

Annexure XX: Labor Working Conditions
(Labor Management Plan)
Deliverable-3

**Environmental & Social Impact Assessment (ESIA) of
Southern Link Road (SLR)
Khyber Pass Economic Corridor (KPEC) Project**

National Highway Authority, Pakistan

January, 2024

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Abbreviations

ADB	Asian Development Bank
AHN	Asian Highway Network
CPEC	China Pakistan Economic Corridor
CESMO	Construction, Environment, Social Management Plan
CoC	Code of Conduct
CBA	Collective Bargaining Agreement
CHS	Community Health and Safety
ESIA	Environmental & Social Impact Assessment
ESMP	Environment, Social Management Plan
EPC	Engineering, Procurement & Construction
EOAB	Employees Old Age Benefits
EHSS	Environment, Social, Health and Safety
ESF	Environment & Social Framework
EMP	Environmental Management Plan
IFC	International Finance Commission
IA	Implementing Agency
KM	Kilometer
KMZ	Keyhole Markup Language Zipped
KPK	Khyber-Pakhtunkhwa
NHA	National Highways Authority
LIMP	Labor Influx Management Plan
LMP	Labor Management Plan
PAP	Project Affected Person
SLR	Southern Link Road
SAE	Sexual Abuse and Exploitation/
SH	Sexual Harassment
RAP	Resettlement Action Plan
OP	Operational Policy
OSHA	Occupational Health Administration
OHS	Occupational Health & Safety
PEPA	Pakistan Environmental Protection Act
PPE	Personal Protective Equipment's
WCO	Workers' Children (Education) Ordinance
ROW	Right of Way

Definitions

Term	Definition
Audit	Systematic, independent and documented process for obtaining audit evidence and evaluating it objectively to determine the extent to which the audit criteria are fulfilled.
Collective bargaining agreement	A contract specifying the terms and conditions for work, negotiated between an organization (e.g., employer) or group of employers and one or more worker organization(s).
Corrective action	Action to eliminate the cause of a detected nonconformity and to prevent recurrence.
Child labor	Means the employment of children whose age is below the host country's statutory minimum age of employment or employment of children in contraventions of International Labor Organization Convention No. 138 "Minimum Age Convention" (www.ilo.org). In the case of Pakistan, the minimum age of employment is 18 years old.
Discrimination	Means discrimination on the grounds of race, skin color, nationality, ethnicity, gender, age, pregnancy, marital status, religion, opinion, disability, family responsibility, HIV infection, establishment of or participation in trade union or internal employee organization in a manner that affects the equality of opportunity of employment.
Forced or compulsory labor	Means all work or service not voluntarily performed, that is, extracted from individuals under threat of force or penalty.
Harassment	Any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures, actions or omissions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment. It includes harassment based on any grounds, such as race, religion, color, creed, ethnic origin, physical attributes, gender or sexual orientation.
Migrant worker	A migrant worker is a person who either migrates within their home country or outside it to pursue work.
Non-conformity/ Non-compliance	Non-fulfilment of a requirement.

Primary supplier	Those suppliers who, on an ongoing basis, provide goods or materials essential for the core business processes of the Projects.
Nonverbal harassment	Nonverbal harassment includes distribution, display or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital status or other protected status.
Sexual harassment	Means any sexual act of a person against another person in the workplace against the latter's will. "Workplace" means the location when an employee works under agreement or as assigned by the employer
Wind Farm	The Project Owner's functional department that acts as an EPC Contractor.
Subcontractor and O&M Contractor	An individual or company that enters into a subcontract/contract (directly or indirectly) with the Wind Farm to perform a specific task or provide services for the Projects.
Supplier/subcontractor	Any entity or individual(s) in the supply chain that directly provides the organization with goods or services integral to, utilized in or for the production of the organization's goods or services.
The Project Owner	NHA National Highway Authority.
Labor union	Means primary organization, which gathers members of labor Union in one or a number of agencies, organizations, enterprises and be recognized by Union at their directly higher level as prescribed by law.
Verbal harassment	Verbal harassment includes comments that are offensive or unwelcome regarding a person's national origin, race, color, religion, age, sex, sexual orientation, pregnancy, appearance, disability, gender identity or expression, marital status or other protected status, including epithets, slurs and negative stereotyping.
Worker organization	An autonomous voluntary association of workers organized for the purpose of furthering and defending the rights and interests of workers.

1 INTRODUCTION

1.1 Preamble

The Labor Working Conditions and Management Plan (hereinafter referred in short as Labor Management Plan (LMP) as an integral part of the project's environmental and social impact assessment (ESIA) and project design and implementation. This Plan describes the requirements for Southern Link Road (SLR) with regard to labor and working conditions applicable during the implementation phase of the Project. It aims to ensure the management and control of activities that may pose labor-related risks. This plan sets out potential impacts and consequences and describes how they will be mitigated. NHA as an Implementing Agency (IA) will use commercially reasonable efforts to require contractors, or other intermediaries procuring labor, to apply comparable standards.

The objectives of this Plan are to:

- Promote fair and equitable labor practices for the fair treatment, non-discrimination and equal opportunity of male and female workers;
- Establish, manage and promote a healthy management -worker relationship;
- Promote healthy, safe, secure working environment that does not impact negatively on the communities in the project area.
- Regulate the flow of migrant workers' influx into the project area to ensure that the needs of the local labor market are met.
- Manage the impact of migrant workers on the domestic labor market, including wages and employment opportunities of local workers.
- Protect the rights and welfare of migrant workers, including providing access to fair working conditions and ensuring that they are not exploited by employers.

IA developed this LMP to outline the Project's approach and to sets out the terms and conditions for employment or engagement of workers on the project, specifies the requirements and standards to be met and the policies and procedures to be followed, assesses risks and proposes the implementation of compliance measures and promotes fair treatment, nondiscrimination and equal opportunity of project workers. Various laws, policies, systems, standards and international good practice codes are applicable to the implementation of the plan.

2 LEGAL AND OTHER REQUIREMENTS

All applicable National and provincial laws and regulations will apply, especially those that concern employees' and workers' wages, benefits, living conditions, occupational health and safety. In some situations, NHA may apply pursuant to these laws for exemptions in order to align working conditions with operational contingencies and global best practice and WB.

The Constitution of Pakistan contains a range of provisions with regards to labor rights found in Part II: Fundamental Rights and Principles of Policy.

- Article 11 of the Constitution prohibits all forms of slavery, forced labor and child labor; Article 17 provides for a fundamental right to exercise the freedom of association and the right to form unions;
- Article 18 proscribes the right of its citizens to enter upon any lawful profession or occupation and to conduct any lawful trade or business;
- Article 25 lays down the right to equality before the law and prohibition of discrimination on the grounds of sex alone;
- Article 37(e) makes provision for securing just and humane conditions of work, ensuring that children and women are not employed in vocations unsuited to their age or sex, and for maternity benefits for women in employment.

Legislation has its basis from the law of contract (the law of "master and servant") and industrial relations regulations are considered departure from common law. Since creation of Pakistan, five labor policies have been announced by the governments in the year 1955, 1959, 1969, 1972 and 2002. All these policies basically laid-down the parameters for the growth of trade unionism; the protection of workers' rights; the settlement of industrial disputes and Redressal of worker grievances. Approximately 20 laws were consolidated into following 6 draft laws in 2000.

- Industrial Relations Ordinance
- Conditions of Employment Ordinance
- Payment of Wages Ordinance
- Occupational Safety & Health Ordinance
- Labor Welfare & Social Security Ordinance
- Human Resources Development & Control of Employment Ordinance

In 2010, subjects of labor and employment devolved to Provinces under the 18th Amendment to the Constitution of Pakistan, as a result of which the Federal labor laws made applicable on Provinces under Article 270AA(6) of the Constitution of Pakistan until replaced, amended or repealed by Provinces. Labor Policy 2010 announced on 1 May was noted by analysts as grossly lacking on all grounds. It fell short of a policy document,

lacking in research and insights on ground realities and ignorant of the government's own past and current initiatives. Constitutional experts raised the question of its validity after the abolition of the concurrent list under the 18th Amendment which rendered labor a provincial subject.

The labor Policy 2010 aimed to merge and downsize labor laws in to five core laws. The writers of the policy missed that in 2001 the Labor and Manpower Division shared six drafts of consolidated proposed laws with the stakeholders. The drafts had included the Industrial Relations Ordinance, the Wages Ordinance, Conditions of Employment Ordinance, Occupational Health and Safety Ordinance, the Human Resource Development Ordinance, and the Labor Welfare and Social Security, Ordinance.

