

ENGINEERING & CONSTRUCTION RISK INSTITUTE

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Page

1 of 1

Worker Welfare on Major E&C Projects

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Purpose: The purpose of the Worker Welfare Best Practice is to provide Sponsors (E&C Contractors) with a guideline for understanding Worker Welfare issues, as well as principles to be followed to protect the health, safety and welfare of workers on major engineering and construction projects.

Introduction: Due to the size, scope and locations of major projects, in addition to the employment of indigenous workers, E&C Contractors may sometimes resource projects with personnel from a variety of countries. When a sufficient local workforce is not available, these workers are usually sourced from low income countries, hired on a specific project basis and are reliant on the hiring contractor to provide safe and healthy living and working conditions. To gain a more complete understanding of the challenges facing E&C Contractors in employing an internationally diverse workforce, this Best Practice should be read in conjunction with **ECRI-PE-021, Managing Multi-Cultural Workforces on Major E&C Projects.**

Scope: The provisions of this guideline apply to the main E&C Contractor as well as all subcontractors who are a part of the main contractor's supply chain. Included are personnel who are the direct hire of the main contractor, workers hired through labour agencies as well as the personnel of subcontractors engaged to execute a portion of the main contractor's scope. The subcontractors shall be responsible for implementing policies and practices which meet or exceed the requirements of the main contractor's worker welfare policy. The guideline is also intended for Delivery Partners who may have the opportunity when working alongside clients to influence procurement criteria for the benefit of vulnerable site staff.

ECRI Description file – The complete version of this document is located in the Sponsors Resources area of this website and requires a Sponsors Login to access.

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