

Making Labour Standards Operational

This guidance note introduces an approach to making labour standards operational in construction contracts. It introduces the reader to a strategy: starting with identifying the gaps between law and practice and moving through to monitoring the application of labour standards on site. It concludes with suggestions on how to scale-up the approach for broader application.

A fuller description of this approach can be found in *Implementing Labour Standards in Construction – A Sourcebook*. See the Reference section for details.

A key stage in the approach is to develop appropriate contract clauses, include and cost them in the Contract and Bill of Quantities. Details of this stage are given in the accompanying Guidance Note 3: Including Labour Standards in the Contract.

From adoption to application

Worldwide, an underlying problem is not the lack of labour law as such, but the lack of effective means to ensure that labour laws are applied and monitored. Ways are needed to help ensure that labour standards are not only adopted but also applied, especially in circumstances where limited resources and poor monitoring make their application less likely.

Firstly, it is important that all parties involved in the implementation of labour standards are involved in setting the standards. Collaboration



should bring together all relevant stakeholders, including the employer, the contractor and their workforce, to identify *how* to implement and monitor labour standards. With stakeholders involved, they will understand what is going on and can voice their concerns, so are far more likely to co-operate as the process continues.

A collaborative process should be initiated to:

1. identify gaps between law and practice;
2. bring key stakeholders together to determine roles and responsibilities; and
3. decide which standards to focus on.

Steps 2 and 3 are particularly influenced by whether the contracting procedure is to be a formal or informal. The implications of formal and informal contracting are highlighted at these points in the process.

Following on from these first steps, the same group of stakeholders should agree on procedures for implementing and monitoring compliance with appropriate labour standards. These steps are common to both formal and informal contracting procedures.

The steps recommended to continue this process are:

4. develop appropriate clauses, write them into the Contract document and cost them into the bill of quantities (*see box below*);
5. allow for pre-bid and award of contract consultation;
6. develop a way to inform workers of their rights;
7. incorporate incentives and/or sanctions for the contractor;
8. enable key stakeholders to discuss progress together; and
9. agree how monitoring will be carried out on site.

Developing contract clauses

While responsibility for adhering to the contract clauses lies formally with the contractor, the process of developing appropriate clauses is best achieved through consultation with employers, contractors, community groups and labourers alike.

Guidance Note 3: Including Labour Standards in the Contract, goes into more detail about how to develop appropriate Contract clauses, include and cost these into the Contract documents.

The steps are described in more detail here.

1. Identify gaps between law and practice

While labour standards may have a legal or policy basis in a given country, there are likely to be gaps in their adoption when it comes to standard Contract documents, agreements (for example Collective Agreements between Trade Unions and Employers' Representatives) and site practice. It is important therefore to first review where the gaps currently lie, to identify which standards need to be focused on for application. The review can be supported through addressing a series of questions.

Examples of the *type* and *range* of questions to be asked are given in Table 1.

2. Determine roles and responsibilities of key stakeholders

The full range of key stakeholders (primary and secondary) who have a role and responsibility towards the implementation of labour standards should be identified.

Possible key stakeholders

At the *project level* key stakeholders will typically include:

- the labourers (men and women, skilled and unskilled);
- the client (such as local government, or an NGO); and
- the contractor / sub-contractors (that is, the implementing group).

At *national and sub-national level* key stakeholders could include:

- government bodies;
- employers' representatives;
- Trade Unions and other workers' representatives;
- community associations;
- the research community;
- NGOs; and
- Donors.

Having identified the relevant stakeholders, it is important to determine the interests of each of them at the outset. Through a process of consultation and with the help of an experienced facilitator, the following steps should be taken:

- i. Determine the parties to the contractual relationship and identify who is liable for what;
- ii. Clarify the roles and responsibilities, with regard to implementing labour standards, for each stakeholder; and
- iii. Identify ways to inform workers about labour standards and what new site practices are proposed.

Implications for roles and responsibilities of formal and informal contracts

Different forms of contract are used within the construction sector for minor works in low- and middle-income countries, namely;

- conventional (formal) contracts and
- community-contracting or voluntary free-labour (informal) contracts

Conventional (formal) contracting is used in the procurement of infrastructure where contracts are awarded through competitive tender. Such procedures typically involve an Employer, Engineer and Contractor(s).

For example: a government department lets a construction contract to a private sector contractor.