Please find below some of the most commonly used labor laws and their applicability:

- 1) The West Pakistan Shops and Establishments Ordinance 1969: The West Pakistan Shops and Establishments Ordinance 1969 (the "1969 Ordinance") regulates the work hours and other conditions of work and employment of persons employed in shops and commercial, industrial and other establishments in Pakistan. Applicable on employees.
- 2) The West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance 1968: The West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance 1968 (the "Standing Orders") applies to all industrial and commercial establishments in Pakistan wherein twenty or more workmen are employed, directly or through any other person, whether on behalf of himself or another person. This is specifically applicable on workmen.
- 3) The West Pakistan Maternity Benefit Ordinance 1958: The West Pakistan Maternity Benefit Ordinance 1958 (the "1958 Ordinance") regulates the employment of women in establishments in Pakistan. It does not specify if woman include the white-collar working woman.
- 4) The Employers' Liability Act, 1938: The Employers' Liability Act, 1938 (the "1938 Act") provides that certain defenses shall not be raised in suits for damages in Pakistan in respect of injuries sustained by workmen.
- 5) The Employees Old-Age Benefits Act 1976: The Employees Old- Age Benefits Act 1976 (the "EOAB") provides for certain old age benefits for the persons who are employed in industrial, commercial and other organizations. Applicable on workman.
- 6) The Disabled Persons (Employment and Rehabilitation) Ordinance 1981: The Disabled Persons (Employment and Rehabilitation) Ordinance 1981 (the "1981 Ordinance") provides for the employment, rehabilitation and welfare of disabled persons and for matter connected therewith. Applicable on employee.

- 7) The Employment of Children Act 1991: The Employment of Children Act 1991 (the "1991 Act") prohibits the employment of children in certain occupations and to regulate the conditions of work of children.
- 8) The Essential Personnel (Registration) Ordinance 1948: The Essential Personnel (Registration) Ordinance 1948 (the "Registration Ordinance") provides for the compulsory registration of essential personnel (as defined herein below) at Employment Exchanges (as defined herein below) in Pakistan.
- 9) The Companies Profits (Workers Participation) Act, 1968: The Companies Profits (Workers Participation) Act, 1968 (the "CPA") provides for the participation of workers in the profits of companies.
- 10) The Workers' Welfare Fund Ordinance, 1971: The Workers' Welfare Fund Ordinance, 1971 (the "WWF") provides for the establishment of a Workers' Welfare Fund providing residential accommodation and other facilities for workers and for matters connected therewith or incidental thereto.
- 11) The Workmen's Compensation Act 1923: The Workmen's Compensation Act 1923 (the "WCA") provides for the payment by certain classes of employers of compensation for injury caused to a workman by accident arising out of or in the course of his employment.
- 12) The Provincial Employees' Social Security Ordinance 1965: The Provincial Employees' Social Security Ordinance 1965 (the "PESSO") introduces a scheme of social security for providing benefits to certain employees or their dependents in the event of sickness, maternity, employment injury or death and for matters ancillary thereto.
- 13) The Employee Cost of Living (Relief) Act 1973: The Employee Cost of Living (Relief) Act 1973 (the "1973 Act") provides for the payment of a cost of living allowance to employees and applies to all "undertakings" in Pakistan.
- 14) The Workers' Children (Education) Ordinance 1972: The Workers' Children (Education) Ordinance 1972 (the "WCO") provides for the education of workers' children and matters ancillary thereto.

2.1 Khyber Pakhtunkhwa Labor Laws

By December 2014, Khyber Pakhtunkhwa (KP) province had adopted seven laws relating to labor and welfare, including the industrial relations law. However, no rules, under any of the laws, have been made as yet. According to a labor representative, the amendments of the laws were done by the provincial ministry unilaterally, bypassing the constitutional mechanism of the Labor Standing Committee and the Labor Tripartite Conference. No review of the amended laws has been done as yet by the labor, the NGOs circle, the academicians or the judiciary.

- The Khyber Pakhtunkhwa Labour Policy, 2018
- The Khyber Pakhtunkhwa Child Labour Policy, 2018
- The Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013.
- Minimum Wages Act, 2013 amended, 2022 KPK Province
- Labor Laws Adapted by the KPK Province 2010-2014
- The Khyber Pakhtunkhwa Regulation of Lady Health Workers Program and Employees (Regularization) and Standardization Act,2014) (24th June, 2014)
- The Khyber Pakhtunkhwa Journalists Welfare Endowment Fund Act,2014 (19thMarch, 2014)
- The Khyber Pakhtunkhwa Tenancy (Amendment) Act,2014 (18th March,2014)
- The Khyber Pakhtunkhwa Pension Fund (Amendment) Act,2014 (8th December, 2014)

2.2 National Highway Authority Labor Regulation

NHA will follow international labor standards and Environmental and Social Safeguard Standard (ESS) - 2 of World Bank Environmental and Social Framework (ESF) 2018 as its document on labor laws and their working conditions.

2.3 International Labor Policies and legislation

2.3.1 International Finance Corporation Performance Standards & Guidance

Notes

- IFC PS2: Labor and Working Conditions (2012);
- IFC Guidance Note 2: Labor and Working Condition (2012); and
- IFC: Measures & Improve Your Labor Standards Performance Handbook (2010).

2.3.2 International Labor Organization (ILO)

The Conventions that have been ratified by Pakistan and have been considered in developing this LMP include:

- Convention 029 (1930) - Forced or Compulsory Labor;
- Convention 098 (1949) - the Application of the Principles of the Right to Organize and to Bargain Collectively;
- Convention 100 (1951) - Equal Remuneration for Men and Women Workers for Work of Equal Value;
- Convention 111 (1958) - Discrimination in Respect of Employment and Occupation;
- Convention 138 (1973) - Minimum Age for Admission to Employment; and
- Convention 182 (1999) - The Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor.

2.3.1 Other International Standards

- Japan International Cooperation Agency's Guidelines for Environmental and Social Considerations;
- European Bank for Reconstruction and Development (EBRD) Performance Requirement 2 - Labor and Working Conditions (2014); and
- EBRD Performance Requirement 4 – Health and Safety (2014).

2.3.2 Brief Overview of Labor Legislation: Occupational Health and Safety

Special provisions related to OHS and working condition have been stipulated in the National Labor Act and Labor Rules. The legal obligation applies to LIMP are listed below:

- Provision to demonstrate OHS policy at workplace.
- Responsibility of employers towards workers such as information, facility, personal protective equipment and training on all kinds of OHS related training and responsibility of workers for work and use of safety gears.
- Provision regarding the protection of non-labors such as visitors and others.
- Appointment of responsible person at the workplace for OHS implementation.
- Obligation of manufacturer, importer and suppliers for assurance of OHS for their goods and services.
- Responsibility of labors for work and use of safety gears.
- Formation of safety and health committee at worksite.
- Provision for immediate shutdown of work and machineries in case of severe OHS concern.
- Special provision for OHS for eye protection, protection against harmful chemicals, operation of pressurized machine/vessel, machine guarding, handling/lifting of load, fire protection, provision against fatigue.
- Information to respective Labor Office against accident, fatality and disease happened due to work.
- Provision for treatment and prevention of communicable diseases.
- Provision for easy and harmless work for special condition of labors such as pregnant.
- Specifies requirements for workplace in terms of health and safety such as (a) proper cleanliness, (b) passage of fresh air, proper light and temperature, (c) solid waste management, (d) noise control measures, (e) 15 cubic meter space to Workers to the extent possible as per the nature of work, (f) healthy drinking water, (g) bathroom or modern toilet, (h) tobacco free zone, (g) mandatory medical check-up for the entities undertaking health hazardous activities, (i) provide appropriate time for the lunch to the Workers, (j) child care center for children under three years.
- Provision of onsite first aid and primary health care.
- Provision of accident investigation, inventory of work-related diseases and compensation

There are two components of Community Health and Safety (CHS). One is the physical safety of project communities who are exposed to the project activities during construction

and operation, including risks of accidents and risks of violence due to increase in crimes and cultural conflict between locals and migrant population. The other pertains to the exposure and/or increased risks of diseases by the community due to influx of people during construction and operation and due to the changes in the project area, including pollution and ecological change. The physical safety aspects are partly addressed by the OHS provisions of Labor Act. Other laws have specific provisions that address part of ESHS Guidelines and OH&S management plans developed by contractors may be subject to review and due diligence by the World Bank.

2.4 Health and Safety Offences

The Labor laws of Pakistan provides more stringent sanctions for the violation of the provisions of provincial law. The Sanctions include fine, imprisonment and both. The authority to impose sanctions also depends on the nature of the violation. There are three institutions viz; the labor office, labor department and labor court.

3 ROLES AND RESPONSIBILITIES

The IA has the overall responsibility for project management to oversee all aspects of the implementation of the LMP, in particular to ensure contractor compliance. PIU of IA will address all LMP aspects as part of procurement for works as well as during contractor induction. The contractor is subsequently responsible for management in accordance with LMP, implementation of which will be supervised by PIU on monthly basis or at shorter intervals as defined by specific Plans. The detailed approach is described in the following sections. The E&S team in PIU should implement and monitor the provision of this LMP as follows.

It is the employees' responsibility to understand and comply with all procedures stated herein, and seek clarification if needed.

