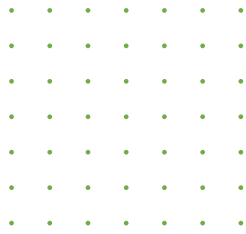




KERALA SOLID WASTE MANAGEMENT PROJECT

**FEASIBILITY REPORT ON DUMPSITE REMEDIATION
-SUMMARY REPORT OF SOCIAL SAFEGUARDS FOR
CLUSTER 1**



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Introduction

Dumpsite remediation refers to the process of mitigating the adverse effects of existing dumpsites and restoring them to a safe and environmentally sustainable state. It involves a series of systematic actions aimed at minimizing pollution, reducing health risks, and rehabilitating the affected areas. The bio mining process of 18 dumpsites has been included in the World Bank supported KSWMP project. The Feasibility report of remediation activities has been divided in to two clusters, the cluster 1 includes 12 sites and cluster 2 includes 6 sites. This report constitutes the summary of integrated safeguard analysis and impact assessment with required plans for the remediation of 12 sites included in cluster 1. The details of cluster 1 sites are including the following sites

S.No	Name of Dumpsite	Name of ULB	Name of District	Area of Site (in acre)	Status (Functional /Closed)	Year of closing
1	Ugrankunnu	Kottarakkara	Kollam	1.412	Closed	2018
2	Kalamasseri	Kalamasseri	Eranakulam	1.95	Closed	2021
3	Valakkuzhi	Muvattupuzha	Eranakulam	5.47	Closed	2013
4	Kumbalathumuri	Kothamangalam	Eranakulam	2.5	Closed	2018
5	Vedimara	North Paravur	Eranakulam	2.4	Closed	2023
6	Muriikkummodu	Kayamkulam	Alappuzha	1.03	Closed	April 1 2023
7	Koothattukulam	Koothattukulam	Eranakulam	0.4	Closed	2017
8	Kelugudde	Kasargod	Kasargod	1.16	Closed	2010
9	Palaparambu	Kuthuparambu	Kannur	4.87	Closed	2014
10	Athithattu	Iritti	Kannur	2.44	Closed	2011
11	Puthiyappa	Vatakara	Kozhikod	1.52	Closed	2018
12	Vellaramkunnu	Kalpetta	Wayanad	1.12	Closed	2022

Remediation activities in these sites will prioritize social safeguard by considering the wellbeing of nearby community and this involves assessing and mitigating potential health risks, ensuring the community participation, access to public unitalities and basic services, livelihood impacts during and after the remediation process. labour compliance, Gender issues and risk for the community due to labour influx.

Approach for social safeguard assessment

The social safeguard analysis for the remediation process in the above 12 sites is detailing the following aspects

1. Output from the screening
2. Scoping of SIA
3. Costing
4. Social Management Plan consisting of standardized Labour management plan, labour influx management plan, GBV action plan, Site specific Citizen Engagement Plan (12 sites)

Output from screening

The social screening has been conducted at all the 12 dumpsites with the social and tribal screening checklist followed by the transect walk with the objective of assessing the positive and negative social impacts due to the remediation process and assess the effects on community health, livelihood, overall well-being and identifying the specific social challenges that need to be addressed during the implementation phase. The screening output of 12 sites indicates the site-specific social issues in terms of community health and safety, labour management, labour influx management and Gender based violence. To ensure the community engagement and public support in the activity the social analysis identified the challenges in citizen engagement and prepared the site-specific citizen engagement plan for 12 sites.

Social risk identification

Name of the Site	Identification of potential social risk					
	Community health and safety	Access to Public utilities	Labour management	GBV	Labour influx	Other site-specific issues
Ugrankunnu	Possibility of Communicable Disease and respiratory issues	Nil	Labor compliance should be ensured	Gender Based Violence Harassment issues Sexual Abuse	The host community may get affected during influx	Transportation issues during remediation process
Kalamasseri	Dust and odor issues	Nil	Labor compliance should be ensured	Chance of occurrence of GBV /SEA incidents	Not Applicable	Temporary relocation of contract labors of CKC and shifting of MCF

