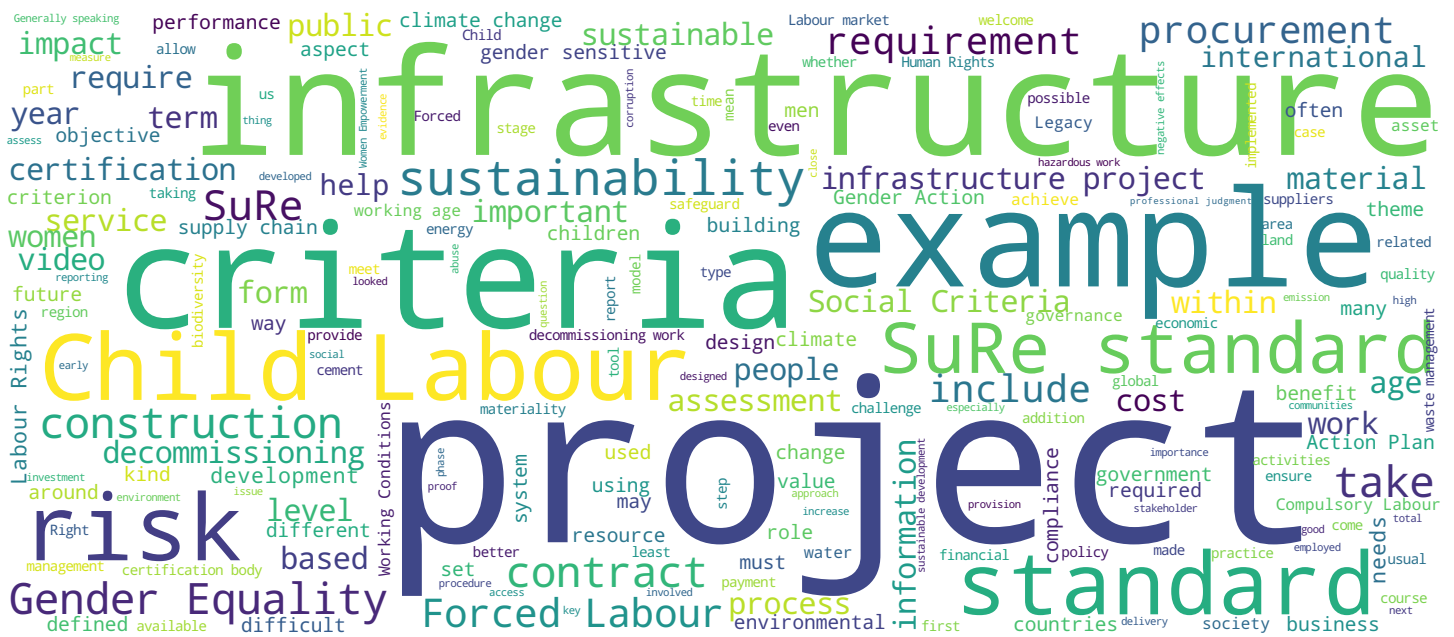


Katharina Schneider-Roos



Three dimensions, 14 themes and 61=46 Management Criteria + 2 Overarching Criteria



Hello and welcome. In this video we will be exploring the Social Criteria of 'The SuRe standard'. We'll take a brief overview of all the social criterion standard before taking a deeper look at three example criteria. Forced Labour and Child Labour, Decommissioning and Legacy and Gender Equality and Women's Empowerment. Okay. Let's get started with an overview of the Social Criteria in The SuRe standard. This standard has a total of twenty-four Social Criteria, grouped into the following themes; Human Rights, Labour Rights and Working Conditions, Community Impacts, Customer Focus and Community Involvement and Socio-economic Development. Generally speaking, the criteria aim to help, protect, improve the positive impact on society whilst reducing the risks of negative effects such as violation of Human Rights or Workers' Rights and ensuring that vulnerable elements of the community can also benefit from the infrastructure.

