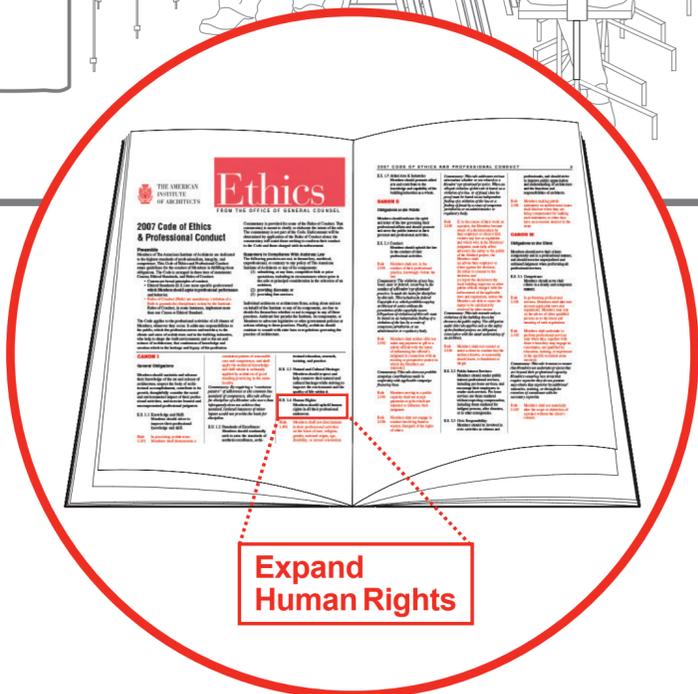


HOW CAN ARCHITECTS ENSURE HUMAN RIGHTS PROTECTIONS EXTEND TO THOSE WHO BUILD ARCHITECTURE WORLDWIDE?

**EXPAND
CODE OF ETHICS**



**Expand
Human Rights**

“Workers’ rights and safety should be a pivotal point for any sustainability discussion: the environment is not just the air, ground, and water, but the people with whom we work and live.”

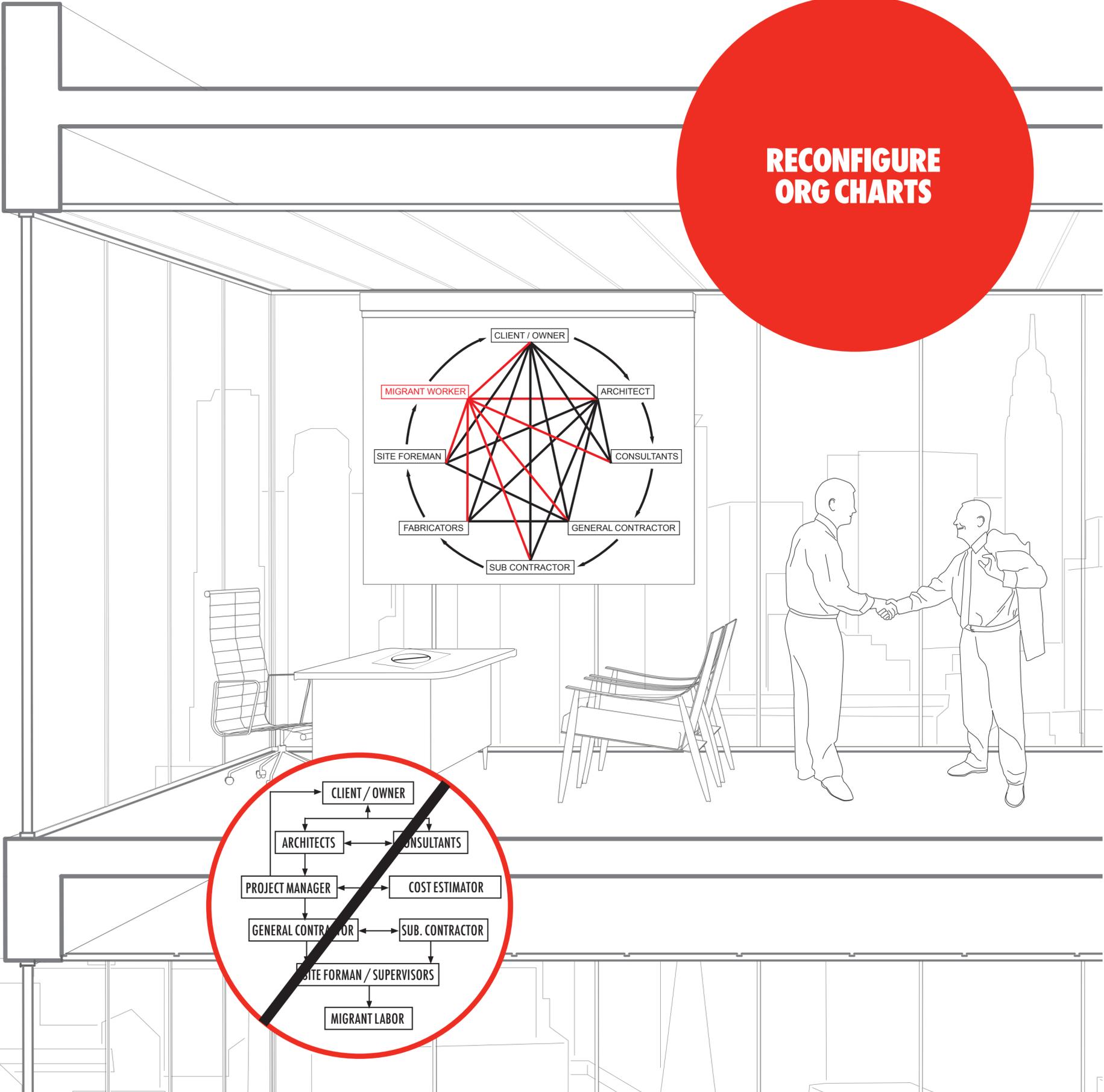
—Ann Lui, “Sustainability of Workers’ Rights”

