



BWI-VINCI-QDVC Joint Audit Report

8-9 January 2019
Doha, Qatar





BWI/QDVC/VINCI delegation pose with candidates for the Workers' Welfare Committee Representatives at the QDVC Underground Pearl Station site.

Background

The Building and Wood Workers' International (BWI), a global union federation signed an agreement with QDVC (a Qatari shareholding company with two shareholders: Qatari Diar Real Estate Investments Company and VINCI Construction Grands Projets) and VINCI, a French-based global player in concessions and construction in November 2017 in Geneva, Switzerland at the ILO headquarters.

The focus of the agreement is to ensure decent work, safety and health and good welfare standards for all workers employed QDVC in Qatar. The agreement was a result of continuous engagement between BWI and VINCI since 2014 to address the working and living conditions of all workers including migrant workers at QDVC/VINCI operations in Qatar.

The agreement states that the Reference Group which consists of QDVC management, VINCI management and BWI Representatives can conduct a, "site inspection if they deem doing so necessary to ensure this agreement is being effectively implemented."

Quotes



“BWI, including representatives of our members in France, was satisfied that the joint audit corresponded with the terms of our framework agreement. Company representatives were transparent, responded to our questions, and welcomed our recommendations. The elections of members of the Workers’ Welfare Committee were fair and open. The WWC have the potential to make a major contribution to the welfare and conditions of workers. We were concerned about the lack of new contracts and hope that orders will pick up. BWI looks forward to continuing close cooperation with QDVC and VINCI and are ready to increase our commitment to joint work, for example, in the key area of recruitment”.

**Ambet Yuson, General Secretary
BWI**



“A year ago, QDVC signed a tripartite agreement with BWI and VINCI to demonstrate QDVC’s transparency regarding its CSR policy and to promote continuous improvement. QDVC’s target was and remains to be a leading company in Qatar for securing fair recruitment, labour rights, well-being, health and safety for its workforce. We were pleased to welcome BWI and VINCI in Doha to assess together our current achievements and progress together.”

**Philippe Tavernier, CEO
QDVC**



“Signing the agreement was the preamble, what comes next and how it is implemented is what matters. The audit with BWI is therefore a major step. VINCI was pleased to observe with BWI the robust mechanisms QDVC has put in place for the health and safety, rights and welfare of the workers. This audit demonstrates our willingness to engage with key stakeholders who share our common goal.”

**Franck Mougín, VINCI’s Vice-President
Human Resources & Sustainable Development**

Joint Audit Date and Program

The Reference Group responsible for the implementation of the BWI/QDVC/VINCI Agreement decided to conduct a joint audit of the QDVC/VINCI sites and operations in Qatar from 8-9 January 2019. In addition to the members of the Reference Group, it was agreed by all parties to include representatives of the French trade unions that have a membership at VINCI operations in France (See appendix 1 for the list of participations for the Joint Audit).

Through a series of consultations amongst members of the Reference group a program and Terms of Reference for the audit was developed.

The program (See appendix 2 entitled, BWI/QDVC/VINCI Joint Audit Program) consisted of the following elements: presentations of QDVC employment, occupational health and safety, recruitment, corporate social responsibility, Workers' Welfare Committee (WWC) and grievance mechanisms, human resources, and psycho-social risk prevention programme; site visits of the LRT Pearl Station and Serge Moulene Workers Community; observation of the WWC Representative election process including the voting and counting of the ballots; discussions with QDVC and ILO Project Office in Qatar on its joint pilot project on fair recruitment; and evaluation and planning of next steps forward.

BWI and French trade union representatives meet with WWC representatives and IIF Safety Champions.