3.1 Roles and Responsibilities

Table 3.1: Personnel's Responsibilities

Roles	Responsibilities
Project Director	<ul style="list-style-type: none"> ■ Ensure the Projects' LMP implementation are aligned with National & Provisional regulations and international practices (e.g., WB and IFC) that the Projects has committed to; ■ Ensure compliance with the safeguard requirements, including the LMP and OHS provisions for the workers; ■ Ensure that the obligations are met towards the direct workers as included in this LMP, the ESMP and other applicable procurement documents; ■ Ensure provision of necessary resources, including budget and competent personnel are provided to manage labor issues being aligned with requirements and commitments; and ■ Follow up for potential risks of serious safety issues in the conduct of activities; ■ Report to the World Bank on labor and occupational health and safety performance and any incident or accident related to the Project involving project workers.
Implementation and Supervision Consultants	<ul style="list-style-type: none"> ■ Review contractors' monitoring report to be submitted to PD; ■ Provide induction and regular training to direct workers on environmental, social and occupational health and safety issues. ■ Taking part in the settlement of labor disputes together with the competent agencies, organizations and personnel; ■ Prepare annual budget to implement LMP; ■ Ensure the Projects' LMP is monitored and reviewed regularly ■ Monitor the training of the project workers; ■ Ensure that all the employees, contractors, subcontractors and primary suppliers have access to the most recent LMP at all times in a language understood by them; ■ Implement LMP of the Projects; ■ Review and update the LMP; ■ Prepare external report to Lenders (if needed); and

	<ul style="list-style-type: none"> ■ Prepare training plan for newly-hired and on-job employees and coordinate with other departments on implementation training plan.
Contractors and sub-contractors	<ul style="list-style-type: none"> ■ Develop and implement the grievance mechanism for direct workers, including ensuring that grievances received from the workers are addressed promptly, and reporting the status of grievances and resolutions. ■ Ensure that the project workers are informed of the grievance mechanism; ■ Maintain records of recruitment and employment of hired workers, with age and gender verification. ■ Communicate contractor's grievance mechanism to all contractor's and its subcontractor's workers and implement the mechanism accordingly; ■ Prepare and submit monthly reports to PIU during construction and operation phases respectively; ■
All employees	<ul style="list-style-type: none"> ■ Participate in related trainings; ■ Comply with requirements in the Plan; and ■ Cooperate with the employer and others to enable them to fulfil their legal obligations.

4 LABOR POLICY & PROCEDURES

The Projects' Labor Policy takes into consideration its type of business processes. It is a wide-range strategic document to reflect the Projects' commitment to comply with internationally recognized standards and applicable local laws and regulations, and are complied with by all employees, contractors, subcontractors and primary suppliers of the Projects.

Decisions relating to the employment or treatment of project workers will not be made on the basis of personal characteristics unrelated to inherent job requirements. The employment of project workers will be based on the principle of equal opportunity and fair treatment, and there will be no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, or disciplinary practices. The Projects endeavors to enhance effective human resources management practices in all its activities with a special focus on the following:

4.1 Working Relationship

The IA will provide all employees with documented information that is clear and understandable, regarding their rights under relevant laws and regulations in KP and any applicable collective agreements, including their rights related to hours of work, wages, overtime, compensation, and benefits upon beginning the working relationship and when any material changes occur.

4.2 Working Conditions & Terms of Employment

The IA will provide all employees with reasonable working conditions and terms of employment. The Project would follow the local regulatory requirements on working hours and wages, including aspects related to working hours per week, adequate days off, overtime and related compensation, minimum wages and social benefits. All employees are entitled to local holidays and annual leave.

The Project shall follow the local regulatory requirements and internationally recognized standards on working conditions, including the physical environment, health, and safety precautions, and access to sanitary facilities.

The Project commits to the implementation of fair and consistent disciplinary procedures to deal with non-compliance with The Projects' management system behavior.

The Project and its employees can terminate the labor contract based on the local regulatory requirements and The Projects' policy but shall provide notification in advance. Notice period shall be referred to the employment contract.

The Project commits to respecting employees' personal dignity, including refraining from physical punishment or abusive language.

4.3 Gender Equity

The IA commits to promoting and applying equal opportunity between women, men, and women and men regardless of sexual orientation individuals by providing an inclusive working, learning and social environment in which the rights and dignity of all employees are equal and respected.

The Project commits to fostering this through promoting and encouraging gender equity at all stages of the employment lifecycle including recruitment, retention, performance management, professional development, promotion, talent identification, succession planning, remuneration and resignations.

4.4 Harassment and Abuse

The Project commits to provide a workplace free from harassment and abuse to all employees. Employees are encouraged to report harassment and abuse issues through The Projects' Worker Grievance Mechanism

4.5 Workers' Organizations

The Project commits to respect employees' rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations.

4.6 Non-Discrimination & Equal Opportunity

The Projects commits to ensure all employees are not discriminated against based on their gender, age, race, religion, physical ability, political opinion, social or ethnic origin or sexual orientation, or any other characteristics that do not pertain directly to their work performance.

4.7 Retrenchment

The Project commits to undertake an alternative analysis prior to implementation of retrenchment. If the alternative analysis shows the retrenchment cannot be avoided, a retrenchment plan will be developed based on consultation with employees, which follows National regulations.

4.8 Grievance Mechanism

The Projects commit to provide a grievance mechanism for employees and their organization, where they exist, to raise workplace concerns. This mechanism allows for anonymous complaints to be raised and addressed, and also ensures that all information related to grievances will be treated confidentially.

Third party, i.e., contractor, subcontractor, and supplier) shall provide a grievance mechanism for their employees, which shall be as per the applicable standards for the Projects and at par with that provided by the Projects. In case where a third party is not

able to provide a grievance mechanism, The Projects' Worker Grievance Mechanism will extend to serve workers engaged by the third party.

4.9 Child Labor and Forced Labor

The Project applies strict management on prohibition of child labor and forced labor.

4.10 Occupational Health & Safety

The Project will provide a safe and healthy work environment, taking into account inherent risks in its particular sector and specific classes of hazards in The Projects' work areas, including physical, chemical, biological, and radiological hazards, and specific threats to women.

The Project shall establish a program to implement, check and review health and safety status including occupational health, workplace safety, and fire safety and emergency response.

The conditions of the workplace need to be explained to employees prior to employment and shall be documented in the employment contract.

4.11 Workers Engaged by Third Parties

The Project shall ensure the third parties who engage these workers are reputable and legitimate enterprises and have an appropriate labor policies and procedures that will allow them to operate in accordance with the requirements of applicable national laws and regulations and international recognized standards.

4.12 Supply Chain

The Project applies management procedure over its primary suppliers, to identify child labor, forced labor and significant safety issues related to supply chain workers. For these identified risks, The Projects will take appropriate steps to remedy them. Where remedy is not possible, The Projects will shift the certain primary supply chain over time to suppliers that can demonstrate that they are complying with the requirements of prohibition of child labor and forced labor, and prevention of significant safety issues.

4.13 COVID-19 Considerations

It is imperative to assess and mitigate the risks of COVID transmission among workers and to provide a safe environment for project workers and local communities. As a first step, contractors and workers on this project will:

- 1) Adhere to all COVID control protocols imposed by the Government of Pakistan and provincial authorities;
- 2) Where necessary, prepare and implement site-specific measures (as part of the project OHS plan) to mitigate the risks of COVID transmission among worker
- 3) Promote measures for preventing the spread of COVID among host communities.

As part of E&S screening, contractors will assess the risks of COVID transmission before undertaking project activities: site access, construction of labor camps, consultations with project stakeholders, and based on the assessment, ensure that basic COVID-19 protocols are observed such as maintaining social distancing and practicing safe hygiene. The OH&S Specialist will perform additional roles as the focal point for COVID-19 and coordinate site specific measures with local health authorities and community leaders. The World Bank's Technical notes and draft protocols may be referenced for further guidance on the assessment and management of COVID-19 risks at construction sites. Further to enforcing the compliance of environmental management, contractors are responsible and liable of safety of site equipment, labors and daily workers attending to the construction site and safety of citizens for each subproject site, as mandatory measures.

4.14 Grievance Mechanism

In any working environment it is essential for both employers and workers to be fully conversant with all aspects of disciplinary processes, the grievance handling procedures and the legal requirements and rights involved. In implementing an effective dispute management system consideration must be given to the disputes resulting from the following:

- i. Disciplinary action
- ii. Individual grievances
- iii. Collective grievances and negotiation of collective grievances
- iv. Gender-based violence, sexual exploitation and workplace sexual harassment, recognizing that SEA/SH cases require prompt response with a survivor centric approach (assuring quick access to services, confidentiality, safety, consent, non-discrimination and respect to any of the survivor)

4.15 Disciplinary Procedure

The starting point for all disciplinary action is rules. These rules may be implied or explicit and of course will vary from workplace to workplace. Some rules are implied in the contract of employment (e.g., rule against stealing from the employer), however it is advisable that even implied rules be included in the disciplinary code or schedule of offences. In an organized workplace these rules ideally are negotiated with the trade union and are often included in the Recognition Agreements signed by the employer and trade union. These workplace rules must be:

- i. Valid or reasonable;
- ii. Clear and unambiguous;
- iii. The worker is aware, or could reasonably be aware of the rule or standard; and
- iv. The procedure to be applied in the event the worker contravenes any of these rules

The Project Manager will establish a fair and effective disciplinary procedure in the workplace, as follows:

- i. Investigate to determine whether there are grounds for a hearing to be held;
- ii. If a hearing is to be held, the employer will notify the worker of the allegations using a form and language that the worker can understand;
- iii. The worker is to be given reasonable time to prepare for the hearing and to be represented by a fellow worker or a union representative;
- iv. The worker must be given an opportunity to respond to the allegations, question the witnesses of the employer and to lead witnesses;
- v. If a worker fails to attend the hearing the employer may proceed with the hearing in the absence of the worker;
- vi. The hearing must be held and concluded within a reasonable time and is to be chaired by an impartial representative.