Valakkuzhi	Dust and odor issues Chance of spread of Communicable diseases	Nil	Labor compliance should be ensured	Chance of occurrence of GVB /SEA incidents	The host community may get affected during influx	Nil
Kumbalathumuri	No issues Expected	Nil	Labor compliance should be ensured	Chance of occurrence of GVB /SEA incidents	No issues	Nil
Vedimara	Dust and odor issues, Chance of spread of Communicable diseases, Vehicle movement	Nil	Labor compliance should be ensured	Chance of occurrence of GVB /SEA incidents	The host community may get affected during influx	Nil
Murikkumoodu	Dust and odor issues, Chance of spread of Communicable diseases	No issues expected	Labor compliance should be ensured	Chance of occurrence of GVB /SEA incidents	The host community may get affected during influx	Temporary relocation of MCF
Koothattukulam	Dust and odor issues, Chance of spread of Communicable diseases.	No issues expected	Labor compliance should be ensured	Chance of occurrence of GBV /SEA incidents	The host community may get affected during influx	Temporary relocation of MCF
Kelugudde	The site is in a residential area Chance of noise, foul smell, dust, leachate during execution	No risk identified	Expected no of labour is 25 Labor compliance should be ensured	Lack of proper GBV complaint redressal mechanism.	The site is in a residential area, there is risk of labour influx Community acceptance Offenses	The site is in a residential area with HHs and institutions The dumpsite border is shared by another local body
Palaparambu	Nil	No risk identified	Labor compliance should be ensured	Chance of occurrence of GVB /SEA incidents	The site is in a residential area, there is risk of labour influx	Nil

					Community acceptance	
					Offenses	
Athithattu	Nil	No risk identified	Expected no of labour is 20. Labour compliance should be ensured.	Chance of occurrence of GVB /SEA incidents	The site is in a residential area, there is risk of labour influx Community acceptance Offenses	Nil
Puthiyappa	The site is in a residential area Chance of noise, foul smell, dust, leachate during execution. The vulnerable community should be considered separately	Access to some public utilities (Including a public library) will be affected during remediation process	Expected no of labour is 25 Labor compliance should be ensured	Chance of occurrence of GVB /SEA incidents	The site is in a residential area, there is risk of labour influx Community acceptance Offenses	Nil
Vellaramkunnu	There are no families living within 200 m and as per the identification there will not be any issues in terms of community health and safety	Nil	Expected no of labour is 30 Labor compliance should be ensured	Chance of occurrence of GVB /SEA incidents	The site is in a residential area, there is risk of labour influx Community acceptance Offenses	

Scoping of SIA

As per the analysis of screening output, the risk category has been identified for each site and prepared required mitigation and action plans according to the site-specific conditions. According to the risk assessment there is no land requirement and no impact on the livelihood of the host community due to the remediation process at 12 sites.

Risk Category and safeguard requirements

S.No	Name of Site	Name of ULB	Category of Social risk	Safeguard requirements
1	Ugrankunnu	Kottarakkara	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan Site specific Citizen Engagement Plan
2	Kalamasseri	Kalamasseri	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan Site specific Citizen Engagement Plan
3	Valakkuzhi	Muvattupuzha	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan Site specific Citizen Engagement Plan
4	Kumbalathumuri	Kothamangalam	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan Site specific Citizen Engagement Plan
5	Vedimara	North Paravur	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan Site specific Citizen Engagement Plan
6	Murikkummoodu	Kayamkulam	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan

				<ul style="list-style-type: none"> • Site specific Citizen Engagement Plan
7	Koothattukulam	Koothattukulam	Moderate	<ul style="list-style-type: none"> • Labour Management Plan • Labour influx management plan • GBV action plan • Site specific Citizen Engagement Plan
8	Kelugudde	Kasargod	Substantial	<ul style="list-style-type: none"> • Labour Management Plan • Labour influx management plan • GBV action plan • Site specific Citizen Engagement Plan
9	Palaparambu	Kuthuparambu	Moderate	<ul style="list-style-type: none"> • Labour Management Plan • Labour influx management plan • GBV action plan • Site specific Citizen Engagement Plan
10	Athithattu	Iritty	Moderate	<ul style="list-style-type: none"> • Labour Management Plan • Labour influx management plan • GBV action plan • Site specific Citizen Engagement Plan • Livelihood Action plan (To the 6 SWM workers engaged in the operation of existing Thumburmuzhi & Windrow composting unit in which they will lost livelihood during remediation process) The LAP will be prepared after the comprehensive SIA
11	Puthiyappa	Vatakara	Substantial	<ul style="list-style-type: none"> • Labour Management Plan

