Document downloaded from:

http://hdl.handle.net/10251/64796

This paper must be cited as:

Sierra Varela, LA.; Pellicer Armiñana, E.; Yepes Piqueras, V. (2015). Social Sustainability in the Lifecycle of Chilean Public Infrastructure. Journal of Construction Engineering and Management. 142(5):05015020-1-05015020-13. doi:10.1061/(ASCE)CO.1943-7862.0001099.



The final publication is available at

http://ascelibrary.org/doi/abs/10.1061/%28ASCE%29CO.1943-7862.0001099

Copyright American Society of Civil Engineers

Additional Information

	I	
1	2	

4

SOCIAL SUSTAINABILITY IN THE LIFE CYCLE OF CHILEAN PUBLIC INFRASTRUCTURE

Leonardo A. Sierra¹; Eugenio Pellicer²*, Víctor Yepes³

5

6

7 **ABSTRACT:** To enhance concern for the social aspects of sustainability and to delineate the 8 criteria to be considered at each stage of the life cycle of an infrastructure, this paper aims to 9 determine the relevance of a set of criteria that evaluate social sustainability throughout the 10 life cycle of a public civil infrastructure. This research presents the results of a case study applying the Delphi method to 24 Chilean experts consulted in a series of three rounds. In 11 12 addition, binomial statistical tests and Kendall's coefficient were used to show the 13 convergence of the experts. Thus, it was identified that of 36 initial criteria assessed at each stage of the life cycle, the consideration of 20 is required at the design stage, 29 at the 14 construction stage, 33 during operation and 27 at demolition. The most relevant criteria, per 15 16 life-cycle stage, were: "Stakeholder Participation" (design and demolition stages), "External 17 Local Population" (design stage), "Internal Human Resources" (construction and demolition 18 stages), "Macro-Social Action" of "Socio-Environmental Activities" (construction stage), and 19 "Macro-Social Action" of "Socio-Economic Activities" (operation stage).

- 20
- 21

¹ Instructor, Dpto. Ingeniería de Obras Civiles, Universidad de La Frontera, Francisco Salazar 01145, Temuco, Chile, <u>leonardo.sierra@ufrontera.cl</u>.

² Associate Professor, School of Civil Engineering, Universitat Politècnica de València, Camino de Vera s/n, 46022 Valencia, Spain, <u>pellicer@upv.es</u>.

^{*} Corresponding Author: tel. +34.963.879.562; fax +34.963.877.569.

³ Associate Professor, ICITECH, Universitat Politècnica de València, Camino de Vera s/n, 46022 Valencia, Spain, <u>vyepesp@upv.es.</u>

22 **KEYWORDS:** Case Study; Chile; Delphi; Infrastructure; Life Cycle; Social Sustainability.

23 24

25 INTRODUCTION

26

27 At the beginning of the 1970s, the concept of sustainable development had already been established as "economic development that can be of benefit to current and future generations 28 29 without damaging the planet's resources or biological organisms" (NEPA 1969). Years later, 30 the Brundtland Report (WCED 1987) broadened this definition, and the development concept 31 was transformed into a more qualitative, complex, multidimensional and intangible concept. 32 This focus made economic, social and environmental concerns compatible, without 33 jeopardizing the development opportunities of new generations or the future life of the planet 34 (WCED 1987; UNCED 1992). In the last 30 years of the 20th century, the discussion on 35 sustainable development emphasized the need to bequeath a better natural world for future 36 generations, whereas only at the end of the century did the international community begin to 37 understand that the goal must be to increase human abilities (Anand and Sen 2000).

38

39 In 1992 the construction industry initiated action plans proposed by the United Nations and its 40 organizations through the "Agenda 21 for Sustainable Construction in Developing Countries". 41 This plan was signed at its inception by more than 178 countries in the United Nations 42 Conference on Environment and Development in Rio de Janeiro, Brazil (UNCED 1992). 43 Since then, awareness of pursuing an agenda oriented toward sustainability has been heightened, and this includes the social considerations throughout the life cycle of the project: 44 45 design, construction, operation, and demolition (Boyle et al. 2010; Pellicer et al. 2014; Venegas 2003). However, this has not been enough, and the fundamental limitation of 46

47 sustainability nowadays is clear: it tends to concentrate on the biophysical and economic 48 considerations of the constructed environment, without adequate consideration of the social 49 aspects involved (CIB 2002; Torres-Machí et al. 2014 and 2015). Indeed, some public sector 50 projects have not sufficiently considered certain elements of social performance, which 51 should be their main objective (Shen et al. 2010).

52

53 Not including the social dimension in an infrastructure's development will have detrimental 54 effects in the short and long term that determine the results of the project. In the mid-short term, the dynamics of infrastructure development with the growing participation of various 55 56 actors (Bakht and El-Diraby 2015) and their interactions involves emerging risks that challenge the achievement of the project results (Yepes et al. 2015), when prompt social 57 58 treatment is not preconceived (Naderpajouh et al. 2014). These dynamics generally dominate 59 other potential risks, such as the technical and economic complexities of the project (Alarcón 60 et al. 2011). On the other hand, in the long term, not adequately considering the social aspects 61 may have detrimental effects that can jeopardize the quality of intra-generational life 62 (Lehmann et al. 2013; Axelsson et al. 2013).

63

Today the definition of the criteria that comprise social sustainability in construction projects has yet to be clearly delineated, depending on the application contexts, the participants' perspectives and the life cycle stages (Bakht and El-Diraby 2015; Labuschagne and Brent 2006; Pellicer et al. 2014; Valdés-Vásquez and Klotz 2013). In Chile in particular, despite recent initiatives adding concern for the social aspects (Government of Chile 2013), the focus remains on conceptual guidelines with a tangential orientation toward sustainability through social responsibility and not the social impact of the infrastructure.

72 A literature review was conducted to examine the social impacts addressed by various authors 73 since 1970. Among the studies, a structure of social sustainability was identified; it focuses on the social impact that business initiatives exert on society (Labuschagne et al. 2005). It 74 75 broadly covers the impacts surveyed and it has also been used in construction studies (Flores et al. 2013; Huang et al. 2012; Lang et al. 2007). However, making decisions that include 76 77 social aspects depends on the points of view of the actors involved as well as on the contexts 78 of application (Bakht and El-Diraby 2015; Vanclay 2002; Valdés and Klotz 2013). Therefore, 79 any structure of social sustainability must be clarified and defined (Labuschagne and Brent 2006; Slootweg et al. 2001; Valdés and Klotz 2013) during the life cycle stages (Boyle et al. 80 81 2010) and the incidence that the construction projects have in this life cycle must be explained 82 from the social viewpoint (Valdés and Klotz 2013).

83

Thus, this article aims to: i) identify the criteria of the social sustainability structure best suited to the nature of each stage of a public infrastructure's life cycle; and ii) determine the degree of relevance of each criterion in the development of this infrastructure. These goals are limited to public infrastructure and a number of experts consulted regarding the Chilean context. This paper includes the background (next section) to define the social sustainability criteria used as well as subsequent sections describing the method, results, discussion and conclusions of the research.