Terms of Reference of the Joint Audit

The Reference Group agreed that the International Framework Agreement (IFA) signed by the three parties would be the basis for the Terms of Reference for the Joint Audit. Noting this, the report observations, evaluations, and recommendations of the Joint Audit were conducted using the outline of the IFA. The IFA can be downloaded at the following link: https://www.bwint.org/web/content/cms.media/661/datas/Signing_BWI_QDVC_Vinci.pdf

Thus, the audit report is also written using the following outlines of the IFA:

1. Labour Migration and Recruitment Practices

- Recruitment-agency selection
- Fees and debt control
- Clear and transparent employment contracts
- Freedom of movement
- Workers are free to terminate employment

1.2 Working Conditions

- Occupational Safety and Health
- Employment conditions
 - Wages
 - Work hours and rest time
 - Paid holidays, medical and emergency leave
 - Safe return
 - Creation of independent and representative workers' committees

1.3 Living Conditions

- Workers accommodations
- Health and life insurance
- Social and community life
- Freedom of cultural practices
- Right of privacy and communication with family

1.4 Subcontractors' practices on workers' rights

1.5 Co-contractors

1.6 Grievance Mechanism

Joint Audit Observations and Recommendations

Labour Migration and Recruitment Practices

QDVC and VINCI staff gave a series of presentations outlining the company's recruitment practices. In addition, a presentation by the Qatar Ministry of Administrative Development Labour and Social Affairs (ADLSA), ILO, QDVC, and VINCI staff was given on their joint pilot project aiming at achieving the fair recruitment of QDVC workers in the corridor Bangladesh to Qatar.

The following observations were made based on the series of presentations provided:

- Although the preference for QDVC/VINCI is to do direct employment with a goal of 70 per cent for the main and civil works, there are times when it relies on subcontractors and placement agencies noting the nature of the construction industry. Thus, QDVC/VINCI are implementing policies for fair recruitment in their supply chain in addition to their direct employees.
- In an effort to demonstrate that fair recruitment of all workers was possible, the ILO Project Office in Qatar signed a PPP (Public-Private Partnership) with QDVC to launch a pilot intervention and an independent impact assessment evaluating the benefits of fair recruitment for employers and workers. If fruitful, the results of the impact assessment will be shared with the whole sector in order to convince other companies that fair recruitment is not only the right thing to do, it also makes business sense.
- Structural Technical Services (STS) Group was the manpower provider chosen for the pilot intervention and Bangladesh was selected as the country of origin. In practice, the pilot helps to ensure that recruiters contracted by QDVC, both in Bangladesh and Qatar, recruit workers fairly and that they are neither burdened with debt nor misled about their working and living conditions. The findings of the pilot, if they prove successful, will be extended throughout the construction sector as well as to other industries in Qatar.

The following points were highlighted as positive elements:

- QDVC/VINCI provides workers with Non-Objection Certificates (NOC) enabling workers to transfer to another employer.

Presentation on the pilot project between ILO Project Office in Qatar and QDVC on fair recruitment.



- A comprehensive study which included 2,500 workers being interviewed was undertaken by QDVC/VINCI to assess whether the company's recruitment process is ethical.
- QDVC/VINCI pays all the costs related to recruitment process and not just recruitment fee.
- Reduction in the number of intermediaries in the process of recruitment.
- Mechanisms for workers to file complaints and seek reimbursement for recruitment fees.
- Better matching of skills with jobs due to training during the recruitment process.
- Reinforced processes to eradicate recruitment fees:
 - Due diligence of recruitment agencies (selection, clauses, evaluation);
 - Sending QDVC HR teams to monitor the sessions in country of origin;
 - Referencing & controlled use of sub-agents;
 - Induction and mobilization focused on fair recruitment; and
 - Hotline and interviews in Doha on arrival and later in the course of employment.

The following recommendations were made:



RECOMMENDATION #1

Although the pilot project between ILO Project Office in Qatar and QDVC is very positive, it was noted that there should be increased engagement of BWI to provide inputs, recommendations, and advice that would strengthen the existing work.

Working Conditions (Occupational Safety and Health and Employment Conditions)

QDVC/VINCI staff provided various presentations on issues related to occupational safety and health and employment conditions. These presentations were supplemented by a site visit to the QDVC Underground Pearl Station as part of the overall Lusail Light Railway Transit System Project.

In addition, the delegation had an opportunity to observe the voting process of the Workers' Welfare Committee (WWC) representatives as well as the actual counting of the votes. This was further supplemented by interaction and dialogue with WWC representatives, Incident-and-Injury Free (IIF) Safety Champions, and volunteers of the Buddy Program.

Site visit of the QDVC Underground Pearl Station of the Lusail Light Railway Transit System Project site.





Site visit of the QDVC Underground Pearl Station of the Lusail Light Railway Transit System Project site.