				<ul style="list-style-type: none"> Labour influx management plan GBV action plan Site specific Citizen Engagement Plan
12	Vellaramkunnu	Kalpetta	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan Site specific Citizen Engagement Plan

Social Management Plan

The Social Management Plan for mitigating and addressing the potential social risk includes

1. Labor management plan
2. Labour influx management plan
3. Preventive GBV action plan
4. Site-specific Citizen Engagement Plan

Labour Management Plan

Standardized labour management plan is prepared for all the sites and incorporated the budget to implement the activities. The implementation of activities listed in the LMP will be the responsibility of Contractors as per the labour compliance to be incorporated un the Bid document of the remediation process. The LMP consists of

Overview of labor use

- Number of labors to be onboarded
- Total number of migrant labors to be onboarded
- Category of labors

S. No	Name of Site	Total No. of labors to be onboarded	Category of labors	Total No. of migrant labors	Total No. of women labors
1	Ugrankunnu	25/day	(To be updated once the contractor be onboarded)	(To be updated once the contractor be onboarded)	(To be updated once the contractor be onboarded)

2	Kalamasseri	15/day			
3	Valakkuzhi	1/day			
4	Kumbalathumuri	15/day			
5	Vedimara	15/day			
6	Murikkummoodu	15/day			
7	Koothattukulam	15/day			
8	Kelugudde	25/day			
9	Palaparambu	20/day			
10	Athithattu	20/day			
11	Puthiyappa	20/day			
12	Vellaramkunnu	30/day			

Monitoring of labor compliance

The labor compliance will be monitored through the separate MIS tool to be deployed by KSWMP, the data and necessary inputs will be provided by the contractor as per the timeline mentioned in the bid document. A separate login to be provided to all the contractors for each work and training will be provided to them to use the MIS tool for registration (they need to do the initial registration including uploading registration certificate, entry of labors with name, sex, qualifications, category, etc.) and regular updation of attendance, wages details, labor compliance as mentioned in the labor management plan.

GBV Action plan

The preventive GBV action plan is detailing the operational strategy of ICC, Potential GBV issues, quality assessment of services, GBV awareness and sensitization programs, reporting, monitoring and review mechanism.

Labour influx management plan

The plan detailed to reduce potential impacts associated with influx on the host population and receiving environment are minimized; provide for safe and healthy working conditions, and a comfortable environment for migrant labour; and ensure compliance with the national labour laws.

- Social and Community wellbeing

- Economic and Livelihood Issues
- Accommodation /labour camp
- Communicable Diseases
- Crimes
- Child labor

Site specific Citizen Engagement plan

Site specific community/citizen engagement activities will be implemented to ensure transparency between the stakeholders, enhance the acceptance of dumpsite remediation activities and create platforms for citizens to contribute project sustainability, an inclusive process of engagement throughout the remediation activities and post implementation stage is critical. Site specific Citizen engagement plan prepared for 12 sites which detailed the stakeholder identification, public disclosure, awareness generation and community engagement activities.

Costing

SOCIAL MANAGEMENT PLAN				
	Labor Management Plan	Preventive GBV action plan	Influx Management Plan	Citizen Engagement Plan
Ugrankunnu	15000	11500	-	50000
Kalamasseri	15000	11500	-	9000
Valakkuzhi	15000	11500	-	38000
Kumbalathumuri	15000	11500	-	6000
Vedimara	15000	11500	-	49000
Murikkummoodu	15000	11500	-	35000
Koothattukulam	15000	11500	-	48000
Kelugudde	15000	11500		21000
Palaparambu	15000	11500		10000
Athithattu	15000	11500	-	18000
Puthiyappu	15000	11500		84000
Vellaramkunnu	15000	11500		32000
Total	180000.00	138000.00		400000.00
Total cost for Social Management plan (Cluster 1)				