- 91
- 92

93 SOCIAL SUSTAINABILITY FACTORS AND CRITERIA

94

95 In the process of identifying social sustainability guidelines, this study included a review of 96 previous contributions to establish the social impacts or factors, as well as the criteria that

97 address these social impacts on a public civil infrastructure project during its life cycle. To 98 achieve this goal, previously, two basic concepts have to be defined: social impacts (or 99 factors) and criteria. Social impacts are "all social and cultural consequences to human 100 populations of any public or private actions that alter the ways in which people live, work, 101 play relate to one another, organize to meet their needs, and generally cope as members of 102 society" (ICPGSIA 1994, page 107); these impacts are dealt with in the next paragraph. On 103 the other hand, the rest of the section handles some approaches to criteria found in the 104 literature review, considering the simple definition of a criterion as the cause for making a 105 decision from a social viewpoint.

106

107 First, the literature review identified the main articles and international norms focused on 108 social aspects or factors, and 110 contributions were obtained, beginning in 1970. These 109 documents were organized to fulfill three objectives: conceptualization of the aspects (Hill 110 and Bowen 1997; Vanclay 2002; Valdés and Klotz 2013), methodological applications and 111 indicators (Azapagic 2004; Labuschagne et al. 2005; Fernández-Sánchez and Rodríguez-112 López 2010), and policy recommendations for evaluation (ICPGSIA 1994; ISO 2010; GRI 113 2013). With all the impacts compiled from the literature review, the research team assembled 114 nine categories of social impacts or factors, subdivided in 20 groups, according to their 115 conceptual affinity; the columns in Table 1 displays these categories and groups. The research 116 team made use of a focus group to validate them; this focus group was formed by the research 117 team, as well as three additional members, all of them professors with more than 20 years of 118 academic and professional experience. Later on, the contributions were classified according to 119 these 20 groups. Table 1 shows (in rows) the most relevant contributions: those that deal with 120 40% of the social impacts, at least; this percentage of coverage is calculated dividing the 121 number of factors in the article by the total identified, in %.

123 <TABLE 1 HERE>

124

Regarding the criteria, during the 1980s authors like Finterbuch (1985) established the first methodologies and aspects to consider when assessing the social impacts of construction projects. Nevertheless, since the 1990s social criteria have been further defined and specified (ICPGSIA 1994; Burdge 1994). From the outset, the criteria sought to overcome the conditions of poverty associated with shortages of resources (Hill and Bowen 1997); this has evolved in our era into social vulnerability, which encompass better the aspects to be considered (Vanclay 2003).

132

In the last decade, Vanclay (2002) has delved more deeply into the effect of the social aspects, and differentiated between those which involve a direct impact for society and those that are agents of change which, under certain circumstances, may involve some social risk. This differentiation complements the studies by Slootweg et al. (2001), who established an iterative integration model of the social and environmental impacts; human interventions imply change processes that subsequently become impacts.

139

By the beginning of the 2000s, these criteria were already being adapted to the review of particular cases and integrated into methodological proposals that aimed to involve social aspects in sustainability assessment (Azapagic 2004; Shen et al. 2010; Ugwu and Haupt 2007; Fernandez-Sánchez and Rodríguez-López 2010). Thus, a large number of the aspects formulated in the 1990s were included in more comprehensive studies developed by Labuschagne et al. (Labuschange et al. 2005; Labuschagne and Brent 2006 and 2008). These studies proposed a conceptual structure of the social dimension that deals with the impacts of the company on the social systems in which it operates. The structure of social sustainability integrates the Global Reporting Initiative, the United Nations Sustainability Indicators, the Wuppertal Sustainability Indicators, and was contrasted against more than 31 international regulations and scientific studies (Labuschagne and Brent 2008).

151

152 In this study, the criteria established by Labuschange et al. (2005) were used as a foundation, 153 insofar as these were adequate for public infrastructure initiatives. There are three main 154 reasons to use these criteria as the point of departure: (a) they present the highest level of social impact coverage (80%) among the literature reviewed (see Table 1); (b) they have been 155 156 used in methodological applications (Flores et al. 2013; Huang et al. 2012; Lang et al. 2007); 157 and (c) they were drafted on the basis of an exhaustive review and contrast with regulations 158 and studies by authors who have addressed this topic in the last 20 years. Thirty-one criteria 159 integrate social sustainability, classified into four macro-groups: internal human resources (10 160 criteria), external local population (12 criteria), social participation of stakeholders (4 161 criteria), and social activities at a regional or national level (5 criteria).

162

163

164 **RESEARCH METHOD**

165

As indicated in the Introduction, this research intends to identify and prioritize the criteria of the social sustainability structure for each stage of the life cycle of a public infrastructure. In order to do so, the research process follows the steps summarized in Figure 1. First, the impacts or factors were obtained from the literature review explained in the previous section, by means of grouping them in 20 groups; this process was validated by a focus group. After analyzing previous contributions, the work of Labuschange et al. (2005) was taken as the point of departure of the social sustainability criteria. The next step is to enhance prioritize and justify the social sustainability criteria suitable for each stage of the life cycle of a public infrastructure implementing the Delphi technique (explained in the following sub-section and Table 3). Finally, using semi-structured interviews with the same members of the panel, the previous results are confirmed and justified.

- 177
- 178 <FIGURE 1 HERE>
- 179
- 180 The Delphi Method
- 181

182 The Delphi method is a technique of structured and systematic communication useful to 183 achieve these objectives, because it is a tool that can address complex conceptualizations 184 involving reflective and critical analysis (Cortes et al. 2012; Sourani and Sohail 2014; 185 Alshubbak et al. 2015), while maintaining the freedom of judgment of specialists who do not 186 interact (Hallowell and Gambatese 2010). Delphi is based on the principle that decisions from 187 a structured group of individuals are more accurate than those from unstructured groups 188 (Rowe and Wright 1999). The Delphi technique has recently come to be applied in many 189 complex situations where a consensus is required (Hallowell and Gambatese 2010; Cortes et 190 al. 2012; Alshubbak et al. 2015). Application of the Delphi technique involves specific steps 191 (Fig. 2). For a rigorous implementation, this article followed the guidelines proposed by 192 Hallowell and Gambatese (2010) and Cortes et al. (2012), including the expertise and number 193 of experts on the panel, feedback process and number of rounds.

194

195 <FIGURE 2 HERE>

The success of the Delphi method depends first of all on the selection of the participants (Hallowell and Gambatese 2010). Accordingly, 33 potential experts were preselected, residents in the geographical study area (Chile) and with experience and training in the area of "Public Civil Infrastructure Development" (Profile 1) and "Socio-Environmental Development" (Profile 2). The expert selection process was conducted on the basis of two criteria:

According to Hallowell and Gambatese (2010), each panelist had to fulfill at least four of
the following requirements: (a) primary or secondary author of at least three peerreviewed journal articles; (b) invited to speak at a conference; (c) member or chair of a
nationally recognized committee; (d) at least 5 years of professional experience in the
construction industry; (e) faculty member at an accredited institution of higher learning;
(f) advanced degree in the field of civil engineering, construction management, or other
related fields (minimum BS); or (g) professional registration.

Additionally, the expert selection was validated from a self-evaluation of the level of
competence in the research topic, through the technique proposed by the Russian State
Committee for Science and Technology (Oñate et al. 1998); with this technique, each
expert as scored according to two parameters: knowledge and argument. The average of
these two parameters gives the level of competence of the expert. Table 2 explains the
computation.