The following are observations made by the delegation in relation to Occupational Safety and Health (OSH):

- It was clear that occupational health and safety is an important and integral part of the company as there was strong emphasis on OHS by the company.
- The company conducts annual health check-ups of all workers and jobs with potential health risks are identified and workers regularly monitored. The company also follows up regularly with employees with chronic disease. If necessary, the worker may be reassigned to other jobs to eliminate health risks.
- The site inspection which lasted two hours consisted of a site-visit and observation of the on-site election for the Workers' Welfare Committee representatives. It should be noted Gilles Sonnier, who is a QHSE Manager and Trainer at VINCI Energies and representing CFE/CGC was the only experienced and qualified safety and health inspector. Thus, the actual site visit was not considered to be a technical OHS inspection nor was this the intent, as the purpose of the visit was the global assessment of the commitments made under the Framework Agreement (occupational health and safety, recruitment, working conditions, living conditions, subcontractors' practices and grievance mechanisms).
- Nevertheless, the following observations were made by the delegation:
 - Good respect of PPE (Personal Protective Equipment) and collective protection;
 - Ratio of 1 HSE officer for every 50 workers;
 - Clean site with good house-keeping maintenance;
 - Regular inspections of scaffolding equipment and tools;
 - Straight and step ladders are forbidden;
 - Appearance of good harness system maintenance; and
 - A question was raised on the method of pulling long cables for the heavy sections (not ongoing in the area of the visit). During the visit, no such equipment was visible; however, during the feedback the HSE Manager confirmed and provided evidence that proper equipment is used to pull the cables safely (certified cable drum-stand and roller).

The following points were highlighted as positive elements in relation to occupational health and safety:

- **Daily safety briefing:** During the "prestart briefing", at the start of every shift, the foreman assesses the working conditions and informs the workers of the risk and control measures.
- **Heat Stress management:** It is recognized that Qatar as other countries in the GCC have hot months. Much public attention has been raised as to what



Site visit of the QDVC Underground Pearl Station of the Lusail Light Railway Transit System Project site.

type of procedure or method should be used to determine when workers should and not work during the summer months. Noting this, QDVC/VINCI is using two systems (heat index and WBGT) that measure the temperature, humidity, direct sunlight, and wind is a positive initiative. In addition, it was noted that there were frequencies of breaks during high temperature periods.

- **Buddy System:** Innovative program to address depression and psychological issues workers face working in a foreign country far from their families and communities.
- **IIF Safety Champions:** They are playing the role of worker safety representatives to ensure health and safety on site (including subcontractors).

- No work-related fatality since the beginning of the LRT project in 2009 (75 million manhours).
- Overall at QDVC, the safety records, are the following: in 2018, with 49.6 million manhours worked, the Frequency Rate (FR) is 0.42 and Severity Rate (SR) is 0.006. In 2017, with 59.5 million manhours worked, the Frequency Rate (FR) was 0.37 and Severity Rate (SR) 0.006. Reminder: $FR = (\text{Total Lost-Time Injuries} * 1\ 000\ 000) / \text{Total Hours Worked}$. $SR = (\text{Total days lost} * 1\ 000) / \text{Total Hours Worked}$. The records integrate all employees including manpower supply and subcontractors.
- Possibility of workers to stop working when they believe they are in danger.
- Training for health professionals.

The following recommendations were made in the area of occupational health and safety:



RECOMMENDATION #1

During the closing session questions arose regarding the actual number of non-work-related fatalities. At the time there was lack of clarity on whether QDVC/VINCI maintained records as well as the details of these deaths. Noting that this is also an important component in ensuring safety and health of workers, the members of the BWI and French trade unions delegation recommended to review and monitor data on fatalities that are not work related and where relevant find solutions to resolve the risks.



QDVC/VINCI RESPONSE:

In addition to its HSE statistics (which are public), the company keeps a record of non-work-related fatalities of all its employees and subcontractors on all its projects (the data is available since the creation of the company but not public). Each project informs the head office and keeps a record. Investigations are conducted to ensure that the death is not linked to the working conditions (heat, nutrition, working hours, etc.).