Notes

Summary



0m 05s

Theme	Criteria		
S.1 Human Rights	S1.1 Human Rights Commitment	(MC)	(RED)
	S1.2 Human Rights Complaints and Violations	(MC)	(RED)
	S1.3 Human Rights and Security Personnel	(MC)	
S.2 Labour Rights and Working Conditions	S2.1 Employment Policy	(MC)	
	S2.2 Rights to Association and Collective Bargaining	(MC)	
	S2.3 Non-discrimination	(MC)	(RED)
	S2.4 Forced Labour and Child Labour	(MC)	(RED)
	S2.5 Occupational Health & Safety	(MC)	
	S2.6 Employee Grievance Mechanism	(MC)	
	S2.7 Working Hours and Leave	(MC)	
	S2.8 Fair Wages and Access to Employee Documentation	(MC)	
	S2.9 Retrenchment	(MC)	
S.3 Customer Focus and Inclusiveness	S3.1 Minorities and Indigenous People	(MC)	(RED)
	S3.2 Resettlement	(MC)	(RED)
	S3.3 Cultural Heritage	(MC)	
	S3.4 Decommissioning and Legacy: Risks to Future Generations	(MC)	
	S3.5 Management of Public Health and Safety Risks	(MC)	(RED)
S.4 Community Impacts	S4.1 Physical Accessibility	(MC)	
	S4.2 Provision of Basic Infrastructure Services	(PC)	
	S4.3 User Affordability	(PC)	
	S4.4 Delivery of Public Health and Safety Benefits	(PC)	
S.5 Socioeconomic Development	S5.1 Direct Employment and Training	(PC)	
	S5.2 Indirect/direct Economic Development Enabled by the Project	(PC)	
	S5.3 Gender Equality and Women Empowerment	(MC)	

The full set of Social Criteria looks like this. We will take a close look at several selected criteria and we'll invite you to explore the other criteria after the video lecture.

Notes

Summary



1m 14s



- 01 The SuRe® Social Criteria
- 02 Criterion S2.4 Forced Labour and Child Labour
- 03 Criterion S3.4 – Decommissioning and Legacy
- 04 Criterion S5.3 Gender Equality and Women's Empowerment

Okay. Let's take a look at S2.4; Forced Labour and Child Labour.

Notes

Summary



1m 27s

# Forced Labour and Child Labour



## Overall Requirement:

- For the project, its direct and Sub-contractors and primary suppliers:
  - No workers under 18 (or 16 in special circumstances) engaged in work that could risk their health or well-being;
  - No forms of forced or compulsory labour.

Forced Labour and Child Labour fits within the SuRe Standard theme of Labour Rights and the Working Conditions. Within this theme, the standard lays out a set of criteria to safeguard the rights and well-being of workers throughout the lifecycle of a project. The criteria in this theme are based on the International Labour Organization, ILO co-conventions and recommendations and especially on the ILO declaration on fundamental principles and rights at work adopted in 1998. This criterion focuses on two abuses of Labour Rights; Forced Labour and Child Labour. The Overall Requirement is that people working on the project, its supply chain and its contractors and subcontractors must be over the national working age and no one under eighteen can be engaged in hazardous work. In some cases under strict conditions, which require consultation and agreement with authorities and workers organizations, this may be decreased to 16 years of age only when the health, safety and morals of the young person are fully protected and they received the adequate training. The second general requirement is that no forms of Forced or Compulsory Labour are used in the project, again including contractors and supply chains.

Notes

Summary



1m 36s

# Forced Labour and Child Labour



## Overall Requirement:

- For the project, its direct and Sub-contractors and primary suppliers:
  - No workers under 18 (or 16 in special circumstances) engaged in work that could risk their health or well-being;
  - No forms of forced or compulsory labour.

In many cases, supply chains are where the greatest risk lies and also where it is most difficult to verify that no Forced or Child Labour has taken place. So what kind of evidence can we concretely demand of projects to help decrease these risks?

Notes

Summary



3m 09s



# Forced Labour and Child Labour



## How to Implement & what evidence to check:

- a. Policy;
- b. Record of ages;
- c. Monitoring plans;
- d. Respect the minimum national working age;
- e. No child under 16 years of age employed in "hazardous" work;
- f. No passports of workers are withheld;
- g. No recruitment fees are imposed;
- h. Recorded responses to Child Labour and Forced or Compulsory Labour risks/incidents;
- i. Audits for the presence of working minors;
- j. "No child-labour" included in contract clauses, terms documents and policies.

The SuRe standard requires that the project provides these things to help determine that the project is free of Forced Labour and Child Labour; a policy or statement against Child Labour and Forced or compulsory Labour, an anonymized record of ages of all employees, relevant monitoring plans for employees under eighteen years, for example monitoring health, working conditions, hours of work and training provided. For states that have ratified the ILO convention 138 in Child Labour, workers must be above the stated minimum working age. In any countries where the working age is less than the age of completion of compulsory schooling, that is normally fifteen or at minimum fourteen years, the project needs to provide authorizations, records or some other proof that no child under this age is employed. It also requires that no child under sixteen years of age is employed in hazardous work. Process will also give proof that no passports of workers are withheld and provide documentation that no recruitment fees are imposed. Project should keep a record of corrective actions established to remedy. Any risks or incidences related to Child Labour and Forced or Compulsory Labour and of audits done regarding the presence of working minors in the construction or project site.