218

219 <TABLE 2 HERE>

221	The definitive expert panel had 24 members. The expert panel is characterized in Table 3
222	according to its profile. Considering the criteria provided in Table 2, the individualized
223	validation of the expert panel's competence is checked; all the experts can be considered as
224	highly competent, as shown in Table 4.
225	
226	<table 3="" here=""></table>
227	
228	<table 4="" here=""></table>
229	
230	Questionnaire and Measurement Instrument
231	
232	An initial questionnaire was designed on the basis of the literature review, the criteria of the
233	social sustainability structure proposed by Labuschagne et al. (2005), and prior consultation
234	with three experts in the subject area using the same focus group. The questionnaire requires
235	information that addresses two main questions:
236	1. Which social sustainability criteria affect the life cycle stages of a public civil
237	infrastructure (design, construction, operation, and demolition)?
238	2. What is the level of significance that each social sustainability criterion has with respect
239	to the life cycle stages of a public civil infrastructure?
240	
241	The responses were quantified using two measurement instruments:
242	- The answers associated with question 1 were valued on a dichotomizing scale (Agree-1 or
243	Disagree-0) with respect to the experts' consideration of each social sustainability
244	criterion at each stage. The responses were processed through a binomial nonparametric

test that guarantees the reliability and convergence of the opinions according to thestatistical significance of the probability that agreement is reached (Siegel 1983).

The answers associated with question 2 were valued on a 5-point Likert scale that
measured the degree of relevance (High-5, Remarkable-5, Moderate-3, Low-2 or
Insignificant-1) that each criterion confers on social sustainability among the life cycle
stages. To measure the consistency of the experts on the order of significance, Kendall's
coefficient of concordance (or Kendall's W) was determined. This nonparametric statistic
was used to evaluate the statistical significance of the order granted by the experts (Singh et al. 2009).

254

255 Survey Process

256

A description of the study method and objectives was presented to the potential experts through an invitation via e-mail. Once they had agreed to participate, the facilitator arranged an individual meeting by video conference. During this meeting questions were answered, and further details of the study were provided regarding the conceptualization of the aspects involved and the dynamics of work. The questionnaire was sent and the experts' opinions were processed, analyzed and taken into account in the following round.

263

Three rounds were needed to reach a consensus with respect to the desired objectives and to ensure accuracy and rigor in the study; the process was stopped when more than 50% of the experts agreed, obtaining statistical significance in the binomial test, as explained in the Results section. Feedback to the experts entailed informing the group's points of view with a report of the results via e-mail before proceeding to the following round. The experts then received a new questionnaire; they were asked to reconsider their responses, particularly in 270 those cases where information provided in the previous round had not significantly 271 demonstrated a consensus on the variable under discussion.

272

When consensus was achieved in the third round, the facilitator arranged a semi-structured individual interview with each expert via video conference, during which he/she was asked to confirm, first, and justify, later, the level of significance of each criterion for the infrastructure's life cycle. This can be considered as a fourth round of validation of the Delphi method.

278

279

280 **RESULTS**

281

282 The results of the Delphi method are presented in Table 5, which identifies an infrastructure's life cycle stages with the criteria affecting social sustainability. The table not only shows the 283 order of general importance of the social sustainability criteria for each stage (scale from 1st to 284 4th place), but also the mean degree of relevance (Likert scale from 1 to 5) of each profile 285 286 defined in Table 5. The order of importance assigned by the experts reached statistical validity 287 for all the criteria evaluated. Once the first round of the questionnaire was agreed upon by the 288 panel, five criteria were incorporated in the second round at the panel's suggestion and 289 reviewed by the research team (Criteria 1.11 to 1.15).

290

291 <TABLE 5 HERE>

292

In light of the responses and considering the criteria at each stage of a public civil infrastructure's life cycle, the statistical validation of the binomial test with 5% bilateral error 295 identified the criteria which, according to the experts, had to be taken into account. Two sets 296 of results were obtained from this analysis: (1) approved criteria, i.e., evaluations with 297 statistical significance and agreement percentages over 50%; and (2) rejected criteria, i.e., 298 evaluations with statistical significance and agreement percentages under 50%. Table 5 shows 299 the results of the criteria included by the experts according to the applicable stage. Of the 36 300 criteria evaluated at each of the four stages (144 evaluations), 75.7% (109) were approved and 301 24.3% (35) were rejected. The aspects not included in some of the stages are consistent with 302 the group decision of the 24 experts, as well as the selection of the profiles separately. The 303 criteria that were not rejected and their order of importance were obtained according to the 304 experts' experience, assuming a normal infrastructure development dynamic, and it may be 305 that with certain project characteristics some criteria might not be pertinent. In addition, the 306 general order of importance in the life cycle is statistically consistent for all the criteria 307 evaluated with Kendall's W about the 24 experts' opinion (Table 5).

308

The order of importance of each stage is consistent in almost every case with the degree of relevance of each profile that the expert panel recommended (Table 2). However, the profiles disagreed in the assessment of four criteria:

312 - "Health and Safety" was considered more important in the construction stage, instead of
313 the demolition stage, for social-oriented experts (profile 2).

314 - "Training, Further Education and Career Development" was scored higher by
315 construction-oriented experts (profile 1) in the operation stage.

"Innovation and Research" was rated first in the design stage for both profiles, but
operation was rated second by social-oriented experts (profile 2) instead of construction
(profile 1).

- 319 "Provision of Information" in the construction stage was more important for social320 oriented experts (profile 2), ahead of design (the most important for profile 1).
- 321
- 322

323 **DISCUSSION**

324

325 According to the experts surveyed and interviewed in this study, not all the stages of an 326 infrastructure's life cycle contribute equally to the categories of social sustainability (internal 327 human resources, external local population, activities at regional or national level and 328 stakeholder participation). In fact, it was found that activities during the design stage 329 significantly affect most of the criteria of the "Stakeholder Participation", which is consistent 330 with Valdés and Klotz (2013); in this stage, decisions influence highly the permanent 331 conditions of use of the infrastructure. The remaining categories, although subject to impact, 332 have fewer criteria affected. Similarly, the activities in the construction stage have a greater 333 influence on the categories of "Internal Human Resources" and "Macro Socio-Environmental 334 Activities" due to the higher impact on the built environment; this agrees with the results in 335 Naderpajouh et al. (2014). The operation stage influences the "Macro Socio-Economic 336 Activities" and "External Local Population", which is associated with the functioning of the 337 human dynamic systems presented by Boyle et al. (2010); as these authors infer, facets such 338 as commercial profit, tax collection, capital improvement, and benefits for the local economy, 339 are aligned with this proposal. The demolition stage impacts the "Stakeholder Participation", 340 especially with regard to the demolition planning phase but also the "Internal Human 341 Resources" after the process of construction.

343 Based on the results in Table 5 and the experts' justification in their decision-making, certain 344 logics of transcendence were postulated. In this regard, experts stressed the direct impact of 345 construction and demolition processes on the "Job Opportunities" and "Job Benefits", as well 346 as the relevance in certain works of conservation infrastructure (e.g. road works); in this 347 sense, ILO (2015) points out construction stage as the fourth economic activity worldwide 348 contributing to employment (8.4%.), whereas Menéndez (2003) shows the importance of 349 regular maintenance during the operation stage for local employment generation. On the other 350 hand, workers' "Health and Safety" conditions are highly valued at every stage, with 351 construction and demolition being the most relevant, which is consistent with the findings of 352 Ugwu and Haupt (2007). In addition, the employee's development capacities ("Training, 353 Further Education" and "Career Development") present transverse trends to the development 354 of the infrastructure (Labuschangne et al. 2005). However, the experts considered that the 355 processes of the design stage provide better conditions for promoting "Innovation and 356 Research"; these estimations are in line with the conclusions drawn by Valdés and Klotz 357 (2013).