If a worker is dismissed, it must be given the reasons for dismissal and the right to refer the dispute concerning the fairness of the dismissal. Therefore, it is incumbent upon the contractors to ensure that they have a disciplinary procedure and Code and standards which the workers are aware of. Each contractor will be required to produce this procedure to ensure that workers are not treated unfairly.

4.16 Contractor Management

The Project Management requires that contractors/Sub-contractor/third party labor suppliers, keep records and report on terms and conditions related to labor management. The contractor must provide workers with evidence of all payments made, including social security benefits, pension contributions or other entitlements regardless of the worker being engaged on a fixed term contract, full-time, part-time or temporarily. Where the contractor uses supplier for the provision of labor, the contractor will be responsible for ensuring that the supplier complies with the labor requirements contained within the contractor's C-ESMP, including ensuring that the supplier maintains a list of all workers, and that all workers are above the age of 18. The application of this requirement will be proportionate to the activities and to the size of the contract, in a manner acceptable to the Project Management and the World Bank:

- **Labor conditions:** records of workers engaged under the Project, including contracts, registry of induction of workers including CoC, hours worked, remuneration and deductions (including overtime), collective bargaining agreements;
- **Safety:** recordable incidents and corresponding Root Cause Analysis (lost time incidents, medical treatment cases), first aid cases, high potential near misses, and remedial and preventive activities required (for example, revised job safety analysis, new or different equipment, skills training, and so forth).
- **Workers:** number of workers, indication of origin (expatriate, local, nonlocal nationals), gender, age with evidence that no child labor forced labor and no trafficked labor is involved, and skill level (unskilled, skilled, supervisory, professional, management).

- **Training/ induction:** dates, number of trainees, and topics.
- **Details of any security risks:** details of risks the contractor may be exposed to while performing its work—the threats may come from third parties external to the project.
- **Worker grievances: details including occurrence date, grievance, and date** submitted; actions taken and dates; resolution (if any) and date; and follow-up yet to be taken— grievances listed should include those received since the preceding report and those that were unresolved at the time of that report.
- **COVID-19 Consideration:** Detail assessment and mitigation of the risks of COVID transmission among workers and to provide a safe environment for project workers and local communities.

5 RISK ASSESSMENT

The specific causality, magnitude and interconnectedness of effects related to labor influx depends on project's attributes and the local project context. Careful consideration is required in every case to understand the drivers that influence influx.

5.1 Project Configuration and Activities that Drive Labor Influx

- i. Size and skill need of the construction workforce
- ii. Mobility requirements of construction workforce (geographic spread of the project)
- iii. Types of goods and services needed during construction
- iv. Approaches to local hiring and procurement
- v. Land required (e.g., opportunities for compensation)
- vi. Service needs and plans of the project, including waste, water, and worker accommodation.

Local socio-economic context drivers, on the other hand, include:

- Size, skill mix and unemployment level of the local labor market
- Mix and structure of local businesses and industries
- Population density (rural versus urban context)
- Mobility/transiency of local population
- Geographic context, including proximity to other locations and regions
- Accessibility and transport routes
- Political climate and governance structures and capacity
- Overall absorptive capacity of host communities
- Existing social patterns such as poverty, crime or vulnerability patterns.

5.2 Risk Management Approaches for Labor Influx

Labor Influx Risk Screening, during project planning and ESIA scoping.

Comprehensive Baseline: Baseline local labor market dynamics so as to characterize the likelihood, significance and level of risk of labor influx.

Timely Availability of Workforce Estimates: Ensure that project information and planning documentation includes project workforce estimates (e.g., the size, origin, phasing and duration of the required workforce, range of skills required, workforce recruitment policy and management, procurement of goods and services, and approaches to worker housing and other utilities/services.

Relevance of Mitigation to Identified Risk: Mitigation measures need to be appropriately scaled to the identified risk. In high-risk cases, the project characteristics and the socio-economic setting warrant preparing a specific Influx Management Plan, though in most cases it would be sufficient to consider influx-related issues as part of the ESIA process.

Monitoring: Monitor for change throughout the project cycle on labor influx- related mitigation compliance and on mitigation effectiveness from projects/contractors. Ensure a documented monitoring program that tracks key social outcomes, changes and issues at regular intervals throughout the project lifecycle is in place.

Training: Ensure key staff, including contractors, receive training regarding the likelihood, significance and management of influx-related issues.

5.3 Assessment of Key Potential Labor Risks

The main labor risks associated with the SLR are assessed to be related to the potentially hazardous work environment, the associated risk of accidents and incidents at the work place, child labor and forced labor, labor influx and associated community health and safety risks, including SEA risks.

Child and Forced Labor: Based on current conditions in the infrastructure sector it is assessed that the risk of a child or forced labor is not significant, and prohibited by national legislation. Workers below the age of 18 will not be hired to work on the project. Workers will need to provide legally recognized documents such as Citizenship Card or Birth Certificate. Further, awareness- raising sessions will be conducted regularly to the communities to sensitize on prohibition and negative impacts of child and forced Labor. However, in practice in some sector of works there might be the risk of the non-compliance. As per the labor act special work permit need to be taken from Labor Office for using any migrant workers to prevent the risk of child labor and forced labor. Requirement of valid CNIC as proof of age as a child labor risk will be mandatory.

Labor Influx: Given the employment and supply chain opportunities that will be created from the project, labor influx in project areas is expected and assessed as a major risk. The focus of the SLR is to localize the economic benefits with minimal opportunities for outside labor to service work that require specialized/skilled labor that is not present in project localities. The priority for local labor (dependent on skill, experience capacity) is expected to minimize the risk of influx, where there is a requirement for special skills. For external workers, dedicated labor camps will be established for worker accommodation where required. Specific requirements to manage risks associated with labor influx, related to the interaction between project workers and local communities, such as communicable diseases and gender-based violence most specifically sexual exploitation and abuse and sexual harassment, will be managed through contractual requirements, code of conduct and training set out in this document. These procedures are guided by national legislation, ESS2 and ESS4.

Sexual Abuse and Exploitation/Sexual Harassment (SAE/SH): The SEA/SH risk assessment for the project is moderate, indicating the potential for labor to create or exacerbate patterns of SEA including SEA risk. All Construction workers will be males. Those who are away from home on the construction job are typically separated from their

family and act outside their normal sphere of social control. This can lead to inappropriate and criminal behavior, such as sexual harassment of women and girls etc. However, after executing mitigation measures proposed in the ESIA, the moderate risk will drop to low risk.

Occupational Health and Safety: OHS risk is likely to be high based on previous project experience. The expected risks relate to potential for injury, traffic-related accidents, falling from heights, poor working and living conditions of workers, and lack of PPEs.

COVID-19 considerations: The COVID-19 pandemic brings additional health and safety risks and challenges to the project due to the risk of COVID-19 transmission amongst workers and with the host community. State-imposed COVID control measures including movement restrictions, physical and social distancing can derail stakeholder engagement and consultations. It is therefore imperative to assess and mitigate the risks of COVID transmission among workers and to provide a safe environment for project workers and local communities.

Trafficking: Trafficking in persons is defined as the recruitment, transportation, transfer, harboring or receipt of persons by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power, or of a position of vulnerability, or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purposes of exploitation. Women and children are particularly vulnerable to trafficking practices. The project will enforce stringent requirements to ensure the contractor, sub-contractors; labor supply contracting agency will not hire trafficked workers. These requirements will be spelled out in the bidding document, contract and C-ESMP and in case of non-compliance contractor will be subject to legal prosecution by applicable national laws.

Mitigation Measures: **Table 5.1** summarizes Impacts and mitigation measures that can be used to mitigate the impacts of labor influx the table is organized according to the type of impact and delineates the different mitigation measures and responsibilities of the contractor, the Borrower and the Bank.