WBVA?

WHO BUILDS YOUR ARCHITECTURE?

HOW CAN ORGANIZATIONAL CHARTS BE RECONFIGURED TO LINK COMPLEX GLOBAL INTERDEPENDENCIES?

**RECONFIGURE
ORG CHARTS**



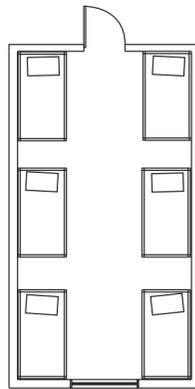
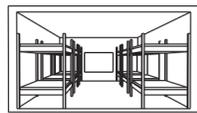
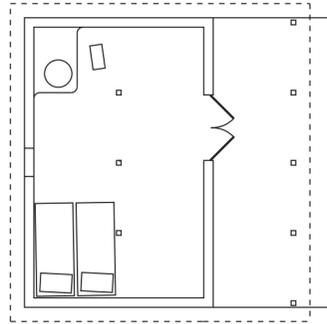
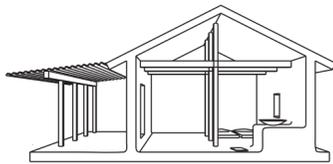
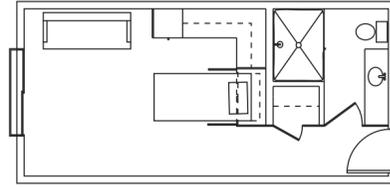
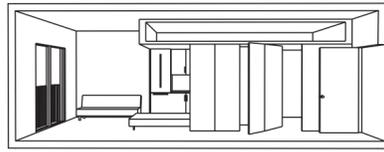
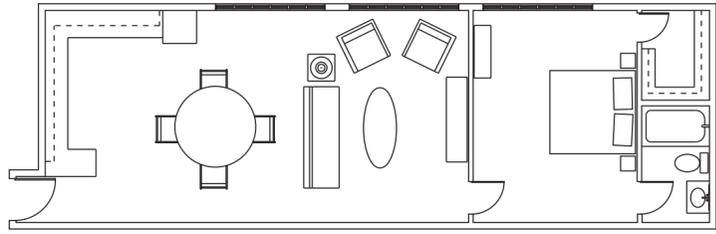
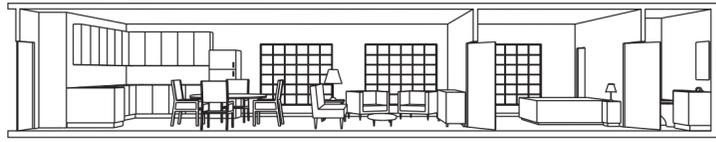
“Since construction is a transformative industry, what determines the outcome of work is not the simple presence of options and opportunities but rather the actual linkages established behind their selection and the relationship of power among the actors making these determinations.”

