



ENVIRONMENTAL AND SOCIAL FRAMEWORK

ESS2: LABOR AND WORKING CONDITIONS

CONTEXT

In August 2016, the World Bank's Board of Executive Directors approved the Environmental and Social Framework (ESF), which will go into effect in 2018 and progressively replace the Bank's Safeguards. The ESF protects people and the environment from potential adverse impacts that could arise from Bank-financed projects, and promotes sustainable development. Within the ESF, ten Environmental and Social Standards set out responsibilities for Borrowers. The Standards are designed to help Borrowers manage project risks and impacts as well as improve environmental and social performance, consistent with good international practice and national and international obligations.

Overview

Employment creation and income generation is important in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of projects by providing safe and healthy working conditions.

Objectives

The Environmental and Social Standard on Labor and Working Conditions (ESS2), requires Borrowers to:

- Promote safety and health at work
- Promote the fair treatment, non-discrimination, and equal opportunity of project workers
- Protect project workers, with emphasis on vulnerable workers
- Prevent the use of all forms of forced labor and child labor

- Support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law
- Provide project workers with accessible means to raise workplace concerns

Highlights

ESS2 provides specific requirements on occupation health and safety, expanding upon the World Bank Group's Environmental, Health and Safety Guidelines.

It introduces labor management procedures. It emphasizes non-discrimination and equal opportunity.

ESS2 includes provisions on the treatment of direct, contracted, community, and primary supply workers, and government civil servants.

ESS2 recognizes workers' organizations. It requires a grievance mechanism for all project workers.

More information

The full text of the Environmental and Social Framework (ESF) is available at www.worldbank.org/esf

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