

Recommendations: Workers' Rights

TRIPLE BENEFITS FOR GOVERNMENTS, INVESTORS, AND CITIZENS

Acting on the recommendations below will lead to thriving economies with workers who are respected and fairly compensated and able to support their families, improved productivity, output and quality of work with reduced risk of project delays and time over-runs, and expanded local employment opportunities, leading to greater social cohesion.



GOVERNMENT

- **Adhere** to ILO standards and provide social protection for workers
- Ensure adequate **legislation and enforcement** on labour providers in construction
- **Consult with trade unions** in the context of long-term renovation plans and new green building developments
- **Guide transition finance** to create green construction training and jobs in territories and neighbourhoods impacted by the transition out of fossil fuels; deploy skills development for construction workers to adapt to the green and digital economy
- **Ensure access to remedy** for workers whose rights have been abused
- **Work with product declaration bodies** to extend the scope of Environmental Product Declarations to also encompass mitigation of forced labour and other labour rights risks



FINANCE

- Include respect for workers' rights (on construction sites and through construction materials supply chain) within **ESG and impact investment frameworks** and in engagement with portfolio companies
- **Invest in companies** that are generating new employment opportunities in green construction and making those opportunities available to those most affected by the economic transformation
- **Set and track** diversity expectations for portfolio companies in construction and engineering, including gender and racial diversity considerations, at company and board level



PROJECT

- Ensure **project contracts** – with contractors and with sub-contractors - do not impose financial, time and other constraints that exacerbate the risk of harm to workers' rights, passing risk "down the chain", or restrict flexible working and gender parity
- Ensure **measures are in place** to respect the rights of all workers, including vulnerable migrant workers, and provide access to grievance mechanisms
- **Maximise employment and training opportunities** for women, local residents, and under-represented groups, including training in new green building and renovation skills
- **Conduct human rights due diligence** on materials supply chains: aim to mitigate risks to workers' and other human rights through the supply chain and identify opportunities for local job creation through local material sourcing practices