Notes

Summary



3m 28s

# Forced Labour and Child Labour



## How to Implement & what evidence to check:

- a. Policy;
- b. Record of ages;
- c. Monitoring plans;
- d. Respect the minimum national working age;
- e. No child under 16 years of age employed in "hazardous" work;
- f. No passports of workers are withheld;
- g. No recruitment fees are imposed;
- h. Recorded responses to Child Labour and Forced or Compulsory Labour risks/incidents;
- i. Audits for the presence of working minors;
- j. "No child-labour" included in contract clauses, terms documents and policies.

Finally and very importantly, the project should include a requirement for no Child Labour in contract clauses, tender documents and policies shared with direct contractors, subcontractors and primary suppliers.

Notes

Summary



5m 01s



# Decommissioning and Legacy



## Overall Requirement:

- Consider the interests of present and future generations;
- Prepare for decommissioning now to minimise risk of hazards after project lifetime.

In addition to these requirements auditors must use the professional judgment to assess the risks as well as use the stake engage mechanisms of the standard to truly assess the risk of Forced Labour or Child Labour. Okay. Let's shift now to a totally different theme in a Social Criteria; Community Protection and within that theme, the Criteria of Decommissioning and Legacy. This criterion looks at what legacy the project may live beyond its useful lifetime. This is a very important criterion and one that is very often overlooked by project planners and operators. Generally speaking, the criterion requires projects or plan for decommissioning as early as possible. This may mean changing design features such that equipment or structures can be more easily disassembled or repurposed.

Notes

Summary



5m 18s

# Decommissioning and Legacy



## How to Implement

### & what evidence to check:

- Decommissioning plan including:
  - Process of decommissioning & multi-stakeholder review;
  - Decommissioning Manager appointed;
  - Roles of people involved in the decommissioning work;
  - Planned Quality Assurance of the decommissioning;
  - Budget for decommissioning;
  - Decommissioning license (if required);
  - Compliance to waste management requirements.

It may mean choosing technical solutions that eliminate the need for hazardous chemical storages which are notoriously difficult to decommission. We require that project set up a Decommissioning plan which includes at least the following things. A clear process is defined for the decommissioning which has been reviewed through a multi-stakeholder process. A decommissioning manager has been appointed; clear responsibilities and the roles of people who will be involved in the decommissioning work have been defined. A provision for quality assurance of the decommissioning work which includes the possible environmental and social impacts of decommissioning is in place. Cost of the decommissioning has been estimated and funding for the decommissioning work is secured. Any necessary license required for decommissioning including waste management is available or can be obtained and finally, compliance to national waste management requirements is proven. Once again an auditor must use her professional judgment to make sure that the intent of the criterion has been satisfied. Okay.

Notes

Summary



6m 14s

# Gender Equality & Women's Empowerment



## Overall Requirement:

- Mainstream Gender Equality into the project;
- Respect the *Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*;
- Analysis on Gender Equality;
- Implement Gender Action Plan (GAP): address negative effects and positive opportunities.

We've looked at Labour Rights and Community Protection. Let's now turn to one of the most important and complex criteria in the standard; Gender Equality and Women's Empowerment. Why complex? Firstly, due to the nature of the infrastructure Labour market which has pervasively been male-dominated, it has been difficult to achieve a gender inclusive outlook towards infrastructure both in terms of the asset itself as well as in terms of a participatory Labour market. Secondly, it is strongly devolving with society and culture and if not properly addressed, can have detrimental effects for women and girls. Thirdly, Gender Equality is so much more than non-discrimination. It includes empowerment, promotes inclusiveness and reaches towards addressing the particular needs of both genders, not only women and strives to close the gender gap not in only financial terms but also in terms of Labour and other opportunities. The SuRe standard criterion on Gender Equality and Women's Empowerment lays out some basic requirements to help the project to be gender sensitive. Firstly, the project has to work to mainstream gender issues throughout the delivery of the infrastructure project.