358

359 The experts were of the opinion that some "Employability Practices" ("Disciplinary Practices") 360 or Conditions of Labor Contract") are consistent with ISO 26000 (2010), but they specified 361 that their importance becomes more significant when the stages are shorter. During the stages 362 of longer duration or stages with fewer participants, the relationships of trust and 363 responsibility become more important to the functioning of the infrastructure than 364 organizational or contractual norms. This notion is in line with Alarcón et al. (2005), whose 365 findings show the relation between motivation, trust relationships and the conditions enable 366 the growth of the individual in a working environment in Chilean construction companies. In 367 particular, the experts suggested that in hiring and promotion at the design, construction and demolition stages, they prioritize ability, experience and team work, which was also recognized by Alarcón et al. (2005). The experts added that the requirement of the project in a limited time reduces possible discriminatory actions ("Inequality") on human resource management. Additionally, in the Chilean construction sector, the experts referred to the unlikelihood of hiring people who do not fulfill the conditions established by labor legislation ("Work-Related Sources"), which is why point 1.10 of Table 5 was not included.

374

In general terms, the experts believed that most of the criteria related to the "Work Climate" (1.11 to 1.15, Table 3) go beyond the effects of the construction stage, as these require a longer period of time to be effective. In keeping with the considerations of Valdés and Klotz (2013), the experts believed in the importance of work teams being "Aware of Sustainability" when they create and plan a project.

380

From the experts' point of view, the conditions that affect the community's "Human Capital" 381 382 are also affected by the design stage, because it is here that decisions are made that will 383 impact the future surroundings (Valdés and Klotz 2013), and the operation stage is where 384 those impacts become permanent (Gilchrist and Allouche 2005). According to the experts, 385 this pattern can be likened to most "Productive and Community Capital" criteria. They also 386 emphasized the effects on "Private Property", i.e. expropriations or variation in the value of 387 the building. In the latter case it tends to be significant prior to materialization, as a result of 388 speculation on the variations in demand according to the experts and in fact previous case 389 studies provide evidence of this (Egre and Senecal 2003; Lockie 2009).

According to the experts, "Stimulation of the Senses" and "Cohesion and Identity" are criteria
affected by community and family interaction with the infrastructure in use, just as Vanclay
(2002) also associated these criteria to habitability and family life indicators.

394

395 "Macro-Social Activities" are those with a regional economic impact through tax collection or 396 commercialization, which is mainly significant during the use of the infrastructure, according 397 to the expert's opinion and the results of Fernández-Sánchez and Rodríguez-López (2010). 398 Other "Macro-Social Activities" recognized by the experts are the environmental practices 399 more heavily associated with the construction stage, although the authors recommended their 400 uniform monitoring during the infrastructure's life cycle (Fernández-Sánchez and Rodríguez-401 López 2010; Labuschagne and Brent 2008).

402

403 According to the experts, democratization implies that actors participate in an informed 404 context ("Provision of Information"), which would allow relevant contributions from the 405 stakeholders. Thus, the design and pre-demolition stages are crucial in terms of how the 406 delivery of information and "Consideration of Opinions" (feedback) are handled; this idea is 407 also highlighted in the study by Valdés and Klotz (2013). The experts believed that achieving 408 democratization also requires "Empowerment" (or a commitment to involvement) throughout 409 the development, this being consistent with other authors and policies (Fernández-Sánchez 410 and Rodríguez-López 2010; ISO 2010). They all indicate the planning and design stage is the 411 one where the decisions are made.

412

413

414 CONCLUSIONS

416 This article describes the process and results of the research conducted to select the criteria 417 that contribute to social sustainability in the development of a civil infrastructure for public 418 use in Chile. The contributions of this article focus on the criteria selected to contribute to the 419 social sustainability of an infrastructure and will determine an order of relevance among the 420 stages of the life cycle. The finding allow us to conclude that there are 20 criteria in the design stage, 29 in the construction stage, 33 in the operation stage and 27 in the demolition stage, 421 422 which constitutes a maximum of 75.7% of all the evaluations of social sustainability to 423 consider in the development of a public civil infrastructure.

424

425 According to the order of relevance of each criterion in the life cycle, the experts identified 426 the contribution of an infrastructure's design stage over most of the criteria that incorporate 427 the categories "Stakeholder Participation" and "External Local Population". Similarly, the 428 construction stage influences the criteria associated with "Internal Human Resources" and "Macro-Social Action" of "Socio-Environmental Activities"; operation puts at risk the 429 430 "Macro-Social Action" of "Socio-Economic Activities" and demolition is significant in the 431 categories "Stakeholder Participation" and "Internal Human Resources". The degree of 432 importance of the social sustainability criteria is explained on the basis of the configuration of 433 16 groups of an infrastructure's characteristics, which represent agents of change affecting 434 social sustainability criteria.

435

Although finding are limited to Chile and public infrastructure, whose functioning dynamic, public-private interaction, diversity of community end users and other orientations affect particularly the experts' responses to the study questions. The results may contribute to future studies, where the criteria are assessed, indicators specified, incidence factors deepened or methodological applications established to evaluate social sustainability in the development of

441	public civil infrastructure in their beginning stage. Generally, the results of this study
442	illustrate the opportunity to emphasize certain social sustainability criteria in order to
443	intervene in an infrastructure's characteristics so as to guide their impact and objectify their
444	measurement in specific study areas.
445	
446	
447	ACKNOWLEDGMENTS
448	
449	This research was funded by the European Commission under the Erasmus Mundus Lindo
450	Program (grant EMA-2-2012-2658) and the Spanish Ministry of Economy and
451	Competitiveness (project BIA2014-56574-R). The authors are also very grateful to the
452	participants in the Delphi study, as well as to professors Joaquín Catalá, Jaime Jiménez, and
453	José V. Martí-Albiñana for participating in the focus group.
454	
455	
456	REFERENCES
457	Alarcón L. F., Ashley D.B., Sucre de Hanily A., Molenaar K.R. and Ungo R. (2011). Risk
458	planning and management for the Panama Canal expansion program. J. Constr. Eng.
459	Manage., 10.1061/(ASCE)CO.1943-7862.0000317.
460	Alarcón L. F., Pavez I., Bascuñan C. and Diethelm S. (2005). Organizational diagnostics of
461	Chilean construction companies. Proc. 4th SIBRAGEC Brazilian Symposium on Economy
462	and Management of the Construction, 24 to 26 October, Porto Alegre. Brasil.
463	Alshubbak A., Pellicer E., Catalá J. and Teixeira J.C. (2015). A model for identifying owner's
464	needs in the building life cycle. J. Civ. Eng. Manag., 21(8), 1-15.