	718000.00 (Rupees seven lakhs eighteen thousand only)
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ANNEXURE 1

PREVENTIVE GBV ACTION PLAN

Action	Tasks	Timeline	Implementing Responsibility	Monitoring Indicators	Monitoring responsibility
Formation of internal complaints committee	<ul style="list-style-type: none"> ▪ ULB level ICC will be constituted 	Before implementation	ULB	<ul style="list-style-type: none"> ▪ Minutes and Reports 	TSC
Map GBV issues	<p>Ensure safety and protection, reasonable wages, adequate Workspace, Avoid Gender discrimination</p> <p>Physical, Sexual, Psychological Issues</p>	During implementation	Contractor/ULB	<p>Issue tracking system in place</p> <p>Feedback report(monthly)</p>	TSC
Map GBV service providers and quality assessment of services	<ul style="list-style-type: none"> • NGOs • Police Station KELSA • Women protection officer • List of Nongovernment and private agencies providing GBV support • Map local informal 	Before implementation	TSC	<ul style="list-style-type: none"> • Directory of service providers • List of key partners • Mapping of roles and responsibilities • Monthly report on quality Assessment 	TSC

Action	Tasks	Timeline	Implementing Responsibility	Monitoring Indicators	Monitoring responsibility
	<p>grassroot level organizations</p> <ul style="list-style-type: none"> Review the quality of services in terms of prevention, protection, rescue, rehabilitation, restoration, reintegration, research, and documentation 				
Facilitate GBV awareness and sensitization programs	<ul style="list-style-type: none"> Organize sensitization activities Display sign boards around the project site 	During implementation	Contractor/ICC	<ul style="list-style-type: none"> Detailed activity plan Progress reports Completion report 	TSC
Create a GBV response and support mechanism	SOP for the actions to be followed in terms of any incidents related to GBV will be formed along with ICC. The SOP will detail the identification of support mechanisms and terms of conditions for	During implementation	ULB/ICC	<ul style="list-style-type: none"> SOP for prevention, protection, and rehabilitation 	TSC

Action	Tasks	Timeline	Implementing Responsibility	Monitoring Indicators	Monitoring responsibility
	compliance with existing rules and regulations and operational strategy.				
Reporting, monitoring and review	<ul style="list-style-type: none"> • Create GBV data fields • Quarterly reports • Conduct review 	During implementation	Contractor/ TSC	<ul style="list-style-type: none"> • Progress reports (Monthly, quarterly) • CB report • Monthly complaint status and action taken report • Establishment of Feedback system 	TSC

ANNEXURE 2

LABOUR MANAGEMENT PLAN

ASSESSMENT OF KEY POTENTIAL LABOUR RISKS

It is assessed that key labour risks would be associated with health and safety risks related to the construction activities such as exposure to physical hazards during construction activities such as: use of heavy equipment, exposure to noise and dust, falling objects, exposure to hazardous materials and exposure to electrical hazards from the use of tools and machinery, lack of proper sanitation facilities, availability of separate toilet for women workers. As the construction activities will involve hazardous work, persons under the age of 18 will not be employed by the Project. Many workers will be exposed to occupational health and safety hazards, primarily including but not limited to:

- Injuries/accidents/ fatalities leading to even death, while at work.
- Inadequate accommodation facilities at work force camps, including inadequate sanitation and health facilities.
- Non-payment of wages by Employer.
- Non-payment of benefits (compensation, bonus, maternity benefits etc.) by Employer
- Discrimination in Employment (e.g., abrupt termination from employment, working conditions, wages, or benefits etc.)
- Engagement of child labour.
- Sexual harassment at work sites.
- Forced labour or trafficking.
- Security of women work force.
- Inadequate facilities for pregnant women and lactating mothers.
- Inadequate facilities for the children of the workforce at workforce camp sites
- Possibility of Gender based violence as the work is mostly carried out within the premises of the existing facilities like MCFs/ RRFs etc where female SWM workers are engaged.
- Absence or inadequate or in accessible emergency response system for rescue of labour/workforce.

- Health risks of labour relating to HIV/AIDS and other sexually transmitted diseases.
- Unclear terms and conditions of employment.
- Discrimination and denial of equal opportunity in hiring and promotions/incentives/training opportunities.
- Denial for workers' rights to form workers organizations, etc.
- Absence of a grievance redressal mechanism for labour to seek redressal of their grievances/issues.