- the Government is the Employer, having planned and designed the work and being responsible for paying for its completion.
- the Government appoints an Engineer to represent their interests as the work progresses;
- in accordance with procedures, a Contractor is appointed, through a competitive bidding process, to carry out the construction work.

Table 1. Examples of the type and range of questions to help identify gaps

Area being considered	Example questions	Comments
National law and policy	<ul style="list-style-type: none"> ■ What national or sectoral commitments are made regarding the use of child labour? ■ Is the law on minimum wages up to date? 	It is a good idea to contact the ILO Office in the country, the Ministry of Labour and the national Trade Union Congress, to get copies of relevant labour laws and Collective Agreements.
Standard Contract documents	<ul style="list-style-type: none"> ■ Do standard or specific clauses make reference to the adoption of labour standards? ■ Who is responsible, and what capacity is there, for monitoring? 	<p>A crucial issue is to determine whether the contract clauses, contained in the key contract documents used for the procurement of works, are inadequate regarding provision of labour standards, or whether the standards are there but are not being monitored or enforced.</p> <p>In cases of <i>informal contracting</i>, the situation is less clear. In the absence of formal contracts, it is important to identify where awareness and promotion of standards is needed to protect all parties, especially in relation to health and safety measures.</p>
Collective Agreements between Trade Unions and Employers	<ul style="list-style-type: none"> ■ Is there disparity between labour standards in the Agreements and in national law? Can gaps in legislation be filled? ■ What proportion of the labour force are unionized and where are they located? 	It is important to engage all relevant Trade Unions/worker representatives and Employers' Associations in discussions at the earliest stage possible. It is then possible to identify their interest and role in becoming part of the wider stakeholder group at a later stage.
Site practice	<ul style="list-style-type: none"> ■ Are labour standards that may be legally binding or agreed carried out in practice? ■ What is the attitude of contractors to unions? 	<p>If information relating to current site practice is not already available, a systematic, simple baseline survey should be carried out. This can be in the form of a short questionnaire, supplemented by informal interviews with client groups, implementers, workers and site agents. It should identify the scale of main issues to be addressed.</p> <p>Where possible, the baseline survey should be designed and carried out by technical staff, to help foster a sense of responsibility with those who may otherwise dismiss the matter as being for social scientists. They will also then be better placed to design effective solutions to improve and monitor the application of labour standards.</p>

However, many minor works contracts in low- and middle-income countries are procured on the basis of *informal contracts*: community contracting or voluntary free-labour contracts.

In **community contracting**, the role of the contractor is taken on by a community, or group of individuals, who become responsible for implementation of the works and are paid for their labour. Such groups are generally not registered and do not normally bid for work as would happen for conventional contracts.

When work is implemented at the community level (the informal sector) the legal and regulatory framework is less clear. Community contracts are usually based on less formal agreements, which can include verbal agreements. It is essential that the role played by each party in the contract is made clear in relation to the responsibility for implementing and monitoring the protection of workers' rights. It may be necessary for a party to the contract, such as a Community-Based Organization, to be legally registered. If they are to become legally responsible for worker protection, the CBO must first be aware of the obligations and liabilities this will entail (for example their responsibility towards the safety of workers) and have suitable legal protection to be able to honour these.

Even if national labour legislation and regulatory frameworks provide comprehensive protection for formally employed workers (although they may still be poorly implemented and monitored), they are unlikely to do so for community contracting. Workers may not be protected under 'labour law' as such, but rather under laws relating to welfare or social security. It is important that all parties understand their obligations, duties and rights in such cases.

In the case of community contracting, a key issue is the **transfer of liability** from a regulated institution to an informal (community) structure. The community structure may not be aware of their liability and how best to protect both themselves and the workforce. Unless consultation is carried out with all relevant stakeholders, in such circumstances *assumed* and *actual* liability are likely to be very different.

Voluntary free-labour schemes are a style adopted by many NGOs, bi- and multi-lateral agencies in community infrastructure development programmes. Free labour is seen as a way in which the community can contribute to the scheme, promoting a sense of 'ownership' and so ensuring that needs are met, while cost-sharing and capacity for community-managed maintenance is developed.

In such situations, strong social relationships between those managing construction works (often influential people from the community) and the community-based labourers can affect how well labour standards are adhered to. Elements of coercion and social pressure can arise so that, for example, a marginalised member of the community does not feel able to claim for injury-related costs from an influential community leader.

National labour law is unlikely to cover unpaid work. Workers should understand that, while they agree to carry out unpaid work, they do not forfeit their entitlement to other rights. The nature of the unpaid work, its complexity, frequency and duration should be openly discussed with communities, to enable them to accept the work on agreed terms.