- 465 Anand S. and Sen A. (2000). Human development and economic sustainability. *World*466 *Development*, 28(12), 2029-2049.
- 467 Armour A. (1990). Integrating impact assessment into the planning process. *Impact Assess*.
 468 *Bull.*, 8(1-2), 3 14.
- 469 Axelsson R., Angelstam P., Degerman E., Teitelbaum S., Andersson K., Elbakidze M. and
- 470 Drotz M.K. (2013). Social and cultural sustainability: Criteria, indicators, verifier variables
- for measurement and maps for visualization to support planning. *AMBIO.*, 42, 215–228.
- 472 Azapagic A. (2004). Developing a framework for sustainable development indicators for the
- 473 mining and minerals industry. J. Clean. Prod., 12, 639–662.
- 474 Bakht M. and El-Diraby T. (2015). Synthesis of decision-making research in construction. J.
- 475 *Constr. Eng. Manage.*, 10.1061/(ASCE)CO.1943-7862.0000984,04015027.
- 476 Boyle C., Mudd G., Mihelcic J.R., Anastas P., Collins T., Cilligan P., Edwards M., Gabe J.,
- 477 Gallagher P., Handy S., Krumdieck S., Kao J.J., Lyles L.D., Mason I., Mcdowall R.,
- 478 Pearce A., Riedy C., Russell J., Schnoor J., Trotz M., Venables R., Zimmerman J.B., Fuchs
- 479 V., Miller S., Page S. and Reeder-Emery K. (2010). Delivering sustainable infrastructure
- 480 that supports the urban built environment. *Environmental Science and Technology*, 44,
- 481 4836–4840.
- 482 Burdge R. (1994). A Community Guide to Social Impact Assessment. Social Ecology Press.
 483 Middleton (WI, USA).
- 484 Burdge R. (2004). A Community Guide to Social Impact Assessment. [3rd Ed.]. Social
- 485 Ecology Press.Middleton (WI, USA).
- 486 CIB (Internacional Council for Research and Innovation in Building and Construction)
- 487 (2002). Agenda 21 for Sustainable Construction in Developing Countries. Report
- 488 Publication No. E0204, Pretoria, South Africa.

- 489 Cortés J.M., Pellicer E. and Catalá J. (2012). Integration of occupational risk prevention
- 490 courses in engineering degree: Delphi study. J. Prof. Issues Eng. Educ. Pract., 138(1), 31-
- 491 36, 10.1061/(ASCE)EI.1943-5541.0000076.
- 492 DESA (Department of Economic and Social Affairs) (2007). Indicators of Sustainable
- 493 *Development. Guideline and Methodologies* [3rd Ed.]. United Nations, New York.
- 494 DGMA (Dirección General del Medio Ambiente) (2000a). Methodological Guidelines for the
- 495 Preparation of Environmental Impact Studies: Roads and Railways [2nd Ed.]. Ministerio
- 496 de Medio Ambiente, Madrid, Spain.
- 497 DGMA (Dirección General del Medio Ambiente) (2000b). Methodological Guidelines for the
- 498 Preparation of Environmental Impact Studies: Large Dams. Ministerio de Medio
- 499 Ambiente, Madrid, Spain.
- 500 Egre D. and Senecal P. (2003). Social impact assessments of large dams throughout the
- 501 world: Lessons learned over two decades. *Impact Assessment and Project Appraisal*, 21(3),
- 502 215-224.
- 503 EPA (United States Environmental Protection Agency) (1969). National Environmental
- 504 *Policy Act*. Washington DC, USA.
- 505 Fernández-Sánchez G. and Rodríguez-López F. (2010). A methodology to identify
- 506 sustainability indicators in construction project management–Application to infrastructure
- 507 projects in Spain. *Ecol. Indic.*, 10,1193–1201.
- 508 Finsterbusch K. (1985). State of the art in social impact assessment. Environment and
- 509 *Behavior*, 17 (2), 193-221.
- 510 Florez L., Castro-Lacouture D. and Medaglia A.L. (2013). Sustainable workforce scheduling
- 511 in construction program management. J. Oper. Res. Soc., 64(8), 1169–1181.
- 512 Gilchrist A. and Allouche E.N. (2005). Quantification of social costs associated with
- 513 construction projects: state-of-the-art review. *Tunn. Undergr. SP Tech.*, 20, 89–104.

- 514 Government of Chile (2013). *Towards a Public Policy Social Responsibility for Sustainable*
- 515 *Development in Chile*. Government of Chile, Decree N^o 60, Santiago, Chile.
- 516 GRI (Global Reporting Initiative). (2013). Sustainability Reporting Guidelines G4: Reporting
 517 Principles and Standard Disclosures. Amsterdam, Netherlands.
- 518 Griffiths K., Browne V, Williams V and Elliott P, (2011). The changing face of engineering
- down under. *Engineering Sustainability*, 165 (3), 223–232.
- 520 Hallowell M. and Gambatese, J. (2010). Application of the Delphi method to CEM research,
- 521 J. Constr. Eng. Manage., 10.1061/(ASCE)CO.1943-7862.0000137.
- 522 Hill R. and Bowen P. (1997). Sustainable construction: principles and a framework for
- 523 attainment. *Construction Management and Economics*, 15, 223–239.
- 524 Huang B., Yang H., Mauerhofer V. and Guo R. (2012). Sustainability assessment of low
- 525 carbon technologies-case study of the building sector in China. J. Clean. Prod., 32, 244–
 526 250.
- 527 ICPGSIA (Interorganizational Committee on Principles and Guidelines for Social Impact
- 528 Assessment) (1994). Guideline and principles for social impact assessment. *Environmental*
- 529 *Impact Assessment Review*, 15(1), 11–43.
- 530 ICPGSIA (Interorganizational Committee on Principles and Guidelines for Social Impact
- 531 Assessment) (2003). Principles and guidelines for social impact assessment in the USA.
- 532 Impact Assessment and Project Appraisal. 21 (3), 231–250.
- 533 ILO (International Labour Organization) (2015). World Employment Social Outlook.
- 534 International Labour Organization, Geneva, Switzerland.
- 535 ISO (International Stardardization Organization) (2010). Guidance on Social Responsibility:
- 536 ISO 26000. Geneva, Switzerland.
- 537 Koo D.H, Ariaratnam S.T., and Kavazanjian E. (2009). Development of a sustainability
- assessment model for underground infrastructure projects. *Can. J. Civ. Eng.*, 36, 765–776.

539	Koo D.H. and Ariaratnam S.T. (2008). Application of a sustainability model for assessing
540	water main replacement options. J. Constr. Eng. Manage., 10.1061/(ASCE)0733-

541 9364(2008)134:(563).

- 542 Labuschagne C. and Brent A.C. (2006). Social indicators for sustainable project and
- 543 technology life cycle management in the process industry. *Int. J. Life-Cycle Ass.*, 6, 3–15.
- 544 Labuschagne C. and Brent A.C. (2008). An industry perspective of the completeness and
- relevance of a social assessment framework for project and technology management in the
 manufacturing sector. *J. Clean. Prod.*, 16(3), 253–258.
- 547 Labuschagne C., Brent A.C. and Van Erck R.P.G. (2005). Assessing the sustainability
- 548 performance of industries. J. Clean. Prod., 13(4), 373–385.
- 549 Lang D., Scholz R.W., Binder C.R., Wiek A. and Stäubli B. (2007). Sustainability potential
- analysis (SPA) of landfills a systemic approach: theoretical considerations a systemic. *J.*
- 551 *Clean. Prod.*, 15(17), 1628–1638.
- 552 Lehmann A., Zschieschang E., Traverso M., Finkbeiner M. and Schebek L. (2013). Social
- aspects for sustainability assessment of technologies—challenges for social life cycle
- assessment (SLCA). Int. J. Life-Cycle Ass., 18, 1581–1592.
- 555 Lockie S.F. (2009). Coal mining and the resource community cycle: A longitudinal
- assessment of the social impacts of the Coppabella coal mine. *Environmental Impact*
- 557 *Assessment Review*, 29(5), 330–339.
- 558 Menendez J.R. (2003). *Mantenimiento Rutinario de Caminos por Microempresas*.
- 559 International Labour Organization, Lima, Perú (in Spanish).
- 560 Naderpajouh N., Mahdavi A., Hastak M. and Aldrich D.P. (2014). Modeling social opposition
- to infrastructure development. J. Constr. Eng. Manage., 10.1061/(ASCE)CO.1943-
- 562 7862.0000876.