Notes

Summary



7m 36s

# Gender Equality & Women's Empowerment



## What should be in the GAP:

- Mechanism to ensure fair representation of women, LGBTQ individuals and other sensitive groups in The Project team;
- Design infrastructure to eradicate negative effects on women and other sensitive groups;
- Identify opportunities for empowering women;
- Implement Gender Sensitive facilities;
- Provide gender training to all staff;
- Zero tolerance policy to sexual and any other type of harassment, discrimination, violence and/or abuse of men, women and LGBTQ individuals.

This means that the impact upon women and man of the project should be assessed carefully at all levels and in all aspects and that this should be business as usual for the project and the people implementing it. We often call this wearing gender glasses. The criteria also links to the convention on the elimination of all forms of discrimination against women, which is an international treaty focused on promoting women's rights. The standard also requires that the project conducts a specific analysis on Gender Equality and conducts what is known as Gender Action Plan. These measures are designed to identify the gender impacts of the project and then improve the project design and operation accordingly. So what should be in a Gender Action Plan? According to the standard, the GAP, Gender Action Plan, is do at least the following. Ensure women, LGBTQ individuals and other sensitive groups are fairly represented in project consultations with the community and also in the product team. Adapt the infrastructure design and services to eradicate or at least mitigate negative effects on women and other sensitive groups.

Notes

Summary



8m 57s

# Gender Equality & Women's Empowerment



## How to Implement & what evidence to check:

- Gender Equality Analysis and Gender Action Plan;
- All data is sex-disaggregated;
- Project documents are Gender Sensitive;
- The Project provides evidence of efforts to reach women for job vacancies, opportunities for engagement, involvement and training.

For example, the project might consider the trial patterns of women and their higher risk to violence in isolated or poorly lit areas and then put in additional security measures. Identify opportunities for empowering women as part of the project activities. For example, by enhancing women's rights to resources or by ensuring women are benefiting from new Labour opportunities traditionally held by men or by providing targeted opportunities for women to vocational training. Implement Gender Sensitive facilities including sanitation facilities. For example, well-lit shelters for waiting areas or separate lavatories for men and women with enough access to water, privacy and sanitary facilities for menstrual hygiene, breastfeeding areas or other similar things. Provide gender training to all staff making targeted efforts to include men as well as women workers, supervisors, managers and if possible contractors and suppliers. Have a zero tolerance policy in regard to sexual and any other type of harassment, discrimination, violence and/or abuse of women, men and LGBTQ individuals. So how do we implement this? While the first step is to have a Gender Equality Analysis and Gender Action Plan.

Notes

Summary



10m 19s



# Gender Equality & Women's Empowerment



## How to Implement & what evidence to check:

- Gender Equality Analysis and Gender Action Plan;
- All data is sex-disaggregated;
- Project documents are Gender Sensitive;
- The Project provides evidence of efforts to reach women for job vacancies, opportunities for engagement, involvement and training.

Then we can also look at things like whether all relevant data collected by the project is sex-segregated. For example, numbers of workers, numbers of trainings given, number of lavatories etc. We can also check product documents like plans, policies, design plans, brochures, informative pamphlets, job vacancy documents to confirm that they are gender sensitive. They should support Gender Equality mainstreaming and use Gender specific language like referring explicitly to men and women workers rather than just workers. They should also have all genders and individuals equally represented, for example, in pictures, images or other visuals. Finally the project should provide evidence of efforts it has made to reach women for job vacancies, opportunities for engagement, involvement and training. For example, by sharing information and/or documentation in women frequented locations.

Notes

Summary



11m 48s



# Thank you



In addition to these requirements, projects can also boost the general sensitivity by doing additional things like consulting with a Gender expert to ensure that Gender activities are being implemented and monitored. Provide women with services targeted specifically to the needs, for example, transport services to and from the worksite, childcare facilities, private space for breastfeeding young children or expressing milk etc. Consult women on the forms of payment that can more easily support their empowerment and security. For example, in some contexts women prefer repaid directly in cash or food to have better control over household expenses. Have the construction manager run periodic checks to ensure that all gender sensitive measures are followed. For example, that allowances are fairly and equally dispersed, that sanitation facilities are correctly used. Have it in the budget to allow for Gender mainstreaming target activities. For example, clearance and lightening of transportation stops, time allowances for nursing mothers, for example. Favor women-owned companies or companies who provide evidence. For example, organizational structure that shows significant proportion of qualified positions are held by women as suppliers and contractors. Partner with organizations that safeguard and promote Gender Equality in the region. Thank you for watching.

Notes

Summary



12m 49s