 per cent of their wages. BWI therefore highlighted the urgent need for FIFA 1) to verify whether North Korean migrant con-

struction workers were working on FIFA stadiums, and if so, to ensure they had employment contracts, that wages were paid directly to the workers and there was no evidence of forced labour; and 2) to investigate the treatment by construction companies, contractors and sub-contractors of migrant workers (including North Koreans) and, in particular, instances where workers were moved to other construction sites to avoid further examination of their situation.

While acknowledging the presence of North Korean migrant workers at the St. Petersburg stadium, FIFA failed to investigate the circumstance surrounding the death of the North Korean migrant worker and failed to provide further information about the North Korean migrant workforce as requested by BWI. However, FIFA and FIFA LOC did take measures so that no more North Korean migrant workers were employed in the World Cup stadium projects. This was verified by BWI in a number of subsequent inspections.

Strikes and protest actions at 2018 World Cup Stadiums

Rostov on Don	In May 2016, over 100 Turkish migrant workers went on strike demanding payment of wage arrears. The Rostov on Don Regional Government intervened and ordered the main contractor to pay the wage arrears within a few days. In April 2017, 200 workers, mainly migrant workers from Central Asia, went on strike demanding payment for 5-months wage arrears . The Rostov on Don Regional Government intervened again and the issue was resolved within a few days.
Moscow Luzhniki	In March 2016, construction workers at the "Luzhniki" Stadium in Moscow went on strike demanding payment for 2-months wage arrears . They had been working for 18 months without employment contracts. As a result of the strike, the workers received employment contracts and the wage arrears were settled within a few days.
Nizhny Novgorod	In March 2016, migrant workers from Tajikistan and Uzbekistan at the Nizhny Novgorod stadium went on strike demanding payment of 2-months wage arrears . The main contractor claimed all necessary transfers to its sub-contractors had been made and denied responsibility. The subcontractors blamed the main contractor for not making transfers on time. After the strike drew public attention to the issue, workers received their wage arrears.
Kaliningrad	In June 2016, workers in Kaliningrad protested in front of the stadium gates about wage arrears. The employer had terminated the employment contracts and did not pay the wages due. A criminal case against the employer was initiated by the State authorities.
St-Petersburg	In June 2016, workers at the St-Petersburg stadium went on strike demanding wage arrears. Workers stopped their protest action after police and prosecutors started an official investigation.
Samara	In July 2017, migrant workers employed by one of the subcontracting companies took spontaneous strike action during an inspection visit demanding 2-months wage arrears . Members of the joint inspection group investigated the case and recommended that the employer meet with workers. After this meeting, workers returned to work and received their back wages within a few days.

strike or staging other protests, the local government or main contractor took action to ensure a satisfactory settlement, although no additional compensation was provided to the workers for loss of wages, many of whom were critically dependent on wages for basic requirements for themselves and their families.

The Yekaterinburg stadium site was the only stadium where there were no strikes or complaints concerning wage arrears and where no fatal accidents were reported. In this case, the two main sub-contracting companies were organised and the RBWU regional branch carried out regular meetings to address occupational health and safety and working conditions generally.

■ Employer-provided accommodation facilities

Employers usually accommodated migrant workers in hostels or built special accommodation blocks for them on the construction sites. Generally speaking, accommodation was sub-standard and very crowded.

In the Samara stadium construction site, there were accommodation blocks housing from 130 – 150 workers, the great majority were migrant workers

from Uzbekistan, Tajikistan and Turkey. Rooms were 15 sq. metres and housed 8 workers. In Rostov on Don and Kaliningrad, the main constructor built temporary two-floor buildings within walking distance of the stadium. The houses were equipped with electricity, fire alarm systems, a water supply, showers and sanitary facilities and kitchens. There were two canteens for workers' meals. However, there were up to 8 people sharing each small room.

In one extreme case observed by the BWI and RBWU in St. Petersburg during an inspection visit in November 2016, migrant workers were accommodated in a camp next to the stadium where the living quarters were very dirty; there was no running water, sanitary facilities or heating system, although the temperature was far below zero. There were over 4 people to each room which was between 12-16 sq. metres.