Table 5-1 Labor Camp Impact and Mitigation Measures

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
COMMUNITY IMPACT				
Disturbance of Privacy due to influx of labor	<ul style="list-style-type: none"> Provide adequate knowledge to the Project workers on relevant government regulations and require non-locals employed by the project to adhere to a social 'code of conduct' in terms of relations with local communities. 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
	<ul style="list-style-type: none"> • Provide employees and visitors with cultural awareness training. • Construct the construction camps away from the residential areas. 			
Community Safety	<ul style="list-style-type: none"> • A speed limit of 30 km/h shall be imposed on unpaved roads and link roads for reducing traffic accident risks and dust generation. • Traffic warning signs will be placed at community roads used for the movement of project vehicles • The camping sites of the Project site will be completely fenced off before the commencement of any other construction activities. Access to the site will be controlled and unauthorized people will not be allowed to enter. Children will not be allowed to enter the site under any circumstances • Dust emissions due to vehicular traffic will be minimized by enforcing the speed limit. Water will be sprinkled on unpaved surfaces where necessary. • All vehicles used by the project will undergo regular maintenance and will be tuned in accordance with the requirements of the NEQS. 	EPC Contractor	CSC	NHA
Religious , Cultural and Historical Sites	<ul style="list-style-type: none"> • No damage to religious, cultural and historical site anticipated during construction phase. 	EPC Contractor	CSC	NHA
Sanitation, Solid Waste Disposal, Communicable Diseases	<ul style="list-style-type: none"> • In order to maintain proper sanitation around construction sites, access to the nearby lavatories will be allowed or provision of temporary toilets will be made. Construction worker camps will be necessary, based on the scale of the works needed. The construction camp will be provided with toilets with soakage pits or portable lavatories or at least pit latrines. • Disposal of surplus materials must also be negotiated through local authority approvals prior to the commencement of construction. If surplus materials arise from the removal of the existing surfaces from specific areas, it will be used elsewhere on the Project before additional soil, rock, gravel or sand is brought in. The use of immediately available material will generally minimize the need for additional rock-based materials extraction from outside. 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
	<ul style="list-style-type: none"> Contractual clauses will require the Contractor to produce a materials management plan (one month before construction commences) to identify all sources of cement and aggregates and to balance cut and fill. The plan should clearly state the methods to be employed prior to and during the extraction of materials and all the mitigation measures to be employed to mitigate nuisances to local residents. Financial compensation shall not be allowed as mitigation for environmental impacts or environmental nuisance. Contractual clauses will require the Contractor to produce a solid waste management plan so that the proper disposal of waste can be ensured. 			
LABORER ISSUES				
Recruitment and selection	<ul style="list-style-type: none"> Human Resources policy and/or procedure that covers recruitment and selection processes including at least: <ul style="list-style-type: none"> ❖ Selection criteria of each position ❖ Method of recruitment ❖ Places of recruitment ❖ Transparency clauses Selection of skilled workers on merit, no religious prohibition. Need based selection of workers to avoid more hiring than desired. Follow KP labor policy 2018/ILO laws and restriction on child labor hiring. 	EPC Contractor	CSC	NHA
Keeping up with compliance regulations	<ul style="list-style-type: none"> General orientation of the labor before entering in camp site. Training of the labor on rules and regulations on daily basis. Display all the implementing regulation on notice board which can easily be approachable. Display in Urdu and English language to avoid communication barriers. 	EPC Contractor	CSC	NHA
Communication problems	<ul style="list-style-type: none"> Prefer the hiring of local workers to avoid language barrier. Hired the worker who can speak and understand the local area language Restriction on politically influence grouping among the labor that can affects the project. Displacement of information on multiple language to avoid language problem. 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
Accommodation and Transportation	<ul style="list-style-type: none"> • Design camp by follow WB/IFC and OSHA standards to accommodate labor at camp site. • Not more than three workers accommodated in the same room, with separate beds for each worker, partitions to ensure privacy and a minimum distance of one meter between beds; • Not more than one worker per five square meter (surface) and one worker per ten cubic meters (volume); • one hand wash sink per ten persons; • one toilet per ten persons; • one urinal per fifteen persons; • one shower per ten persons; • regular cleaning of soil and sanitary facilities and regular washing of bed linen; and • Separate storage provided for boots and PPE. • Buses for daily pick and drop from camp to site and vice versa. 	EPC Contractor	CSC	NHA
Kitchen Facilities	<ul style="list-style-type: none"> • Proper kitchen facilities at camp site such as sitting arrangement • Hygienic food should be provided at camp site on subsidies rate/free of cost • Kitchen should be at walking distance • Kitchen staff should be enough to facilitates the capacity of labor • Behavioral training of the kitchen staff • Kitchen should be clean and up to the standard • Contractor should provide gas cylinder for cooking purpose and avoid use of wood as a fuel 	EPC Contractor	CSC	NHA
Lighting	<ul style="list-style-type: none"> • Light should be enough at each labor camp • Use of white light in inside labor camp to avoid irritation • Generator should be there to cop-up electricity cut-off • Proper lightening on the watch tower & fencing of the camp boundary. 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
Waste Generation	<ul style="list-style-type: none"> • The waste generated from the camp site should be disposed of at approved sites; • Burning of waste shall be prohibited; • Proper labeling of waste containers, including the identification and quantity of the contents, hazard contact information should be carried out; • Training of employees involved in the transportation of hazardous material regarding emergency procedures should be ensured; • Waste pile should be controlled so that it does not spread and start to impede other activities, and stays at a height that it does not become a safety hazard. Barricades may also be placed around the pile to delineate the safe distance for other workers; • Residual and hazardous wastes such as oils, fuels, and lubricants should be disposed of via licensed third parties; • Liquid waste, such as grey water, sewage, and other wastewater should be disposed of in nearby drain. • The construction camp will be provided with toilets with soakage pits or portable lavatories or at least pit latrines. 	EPC Contractor	CSC	NHA
Drinking Water Supply	<ul style="list-style-type: none"> • Supply sufficient quantities of water at all times, either from regular taps if drinking water quality can be ensured or in bottles. • Free of cost water supply in case of bottle water • Administration must ensure the availability of water 24/h. • At each labor camp water cooler should be provided 	EPC Contractor	CSC	NHA
Pest Management	<ul style="list-style-type: none"> • Contractor must ensure hygiene condition at camp site before the labor mobilization • Pest extermination, vector control and disinfection are carried out throughout the living facilities on site as required and pests and vectors are monitored on a regular basis • Pest control spray on regular basis to avoid any incident • Tree plantation to enhance scenery beauty 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
Washroom Facilities	<ul style="list-style-type: none"> • Suitable and sufficient sanitary conveniences shall be provided at readily accessible places • Allow workers to leave their work locations to use a restroom when needed. • Provide an adequate number of restrooms for the size of the workforce to prevent long lines. • Avoid imposing unreasonable restrictions on restroom use. • Ensure restrictions, such as locking doors or requiring workers to sign out a key, do not cause extended delays • Must ensure 6 to 7 wash room for 150-160 labor • Washing of washrooms on regular basis to avoid spread of any infectious disease • Ensure the supply of water at washroom 24/7 	EPC Contractor	CSC	NHA
Fencing	<ul style="list-style-type: none"> • Fencing and create a sound barrier between camp site and other residency. • Labor camp should be away from the community • Eliminate unsightly views to avoid any unconformity • Properly fence the camp site to avoid the entrance of un-authorized person • Keep away wild animal that can cause harm to the labor • Contractor must install security cameras and guards at all the camp sites • Identification of labor/person before entering in the camp site • Camping opening and closing times should be properly displayed at the camp site and instructions on regular basis must be provided to labor • Use appropriate sign boards on the entrance of the camp site 	EPC Contractor	CSC	NHA
Emergency Response Plan/Terrorism	<ul style="list-style-type: none"> • Contractor must ensure the Emergency response plan at camp site • Proper training of the laborer to handle any unconformity. • Emergency numbers such as Police, FC, Rescue 1122 etc. should be displayed at camp site • Mock drills at camp site by third 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
	party such as Rescue 1122			
Violations, including inappropriate behavior and crime (including prostitution, theft and substance abuse)	<ul style="list-style-type: none"> • Sourcing of local workforce; • Creation of supervised leisure areas in workers' camp; • Cooperation with local law enforcement; • Introduction of sanctions (e.g., dismissal) for workers involved in criminal activities; • Provision of substance abuse prevention and management programs. 	EPC Contractor	CSC	NHA
Adverse impacts on community dynamics	<ul style="list-style-type: none"> • Provision of services in the workers' camp to reduce the need for workers to use local community facilities (internet, sports); • Provision of entertainment and events for workers within camp to reduce incentives for mixing with local community. 	EPC Contractor	CSC	NHA
Influx of Additional Population	<ul style="list-style-type: none"> • Contractor to hire workers through recruitment offices and avoid hiring "at the gate" to discourage spontaneous influx of job seekers. 	EPC Contractor	CSC	NHA
Increased burden on public service Provision	<ul style="list-style-type: none"> • Workers' camp to include electricity, • wastewater disposal and septic systems, dedicated healthcare facilities or support of local healthcare services; • Identification of authorized water supply source and prohibition of use from other community sources; • Separate service providers for community and workers' camp/construction site; • Code of Conduct or worksite procedures on personal water and electricity consumption. 	EPC Contractor	CSC	NHA
Increased risk of communicable diseases (including STDs and HIV/AIDS)	<ul style="list-style-type: none"> • Screening worker influx for communicable disease and providing treatment, as appropriate, to reduce exposure to local population • Vaccinating workers against common and endemic (locally 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
	<ul style="list-style-type: none"> prevalent) diseases; Contracting of an HIV service provider to be available on-site in high risk areas, where worker numbers are above a certain threshold; Implementation of HIV/AIDS education program; Information campaigns on STDs among the workers and local community; Education about the transmission of diseases, age of consent in project area, and reminder about Code of Conduct commitments and sanctions for non-compliance; 			
Gender-based violence, including sexual harassment, child abuse and exploitation	<ul style="list-style-type: none"> Contractor Code of Conduct developed, incorporated into workers' contracts, and training and socialization on it provided to workers Mandatory and regular training for workers on required lawful conduct in local community and legal consequences for failure to comply with laws; Commitment / policy to cooperate with law enforcement agencies investigating perpetrators of gender-based violence; Creation of partnership with local civil society organization to report workers' misconduct and complaints/reports on gender-based violence or harassment; Provision of opportunities for workers to regularly return to their families; Provision of opportunities for workers to take advantage of entertainment opportunities away from rural local communities. 	EPC Contractor	CSC	NHA
Child labor and school drop out	<ul style="list-style-type: none"> Local community provided with information on contractor's policies and Code of Conduct Ensuring that children and minors are not employed directly or indirectly on the project. 	EPC Contractor	CSC	NHA
Local inflation of prices and crowding out of local consumers	<ul style="list-style-type: none"> Appropriate mix of locally and non-locally procured goods to allow local project benefits while reducing risk of crowding out of and price hikes for local consumers. 	EPC Contractor	CSC	NHA

