FIFA’s failures at the 2018 World Cup Russia
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.

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 published by Building and Wood Workers’ International, June 2018, Geneva

Ambet Yuson
BWI General Secretary
June 2018
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.
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.
Foul Play

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).

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 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 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 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.

Unions participating in the BWI Inspection Teams

Russia
- Building Workers’ Trade Union (RBWU)
- Building Workers’ Trade Union (BYGGNADS)
- Electrical Workers’ Trade Union (Elektrikerna)
- Painters’ Trade Union (Målareförbundet)

Finland
- Construction Trade Union (Rakennusliitto)
- Building Wood Workers’ International

International
- Building and Wood Workers’ International

Achievements and Limitations of the MoU and Joint Inspection Visits
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 (grashhdansko-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 derisarily 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

Workers’ Rights Violations at the Stadium Construction Sites
non-compliance with minimum wages

the national minimum wage was increased from RUR

the minimum wage provisions. From January 2018,

Stadium contractors did not always comply with even

the main contractor on the

system is clearly abusive and yet was condoned.

not considered valid issues to register as there had

bonuses during the joint inspection visits, they were

This situation particularly affected

frequently complained about wage arrears, which

monthly wage. During the inspection visits, workers

had been led to believe they would receive the

This system caused deep resentment as workers

were often in fact bonuses that were promised orally

immediately if ever he found a job.

in four years and would move back home

from a small village in Rostov oblast where

on Don was RU 32,000 in September 2014.

while the average wage for workers in Rostov

The RBWU considered that the St-Peters-

in 2017, and a North Korean worker died in the

more fatalities in 2016 for the same reason, and

of which 5 occurred after St. Petersburg was

80 fatalities overall, with 8 occurring in July 2018.

2017, and a North Korean worker died in the

in December 2015 due to falls from heights, two

selected as a World Cup stadium: two fatalities

of which 5 occurred after St. Petersburg was

to investigate. There were 8 fatal accidents,

when the police and State prosecutor agreed

arrears in June 2016 which was only resolved

folding and a lack of protection barriers and

Workers did not have PPE; the work at heights

personal protective equipment (PPE) or manage-

ment failures as the use of PPE was not enforced.

hazardous conditions and many unprotected

work at heights and workers not using PPE. The

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 scaf-

folding and a lack of protection barriers and

Occupational health and safety

There were multiple and serious violations of occupa-

tional and health regulations during the renovation

building and construction at the stadiums. The inspection

visits consistently noted issues related to lack of

personal protective equipment (PPE) or manage-

ment 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

dangerous holes. The construction sites were not

cleaned of debris, and building materials and struc-
tures were stored haphazardly, all causing potential

safety risks.

During cold weather, Russian law requires employ-
ers 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.
Deaths and serious injuries

As of April 2018, BWI and RBWWU 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 RBWWU 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 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 3-month wage arrears in one case. After going on 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 RBWWU 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 contractor 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 RBWWU 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.

Fatal accidents at 2018 World Cup Stadiums

<table>
<thead>
<tr>
<th>Stadium</th>
<th>Total</th>
<th>21 fatalities</th>
<th>8 fatalities (including 3 before 2018 World Cup preparations started)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volograd</td>
<td>1</td>
<td>5 fatalities</td>
<td></td>
</tr>
<tr>
<td>Nizhny Novgorod</td>
<td>4</td>
<td>fatalities</td>
<td></td>
</tr>
<tr>
<td>Sochi</td>
<td>2</td>
<td>fatalities</td>
<td></td>
</tr>
<tr>
<td>Rostov-on-Don</td>
<td>1</td>
<td>fatality</td>
<td></td>
</tr>
<tr>
<td>Saransk</td>
<td>1</td>
<td>fatality</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>28</td>
<td>21 fatalities</td>
<td></td>
</tr>
</tbody>
</table>

St-Petersburg: 8 fatalities (including 3 before 2018 World Cup preparations started)

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.

In one extreme case observed by the BWI and RBWWU 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.

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, the employer returned to work and received their back wages within a few days.
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 exploitative practice of bonus payments instead of 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 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) 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; 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**

<table>
<thead>
<tr>
<th>#</th>
<th>Stadium</th>
<th>Dates</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Sochi (two inspections)</td>
<td>27-28.09.2016</td>
<td>BWI, RBWU, Russia; Rakennusliitto, Finland</td>
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<td>2.</td>
<td></td>
<td>22-23.11.2016</td>
<td>RBWU, Russia</td>
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<td>3.</td>
<td>Yekaterinburg</td>
<td>01-02.11.2016</td>
<td>RBWU, Russia</td>
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<td>Moscow</td>
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<td>5.</td>
<td>Saransk</td>
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<td>St. Petersburg</td>
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<td>26-27.10.2017</td>
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