However, in other inspection visits in Sochi, Saransk, Volgograd, Nizhny Novgorod and Yekaterinburg, workers reported they were satisfied with the facilities. The majority of workers were accommodated in hostels, which included kitchens, showers and laundry facilities. Employers organised transport to the hostels.



Conclusions

In May 2017, FIFA committed to “anchoring respect for human rights in the bidding and hosting of our events and throughout our relationships with third parties”. BWI and its affiliates have taken part in 35 inspection visits to the main stadium renovation and construction sites for the FIFA World Cup Russia over the period of 2016 – 2018. Despite the restrictions and limitations of these inspections, the BWI teams identified a catalogue of failures concerning workers’ rights at the stadium construction sites. These include abusive recruitment practices for migrant workers, failure to provide employment contracts and regular and decent wages, using an exploitative practice of bonus payments instead of a regular and transparent wage payment system, serious occupational health and safety violations putting workers in danger, requirements to work in extreme cold weather, and often squalid and unhygienic employer-provided accommodation.

The extent of the hardship and exploitation of the 10,000 or more construction workforce on these sites will perhaps never be known. There were 21 workers

who lost their lives in accidents which might well have been avoided if adequate safety measures had been put in place. Why should construction workers be forced to work in unsafe conditions, risking their lives for the beautiful game?

FIFA has a public commitment to “ensure respect for human rights in its relationships with third parties”. FIFA has the leverage through its relations with the stadium owners and main contractors on the construction sites to ensure compliance with international labour and occupational health and safety standards. Faced with the public relations scandal concerning North Korean migrant workers, FIFA took some action, showing it has the influence to bring about change. However, beyond the words of its 2017 policy, FIFA’s has clearly failed to show any serious commitment to ensure compliance with international labour standards.

BWI has drawn up a set of recommendations to FIFA that could do much to make their human rights policy a reality on the ground. Until such time, BWI and its affiliates across the world are holding up their red cards at FIFA’s foul play.

BWI Recommendations to FIFA

1. Bidding documents concerning the FIFA Law: Ensure compliance with national and international labour and occupational health and safety standards

The bidding specifications and documents will include mandatory clauses that the host country FIFA Law states that FIFA, FIFA subsidiaries, FIFA contractors, FIFA business partners, confederations, national associations, football associations, and the Local Organising Committee must fully respect national and international labour standards, as well as binding provisions on health and safety standards.

2. FIFA’s technical specifications for World Cup stadiums and related-infrastructure

In its technical specifications for the World Cup stadiums, FIFA must commit to drawing up a list of specifications concerning wage policies, employment contracts, occupational health and safety standards and employer-provided accommodation based on international labour standards. In keeping with its existing “Green Stadium” design standards, FIFA must adopt a mandatory policy on a “Decent Work” stadium and infrastructure. Each main contractor for FIFA World Cup stadiums and related infrastructure will be required to (1) agree to these specifications as part of their project contract; and (2) facilitate the regular joint inspections of the sites as stipulated in a Memorandum of Understanding between FIFA and BWI.

3. Migrant workers’ rights

FIFA will commit to (1) ensuring that the recruitment and employment of migrant workers comply with international labour standards and (2) investigating all reports of migrant workers’ abuses and (3) publishing public reports of their findings and actions to ensure reparations and remedies in case of rights violations.

4. Memorandum of Understanding and joint inspection visits

FIFA will commit to working with BWI to establish a model text for the scope and contents of future Memoranda of Understanding. This MoU will include a joint inspection mechanism during the construction of FIFA-related infrastructure in the host countries to guarantee that national and international labour standards are fully respected. The joint inspection mechanism will include the following key commitments:

- a. Composition:** representatives of the BWI and its affiliates, including national affiliates where applicable, government health and safety institutions and Ministry of Labour, as well as FIFA and the FIFA LOC.
- b. Competencies:** the joint inspection teams will have the authority of the labour inspectorate and will be able to (i) issue compliance orders which are enforceable; (ii) suspend operations on the basis of an immediate execution order where there is imminent danger to health and safety.
- c. Reporting and follow up:** Inspection reports will follow a prescribed format as stipulated in the MoU; FIFA commits to issuing regular public reports detailing recommendations and follow-up contained in the inspection reports to ensure public scrutiny of compliance with national and international labour standards.