Activity/Impact	Mitigation Measures	Responsibility		
		Implementing	Supervision	Monitoring
Increased pressure on accommodation and rents	<ul style="list-style-type: none"> • When accommodation supply is limited establishment of workers' camp facilities with sufficient capacity for workers— including sub-contractors—and associated support staff. 	EPC Contractor	CSC	NHA
Increased traffic and rise in accidents	<ul style="list-style-type: none"> • Preparation and implementation of a traffic management plan to be approved by supervision engineer; • Building additional/separate roads to project and workers' camp sites; • Organization of commute from camp to project to reduce traffic; • Road safety training and defensive driving training for staff; • Sanctions for reckless driving, speed limits on project vehicles, and route/time management where in proximity to populations, such as lower speed limits near schools and avoidance of certain times of day when more pedestrians are on the road. 	EPC Contractor	CSC	NHA

5.4 Monitoring, Reporting and Supervision during Implementation

5.4.1 Monitoring and Reporting

As part of the ESMP or related management plans, a monitoring and reporting system is required as IA, supervision consultant and contractor of the project will have to monitor implementation progress and report to the WB. The cost of monitoring will be included in the cost of the ESMP, related management plans or Operation Manual (as applicable). The main objectives of the monitoring are to:

- Help identify the presence and significance of project-related impacts on local communities;
- Ensure that adequate mitigation measures are established (and modified as needed) and implemented in a timely manner;
- Ensure that the mitigation measures are achieving their objectives of addressing corresponding impacts, and
- Provide information to adjust the ESMP, related management plans or Operation Manual according to the results achieved and new circumstances or findings (including reporting on accident rates, traffic incidents, fatalities, grievance management, etc.).
- Monitoring of and reporting on the project to be complemented by an effective GRM in order to address issues arising from project implementation. An effective GRM also helps to detect unanticipated or recurring problems, and to manage them. The project will set up and supports the GRM, in a manner satisfactory to the Bank, to receive, manage and facilitate resolution of stakeholders' concerns and grievances in a timely manner.
- The IA ensures contractor compliance with the applicable management plans (ESIA, CESMP, LIMP and Workers' Camp Management Plan). This includes a regular review of progress and compliance reports issued by the supervision engineer and contractor, facilitating consultation meetings with the host community during site visits, and tracking and recording the number of project workers recruited by contractors within and from outside the communities.

5.4.2 Mitigation Planning

- a. Planning for the mitigation of influx-related social impacts is something that should show up in the ESIA or related documents prepared by the project proponent, such as an ESMP or Contractor Environmental and Social Management Plan (CESMP). Where the risk of significant influx and associated negative social impacts is found to be high, it may be appropriate to prepare a stand-alone influx management plan.
- b. There are a number of mitigation measures put forward in the planning stage that are particularly important for minimizing adverse social effects stemming from labor influx.

Although many of these mitigations are developed in order to address other issues, they also provide benefit in managing influx-related issues, and include the following:

- Camp-based worker housing;
- Provision of camp-based medical services to avoid strains on local services;
- Ensuring adequate health and safety conditions for workers and promoting HIV/AIDS awareness;
- Worker codes of conduct, including training on conduct expectations;
- Social and cultural awareness training for workers;
- GRMs for community members (not limited to resettlement);
- Maximizing local employment;
- Special initiatives to support women’s economic opportunities and protections, particularly for Indigenous women. Component 2 (creating business opportunities for women) is specifically dealing with these initiatives, where local women will be linked with this component.

5.4.3 Performance Indicators

Performance indicators are used to measure and track performance against the effectiveness of mitigation and control measures described in this Plan. Indicators can be divided into two groups: leading indicators and lagging indicators. Leading indicators predict actions to be taken to prevent a risk from escalating - such as complaints from workers about, for example, the quality of camp food. An example of a lagging indicator would be a work stoppage over camp conditions. General performance indicators may also be relevant, such as training and awareness numbers.

Performance indicators must be measurable against a specified target. The performance indicators outlined in **Table 5.2** apply to this Plan:

Table 5-2 Labor and working conditions performance indicators

Performance Indicator	Measurement	Target/Benchmark	Frequency of Report
Grievances lodged	Type and number	Closed or adequately responded to within 30 days	Monthly
Disciplinary cases	Type and number	Reduction in disciplinary breaches	Monthly
Pay slip queries	Type and number	Downward trend	Monthly

Includes grievances the employee grievance process and community grievances relevant to labor and working conditions.

Lost hours due to site working action	Lost hours	Zero	Monthly
Camp committee issues raised	Type and number	Closed before next meeting	Monthly
Food or lodging complaints	Type and number	Reduction and/or downward trend	Monthly

Performance indicators should be carefully recorded and graphed where relevant for remedial action to reduce potential risks. They will form a key component of monthly reporting to NHA.

5.4.4 Non-conformance and Corrective Action

An Environmental and Social Action Tracking System will be used for tracking and stewardship of non-conformances identified as part of assessment and audit activities described in this Plan.

5.4.5 Reporting

A periodic report will be compiled to address the labor and working conditions aspects contained in this Plan, including the following for both IA and contractor activities:

Workplace

- Grievances lodged by type and number, illustrated with graphs. Open grievances by type and number
- Disciplinary action by type and number, including graphs
- Induction training numbers, queries and comments
- Issues raised by workers' committees and action taken
- Workforce numbers by local and foreign workers - actual against planned
- Actual demobilization numbers against planned targets, Incidents Industrial relations incidents - stoppages go slows, threats, damage to property, violence
- Lost hours by category
- Absenteeism, sick leave and late arrivals

Camp

- Grievances lodged by type and number, illustrated with graphs. Open grievances by type and number
- Disciplinary action by type and number, including graphs
- Induction training numbers, queries and comments
- Issues raised by camp committees and action taken
- Camp numbers by local and foreign workers - actual against planned

- Camp incidents
- Food or lodging complaints
- Recreation activities

5.4.6 Training and Awareness

Before the development of a training and awareness program, a needs analysis will be conducted. The needs analysis will be based on requirements of this Plan. It involves a basic assessment of the knowledge and skills of the people involved in training implementation. Regardless of the outcome of the need's analysis, the training and awareness program will over, at a minimum, the areas outlined in **Table 5.3**.

Table 5-3 Training and awareness plan

What	Who	When	Frequency
Mitigation measures including all procedures	<ul style="list-style-type: none"> • Supervisors and senior camp management • Personnel who will be involved in training, reporting or monitoring 	Prior to commencement of work	Once prior to commencement of work
Workplace induction including: <ul style="list-style-type: none"> • Pay slips • Disciplinary and grievance procedures • Cultural awareness • Code of conduct 	All workers	Prior to commencement of work	Annually
Camp induction including: <ul style="list-style-type: none"> • Rules and regulations • Code of conduct • Camp committee system • Camp food complaints system • Interaction with communities • Health, safety and security 	All camp residents	Prior to commencement of work	Annually
Monitoring	Personnel who will be conducting monitoring events	Before monitoring commences	Annually

Reporting and performance indicators	Personnel who will be compiling reports relating to labor and working conditions	Before reporting commences	Annually
Human rights awareness	Senior Management, Supervisors, security personnel (staff and contracted)	Prior to commencement of work	As required by changes in training materials or awareness topics

6 LABOR INFLUX MANAGEMENT PLAN (LIMP)

6.1 Introduction

The Labor Influx Management Plan (LIMP) sets out the project's approach to meeting national requirements as well as the objectives of the relevant World Bank's Environmental and Socials operational policies and Environmental, Social, Health and Safety (EHSS) guidelines and Managing the Risks of Adverse Impacts on Communities from Temporary Project Induced Labor Influx 2016 guidelines. The proposed LIMP comprises of the implementation mechanism, compliance measures and promotes fair treatment, nondiscrimination and equal opportunity of project workers.

Since labor influx is temporary and transient. Therefore, It typically occurs during or just prior to construction of a project or over a finite time-period when significant excess labor capacity is required. Project-induced labor influx may be direct, indirect or associated which are discussed as under:

- **Direct labor influx:** non-local people induced to the project area by employment just before or during the construction stage, and who are hired or contracted directly by the proponent and/or the main contractors.
- **Indirect labor influx:** non-local people who have been induced to the project area by the prospect of employment and are hired by sub-contractors and local businesses who provide goods and services to the main contactors or to the mobile workforce.
- **Labor-associated influx:** non-local people induced to the project area who have or are seeking association with the direct or indirect project workforce and may include: workers' families or relations, sex trade workers, local businesses, speculative job seekers and others.