Paid or unpaid labour?

A series of questions can guide the decision on whether to use voluntary free-labour. These include:

- What is the scale and frequency of the work? Work that is going to take place over the long-term or requires repeat work should be paid.
- How complex and safe are the tasks? Risky tasks require skilled paid workers.
- What standard of work is to be achieved? Can this be achieved by unskilled workers?
- How will carrying out voluntary work affect people's ability to earn a living?
- What is the objective of adopting a voluntary labour approach? Is it to enable a sense of community ownership, to create structure for long term development, or to save costs?

If the answers to these and other questions (more are provided in Ladbury et al, 2003, pp.18-19) suggest that the community is being offered an unfair deal, paid work should be the norm.

In the absence of an alternative to voluntary work, community leaders, those who will supervise the work and the workers themselves should all be aware of, and support the need for, applying labour standards.

3. Decide which standards to focus on

It is the case that not all nine labour standards (four core and five substantive standards) can be addressed adequately or equally in every situation. Limited capacity, finances, time, knowledge, or commitment may result in a need to focus on the key labour standard issues identified from surveys of current site practice. This will be particularly relevant in the case of informal contracting.

The interpretation of certain labour standards within national law may be difficult, to the extent that it takes too many resources to address them. This may be particularly relevant in the case of community contracting, where compliance with all nine labour standards can be too much of a burden for the community to manage. In practice, it may be necessary to focus on the standards identified and prioritised by the community themselves, either through local measures, or with appropriate assistance.

Table 2 gives an overview of issues that may arise when identifying which standards to focus on, as well as providing suggestions of possible actions to take during implementation. It relates primarily to the case of community contracting and voluntary free-labour (i.e. informal) schemes.

The stakeholder responsible for taking specific action is not clearly defined. In some schemes, certain actions will be the responsibility of local government, while others are the responsibility of NGOs or community organizations who have taken on the role of the Employer.

Agreement as to which standards to focus on should be reached with all key stakeholders through open consultation. Everyone will then know both the current situation and what the goals are. While certain standards may warrant greater focus and commitments of time and resources, ideally there should be a long-term commitment to addressing all nine standards in due course.

"...maintaining the broad agenda – and orienting awareness programmes to all 9 standards – provides an objective to aim for whilst appreciating that practical progress will be gradual."
(Ladbury, 2003)

Particular issues for temporary and unpaid workers

In cases of unpaid work, workers have "for-gone" their rights to labour standards applying to wages and deliberate casualization. However, due to the vulnerability of workers in such cases, most other labour standards should be reviewed, particularly those relating to:

- health and safety measures,
- no forced labour,
- agreements on working hours,
- equality of treatment, and
- no child labour.

We now consider the remaining steps in the process. These are relevant to both formal and informal contracting procedures.

4. Develop appropriate clauses, include and cost them into the Contract documents

This stage is described in detail in the accompanying *Guidance Note 3: Including Labour Standards in the Contract*. The Guidance Note considers how to develop contract clauses, provides examples of relevant contract and specification clauses developed in Ghana and India, and identifies costs and benefits associated with applying labour standards.

5. Carry out pre-bid and award of contract meetings

Few small-scale contractors in developing countries have direct experience of being responsible for implementing labour standards on site. Potential bidders need to be provided with relevant information, so that they understand what is expected of them and know how to budget for each standard specified.

- Pilot studies have shown that briefings on how to cost labour standards and how to maintain employment records for monitoring purposes are essential. Ideally two briefings are necessary: one before bids are prepared and one on the award of contract.

Table 2. Issues arising and action to take in the case of community contracting and voluntary free-labour schemes