—Paolo Tombesi, “WHAT DO WE MEAN BY BUILDING DESIGN?”

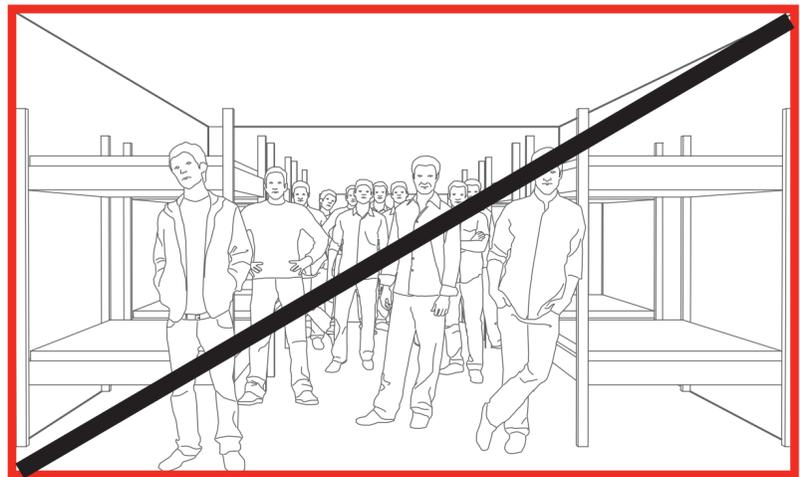
WBVA?

WHO BUILDS YOUR ARCHITECTURE?

HOW CAN ARCHITECTS IMPROVE BASIC STANDARDS FOR MIGRANT WORKERS HOUSING?



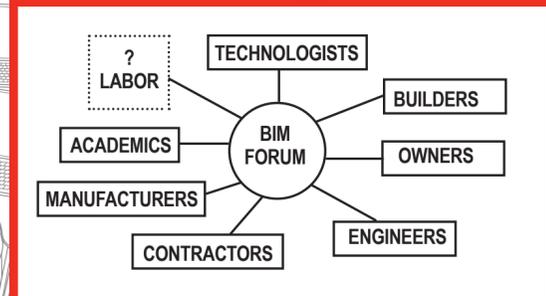
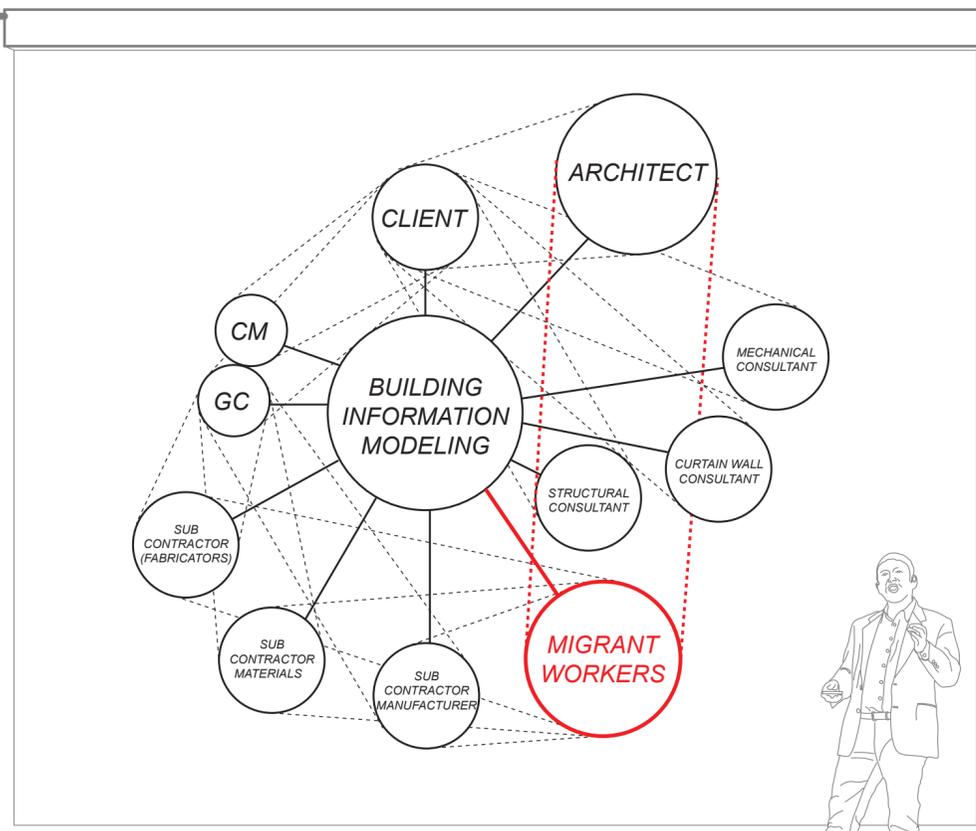
WORKER HOUSING
 VILLAGE HOUSING
 MICRO HOUSING
 AVERAGE HOUSING