5. Zero tolerance of fatal accidents

FIFA will commit to a policy of zero tolerance for fatal accidents on any FIFA-related infrastructure projects. With this aim, FIFA will commit to (i) resourcing annual information and training programmes in each host city for all contractors and workers’ representatives with a specific focus on working at heights, the most common cause of fatal accidents; (ii) to commission a prompt, independent and impartial investigation of any major occupational health and safety accidents that occurs on FIFA-related infrastructure projects in host cities; and (iii) publishing the findings and recommendations of the investigation; (iii) ensuring that any recommendations as a result of the investigation are fully implemented by the main contractors and sub-contractors implicated in the accident.

List of Construction Site Visits by BWI Teams

October 2016 - March 2018

#	Stadium	Dates	Participants
1.	Sochi (two inspections)	27-28.09.2016	BWI; RBWU, Russia; Rakennusliitto, Finland
2.		22-23.11.2016	RBWU, Russia
3.	Yekaterinburg	01-02.11.2016	RBWU, Russia
4.	Moscow	15-16.11.2016	BWI; RBWU, Russia
5.	Saransk	15-16.11.2016	RBWU, Russia
6.	St. Petersburg	22-23.11.2016	BWI; RBWU, Russia; BYGGNADS, Sweden Elektrikerna, Sweden
7.	St. Petersburg	01-02.03.2017	BWI
8.	Samara	20-21.03.2017	RBWU, Russia
9.	Yekaterinburg	27-28.03.2017	BWI; RBWU, Russia
10.	Volgograd	03-04.04.2017	RBWU, Russia
11.	St. Petersburg	02-03.05.2017	RBWU, Russia
12.	Yekaterinburg	15-16.05.2017	RBWU, Russia
13.	Nizhniy Novgorod	18-19.05.2017	BWI
14.	Kaliningrad	25-26.05.2017	BWI; RBWU, Russia; Rakennusliitto, Finland
15.	Samara	24-25.07.2017	RBWU, Russia
16.	Yekaterinburg	31.07-01.08.2017	RBWU, Russia
17.	Nizhniy Novgorod	03-04.08.2017	BWI
18.	Volgograd	07-08.08.2017	RBWU, Russia
19.	Rostov on Don	10-11.08.2017	BWI; RBWU, Russia
20.	Samara	09-10.10.2017	BWI; RBWU, Russia
21.	Saransk	12-13.10.2017	RBWU, Russia
22.	Yekaterinburg	16-17.10.2017	RBWU, Russia
23.	Volgograd	23-24.10.2017	BWI; Målareförbundet, Sweden
24.	Rostov on Don	26-27.10.2017	RBWU, Russia
25.	Kaliningrad	30-31.10.2017	BWI; RBWU, Russia; Elektrikerna, Sweden
26.	Rostov on Don	11-12.12.2017	RBWU, Russia
27.	Volgograd	14-15.12.2017	BWI; Målareförbundet, Sweden
28.	Samara	18-19.12.2017	BWI; RBWU, Russia
29.	Yekaterinburg	15-16.01.2018	RBWU, Russia
30.	Nizhniy Novgorod	18-19.01.2018	BWI; Elektrikerna, Sweden
31.	Kaliningrad	22-23.01.2018	RBWU, Russia
32.	Saransk	25-26.01.2018	BWI; Elektrikerna, Sweden
33.	Nizhniy Novgorod	01-02.03.2018	BWI
34.	Saransk	05-06.03.2018	RBWU, Russia
35.	Samara	13-14.03.2018	BWI; RBWU, Russia





LABOR IS PART OF THE TEAM



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