Since 2016, there were four non-work-related deaths and they are as follows:

- **30 November 2016:** staff died of cancer at a hospital in the Philippines.
- **5 December 2017:** staff employed by a subcontractor died from a heart attack while playing football in the evening.
- **27 June 2018:** staff employed by a subcontractor committed suicide (BWI was informed of this incident).
- **26 November 2018:** staff died at home due to a heart attack.

There are no fatalities at the Serge Moulene Workers' Community, where the workers are staying outside work. However, there was an incident of an attempted suicide; hence the importance of the Buddy Program to ensure the mental and psychological well-being of workers.

- Note: since the creation of the company in 2007, QDVC has had a total of 10,840 direct employees (staff and workers included).



RECOMMENDATION #2

During the audit questions related to harmonization and analysis of medical records from accommodation facilities and all work sites were raised noting the importance of having an overall medical record of workers.



QDVC/VINCI RESPONSE:

At the time of the audit, the HSE manager informed the delegation that the main doctor consolidates and has access to all medical records. In addition, the QDVC HSE manager has access to this information and therefore, can deduce if injuries and health problems are work-related. If so, then relevant solutions will be found to rectify the problem.

Following the audit, QDVC/VINCI provided additional information:

- When a worker goes to the clinic on site for his periodic medical checkup or for any complaint, the project doctor or nurse report to the project HSE Manager health issues and or injuries that are potentially work related. An investigation is carried out and corrective actions are implemented.
- Regarding the SMWC, when the doctor and or nurse finds out any health issue and or injury that is potentially work related, they immediately inform the project doctor and or nurse for them to handle the case with the project HSE Manager.
- Therefore, the project Doctor and nurse have the health and injury history of each employee and share the information with the HSE Manager. Statistics and or analysis are done from the records.

Site visit of the QDVC Underground Pearl Station of the Lusail Light Railway Transit System Project site.



Employment Conditions

The following observations were made in relation to employment conditions:

- Workers are satisfied with their overall employment conditions; however, the biggest worry at the moment is job instability or demobilization due to the lack of economic prospects for QDVC.
- Workers are paid on-time and above the required minimum wage.
- WWC representatives meet every two months with management during work-time.

The following are positive elements related to employment conditions:

- Workers have been employed with QDVC/VINCI for a long time indicating their overall satisfaction in working for the company. The average worker seniority was 3.22 years in 2017 and 4.24 years in 2018. In 2018, 428 workers received long-service awards; among them, 141 employees have joined the company before 2013.
- The efforts by QDVC/VINCI Human Resources management to find alternative employment for workers who are demobilized.



Election of Workers' Welfare Committee Representatives

- Overall, it was clear that the workers had knowledge and awareness of the election process.
- Election process in terms of voting and counting of ballots is transparent and thorough.
- Applications for WWC representatives are free with no limit on the number of candidates.
- Training of WWC representatives to develop their capacity.
- Possibility of WWC representatives to bring workers together when authorized by management over the time allocated for safety and health.



WWC Representatives Election Process.



The following recommendations were proposed:



RECOMMENDATION #1

Train WWC representatives on occupational health and safety similar to that of IIF Safety Champions.



QDVC/VINCI RESPONSE

Although there may be some WWC representatives who are also IIF Safety Champions, it is important to maintain these two programs separately as they have specific defined objectives and responsibilities.



RECOMMENDATION #2

Encourage and foster more autonomy and independence of the WWC through the following:

- Separate meetings for WWC representatives prior to the official meeting.
- Time-off for WWC representatives to consult with their communities and other workers who they may not represent.



QDVC/VINCI RESPONSE

There are already separate meetings at project level since 2014 but agreed that an additional hour without the presence of management will be given to the WWC representatives prior to the meeting as of January 2019. In addition, QDVC confirmed that WWC representatives can consult anytime without the supervision of management.



RECOMMENDATION #3

Give more information on company-related matters such as demobilization.



QDVC/VINCI RESPONSE

At each WWC meeting, the WWC representatives are informed about the trends and latest developments of the company.



Site visit of the Serge Moulene Workers' Community, the accommodation facility for QDVC workers.



Site visit of the Serge Moulene Workers' Community, the accommodation facility for QDVC workers.

Living Conditions

The delegation visited the Serge Moulene Workers' Community, the accommodation facility where the workers working for QDVC are housed. Similarly, to the site visit, the delegation was only able to have a general overview of the facility and did not have an opportunity to conduct a thorough inspection.