- 563 Oñate N, Ramos L. and Díaz A. (1998). Utilización del método Delphi en la pronosticación:
- 564 Una experiencia inicial. *Economía Planificada*, 3(4), 9–48 (in Spanish).
- 565 Pellicer E., Yepes V., Teixeira J.C., Moura H.P. and Catala J. (2014). Construction
- 566 *Management*, Wiley-Blackwell, Cambridge, United Kingdom.
- 567 Rowe G. and Wright G. (1999). The Delphi technique as a forecasting tool: issues and
- analysis. *International Journal of Forecasting*, 15(4), 353–375.
- 569 Shen L.Y., Tam V.W.Y., Tam L. and Ji Y. (2010). Project feasibility study: the key to
- 570 successful implementation of sustainable and socially responsible construction
- 571 management practice. J. Clean. Prod., 18(3), 254–259.
- 572 Siegel S. (1983). *Nonparametric Statistics Applied to the Behavioral Sciences* [2nd Ed.]. Ed.
 573 Trillas, México.
- 574 Singh R. Keil M. and Kasi V. (2009). Identifying and overcoming the challenges of
- 575 implementing a project management office. *Eur. J. Inform. Syst.*, 18, 409–427.
- 576 Slootweg R, Vanclay F. and van Schooten M. (2001). Function evaluation as a framework for
- 577 the integration of social and environmental impact assessment. *Impact Assessment and*
- 578 *Project Appraisal*, 19 (1), 19–28.
- 579 Sourani A. and Sohail M. (2015). The Delphi method: Review and use in construction
- 580 management research. International Journal of Construction Education and Research,
- 581 11(1), 54-76.
- 582 Spangenberg J.H. (2002). Institutional sustainability indicators: An analysis of the institutions
- in Agenda 21 and a draft set of indicators for monitoring their effectivity. *Sustainable Development.*, 10, 103–115.
- 585 Torres-Machí C., Chamorro A., Pellicer E., Yepes V. and Videla C. (2015). Sustainable
- 586 pavement management: How to integrate economic, technical and environmental aspects

- 587 in decision making. *Transportation Research Record. Journal of the Transportation*588 *Research Board*, in press.
- 589 Torres-Machí C., Chamorro A., Yepes V. and Pellicer E. (2014). Models and actual practices
- 590 in the economic and environmental evaluation for the sustainable management of
- 591 pavements networks. *Revista de la Construcción*, 13(2), 51–58.
- 592 Ugwu O.O. and Haupt T.C. (2007). Key performance indicators and assessment methods for
- infrastructure sustainability—a South African construction industry perspective. *Building and Environment*, 42, 665–680.
- 595 Ugwu O.O., Kumaraswamy M.M., Wong A. and Ng S.T. (2006a). Sustainability appraisal in
- 596 infrastructure projects (SUSAIP) Part 1. Development of indicators and computational
- 597 methods. *Automation in Construction*, 15, 239–251.
- 598 Ugwu O.O., Kumaraswamy M.M., Wong A. and Ng S.T. (2006b). Sustainability appraisal in
- 599 infrastructure projects (SUSAIP) Part 2: A case study in bridge design. Automation in
- 600 *Construction*, 15, 229–238.
- 601 UNCED (1992). Agenda 21: Action Plan for the Next Century. United Nations Conference on
- 602 Environment and Development. United Nations, Rio de Janeiro.
- 603 Valdés R. and Klotz L.E. (2013). Social sustainability considerations during planning and
- design: framework of processes for construction projects. J. Constr. Eng. Manage.,
- 605 10.1061/(ASCE)CO.1943-7862.0000566.
- 606 Vallance S., Perkins H. and Dixon J. (2011). What is social sustainability? A clarification of
- 607 concepts. *Geoforum*, 42, 342–348.
- 608 Vanclay F. (1999). Social impact assessment. In: J. Petts, Editor. *Handbook of Environmental*
- 609 *Impact Assessment*, 1, 301–326, Blackwell, Oxford (United Kingdom).
- 610 Vanclay F. (2002). Conceptualising social impacts. Environmental Impact Assessment
- 611 *Review*, 22(3), 183–211.

- Vanclay F. (2003). International principles for social impact assessment. *Impact Assessment and Project Appraisal*, 21(1), 5–11.
- 614 Venegas J.A. (2003). Road map and principles for built environment sustainability.
- 615 *Environmental Science and Technology*, 37, 5363–5372.
- 616 Wang B. (2004). A Taxonomy of Sustainability in Highway Construction. M.Sc. Thesis.
- 617 Department of Civil Engineering, University of Toronto, Toronto (Canadá).
- 618 WCED (World Commission on Environment and Development) (1987). Our Common
- 619 *Future*. Oxford University Press, Oxford (United Kingdom).
- 620 Yepes V., García-Segura T., Moreno-Jiménez J.M. (2015). A cognitive approach for the
- 621 multi-objective optimization of RC structural problems. Archives of Civil and Mechanical
- 622 *Engineering*, in press, 10.1016/j.acme.2015.05.001.