Labour Standard	The issues	Actions: What can be done?
1. Freedom of Association and the right to collective bargaining.	Trade unions are usually not active in the informal sector, or found on many rural community contracting sites.	<ul style="list-style-type: none"> ■ Recognize local informal groups that represent workers e.g. CBOs, NGOs, workers groups, who can develop home-grown solutions.
2. The elimination of all forms of forced or compulsory labour.	In some schemes, infrastructure can be denied unless labour is provided on an unpaid basis.	<ul style="list-style-type: none"> ■ Check that the agreement to provide unpaid labour is acceptable to the community at large, not just the leaders; ■ Ensure that there are exemptions for those deemed to be vulnerable, e.g. pregnant women, the elderly, children of school-going age, the disabled, poorer and female-headed households.
3. The effective abolition of child labour (under 15 years, or the country-accepted minimum legal age applicable to the type of work).	In poorest households or child-headed households, children may be obliged to work.	<ul style="list-style-type: none"> ■ Discuss options with parents/children (some may be child-headed households); ■ Review whether work interferes with children's education & restructure tasks and working times to suit; ■ Set priorities and establish an action plan towards eliminating child labour, without increasing poverty.
4. The elimination of discrimination in respect of employment and occupation.	<p>Gender wage disparities may be endemic & institutionalized.</p> <p>Lack of opportunities for women & casual workers to become skilled construction workers reinforces unequal wages.</p> <p>Typically, there exists in-built bias against creating viable jobs for women or disabled workers in paid work.</p>	<ul style="list-style-type: none"> ■ Specify equal wages in contract rates; ■ Provide training to raise awareness among contractors/foremen; ■ Use women's groups or networks to work with women; ■ Try rotating roles among men and women; ■ Build in skills training for women in aspects of engineering, supervision, etc.; ■ Allocate tasks to groups of women who can organize the work amongst themselves, to fit in with other responsibilities.
5. Health and Safety to be assured.	<p><i>Accident prevention</i> Community/self-help groups or small contractors are not familiar with safety standards and labourers are primarily local unskilled workers.</p> <p><i>Dealing with accidents</i> Typically there is no liability coverage, so victims have to pay their own medical expenses and cover any income loss.</p>	<ul style="list-style-type: none"> ■ Develop a specific health and safety proposal at the design stage, which identifies potential hazards and risks and how they will be dealt with; e.g. only skilled workers permitted to carry out risky tasks; ■ Prioritize accident prevention through awareness creation and training. Focus on the concept of removing hazards and risk as a first step. Provide protective clothing and first aid kits on site; ■ Provide awareness training on risks. Make provision for insurance/worker's compensation & availability of first aid kits in project costs. Where possible, use health and safety competence as a criteria for choosing contractors. ■ Distinguish between minor & serious accidents: <ul style="list-style-type: none"> - minor accidents require an immediate response to cover medical treatment costs and loss of income; - serious accidents need additional provisions such as insurance against death, physical disablement.

Table 2. Issues arising and action to take in the case of community contracting and voluntary free-labour schemes ...continued

Labour Standard	The issues	Actions: What can be done?
5. <i>Health and Safety to be assured (continued)</i>	<p><i>Protective clothing</i> Low awareness of the need. Costs high relative to wages.</p> <p><i>First Aid</i> Lack of awareness and limited understanding of responsibilities</p> <p><i>Amenities</i> (drinking water, sanitation, food) Scale of works often too small to warrant the formal provision of drinking water and sanitation.</p>	<ul style="list-style-type: none"> ■ Create awareness of its importance; Include costs for necessary clothing as a prime cost item in the Contract. ■ Decide with the client & community on storage, maintenance and ownership of first aid equipment; ■ Establish a safety committee & emergency procedures. Nominate and train a safety officer & first aid person. Promote health education and HIV/AIDS awareness & prevention. ■ Include drinking water & sanitation facilities as a prime cost item if they cannot be accessed from neighbouring households (for local workers); ■ Food may be provided by community members but if not encourage food sellers on to sites.
6. Wages to be paid in full and on time, to meet legal minima, and be sufficient for basic needs.	<p>Wages are often set low because of a surplus of labour, resulting in difficulties for workers to support themselves. Minimum wages are often well below market rates. Wages paid late, as the client does not pay on time, so the contractor has no cash flow.</p>	<ul style="list-style-type: none"> ■ Assess minimum wage to see its relevance; ■ Set a realistic wage for casual and permanent workers that supports people's livelihoods, i.e. provide a <i>living wage</i>; ■ Be transparent in setting wage rates. Keep a register of payments and provide wage slips; ■ Develop means to maximise paying wages on time – poor people cannot extend credit lines.
7. Working hours to be limited; overtime to be paid.	<p>Workers can be obliged to work long hours, especially if the contract includes a penalty clause for delays.</p> <p>In self-help schemes, workers may have little influence over how long they work. The requirement to do additional work may conflict with other livelihood strategies.</p>	<ul style="list-style-type: none"> ■ Keep work records and monitor <i>with the worker</i>. ■ Create additional jobs, rather than increasing the workload of existing workers. ■ Set task rates with reasonable time scales. ■ Review the management and supervision of works. ■ Discuss with the community and workers the scheduling of work such that it facilitates workers' other responsibilities.
8. No repeated casualization to avoid meeting wages & other legal benefits	<p>Casual workers not treated equally because they are usually unskilled – wages lower and no social security.</p>	<ul style="list-style-type: none"> ■ Pay a wage at least equivalent to the minimum wage, or the market rate for similar work, whichever is higher; ■ In the absence of other safety nets, prioritize accident insurance.
9. All relevant social security regimes to be applied.	<p>Difficulties in bringing irregular casual workers into social security nets/accident insurance.</p> <p>Community groups do not have accident coverage or other social security provision.</p>	<ul style="list-style-type: none"> ■ Explore possible coverage under existing social security schemes. If casual workers cannot be covered an accident insurance scheme will be necessary, especially for serious accidents. ■ Make provision within the project (at local level) to deal with minor accidents quickly, e.g. create a fund which can be used to support costs for treatment, transport, etc.