The following observations were made:

- Good, clean, and well-maintained accommodation facility;
- Follow Qatar Foundation guidelines;
- Good recreational and leisure facilities;
- Variety of cuisine available;
- Skills training courses available such as English classes; and
- 25 to 60 people visit the clinic daily.

The following points were highlighted as positive elements:

- Frequent survey to workers to determine quality of food, wellness, etc.
- "Social initiatives" and activities such as football, workshops, English-language and financial literacy courses, and ability to watch and play national sports.

The following recommendation was made:



RECOMMENDATION #1:

There is too much moisture in the bathrooms, and this should be addressed immediately.



QDVC/VINCI RESPONSE:

The management is aware of the situation and confirmed that it figured already in the maintenance plan and that they were going to fix the problem.

Subcontractors' practices on workers' rights

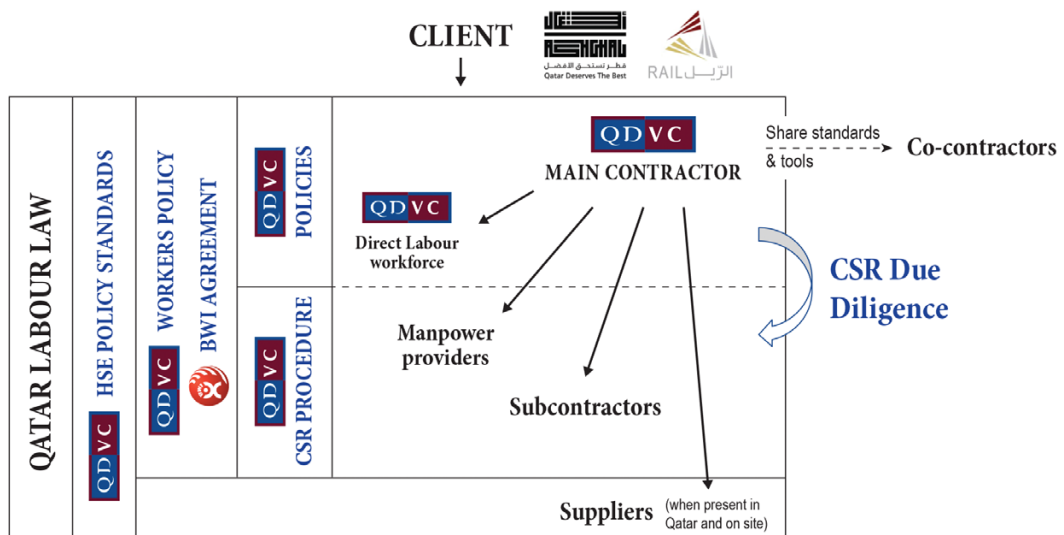
The following observations were made based on the presentations Human Resources and CSR policy and subsequent discussion focusing on the practices of subcontractors:

- Due diligence procedures and auditing of subcontractors put in place to ensure compliance of Qatari labour laws and Qatar Foundation and Supreme Committee standards.
- All subcontractors have to submit an improvement plan upon QDVC audits.
- QDVC manpower providers and subcontractors are audited on their accommodation and labour practices:

QDVC CSR DUE DILIGENCE WITH SUBCONTRACTORS	
Accommodation Audits	Labour Rights Audits
Building Standards & Fire Safety	Recruitment practices
Kitchen Safety	Sponsorship and Free Movement
Hygiene & Pest control	Contracts
Sleeping Rooms	Working Hours
Air Conditioning	Wages & Benefits
Bathroom & Toilets	Paid and Medical Leave
Transportation	Health insurance
Medical Care	Workers' committees
Welfare and leisure/social area	Grievance mechanisms

- QDVC has conducted around 400 CSR audits between 2017 and 2018.
- As a result of the company audits, ten subcontractors have been blacklisted.
- There has been up to 150 different subcontractors working on QDVC sites.
- The number of audits is higher than the number of subcontractors on site because numerous audits were conducted as part of the pre-qualification process, in which the companies audited were not necessarily awarded the contract/tender. The second reason is the conduction of follow-up audits to monitor the subcontractors' improvement.
- There is progress between the initial audits and the latest audits of subcontractors (both accommodation and labour rights audits).