BRIEF OVERVIEW OF LABOUR LEGISLATION: TERMS AND CONDITIONS

SI No	Applicable Acts	Details
1.	Employees Compensation Act 1923:	The Act provides for compensation in case of injury, disease or death arising out of and during employment
2.	Contract Labour (Regulation & Abolition) Act 1970	The Act provides for certain welfare measures to be provided by the Contractor to contract labour and in case the Contractor fails to provide, the same are required to be provided, by the Principal Employer by law. The Principal Employer is required to take Certificate of Registration and the Contractor is required to take license from the designated Officer. The Act is applicable to the establishments or Contractor of Principal Employer if they employ 20 or more contract labour.
3.	Minimum Wages Act 1948:	The Employer is supposed to pay not less than the Minimum Wages fixed by appropriate Government as per provisions of the Act if the employment is a scheduled employment. Construction of Buildings, Roads, Runways are scheduled employments.

4.	Payment of Wages Act 1936:	It lays down the mode, manner and by what date the wages are to be paid, what deductions can be made from the wages of the workers.
5.	Equal Remuneration Act 1976:	The Act provides for payment of equal wages for work of equal nature to male and female workers and for not making discrimination against Female employees in the matters of transfers, training, and promotions etc.
6.	Inter-State Migrant workmen's (Regulation of Employment & Conditions of Service) Act 1979:	The Act is applicable to an establishment which employs 5 or more inter-state migrant workmen through an intermediary (who has recruited workmen in one state for employment in the establishment situated in another state). The Inter-State migrant workmen, in an establishment to which this Act becomes applicable, are required to be provided certain facilities such as housing, medical aid, travelling expenses from home up to the establishment and back, etc.
7.	Child Labour (Prohibition & Regulation) Act 1986:	The Act prohibits employment of children below 14 years of age in certain occupations and processes and provides for regulation of employment of children in all other occupations and processes. Employment of Child Labour is prohibited in the Building and Construction Industry.
8.	Employees State Insurance Act 1948:	The Act provides for certain benefits to insured employees and their families in case of sickness, maternity and disablement arising out of an employment injury. The Act applies to all employees in factories (as defined) or establishments which may be so notified by the

		appropriate Government. The Act provides for the setting up of an Employees' State Insurance Fund, which is to be administered by the Employees State Insurance Corporation. Contributions to the Fund are paid by the employer and the employee at rates as prescribed by the Central Government. The Act also provides for benefits to dependents of insured persons in case of death because of an employment injury.
9.	Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013:	This Act defines sexual harassment in the workplace, provides for an enquiry procedure in case of complaints and mandates the setting up of an Internal Complaints Committee or a Local Complaints Committee
10.	Industrial Disputes Act 1947:	the Act lays down the machinery and procedure for resolution of Industrial disputes, in what situations, a strike or lock-out becomes illegal and what are the requirements for laying off or retrenching the employees or closing the establishment.
11.	Trade Unions Act 1926:	The Act lays down the procedure for registration of trade unions of workmen and employers. The Trade Unions registered under the Act have been given certain immunities from civil and criminal liabilities.

CODE OF CONDUCT

A code of conduct needs to be incorporated for all contracts under the project containing obligations on all project workers.

- Compliance with applicable laws, rules, and regulations of the jurisdiction
- Compliance with applicable health and safety requirements (including wearing prescribed personal protective equipment (PPE), preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment)
- The use of illegal substances
- Non-Discrimination (for example based on family status, ethnicity, race, gender, religion, language, marital status, birth, age, disability, or political conviction)
- Interactions with community members (for example to convey an attitude of respect and non-discrimination)
- Sexual harassment (for example to prohibit use of language or behavior, towards women or children, that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate)
- Violence or exploitation (for example the prohibition of the exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior)
- Protection of children (including prohibitions against abuse, defilement, or otherwise unacceptable behavior with children, limiting interactions with children, and ensuring their safety in project areas)
- Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas)
- Avoidance of conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favors, are not provided to any person with whom there is a financial, family, or personal connection)
- Respecting reasonable work instructions (including regarding environmental and social norms)
- Protection and proper use of property (for example, to prohibit theft, carelessness, or waste)
- Duty to report violations of this Code
- No retaliation against workers who report violations of the Code, if that report is made in good faith.