Building capacity

Capacity to implement and monitor labour standards is essential for success. Building the capacity of stakeholders should be an integral component of any labour standards scheme. Capacity building initiatives should include briefings, training and awareness raising for stakeholders, that start at the pre-bidding phase and continue as contracts are bid and awarded.

6. Develop a way to ensure that workers are informed of their rights

The issue of labour standards may be new to workers as well as the contractor. Workers and communities need to be made aware of what their rights and entitlements are, and why they are important. Responsibility for awareness raising should be agreed and an awareness-raising plan worked out together with stakeholders, including the workers themselves.

Steps for putting the awareness-raising plan into action include:

- i. Get representatives of stakeholder groups (trade unions, government department of social security or health, etc.) to visit communities/sites. Where relevant bodies are not available, individuals equipped with the relevant basic information can carry out these tasks;
- ii. Use visual examples to explain standards. For example, if protective clothing is to be provided, take examples of each item. If records are to be kept, take the record forms;
- iii. Anticipate initial problems. For example, in Ghana the cost of a pair of safety boots is equivalent to a month's wage so the inclination to sell them at times of emergency is strong. A good consultative relationship between workers and contractors (or site representatives and foremen) enables these issues to be discussed and resolved at a site level; and
- iv. Have labour standards as a standard item on the agenda of the regular site meeting, with a worker representative present who can discuss any labour standards issues from the workers' point of view.

7. Develop incentives and/or sanctions for the contractors

Contractors respond well to incentives – such as a bonus paid when labour standards are deemed to have improved, or payment on completion if compliance with all labour standards has been achieved.

In informal contracting, social pressure may be the major incentive. Loss of social or political status for those with responsibilities can be a strong incentive for compliance.

Sanctions may also work, particularly in the case of repeated non-compliance by a contractor. In such instances they can be in the form of disqualification from bidding for future contracts, withholding payment, or social pressure through open discussion at site meetings.

A combination of incentives and sanctions might prove most appropriate. To ensure that labour standards can be applied without raising accusations of unfairness, the criteria for compliance need to be clearly identified and contractors fully informed of their implications, prior to the bidding process.

8. Bring key stakeholders together to discuss progress

Ongoing dialogue between key stakeholders provides a forum to discuss both progress and difficulties encountered in the implementation of labour standards. Regular workshops can involve the client, contractors, trade unions, workers, government and other interested parties. These may be held every 3-6 months for the first year or so, then annually as work continues.

Such workshops should allow for an honest exchange of views, where all stakeholders can openly discuss ways to overcome any challenges being faced.

9. Establish how monitoring will be carried out on site

Labour standards are generally not implemented because they are not monitored. Without the application of incentives and / or sanctions, contractors are unlikely to see the need or benefit in implementing required standards.

Monitoring should occur both within the workplace (i.e. on site) and by an independent body, such as a trade union, as part of an agreed process. Robust monitoring mechanisms are required that check on implementation. These can include:

- *visual monitoring*, e.g. to check on correct use of protective clothing and equipment, that women are not restricted to certain types of work, etc.;
- viewing the *record systems*, to check on working hours, pay, accidents and so on; and
- *discussions with workers*, to cross check the recorded and viewed information.

Regular site meetings should be held and used as a forum to discuss and address issues arising from the monitoring process.

In a pilot study in Ghana, the contractors first needed a system for recording who was employed, for how long, on what task, and on what pay. Without a recording system, monitoring was not possible. The accuracy of the records needed to be checked by talking with the workers, so visits to site were carried out by an independent body (an NGO).



