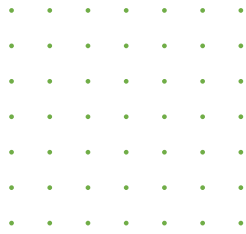




KERALA SOLID WASTE MANAGEMENT PROJECT

**FEASIBILITY REPORT ON DUMPSITE REMEDIATION
-SUMMARY REPORT OF SOCIAL SAFEGUARDS FOR
CLUSTER 2**



Contents

Introduction.....	3
Approach for social safeguard assessment.....	3
Output from screening.....	4
Social risk identification.....	4
Scoping of SIA.....	9
Risk Category and safeguard requirements.....	9
Social Management Plan.....	10
Costing.....	12
ANNEXURE 1.....	13
PREVENTIVE GBV ACTION PLAN	13
ANNEXURE 2.....	16
LABOUR MANAGEMENT PLAN	16
ANNEXURE 3.....	26
LABOUR INFLUX MANAGEMENT PLAN	26

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 6 sites included in cluster 2. 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	Koottupatha	Palakkad	Palakkad	8.5	Closed	2006
2	Kumbalangad	Wadakkancheri	Thrissur	4	Closed	2019
3	Kurukkanpara	Kunnamkulam	Thrissur	3.92	Closed	2009
4	Potta	Chalakkudi	Thrissur	0.47	Closed	2015
5	Vettaikod	Manjeri	Malappuram	4.7	Closed	2012
6	Puliyattummal	Malappuram	Malappuram	4.5	Closed	2015

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 6 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 (6 sites)

Output from screening

The social screening has been conducted at all the 6 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 6 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 6 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
Koottupatha	<p>Foul smell, odor, and dust during remediation process</p> <p>communicable diseases due to labour influx may be anticipated</p> <p>Absence or inaccessibility to emergency response system</p>	Regular vehicular movement to the worksite may affect the accessibility of public to the road	<p>Nonpayment of wages by employer</p> <p>Work site Injuries /accidents</p> <p>Inadequacy of basic facilities</p> <p>Unequal remuneration</p> <p>Risks related to communicable diseases</p> <p>Safety Security of women work force</p> <p>Unclear terms and conditions of employer</p>	Sexual harassment at workplace, possibility of GBV due to influx of labors	<p>Risk of social unrest</p> <p>Absence of Labour licenses</p> <p>Child abuse and exploitation.</p>	<p>There are employees in the warehouses and 10 to 15 contract labors (migrant workers). In addition to this, 10 head load workers of the locality are mainly dependent on these units for their livelihood.</p> <p>If the above institutions need to be closed during the remediation process, then the livelihood of the headload workers and staff/ employees of these institutions will be affected</p>

Kumbalangaad	Bad odor, Dust issues	No disruption	Breach of applicable labor rules and regulations or inadequate adherence to them, accidents and injuries, subpar housing, and discrimination at work (including sudden firing, unfavorable working conditions, pay, or benefits, etc.); Neglecting workers' rights and having unclear terms and conditions of employment	Gender-based violence and harassment. Gender-based discrimination. Non-availability of gender specific facilities.	Since only 2 families are residing in a 200-meter radius, there are very few chances of influx issues.	
Kurukkanpara	Bad odor, Dust issues	No disruption	Breach of applicable labor rules and regulations or inadequate adherence to them, accidents and injuries, subpar housing, and discrimination at work (including sudden firing, unfavorable working	Gender-based violence and harassment. Gender-based discrimination. Non-availability of gender specific facilities.	Impact on social and community wellbeing. Risk of social conflict. Proper accommodation facility with sanitation facility and drinking water, first aid facility.	

			conditions, pay, or benefits, etc.); Neglecting workers' rights and having unclear terms and conditions of employment		Risk of Communicable Diseases	
Potta	Bad odor, Dust issues	No disruption	Breach of applicable labor rules and regulations or inadequate adherence to them, accidents and injuries, subpar housing, and discrimination at work (including sudden firing, unfavorable working conditions, pay, or benefits, etc.); Neglecting workers' rights and having unclear terms and conditions of employment	Gender-based violence and harassment. Gender-based discrimination. Non-availability of gender specific facilities.	Impact on social and community wellbeing. Risk of social conflict. Proper accommodation facility with sanitation facility and drinking water, first aid facility. Risk of Communicable Diseases	
Vettaikod	Bad odor, Dust issues	No disruption	Noncompliance or poor adherence of applicable labor laws and procedure	Gender-based violence and harassment.	Impact on social and community wellbeing. Risk of social conflict	School and college buses are using the road in front of the dumpsite. Traffic issues need to be