624 Table 1: Evolutionary sample of studies that integrate at least 40% coverage of social

625

impacts

				man pital		Com	munity	ý		F	rodu Cap	ctive ital	Social Capital		utional pital	Socioec Sys		Company Product	Con Labor	npany Pract		ıe
Lľ	TEI	RATURE	Basic needs (food and clothing)	Education Health care systems	Perceptions of the	Esthetics and degradation	Security in the surroundings	Identity and social cohesion	Cultural capital	Private property	Impact on mobility	Infrastructures services, sports and recreation	Stakeholders' participation	Capacity of public administration work	Transparency and Integrity	General economic systems (Region / Country)	Job opportunities and / or stability	Product development and performance, compatible with human activity	Training of Human Resources	Occupational health and safety	Labor Practices	% Coverage of the impact
	l	Armour (1990)			х	x	x	Χ	х		х	x				x						40
he		Hill and Bowen (1997)	x	x				Χ	х							x		х	x	x		40
Conceptualizing the	ъ	Vanclay (1999)		Х	x	х	x	Χ	х	x	X	x	X		х	X				x		65
izi	social aspect	Vanclay (2002)		Х	x	х	x	Χ	х	x	X	x		X	х	X	Х			x	x	75
ual	ul a:	Labuschagne (2005)		X X	x	X	X	X	х	x	х	x	X			x	X		X	X	x	80
ce b 1	oci	Wang (2004)	x	x				X	х									x	х	x		40
onc	š	Griffiths et al. (2011)		X	x	x	X	Χ	х	X	х	x	X			X		X		X		65
C		Vallance (2011)	x					X	х			x	X	X	х		х					40
		Valdes and Klotz (2013)		x	x	x		Χ	х		х	х	x				х	х	X	x		65
		Spangenberg (2002)	x	X X	1						X	x	X		х	X	Х			x	x	55
		Egre and Seneca (2003)		Х	1			X	х	x	X				х	X	Х				x	45
cal		Azapagic (2004)	x	x	2			х	х				х		х		х	x	х	х	х	60
ig		Burdge (2004)		Х			X	X	х			x	X			x	х				x	45
References and methodological	SI	Gilchrist and Allouche (2005)		X	x	x				x	x	x				x				x		40
net	applications	Ugwu (2006 a and b)		X	x	x	х	x	x		x	x	x				х			x		55
- pr	lica	Labuschagne (2006)		XX		x	x	x	x	x	x	x	x			x	X		x	x	x	80
s al	app	Ugwu and Haupt (2007)		X	-	х		X	х		x							x		x		40
nce		Lockie (2009)					x	X	х	x	х	x	x	x		x	X					50
iere		Koo et al. (2008)		X	x	х	x		х		x	x								x		40
Ref		Koo et al. (2009)		Х	x	х	х		х		х	x								x		40
	ĺ	Fernandez-Sanchez and Rodriguez-Lopez (2010)				x	x	x	x		x		x		x			x		x		50
.e	5	ICPGSIA (1994)		X X	x		х		х			x	x		X	x	X			x	x	60
1s f		DGMA (2000a,b)		XX	-	X			x		x	x				x	x			x		45
v tio	ion	ICPGSIA (2003)		XX		1	x	X	x			x	x		x	x	X			x	x	65
Policy recommendations for	valuation	Indicators of sustainable development (2007)	x	xx			x				x	x			x		x					40
l l	e	ISO 26000 (2010)		A A	-			X	x	x	x	x	х		X		X	x	x	x	x	70
u Je.	3	GRI (2013)	x	XX				x	x			A	x		x		x	X	x	x	x	60

626

Table 2: Formulation of coefficients for panel self-evaluation

COEFFICIENT	FORMULA	EXPLANATION
Knowledge (K _c)	$V \times 0.1 = K_c$	V is the self-assessment of the potential expert on a scale of 1-10
8 (0)		(0 means no specific knowledge of the subject, whereas 1
		displays specific knowledge of the subject)
Argument (K _a)	2	
c	$0,2 + \sum A_i = K_a$	A_1 : Theoretical analysis (0.3 if high; 0.2 if medium; 0.1 if low)
	$0, 2 + \sum n_i = n_a$	A ₂ : Experience in the field (0.5 if high; 0.4 if medium; 0.2 if low)
	$\overline{i=1}$	
Competence (K)	$\frac{(K_c + \bar{K}_a)}{\bar{k}} = K$	• If $0.8 < K \le 1.0$, then K is high.
1 ()	$\frac{1}{2} = K$	• If $0.5 < K \le 0.8$, then K is medium
	Z	• If $K < 0.5$, then K is low

Requirements	% Full expert panel	Profile l (62.5%)	Profile 2 (37.5%)
Α	45.8%	20.8%	25.0%
В	66.7%	29.2%	37.5%
С	33.3%	12.5%	16.7%
D	[5-8] = 16.7%	12.5%	4.2%
	[9-12] = 37.5%	16.7%	20.8%
	[13-16] = 16.7%	8.3%	8.3%
	[>17] = 29.2%	25.0%	4.2%
Е	70.8%	45.8%	25.0%
F	BSc = 33.3%	25.0%	8.3%
	MSc = 41.7%	25.0%	16.7%
	PhD = 25.0%	12.5%	12.5%
G	62.5%	50.0%	12.5%

 G
 62.5%
 50.0%
 12.5%

 Notes:
 A: Primary or secondary author of at least 3 peer-reviewed journal articles.
 B: Invited to speak at a conference

 C: Member or chair of a nationally recognized committee (Chilean Network Executive Committee LCA; Foundation of Overcoming Poverty; Executive Committee of the Network for Research in Psychology, Economics and Consumer -Chile; Climate Knowledge and Innovation Community Association; Regional Roads Department - Ministry of Public Works - Chile)

 D: At least 5 years of professional expertise
 E: Faculty member at an accredited institution of higher learning

 F: Advanced degree in the field of civil engineering or other related fields (minimum BS)
 G: Professional registration (Association of Civil Constructors; Association of Civil Engineering; Association of Architects)

 Profile 1: Experience and training in the area of public civil infrastructure

 Profile 2: Experience and training in the area of social-environmental issues

#	Coefficient of knowledge (K _b)	Coefficient of argument (K _a)	Coefficient of competence (K)					
1	0.7	0.9	0.80					
2	0.8	0.9	0.85					
3	0.8	0.8	0.80					
4	0.9	1.0	0.95					
5	0.8	1.0	0.90					
6	0.7	1.0	0.85					
7	0.9	1.0	0.95					
8	0.8	1.0	0.90					
9	0.8	1.0	0.90					
10	0.8	0.8	0.80					
11	0.7	0.9	0.80					
12	0.7	1.0	0.85					
13	0.8	1.0	0.90					
14	0.8	0.9	0.85					
15	0.7	1.0	0.85					
16	0.7	1.0	0.85					
17	0.7	0.9	0.80					
18	0.8	0.9	0.85					
19	0.8	0.9	0.85					
20	0.7	1.0	0.85					
21	0.9	1.0	0.95					
22	0.9	1.0	0.95					
23	0.9	0.9	0.90					
24	0.7	0.9	0.80					

 Table 4: Competence coefficients of the expert panel

Table 5: Agreement and importance of the social sustainability criteria at the life cycle 639