CSR Due Diligence in the Subcontract Process



The following points were seen as positive elements in relation policies of sub-contractors:

- Preference is to directly employ 70 per cent of the workforce for the main and civil works.
- Utilizing the data base system in Qatar of monitoring sub-contractors to replicate it in other countries; however, taking into consideration the local characteristics of each country.

Co-contractors

The audit did not cover this area extensively; however, the delegation noted that QDVC CSR policy and BWI-QDVC-VINCI Agreement is shared with Alstom, the main consortium partner of QDVC on this project.



Meeting with members of the “Buddy Programme” (QDVC Psycho-social risk prevention programme).

Grievance Mechanisms

The delegation noted that QDVC/VINCI have three unique internal systems to address grievances of workers directly hired by QDVC as well as workers employed by sub-contractors.

In addition, QDVC/VINCI has set up a system to focus on issues related to occupational health and safety. The three mechanisms are as follows:

- Grievance Officers to address individual cases, administrative issues, and workers working for subcontractors, labour suppliers, and co-contractors. To date sixty complaints have been filed in 2018 and satisfaction rate of complainants is high with regards to the resolution of their grievance.
- Workers’ Welfare Committee to address individual and collective cases of workers mainly hired directly by QDVC but there have been situations where they also have raised issues pertaining to workers employed by subcontractors.
- IIF Safety Champions to address OHS issues on site for all workers. They work closely with the HSE team to address and resolve any issues related to safety at the site for all workers directly hired by QDVC and those hired by subcontractors.

In terms of external systems to address grievances and issues raised by workers working at QDVC projects, they are as follows:

- BWI
- Ministry of ADLSA
- ILO Project Office in Qatar

The following points were highlighted as positive elements:

- Complaints or grievances filed by QDVC directly-hired workers, and those of subcontractors are treated in the same manner including at the accommodation facility.
- Positive impacts on subcontractors in terms of working and living conditions.
- WWC representatives do not face problems with management to consult workers anytime.



RECOMMENDATION #1:

The BWI and French trade union delegations noted the importance and the uniqueness of the three separate grievance mechanism systems. However, they emphasized the need to ensure that the WWC is the central vehicle to address grievances by workers. Thus, any mechanism or campaign linked to grievances should focus on the WWC.



QDVC/VINCI RESPONSE:

QDVC/VINCI recognizes that the WWC is the central vehicle to address grievances for workers directly employed by QDVC workers. However, they stated that sometimes it was more efficient and quicker for workers to first discuss directly with supervisor and or manager, HSE team or IIF Safety Champions depending on the issue.

In addition, both WWC representatives and IIF Safety champions have a role to build a bridge of trust between the workers and the managers (as most of the workers can't speak English).

The IIF Safety champions have in particular a role to develop the safety culture within the workforce. The WWC represents all the QDVC workers while the IIF program include all employees on the project. In addition to its safety function, IIF Safety Champions allow the HSE team to be aware and solve issues relating to living and working conditions of subcontractors.



RECOMMENDATION #2:

WWC Representatives should be part of the grievance mechanism process.



QDVC/VINCI RESPONSE:

WWC representatives are already included in the grievance flowchart and procedure and the management will work to have them more involved.



RECOMMENDATION #3:

WWC representatives should be able to represent workers during grievance procedures should the worker request it.



QDVC/VINCI RESPONSE:

The QDVC management agrees for the WWC representatives to represent workers during procedures should the worker request it.



BWI/QDVC/VINCI delegation meet with newly-elected representatives of the WWC.

Conclusion

Although the joint audit was tight and compact (one day and a half), the delegation members were able to have a general overview of the current situation of workers working at QDVC/VINCI projects in Qatar. Overall there were no major issues, concerns, or issues of non-compliance identified during the audit. There is a strong commitment by QDVC/VINCI management at all levels to ensure the safety and health and welfare of all workers working at QDVC/VINCI sites regardless of whether they are directly hired by the company or by subcontractors.

One of the highlights of the audit was to observe the election process and more importantly the voting process in the election of the WWC representatives. For some members of the delegation it was an important example of worker empowerment as well as the commitment by the workers to participate in an electoral process where they can represent their communities at the work site.

