

Exploitation in Construction

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Overview of the industry

- Accounts for 9% GDP
- Employs around 2m people
- Margins are low 2% to 5%
- 90% of people work in firms employing 10 or fewer people and so ...
- 53% of the industry in London are migrant workers, 8% overall in the country
- Construction productivity is static or declining

Main Problems

Business Model

- Multiple levels of subcontracting
- Passing on risk usually to those least able to manage
- Loss of visibility

Time and cost drivers

- Penalties for being late
- Little incentive to question

Main Problems

No project is too big or too small to escape the risk of slavery and exploitation

The complexity of big projects can hide what is happening many levels down - “someone else is checking”

The simplicity of very small “projects” hides what is happening before your eyes

Disbelief in the proposition that modern slavery exists

Main areas for exploitation

Subcontract labour and services

- On site
- Sub-contractors

Bought in materials

- E.g. mined products
- Clothing

Measures to improve

Overhaul the business model

- Liability must remain at the top
- Modify contracts like JCT and NEC to not penalise for delays re slavery and exploitation instances
- Better education and training at all levels including professionals
- Penalties along the lines of the Bribery Act

The role of professional bodies?

- Leadership and advocacy
- Understanding that the professions benefit all not just the few
- Ensure professional behaviours are consistent with eliminating exploitation

At the CIOB

- Member led and started in Qatar
- Major member awareness campaign (five years)
- Working with employers
- Revised our Code of Professional Conduct
- New modules into our learning outcomes and hence the qualification
- Work with various partners such as Stronger Together
- Make products available to the industry



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Tackling Modern Slavery in the Construction Sector

In association with the Chartered Institute of Building (CIOB).



Tackling Modern Slavery in the Construction Sector

Stronger Together is a multi-stakeholder initiative aiming to reduce modern slavery, particularly hidden forced labour, labour trafficking and other third party exploitation of workers.

Stronger Together provides guidance, resources and a safe platform and support network for employers, labour providers, workers and their representatives to work together to reduce hidden labour exploitation in their operations and supply chains.

Together with the Chartered Institute of Building (CIOB) we have developed a specialist, in-depth industry programme supporting construction companies in tackling modern slavery.

EXPRESS YOUR INTEREST

Tackling Modern Slavery in the Construction Sector Resources



Construction Toolkit
A toolkit for employers and labour providers in the construction sector

DOWNLOAD



Worker Poster
Multi language workplace poster

DOWNLOAD



Worker Leaflet
Multi language worker leaflet

DOWNLOAD



'Concrete' - Video
Forced labour awareness video for induction and worker training programmes

PLAY

Checklist - Checklist for employers and labour providers

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Concrete - Tackling Modern Slavery in the Construction Sector

Concrete- Tackling Modern Slavery in the Construction Industry





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Charter on Modern Slavery CONSTRUCTION INDUSTRY



Modern Slavery & The UK Construction Sector Industry Charter

The issue of slavery and other human rights abuses in modern supply chains is of great concern to stakeholders at all levels in society, from consumers through to legislators. Freedom is a universally declared right enshrined in national and supranational legislation and declarations.

In 2015, all 193 governments that are UN Member States endorsed and agreed to deliver 17 Sustainable Development Goals (SDGs) tackling major environmental and human rights world issues by 2030. The SDGs include Goal 8.7 which is to *"Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms"*.

We, the coalition of partners, commit to seek opportunities to uphold, preserve and promote the right of freedom in the United Kingdom's Construction Industry. Specifically, we are committed to:

- Developing tools, materials and training that support the development of best practice approaches to the issue of business and human rights
- Supporting best practice through collaboration and research
- Using our influence, and working with relevant authorities, to champion the abolition of illegal and unethical practices whenever they are found