Out of 150-160 total construction workers, approximately 50 non-local skilled/highly skilled workers will be engaged.

6.2 Scope of LIMP

The construction of civil works for which the required labor force and associated goods and services cannot be fully supplied locally. The reason for this may be the unavailability and lack of technical skills and capacity in the locality. In such cases, the labor force either totally or partially needs to be brought in from outside the project area. Therefore, this influx is compounded by an influx of other people ("followers") who follow the incoming workforce with the aim of selling them goods and services, or in pursuit of job or business opportunities and thus may affect the project area negatively in terms of public infrastructure, utilities, housing, sustainable resource management and social dynamics.

In this regard, the LIMP is required to be furnished and implemented during construction activities as part of Environmental and Social Management Plan (ESMP) keeping in view

World Bank operational and safeguards policies, and WB Social Management Framework (SMF).

6.3 Objectives of LIMP

The objective of LIMP is to ensure appropriate workers' management procedures and enhance the development benefits of SLR project by treating workers in the project fairly and providing safe and healthy working conditions for project sustainability. The specific objectives of the plan are to:

- Promote fair and equitable labor practices for the fair treatment, non-discrimination and equal opportunity of workers
- Establish, manage and promote a healthy management-worker relationship
- Protect workers' rights including migrant and third-party workers
- Promote healthy, safe, secure and comfortable accommodation that does not impact negatively on the communities in the surrounding area.

6.4 Assessment and Management of Impacts of Labor Influx on Communities

- Screening and assessment of the type and significance of potential social and environmental impacts that may be generated by labor influx;
- Development of a management plan for social and environmental impacts in consultation with affected communities;
- Implementation of appropriate mitigation and monitoring programs, which includes development and implementation of a stakeholder engagement program;
- Establishment of a grievance redress mechanism (GRM) for workers and host community; and
- Monitoring and supervision, and, as needed, adaptive management actions.

6.4.1 Initial Screening

Table 6.1: Initial Screening Aspects & Observations

Key Screening questions	Aspects to Consider	Observation
1. Will the project potentially involve an influx of workers to the project location, and will the influx be considered significant for the local community?	<ul style="list-style-type: none"> • How many workers will be needed for the project, with what skill set, and for what period? • Can the project hire workers from the local workforce? • What is the size and skill level of the existing local workforce? 	<ul style="list-style-type: none"> • Quantity of workers and skilled labor will be finalized after the hiring of EPC contractor. • It depends on the availability of workforce. During hiring first priority will be to hire from the local manpower. • During survey it is observed that majority people are farmers that's will count in unskilled labor. The second

	<ul style="list-style-type: none"> • If the skill level of the local workforce does not match the needs of the project, can they be trained within a reasonable timeframe to meet project requirements? • How will the workers be accommodated? Will they commute or reside on site? If so, what size of camp will be required? 	<p>observed occupation is truck and car drivers.</p> <ul style="list-style-type: none"> • It depends upon the availability of the workforce. Staff training will be a part of the contractor bid document and it will be the responsibility of the supervision consultant to must ensure worker trainings. • The workers will accommodate on site. As per OSHA standard 1910.142 for labor accommodation 50 square feet space is required for each worker. Therefore, in a camp of 10 labor 500 square feet area is required.
<p>2. Is the project located in a rural or remote area?</p>	<ul style="list-style-type: none"> • What is the size of local population in the project area? • Is the project located / being carried out in an area that is not usually frequented by outsiders? • What is the frequency and extent of contact between the local community and outsiders? • Are there sensitive environmental conditions that need to be considered? 	<ul style="list-style-type: none"> • It is estimated that more than 50 thousand people are living in the project area, but direct affected peoples will be few thousand. • Yes, the project area is not frequently used by outsiders. • As mostly the area is rural and tribal there are very low frequency of contact between local community and outsiders. • The project area is in agricultural land and passing through rural settlement. No, there is no sensitive environmental condition that the needs to be given special attentions.
<p>3. Based on the socio- economic, cultural, religious and demographic qualities of the local community and the incoming workers, is there a possibility that their presence or interaction with the local community could create adverse impacts?</p>	<ul style="list-style-type: none"> • Is it likely that the incoming workers and the local community come from a shared socio-economic, cultural, religious or demographic background? • What is the level of existing resources, and will the incoming workers use or create competition for these resources? • What is the expected duration of the incoming workers' presence in the community? • Given the characteristics of the local community, are there any specific adverse impacts that may be anticipated? 	<ul style="list-style-type: none"> • Majority of the workers should be hired from the local community to avoid any conflict among the locals and outsiders. The area is rich of educational and technical peoples and semi urban so there will be no or very limited requirement of unskilled labor from outside. • There is a plenty of resources like water availability, food and other basic facilities in the project area. The toilet facility is the major concerns as there are no public toilet in the project area. • It depends upon the duration of the construction and desired quantity of the workers. • The local people belong to a rural area, due to labor influx there will be a privacy disturbance issue for locals that will create an adverse impact.

6.4.2 Detailed Screening for Labor Influx Impacts

Table 6.2: Screening for Potential Impacts due to Labor Influx

Factors relating to	Aspects or information to consider	Observation
Project and civil works	<ul style="list-style-type: none"> • Size of the project, the duration of construction (and possible stages) • Type of project footprint (single site, linear, clustered) • Project size in relation to local community, taking into account project type and distance • Community experience with similar projects in the area, including possible legacy issues from other projects • Likely number of contractors and sub-contractors • Presence of other projects in the area with work force requirements. 	<ul style="list-style-type: none"> • The size of the project is 44 Km in length and 100 meter in width. • The project alignment is linear in nature and directly impact the agriculture residential and commercial area. • The project is construction of Southern Link road which is about 41.6 km long starting from Qadam Road district Khyber to Taro Jabba village main G.T road District Nowshera. • The community have experienced some development projects. Recently in Jabba Khalisa village, National Institute of Food and Agriculture (NIFA) purchased a land for construction of building in below market rate, therefore the case is in Supreme Court. The other case is CASA Grid Station land, the peoples are still not satisfied. • There are many roads rehabilitation, society's development projects are ongoing in and around the proposed project alignment. • There is abundance of man power in the area and can fulfill the work force requirement.
Incoming labor force and migrants	<ul style="list-style-type: none"> • Ability to provide local workers to reduce labor influx • Likely numbers of expected incoming workers and where they would come from (non-local, national, foreign, rural, urban) • Proposed accommodation options for workers 	<ul style="list-style-type: none"> • Yes, it's possible to hire both unskilled and skilled labor locally available to reduce outside labor hiring. In the area, there is sufficient labor force. • Mostly workers will be hire locally but also from the other parts of the province that's depends on the requirement. At this time, it's not possible to anticipate the number of expected workers. After the hiring of EPC contractor, he can give an estimate. • Most of the worker will be local, however labor camps will be established at two places. These camps are proposed, contractor can change camp suit as per site suitability.

	<ul style="list-style-type: none"> Proposed mode of transport from point of origin, and between labor camp(s) and site(s) Likelihood that family members accompany workers (visiting, resident) Service providers, including businesses and individuals aiming to provide goods and services to the project, contractors, sub-contractors, and workers 	<ul style="list-style-type: none"> This is the contractor responsibility for safe pick/drop of labor at work sites. Only male visitors can come in camp area but not for night stay. Yes, there are many services provider available in the market. They have no hesitation to provide good to project staff.
Labor issues and conditions	<ul style="list-style-type: none"> National legislation on employment of workers relevant to project (migrant workers, minimum age, etc.) Country- and sector-specific considerations, including coverage and enforcement of legislation Borrower capacity to manage labor influx issues with support from supervision engineer Capacity and track record of contractors and sub-contractors to manage labor influx issues 	<ul style="list-style-type: none"> All the acts National and International Acts/legislation are given in this report chapter 2. NHA will bound the EPC contractor to follow the National and legislation Written in this report. It is expected that borrower have full capacity to handle and the support of client will fully cooperate and supervise. It will be considered at the time hiring to see the contractor reputations in case of capacity and track records of contractors.
Local community	<ul style="list-style-type: none"> Size of working-age population and capacity (education, skills, experience) Capacity of local public infrastructure, services and utilities (including health, education, transportation, water and sanitation, electricity, etc.) and budget supporting their provision Local government capacity and track record in the project area, including law enforcement Socio-economic and cultural characteristics of local population Availability of worker accommodation in the community and related cultural rules Level of local food supply and possible shortages and cost issues Existing health or environmental issues and potential for deterioration 	<ul style="list-style-type: none"> The workers having age between 18-60 will be hired for unskilled labor. All type of labor with relevant education, skills and experience are available in the area. The facilities like health, education, electricity, sanitation and transportation are not enough to meet the demands of the local. These require further improvement. The track records show comply of labor enforcement is some extant appropriate but not excellent..... The mostly people are dependents on agriculture. Joint family system is common in Pakistan villages but villagers are friendly by nature. The people are financially not sound and a lot of peoples are below poverty line. The space for worker accommodation will be available and there will be no cultural difference, as the worker will be either from project area or surrounding area. As the project area is in rural and urban both, therefore no such shortages and cost issues.