“Some of the structural challenges facing the well-being of migrant workers require long-term, and nation-scale, solutions. These include the need for collective bargaining rights, guarantees of freedom of movement, and reforms of the sponsorship relationship. Similarly, the challenge of integrating worker housing into the social and physical fabric of host cities needs to be addressed seriously.”

—Gulf Labor, “Observations and Recommendations after Visiting Saadiyat Island and related Sites”

HOW CAN TECHNOLOGIES FACILITATE NEW RELATIONSHIPS BETWEEN ARCHITECTS, DESIGN CONSULTANTS AND MIGRANT WORKERS WHO CONSTRUCT BUILDINGS?



**REALIGN
NEW TECHNOLOGIES**

“The increasing complexity of infrastructural technologies alone has required general contractors and others on the technical side to take responsibility for design decisions. Design functions are more and more divided up and assigned to specialized locations, many of them well outside the professional firm, and some of them deep within the artisanal trade structure.”

—Andrew Ross, “Foreword,” Building (in) the Future

HOW CAN ARCHITECTS REDEFINE THE CONSTRUCTION AND POLICY LEXICON TO ADVOCATE FOR FAIR AND SUSTAINABLE BUILDING PRACTICES GLOBALLY?

INDENTURED LABOR:

Workers incur large amounts of debt, at high interest rates, in order to work abroad and often use land in home countries as collateral to borrow money. Workers who are not regularly paid according to their contracts are not able to send remittances to their families in home countries and pay off their debt.

WORKERS' RIGHTS:

Even in countries where migrant workers have been legally prohibited from forming unions, they have created informal workers' associations that provide assistance to other migrant workers. Legalizing unions would give workers more protection and ways to respond to the issues they face on the ground.

LABOR CAMPS:

Workers are often living in overcrowded rooms and the housing facilities are often inadequately maintained by companies who are responsible for providing housing to workers. These sites are often on the peripheries of cities, far from worksites, and are under strict surveillance.

WORKERS' HOUSING:

The distance between worksites and housing should be reduced to give migrant workers more time to rest after long working hours. The relationship between home countries' embassies, medical services, and workers' housing can be reconsidered through design proposals.

GUEST WORKER PERMIT:

Migrant workers need permits to legally move around the city when they are not on worksites. Often, these permits are not issued by employers and migrant workers can therefore be fined and arrested for spending time outside of their housing during the limited time they have off from work.

FREE MOBILITY:

Migrant workers should be able to travel around the cities where they work without permits. Parks and other public spaces in these cities that do not charge entry fees to citizens of receiving countries should also be open, at all times and without charge, to migrant workers.

REDEFINE LEXICON

KAFALA:

A set of laws in Gulf Cooperation Council countries, the UAE, Jordan, and Lebanon that binds a worker to his or her employer. Under the kafala, migrant workers cannot legally change employers without consent from their current employers, are not able to leave the country without permission from employers, cannot form unions, must live in housing provided by the employer, and are not subject to regulations limiting the number of hours they work.