Despite the positive initiatives and policies implemented by QDVC/VINCI it was evident that the greatest worry the workers had is job security as the company has not secured future contracts. This is clearly a major issue of concern for the workers who mentioned it on several occasions where there was direct engagement and dialogue with the workers.

Annex

Participants

BWI Delegation

1. **Ambet Yuson**, General Secretary
2. **Franck Reinhold**, Auditor
3. **Patrick Fonjallaz**, Financial Officer
4. **Jin Sook Lee**, Global Campaign Director
5. **Marco Polo Ferrer**, Community Liaison Officer, BWI Qatar Project
6. **Prince Verma**, Community Volunteer

French Union Delegation (CFDT, CGT, and CFE/CGC)

1. **Michel DONZIL**, CFDT
2. **Francis Lemasson**, CGTM
3. **Gilles Sonnier**, CFE/CGC.

VINCI Delegation

1. **Franck Mougín**, Executive Vice-President, Human Resources and Corporate Social Responsibility
2. **Sarah Tesei**, Social Innovation Director
3. **Henriette McCool**, Social Innovation Manager
4. **Isabelle Fleury**, Social Relations Director

QDVC/VINCI Delegation

1. **Philippe Tavernier**, Chief Executive Officer
2. **Hamad Al-Marri**, Chief Support Services Officer
3. **Hans Mielants**, Human Resource Director
4. **Nicolas Dansette**, LRT Project Director (for LRT Visit)
5. **Yann Puaud**, LRT Construction Manager
6. **Roman Stega**, LRT Station Manager
7. **Nicolas Ebel**, QHSE Manager
8. **Nabila Bouarfa**, CSR Officer, Head Office
9. **Parvathy Adiyat**, CSR Officer, LRT Project
10. **Dawood Irfan**, Corporate Welfare Officer, HO/SMWC
11. **Jasbir Singh**, General Services Manager, HO/SMWC

Ministry of Administrative Development, Labour and Social Affairs (Day 2)

1. **Fahad Daher**, Director of International Labour Relation Department
2. **Fawaz Al Rayes**, Head of Recruitment Department

ILO Project Office in Qatar (Day 2)

1. **Houtan Homayounpour**, Head of ILO Project Office for the State of Qatar
2. **Alix Nasri**, Technical Specialist, Labour Migration and Employment
3. **Niyama Rai**, Technical Officer

Program

Tues. 8th Jan. Site Visit and Elections of Workers' Welfare Committee	
7:30	Meet at hotel lobby for transport to site
8:30	Arrival at Lusail Light Railway Transit System Project (LRT)-Ancillary Hall
8:45	Opening Remarks: <ul style="list-style-type: none"> • Ambet Yuson, BWI • Franck Mougin, VINCI • Philippe Tavernier, QDVC/VINCI
9:30	LRT Project Presentation, Nicolas Dansette
10:00	Transport to QUG Pearl Station
10:30	Workers' Welfare Committee Representative Election Voting Observations
12:00	Site Visit: QUG Pearl Station
13:00	Transport to LRT Main Office/Lunch
14:00	Presentation of QDVC/VINCI HR and CSR
15:00	Meeting: BWI with QDVC/VINCI Workers' Welfare Committee Representatives and IIF Safety Champions
16:00	Transport to Serge Moulène Workers' Community
17:00	Meeting with In-house Counselors and Buddies
18:45	Workers' Welfare Committee Representative Election Vote Count
19:45	Return to Doha
Wed. 9th Jan. Fair Recruitment, Debrief and Next Steps	
7:45	Meet at Hotel Lobby for QDVC/VINCI Head Office
8:30	Opening Remarks: <ul style="list-style-type: none"> • Hamad Al-Marri, QDVC • Fahad Daher, Ministry of ADLASA
9:00	Presentation: ILO-QDVC/VINCI Pilot Project on Fair Recruitment <ul style="list-style-type: none"> • Henriette McCool, VINCI • Alix Nasri, ILO Project Office Qatar • Sebtaïn Nasser, STS
10:30	Coffee break
11:00	Feedback and Observations from BWI
11:45	Closing Remarks: <ul style="list-style-type: none"> • Ambet Yuson, BWI • Franck Mougin, VINCI



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