			<p>Injuries and accident</p> <p>Inadequate accommodation facilities</p> <p>Discrimination in employment (e.g., abrupt termination from employment, working conditions, wages or benefits, etc.);</p> <p>Unclear terms and conditions of employment</p> <p>Denial of workers' rights to form worker's organizations, etc</p>	<p>Gender-based discrimination.</p> <p>Non-availability gender specific facilities.</p>	<p>Proper accommodation facility with sanitation facility and drinking water, first aid facility.</p> <p>Risk of Communicable Diseases including HIV</p>	<p>addressed during the peak hours.</p>
Puliyattummal	Bad odor, Dust issues	No disruption	<p>Noncompliance or poor adherence of applicable labor laws and procedure</p> <p>Injuries and accident</p> <p>Inadequate accommodation facilities</p>	<p>Gender-based violence and harassment.</p> <p>Gender-based discrimination.</p> <p>Non-availability gender</p>	<p>Impact on social and community wellbeing.</p> <p>Risk of social conflict</p> <p>Proper accommodation facility with sanitation</p>	

			<p>Discrimination in employment (e.g., abrupt termination from employment, working conditions, wages or benefits, etc.);</p> <p>Unclear terms and conditions of employment</p> <p>Denial of workers' rights to form worker's organizations, etc</p>	<p>specific facilities.</p>	<p>facility and drinking water, first aid facility.</p> <p>Risk of Communicable Diseases including HIV</p>	
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Scoping of SIA

As per the analysis of screening output, the risk category has been identified for each site and prepared required safeguard documents accordingly. According to the risk assessment there is no requirement of land for remediation process at 6 sites, hence the Resettlement action plan is not required.

LIVELIHOOD ACTION PLAN

As per the identification through social screening with screening checklist, transect walk and community consultation the following livelihood risks are anticipated at the following dumpsites

1. Koottupatha, Palakkad Municipality

There are 2 warehouses and 1 pet bottle making unit are functioning near (50m) the site. During remediation process, the units may get affected by temporary closing. The impact on the workers associated with the units will be assessed in detail as part of SIA.

2. Kunnamkulam

70 HKS members are working in the MCF, RRF and windrow compost unit functioning at the site and 7 workers are in the coir fibre products making unit, situated in the same site under ULB. As all these facilities are situated within the site itself, their daily income will get affected during the remediation process if the units need to be temporarily closed.

The comprehensive SIA which will be carried out by the TSC will assess the magnitude of impact and prepare the livelihood action plan accordingly ***(The livelihood action plan will not be under the scope of the contractor; it will be carried out by KSWMP through ULB directly)***

Risk Category and safeguard requirements

S.No	Name of Site	Name of ULB	Category of Social risk	Safeguard requirements
1	Koottupatha	Palakkad	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan GBV action plan Site specific Citizen Engagement Plan
2	Kumbalanga	Wadakkancheri	Moderate	<ul style="list-style-type: none"> Labour Management Plan Labour influx management plan

				<ul style="list-style-type: none"> • GBV action plan Site specific Citizen Engagement Plan
3	Kurukkanpara	Kunnamkulam	Moderate	<ul style="list-style-type: none"> • Labour Management Plan • Labour influx management plan • GBV action plan • Site specific Citizen Engagement Plan
4	Potta	Chalakkudi	Moderate	<ul style="list-style-type: none"> • Labour Management Plan • Labour influx management plan • GBV action plan • Site specific Citizen Engagement Plan
5	Vettaikod	Manjeri	Moderate	<ul style="list-style-type: none"> • Labour Management Plan • Labour influx management plan • GBV action plan • Site specific Citizen Engagement Plan
6	Puliyattummal	Malappuram	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 in the Bid document. 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	Koottupatha	41	(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	Kumbalangad	28			
3	Kurukkanpara	43			
4	Potta	29			
5	Vettaikod	29			
6	Puliyattummal	28			

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 6 sites which detailed the stakeholder identification, public disclosure, awareness generation and community engagement activities.

Costing

SOCIAL MANAGEMENT PLAN				
Name of the Site	Labor Management Plan	Preventive GBV action plan	Influx Management Plan	Citizen Engagement Plan
Koottupatha	15000	12000.00	10000.00	100000.00
Kumbalangad	15000	10000.00	5000.00	30000.00
Kurukkanpara	15000	12000.00	10000.00	40000.00
Potta	15000	11000.00	7000.00	35000.00
Vettaikod	15000	11000.00	5000.00	35000.00
Puliyattummal	15000	15000.00	6000.00	25000.00
Total	90000.00	71000.00	43000.00	265000.00
Total cost for Social Management plan (Cluster 2)				469000.00 (Rupees four lakhs sixty nine thousand only)

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	Contractor	<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 	Before implementation	TSC	<ul style="list-style-type: none"> • Directory of service providers • List of key partners 	TSC

Action	Tasks	Timeline	Implementing Responsibility	Monitoring Indicators	Monitoring responsibility
	<ul style="list-style-type: none"> • List of Nongovernment and private agencies providing GBV support • Map local informal grassroots level organizations • Review the quality of services in terms of prevention, protection, rescue, rehabilitation, restoration, reintegration, research, and documentation 			<ul style="list-style-type: none"> • Mapping of roles and responsibilities • Monthly report on quality Assessment 	
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 <ul style="list-style-type: none"> • 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	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
	SOP will detail the identification of support mechanisms and terms of conditions for 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	Contractor
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	Contractor

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

Note: The citizen engagement plans are prepared with site specific requirements, it is available with individual social safeguard documents for each site.