INTERNATIONAL LAWS:

Each nation has different laws regulating labor. Migrant workers who cross borders often find their labor is regulated under a different set of laws than in their home countries or that regulate the labor of citizens of the receiving countries. Not all countries have agreed to labor standards as defined by the International Labor Organization and there is no juridical system evenly protecting workers as they travel from one country to the next.

RECRUITMENT FEES:

Agencies that connect migrant workers with jobs in receiving countries charge fees that are many times the annual income of workers in sending countries. These fees generally take two years to pay off, which is the average length of contracts in receiving countries. Migrant workers usually calculate that any money they make above the fees will be from overtime hours.

REIMBURSEMENT FEES:

Companies who sign contracts with migrant workers could pay all the fees workers incur while finding work in receiving countries. These include visa fees and travel fees. The high cost of recruitment fees would be reduced by having fewer people involved in the process of connecting migrant workers with jobs.

ABSCONDING:

Workers who quit without the permission of employers must be reported by employers to the nearest police station for "absconding." Workers who are indebted usually leave their job only when their situation is dire, either through lack of payment or abuses suffered on their worksites.

MIGRANT WORKER COURTS:

Migrant workers who want to bring a case against employers must continue to work for the employer while the case is heard and must navigate a legal system in Arabic. Establishing courts for migrant workers that provides translators for migrant workers and allowing migrant workers to look for new work while their cases are heard would reduce the possibility that migrant workers are trapped in jobs where they are not being paid according to the terms of their contracts.

HOW CAN ARCHITECTS EXPAND THE SCOPE OF SITE OBSERVATION AND REVEAL BAD LABOR PRACTICES WHEN THEY EXIST ON BUILDING SITES?

**EXPAND
SITE OBSERVATION**

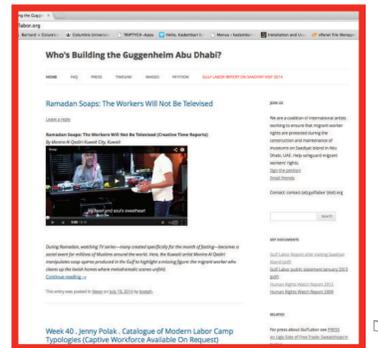
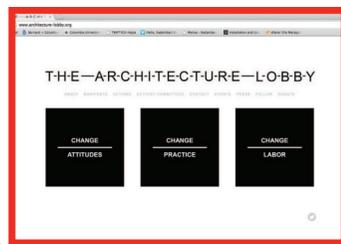
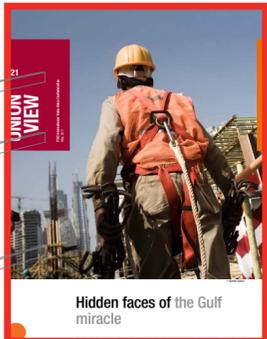
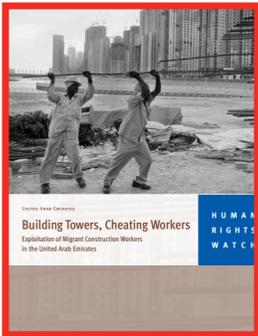
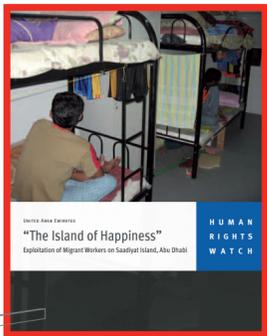
السلامة أولاً
SAFETY FIRST
THIS PROTECTIVE EQUIPMENT
MUST BE WORN
IN THIS AREA

“What the tourists, sports fans and business travellers jetting in to the Gulf states may not see are the millions of migrant workers whose toil continues to build the new towers, shopping centres, hotels, stadiums and museums sprouting across Arabian boomtowns.”

—International Trade Union Confederation, “Hidden Faces of the Gulf Miracle”

HOW CAN ARCHITECTS ADVOCATE FOR BETTER WORKING CONDITIONS ON BUILDING SITES AROUND THE WORLD?

ENGAGE
ACTIVISM



“I have nothing to do with the workers. I think that’s an issue the government – if there’s a problem – should pick up. Hopefully, these things will be resolved. I’m not taking it lightly but I think it’s for the government to look to take care of. It’s not my duty as an architect to look at it.”

—Zaha Hadid, Architect (The Guardian, 25 February 2014)