	<ul style="list-style-type: none"> Existing security or conflict risks, and potential for exacerbation Presence of specific marginalized, vulnerable, ethnic, and/or indigenous groups and considerations relating to these 	<ul style="list-style-type: none"> There is no major health or environmental issues observed during the field visits. Yes, there will be security/ conflict risk in the area especially in Khyber district. But it to be manage through District Administration. There are 86 vulnerable PAPs
Borrower / Government	<ul style="list-style-type: none"> Capacity of the responsible line ministry or agency for the preparation and implementation of the project Capacity and track-record of entities responsible for managing labor issues, including project-specific labor influx Capacity to assess and manage social and environmental risks 	<ul style="list-style-type: none"> The National Highway Authority have full capacity and capability to implement the project. This has been discussed in report in detail. The NHA has a competent environment and social department to tackle any kind of social/environmental issues. Before hiring a contractor, this must be considered to have a good background and social and environment team to tackle any un-conformities.

6.5 How to Minimize Labor Influx/Management

If contractors are able to identify a suitable labor pool locally, they will not need to bring in large numbers of laborers, which will not only limit negative impacts, but also reduce the contractor's costs as they will not need to provide as large a labor camp. The recruitment criteria should be transparent and fair to local communities to avoid conflicts. One approach successfully used in a Bank-supported project was for the NHA to advertise upcoming opportunities through the local media and, in consultation with the Ministry of Labor, prepare a roster of interested workers and their skills. The lists were provided to contractors at the pre-bid meetings for recruitment consideration. At the same time, the Government advised contractors that work permits would only be provided for workers with skills unavailable locally. This served to minimize the imported labor on the project. Prohibiting contractors from hiring "at the gate" of the workers' camp and instead setting up formal recruitment offices is another option to discourage project "followers" from loitering and/or settling around the project site in hope of job opportunities.

Effective implementation of mitigation measures depends on NHA cooperation and commitment. The contractor implements the required works on behalf of the Borrower and it remains the Borrower's responsibility to ensure that the project – including such civil works – is implemented in accordance with the Bank's policies. To ensure that the mitigation measures are contractually binding and actually implemented, they must be addressed in three key agreements:

Contract between the Borrower and the contractor: The Borrower, with advice from the WB, needs to ensure that labor influx issues are adequately covered in the contract

between the Borrower and the construction contractor during the bid submission, bid evaluation and contract awarding. Standard bidding documents and construction works contracts do not fully address all the details or project-specific aspects related to labor influx and associated social and environmental risks, impacts and mitigation measures. It is the responsibility of the Borrower, with advice from the Bank, to conduct due diligence and address these risks. This is done by: (i) including “particular conditions of contract” (PCCs) relating to labor influx, and (ii) ensuring that the key safeguard documents such as the ESIA, Labor Influx Management Plan and/or Workers’ Camp Management Plan, or other relevant documents, are included in the bidding document.

Contract between the Borrower and the supervision engineer: During construction, the supervision engineer acts on behalf of the Borrower and is assigned contractual authority on behalf of the Borrower implementing the project. The terms of reference for the supervision engineer need to be specific with regard to their responsibilities for managing safeguards, in particular labor influx, and they should have appropriate staff on their team to ensure this is done effectively. For major projects an independent supervision engineer solely for safeguards oversight should be considered.

To improve the consideration of environmental, social and health aspects in contract management, the NHA is currently piloting additional procurement measures. These measures aim at strengthening social and environmental provisions in contracts for contractors as well as supervision engineers, specifically when civil works are carried out in, or near, vulnerable communities and in other high-risk situations. The proposed measures would require: (i) enhanced disclosure by bidders about their past social and environmental performance, (ii) demonstration in the bid by the bidder of how social and environmental issues would be addressed, and (iii) contract provisions that would allow financial penalties and incentives for social and environmental non-performance.

6.6 Labor Influx and SEA/SH

Contractors will need to maintain labor relations with local communities through a code of conduct (CoC). The CoC commits all persons engaged by the contractor, including sub-contractors and suppliers, to acceptable standards of behavior. The CoC must include sanctions for non-compliance, including non-compliance with specific policies related to SEA/SH (e.g., suspension, termination). The CoC should be written in plain language and signed by each worker to indicate that they have:

- i. Received a copy of the CoC as part of their contract;
- ii. Had the CoC explained to them as part of the induction process;
- iii. Acknowledged that adherence to this CoC is a mandatory condition of employment;
- iv. Understood that violations of the CoC can result in serious consequences, up to and including dismissal, or referral to legal authorities.

A copy of the CoC shall be displayed in a location easily accessible to the community and project- affected people. It shall be provided in Urdu.

Contractors must address the risk of gender-based violence, through:

- i. Mandatory training and awareness-raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women. Training may be repeated;
- ii. Informing workers about national laws that make SEA/SH a punishable offence which is prosecuted;
- iii. Adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence;

The contractor will prepare Risk Mitigation Action Plan with a clear set of rules and responsibilities, detailing how related costs will be paid in the contract, in the procurement documents to mitigate risks.

A local GBV Firm will also provide services in addressing SEA/SH related grievances, in addition to community awareness raising, training workers, etc.

6.7 Community Engagement

1. Information disclosure, community involvement, and GRMs are fundamental for projects that have potentially significant social and environmental impacts. Extensive guidance has been written on community engagement in general, and specifically regarding labor influx issues. The section below highlights some key elements.
2. Transparent local community engagement and participation shall be considered during initial project decision-making and continue routinely throughout the life of the project. The key objectives for a project's community engagement are to:
 - provide accurate and timely information,
 - help manage community expectations,
 - help promote widespread awareness and understanding of potential issues and measures to address them, and
 - Harness local knowledge about potential risks and pre-existing problems.

In this context, it is important to specifically target vulnerable groups, including women and children. Engaging community service organizations active in these areas may help to provide such outreach.

3. Collecting timely feedback from local communities on the project's social and environmental performance is an invaluable tool for risk management. To allow for such feedback, the project requires an effective communication system to disseminate relevant information and receive input in a timely manner.

4. A working project-level GRM that is known to and accessible by the host community is indispensable to manage labor influx related risks. This GRM will be part of the Borrower's and contractor's community engagement efforts. It is important that the GRM be sensitive to all reported concerns and not be limited to dealing with specific issues only (i.e., compensation or land acquisition). An effective GRM shall be able to refer complainants to police and other service providers where appropriate (e.g., in case of gender-based violence complaints).

7 CONCLUSION AND RECOMMENDATION

7.1 Conclusion

If contractors can identify a suitable labor pool locally, they will not need to bring in large numbers of laborers, which will not only limit negative impacts, but also reduce the contractor's costs as they will not need to provide as large a labor camp. The recruitment criteria should be transparent and fair to local communities to avoid conflicts. At the same time, the Government advised contractors that work permits would only be provided for workers with skills unavailable locally. This served to minimize the imported labor on the project. Prohibiting contractors from hiring "at the gate" of the workers' camp and instead setting up formal recruitment offices is another option to discourage project "followers" from loitering and/or settling around the project site in hope of job opportunities.

Effective implementation of mitigation measures depends on NHA cooperation and commitment. A strong monitoring and reporting system is required, the project implementing agency, i.e., NHA, the supervision engineer and the contractor to monitor implementation progress and report to the Bank. The cost of monitoring will be included in the cost of the ESMP, related management plans and other operation manual.

Based on the impacts of labor on environment and social of the proposed SLR project, the major impacts are summarized as under:

- Accommodation and Transportation
- Kitchen Facilities
- Lightening at Camp Site
- Waste Generation
- Drinking Water Supply
- Washroom Facilities
- Improper Fencing around Camp Site
- Emergency Response Plan/Terrorism

To cater these impacts mitigation measure are suggested in the document to avoid disturbance to local community as well as environment.

7.2 Recommendations

- Camp site should be away from the community to avoid any unconformity.
- Design camp by follow WB/IFC and OSHA standards to accommodate labor at camp site
- Pest extermination, vector control and disinfection are carried out throughout the living facilities on site as required and pests and vectors are monitored on a regular basis
- Before the mobilization of the labor to camp site must ensure all the requisites arrangement such as drinking water availability, washroom and living rooms.

- Provide an adequate number of restrooms for the size of the workforce to prevent long lines.
- Hygienic food should be provided at camp site on subsidies rate/free of cost.
- Residual and hazardous wastes such as oils, fuels, and lubricants should be disposed of via licensed third parties;
- Liquid waste, such as grey water, sewage, and other wastewater should be disposed of in nearby drain.
- Contractor displays all the implementing laws in Pashto and Urdu so that's labor can understand and comply with rules and regulations.
- Properly fence the camp site to avoid the entrance of un-authorized person.
- Emergency numbers such as Police, FC, Rescue 1122 etc. should be displayed at camp site.
- Mock drills at camp site by third party such as Rescue 1122.

Annexure I