9. SYSTEMATIZING THE CODE OF CONDUCT

Awareness raising: The Contractor should conduct continuous awareness raising and training activities to ensure that workers abide by the Code of Conduct. The Contractor should also ensure that local communities are aware of the Code of Conduct and enable them to report any concerns or non-compliance.

10. TRANSPARENCY IN CONTRACT SPECIFIC TERMS AND CONDITIONS

All contracts must contain

- Wages: Specific wages and payment modality, timeline
- Working Hours: hours of work, maximum number of hours that can be worked on the project, overtime, compensation
- Leaves: rest per week, annual leave, maternity leave, sick leave
- Benefits: medical treatments in case of accidents or otherwise
- Notice of termination of employment and details of severance payments in a timely manner
- Collective agreements that apply to the project, other specific terms, and conditions
- Details of the grievance redressal mechanism

LABOUR MANAGEMENT PLAN MATRIX

Activities	Target	Timeline	Means of verification	Responsibility
To complete the registration by the Principal Employer, the ULB, as per the provisions of the Contract Labour (Regulation & Abolition) Act 1970 (CL Act), Inter-State Migrant workmen's (Regulation of Employment & Conditions of Service) Act 1979 (ISML Act) and The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996 (BOCW Act) and procure certificate to that effect.	3 Registration Certificates to be procured by the ULB under CL Act, ISML Act and BOCW Act respectively.	Before Awarding works	Registration Certificate issued by District Labour Officer under CL Act, ISML Act and BOCW Act	ULB/PIU
To Procure license under CL Act, ISML Act and registration under BOCW Act by the contractor	2 Licenses and One registration under CL Act, ISML Act and BOCW Act respectively.	Before commencing the work at site	License and registration certificate issued by the competent Authority.	Contractor
To procure Workmen Compensation insurance policy proportionate to the number of labour force deployed. (By the Contractor)	One insurance policy.	Before commencing work at site	Copy of insurance policy	Contractor
To display a copy of the certificate of registration at the conspicuous place at the premises where the building and other construction work is being carried on.	One notice board	As soon as the work is started.	Photographs of the notice board where the license is displayed.	Contractor
To establish a labour information signboard at camp site by including following details like, date of payment of wages, working hours, holidays, wages rates for different categories of labours and name and contact details of local labour inspector and his/ her office and emergency contact numbers.	One notice board	Do	do	

To conduct pre- employment medical examination (as per the provisions of BOCW Act)- to ensure medical fitness of the employee.	All workers must be examined	No of workers employed by the contractor	Pre-Medical Examination certificate issues as per Rule 223(C) of BOCW Act (Form No. IX) by the Registered Medical Practitioner.	Contractor
To conduct Periodical Medical Check-ups (once in every six months)	All workers must be examined.	No of workers employed by the contractor	Medical Examination certificate issued by a registered medical practitioner.	Contractor
To provide safe drinking water- the contractor must provide safe drinking water at worksite as well as camp site* (Guideline is provided along with this document)	As per requirement	During the entire contract period	Photographs of supply of potable water, Bill of water purchase.	Contractor
To arrange first Aid facility at work site as well as camp site (Specifications and items to be maintained in the box is mentioned in this document)	As per requirement	During the entire contract period	First Aid Register, Bill of purchase, photographs of First Aid kit	Contractor
To arrange separate First Aid room at work site	Allot one specified room	To be made available during the construction period	Photographs of the facility	Contractor
To provide first Aid training to selected labours or staff members through an authorised agency.	One training with authorized agency	Within one month of commencement of the work	Training records & Photographs	Contractor
To establish linkage with local hospitals/ health care institutions for emergency medical assistance	Tie up with at least one hospital	Within one month of the commencement of the work	Letters issued by the hospital or correspondence and agreement with the hospital.	Contractor
To establish rest room at work site or camp site		Before the commencement of the work	Photographs of the rest room	Contractor