640

stages

				reac	ement hed at IND 3			order (1 st to		rele	erage (vance Likert	e prof	ile 1	rele	vance	age degre ance prof ikert 1 – 5		
Categories	Macro criteria	ltems	Criteria contributing to social sustainability	Kendall's W	Asymptotic Significance	Design	Construction	Operation	Demolition	Design	Construction	Operation	Demolition	Design	Construction	Operation	Demolition	
	2	1.1	Job opportunities	0.927	0.000		1.5	1.7	3.0		4.80	4.51	2.87		4.44	3.92	2.78	
	Job stability		lob benefits (e.g. remunerations, salary stability, social security, bonuses)	0.928	0.000		2.8	2.6	2.0		3.07	3.18	3.73		2.89	2.91	3.44	
	Work Health and Safety	1.3	Health and safety practices to protect workers	0.560	0.000	3.5	1.8	2.4	1.9	2.91	4.93	4.20	5.00	2.85	5.00	4.11	4.78	
ES	We Healt Saf	1.4	Occurrence of accidents and incidents	0.969	0.000		1.5	3.0	1.6		4.93	3.53	4.93		5.00	3.56	4.89	
NTERNAL HUMAN RESOURCES	and ient		Training, further education of personnel and career development	0.914	0.000		1.5	1.6	2.9		4.60	4.67	3.47		5.00	4.56	3.00	
N RE	Training (self- developm	1.6	Innovation and research	0.266	0.000	1.7	2.7	2.6	3.0	4.33	3.87	3.60	3.73	4.44	3.56	3.89	3.44	
M		1.7	Disciplinary practices of contracting party	0.927	0.000		1.3	2.9	1.8		4.80	3.20	4.40		4,56	3.11	4.22	
Ŧ	Employability practices	1.8	Conditions of labor contract	0.922	0.000		1.7	2.8	1.5		4.73	3.40	4.73		4,44	3.56	4.67	
NAL	ploy	1.9	Equity (e.g. gender, social condition, race)	0.307	0.000			1.6	2.8			2.60	1.00			2.67	1.44	
ER	Em	1.10	Work-related sources (Child labor and others)															
Ξ	_ sr	1.11	Personal satisfaction	0.869	0.000		2.5	1.3	2.3		3.13	4.20	3.40		3.11	4.33	3.1	
	Work climate or proposed by experts	1.12	Workers' self-care and socialization conditions	0.854	0.000		2.1	1.6	2.3		4.00	4.47	3.87		3.89	4.22	3.6	
		1.13	Workforce's awareness of sustainability	0.846	0.000	1.3	3.3	1.9	3.5	4.47	2.80	3.87	2.60	4.44	2.44	3.78	2.3	
	Work climate oposed by exp	1.14	Consideration of employees' sociocultural-religious aspects	-				1.0				3.47				3.56		
		1.15	Leadership conditions	0.227	0.001	3.0	2.3	2.1	2.6	3.27	3.73	3.80	3.60	3.22	3.44	3.78	3.3	
	Human capital	2.1	People's health	0.826	0.000	1.8		1.9	2.3	4.73		4.73	4.40	4.89		4.78	4.5	
		2.2	People's education	0.934	0.000	1.5		2.5		3.20		2.57		3.33		2.22		
NO	oital	2.3	Private property - dwellings	0.922	0.000	1.4	1.6	3.5	1.9	4.53	3.91	2.41	3.87	4.33	4.56	2.33	4.0	
EXTERNAL LOCAL POPULATION	Productive capital	2.4	Sanitary, electrical. telecommunications and other services	0.789	0.000	1.9	3.9	1.6	2.6	4.27	2.60	4.60	3.80	4.56	2.67	4.67	4.0	
ō	onpo	2.5	Mobility infrastructure (Roads and transportation)	0.399	0.000	1.9	3.5	2.6	2.1	4.53	3.40	3.87	4.49	4.44	3.33	4.11	4.2	
AL	Pro	2.6	Operability and development of public institutions.	0.785	0.000	2.0	1.4	2.9	1.7	3.70	4.55	2.45	3.89	3.44	4.23	2.75	4.4	
ö	-	2.7	Stimuli for the senses (scents. noises. visual. vibrations)	0.889	0.000	1.4	3.3	1.8	3.6	5.00	3.60	4.80	3.33	4.89	3.56	4.44	3.2	
AL L	pita	2.8	Safety	0.760	0.000	3.9	1.8	2.5	1.8	2.73	4.67	4.00	4.67	2.67	4.67	4.22	4.6	
RN/	v Ca	2.9	Local economic benefits	0.921	0.000		1.9	1.2	2.9		3.87	4.53	2.60		3.89	4.44	-	
Ë	hit	2.10	Material cultural property (e.g. heritage)	0.811	0.000	1.2	2.0	3.7	3.1	4.60	3.80	2.47	2.93	4.78	4.00	2.11	3.1	
G	Community Capital	-	Influence or generation in the development of social pathologies			1.0		1.6		4.33		4.07		4.67		4.50		
		-	Communal cohesion and identity	0.906	0.000	1.4	2.0	1.6		4.73	2.27	4.27		4.44	2 70	4.56		
Social	Socioecon. activities	3.1	Socioeconomic benefits at Regional – National leve Social marketing opportunities at Regional – National	0.976 0.974	0.000		2.0 2.0	1.0 1.0			3.27 3.53	4.73 4.73			3.78 3.67	5.00 4.78	-	
S E			level Socioenvironmental auditing and monitoring of projects	0.409	0.000	2.2	16	26	2 5	1 1 2	4.60	2 1 2	2 0 2	1 1 1	1 5 6	2 22	1 1	
MACRO-SOCIA ACTIVITIES	Socioenviro n. activities		Compliance with execution of environmental	0.498	0.000	2.5	1.3	2.8	2.0	4.15	4.60		4.07	4.11	4.56	3.44		
ž	iocioe 1. acti	3.4	commitments															
		3.5	Influence on legislation	0.626	0.000		1.9	1.5			2.07	2.33			2.00	2.33		
<u> </u>	n of tion	5.1	Provision of information through collective audiences	0.933	0.000	1.2	2.9		2.0	5.00	3.33		4.27	4.89	3.44		4.4	
PARTICIPATION OF STAKEHOLDERS	Provision of information	5.2	Provision of information through selective audiences	0.640	0.000	1.9	2.2	3.9	2.1	4.80	4.40	3.27	4.65	4.44	4.67	3.22	4.3	
VKEHC			Consideration of actors' opinions regarding project	0.888	0.000	1.2	3.2	3.7	1.9	4.93	3.13	2.60	4,33	5.00	3.44	2.89	4.2	
PAR ST	Infl. of participants		development	0.407	0.000	1.5	2.6	3.1	2.8	4.87	4.27	3.40		5.00	4.11	3.33	-	
	ba	5.4	Empowerment (Involvement) of the actors	0.407	0.000	1.5	2.0	3.1	2.0	4.07	4.27	5.40	4.13	5.00	4.11	5.55	4.0	

641

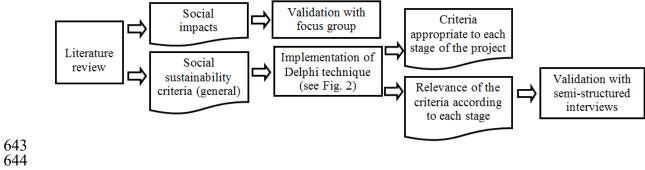


Figure 1. Research process

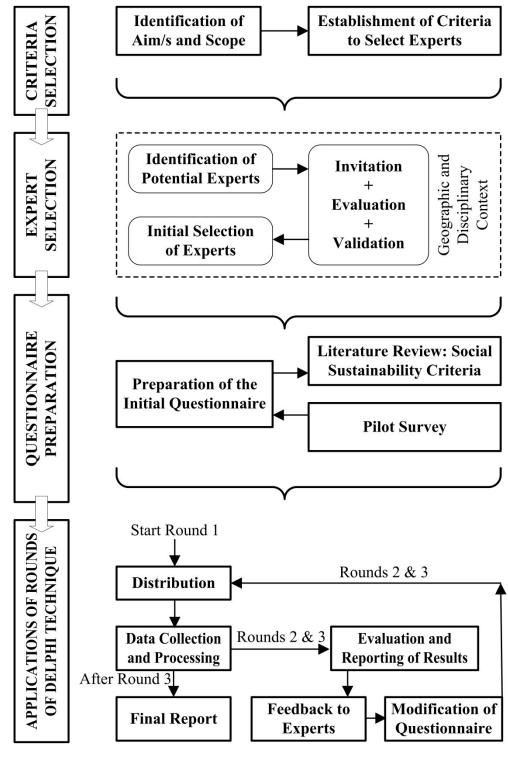




Figure 2. Steps in the Delphi method