Scaling-up the experience

Once strong systems of implementation and monitoring have been established in pilot studies, they can be considered for wider application. Scaling-up to the construction sector as a whole requires a well thought out plan of action.

The experience from the pilot studies carried out first needs to be in a replicable form. Establish:

- well documented, easy to reproduce, *briefing notes* for contractors and *training materials* for engineers and those who will monitor the application of standards;
- agreed *responsibilities* for training, briefing and awareness raising; and
- a well established *monitoring system* (with standard recording sheets, if required)

From this, develop a *strategy* for scaling-up.

- Start the strategy based on who you know and work with, then bring in other stakeholders as appropriate;
- Initially target programmes in locations where engineers and contractors are familiar with labour standards;

- Introduce labour standards into the bid assessment criteria, as well as in guidance on procurement procedures; and
- Develop links with ministries and agencies interested in specific labour standards, such as child labour, or gender equity.

The outline of a five-step strategy for institutionalizing labour standards in the construction sector was developed in Ghana, from experience of a pilot study within the Department of Feeder Roads, Ministry of Roads and Transport. It is indicated in the table below (adapted from Ladbury *et al*, 2003, p.59)

The strategy for scaling-up will hopefully lead to national level consultation on the contribution of labour standards to broader issues such as poverty reduction and security of livelihoods.



Table 3. Scaling-up labour standards in Ghana: the proposed outline strategy

Step 1.	Implement labour standards on the donor-assisted <i>Bridges programme</i> : This donor-funded scheme involved very minor works in 2 regions of Ghana. It allowed all systems to be piloted for transfer and adaptation elsewhere.
Step 2.	Implement on the donor-assisted <i>Feeder Roads programme</i> : This donor-funded programme involved more substantial works, using a higher category of contractor in more regions of the country. It also involved a higher degree of contractor and site engineer training.
Step 3.	Implement on all <i>Department of Feeder Roads (DFR) programmes</i> in Ghana. This involved influencing other donors who support DFR to include labour standards implementation in their processes and budgets.
Step 4.	Implement on all <i>Ministry of Roads and Transport programmes</i> : This step involved government-funded projects and meant extending labour standards to DFR's sister departments, such as Urban Roads and Highways. While these are outside DFR's jurisdiction, they are within its sphere of influence. By this time, a number of contractors and engineers would be trained.
Step 5.	Implement throughout Ghana: Starting with other line departments carrying out infrastructure work (e.g. Ministry of Works and Housing, Education, etc.) this would be supported by other ministries interested in specific standards (e.g. Women's Affairs, Poverty Reduction).
Note:	The DFR had 'control' over what happened only with programmes it was responsible for implementing (steps 1, 2 and 3). It could however influence decision makers in other ministries (steps 4 and 5) directly and by building up a constituency of others who were supportive of labour standards.

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About this Guidance Note

This note introduces an approach to making labour standards operational in infrastructure works.

It forms part of a series of publications on Implementing Labour Standards in Construction:

A Sourcebook

Briefing Note : *Lessons from Pilot Studies*

Guidance Note 1 : *The International Context and National Implications*

Guidance Note 2 : *Making Labour Standards Operational*

Guidance Note 3 : *Including Labour Standards in the Contract*

These are all based on a review of international literature together with lessons learned from pilot studies carried out in Ghana, India and Zambia during a DFID-funded research project.

The project was undertaken by WEDC, Loughborough University, in association with the ILO and DFID

ILO

The International Labour Organization (ILO) is a key organization in “promoting decent work for all”, setting standards and creating consensus to sign conventions relating to Labour Standards.

<http://www.ilo.org/>

DFID

The Department for International Development (DFID) issues paper “Labour standards and poverty reduction” published in May 2004, identifies the contribution that well designed and implemented labour standards can make to poverty reduction.

<http://www.dfid.gov.uk/>

Website

Further details of the research project, including the Sourcebook, briefing note, guidance notes, papers and powerpoint presentation are available to view and download on the WEDC website: http://wedc.Lboro.ac.uk/projects/new_projects3.php?id=55

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For further information, contact:
Rebecca Scott or **Andrew Cotton**

Postal address:

Water, Engineering and Development Centre
Loughborough University
Leicestershire LE11 3TU UK

Email: R.E.Scott@Lboro.ac.uk
A.P. Cotton@Lboro.ac.uk
Phone: +44 (0)1509 222885
Fax: +44 (0)1509 211079