To establish Canteen facility for labours if the contractor engages more than 250 labours		Before the commencement of the work	Photographs of the facility, canteen register etc	Contractor
To maintain essential registers and records like Form A (Registration of employees), Attendance Register, Wages Register, and other registers like incidents registers including Accident register, Harassment complaints, recovery register, Maternity leave, Termination etc		As and when the work starts	Copy of registers.	Contractor
Constitute GRC for labours (maximum members to be six. Number of members from employer and employee to be equal. Female members should be minimum 50%.)		As and when work starts	Copy of register and minutes of meeting. Complaint box etc	Contractor
Constitution of ICC (minimum members to be four. The presiding member should be a senior female employee)		As and when work starts	Copy of register and minutes of meeting. Complaint box etc	Contractor
To publish the abstract of labour laws within the premises of the labour camp. <ol style="list-style-type: none"> 1. The Payment of Wages Act 2. The Employee compensation Act 3. The Building and Other Construction Workers (RECS) Act 4. The Contract Labour (A&R) Act 5. The Child and Adolescent Labour (P&R) Act 6. The Maternity Benefit Act <input checked="" type="checkbox"/>	Abstract of Six acts	As and when the camp is established	Photos of the notices published.	Contractor
To establish code of conduct and provide induction trainings		As and when new employees are joined	Training reports and other documents	Contractor
Conduct HIV/AIDS awareness programmes	As per requirement	Once in six months	Reports, photographs etc	Contractor

All the Drivers should possess effective and valid Driving Licence	Drivers should be selected after verification of DL	As and when drivers are appointed	Photocopy of license ids to be collected	PIU
All the vehicles involved in the project shall be insured to cover the third-party risk	Vehicle must be allowed to be plied in the project only after procurement of third-party insurance to the vehicle	As and when vehicles are plied in the project	Photocopy of insurance is to be collected	PIU

ANNEXURE 3

LABOUR INFLUX MANAGEMENT PLAN

Risk	Mitigation Measures	Implementation responsibility	Monitoring indicators	Monitoring responsibility
Social and Community wellbeing	Joint Meeting with the community, ULB officials and Elected members	Contractor/PIU	<ul style="list-style-type: none"> • Risk identification report • Proposed action/mitigation plan • Action taken report/progress report 	TSC/DPMU
Economic and Livelihood Issues	Economic and livelihood activities of the community shall not be affected	Contractor/PIU	<ul style="list-style-type: none"> • Risk identification report • Proposed action/mitigation plan • Action taken report/progress report 	TSC/DPMU
Accommodation /labour camp	Ensure basic amenities are provided to the laborers (Toilets, Water, Kitchen facilities etc.)	Contractor	<ul style="list-style-type: none"> • Risk identification report • Proposed action/mitigation plan • List of facilities in labour camp • Details of labors 	TSC/DPMU

Risk	Mitigation Measures	Implementation responsibility	Monitoring indicators	Monitoring responsibility
Communicable Diseases	<ul style="list-style-type: none"> • Premedical check-up to be ensured • Awareness to the labors 	Contractor	<ul style="list-style-type: none"> • SOP for prevention of communicable disease and health wellbeing on worksite and labour camp • Report on medical check-up 	TSC/DPMU
Crimes	<ul style="list-style-type: none"> • Intimation to the Local police about the camp 	Contractor	<ul style="list-style-type: none"> • Work site complaint register • Number of cases reported, and action taken 	TSC/DPMU
Child Labour	<ul style="list-style-type: none"> • Ensure that no person is working in the site below the age of 18 • Ensure Adhar card of all laborers at the site 	Contractor & TSC	<ul style="list-style-type: none"> • Number of child labour issues reported • Data of labors 	ULB/DPMU
Gender-based violence, including sexual harassment child abuse and exploitation	Gender sensitization briefing to the laborers	Contractor/TSC	<ul style="list-style-type: none"> • Number of cases reported • Action taken report • Number of cases resolved • Time taken for resolving complaints 	ULB/DPMU

Risk	Mitigation Measures	Implementation responsibility	Monitoring indicators	Monitoring responsibility
Labour license	Mandatory provisions to be followed	Contractor/PIU	<ul style="list-style-type: none"> Number of labors having license 	DPMU