



Labour Management Procedures (LMP)

(Revised Draft Version 27.11.2025)

Maharashtra Resilience Development Project (MRDP)



CLIMATE-INFORMED FLOOD RISK MANAGEMENT



MULTI-HAZARD RESILIENCE IN DISTRICTS AND CITIES



ENHANCED EMERGENCY MANAGEMENT CAPACITIES



PRIVATE CAPITAL MOBILIZATION FOR RISK FINANCING



Maharashtra Institution for Transformation

EXECUTIVE SUMMARY

The Maharashtra Resilience Development Project (MRDP), spearheaded by the Government of Maharashtra (GoM) with support from the World Bank, is a transformative initiative aimed at enhancing disaster resilience and climate adaptation across the State. As part of its commitment to socially inclusive and environmentally sustainable development, MRDP has adopted a comprehensive Labour Management Procedure (LMP) to ensure ethical, safe, and legally compliant labour practices throughout the project lifecycle. The LMP is a critical component of the broader Environmental and Social Management Framework (ESMF) and aligns with both Indian labour laws and the World Bank’s Environmental and Social Standard 2 (ESS2). Four labour codes notified on November 21, 2025, viz., Code on Wages, 2019, Industrial Relations Code, 2020, Occupation Safety, Health and Working Conditions Code, 2020, Code on Social Security, 2020 are made applicable.

The LMP applies to all categories of workers engaged in MRDP activities, including direct workers employed by the Project Management Unit (PMU) and Project Implementation Units (PIUs), contracted workers hired by construction firms and consulting firms.

Given the scale of civil works—such as flood mitigation structures, stormwater drainage systems, and landslide protection—the project anticipates significant labour influx, which necessitates robust systems for managing occupational health and safety (OHS), preventing child and forced labour, and mitigating risks related to gender-based violence (GBV), sexual exploitation and abuse (SEA), and sexual harassment (SH).

To address these risks, the LMP outlines clear protocols for worker recruitment, induction, training, and grievance redress. Contractors are required to prepare site-specific Labour Management Plans prior to mobilization. These plans must include Codes of Conduct prohibiting SEA/SH, provisions for Personal Protective Equipment (PPE), and mechanisms for safe working conditions. A dedicated Grievance Redress Mechanism (GRM) is mandated for all workers, offering confidential and accessible channels to report concerns, including those related to GBV.

The LMP also emphasizes the importance of local hiring to reduce labour influx and promote community integration. It mandates regular audits, site inspections, and reporting to ensure compliance with national labour laws such as the Minimum Wages Act, the Occupational Safety, Health and Working Conditions Code (2020). Workers’ rights to organize, access social security benefits, and work in safe environments are central to the framework.

Overall, the Labour Management Procedure under MRDP reflects the Government of Maharashtra’s commitment to ethical development, worker welfare, and inclusive resilience-building. It ensures that labour practices are not only compliant with legal standards but also contribute to the broader goals of sustainability, equity, and long-term disaster preparedness.

LMP defines responsibilities and provides procedures for monitoring the performance of the Contractors and also the reporting protocol.

This is a live document which will be updated during implementation to reflect changes and ensure compliance and effectiveness. The updation will be done with prior approval of the World Bank and disclosed.

CONTENTS

1	OUTLINE OF THE DOCUMENT	9
1.1	Preamble	9
1.2	Objective of LMP	9
1.3	Applicability	9
2	PROJECT OVERVIEW.....	11
2.1	Background.....	11
2.2	Project Development Objective and Key Indicators.....	12
2.3	Interventions under MRDP	12
2.4	Project Description.....	13
2.5	Project Components	14
2.5.1	Component 1	14
2.5.2	Component 2	16
2.5.3	Component 3	16
2.5.4	Component 4.....	17
2.5.5	Component 5	18
2.6	Implementation Area	18
2.7	Implementing Agencies	19
2.8	Project Beneficiaries	20
3	LABOUR REQUIREMENT IN THE PROJECT	21
3.1	Characteristics of Project Workers	21
3.2	Direct Workers.....	21
3.3	Contracted Workers	21
3.4	Primary Supply Workers.....	21
3.5	Community Workers.....	21
4	LABOUR REQUIREMENT FOR THE PROJECT	22
5	OVERVIEW OF LABOUR LEGISLATIONS	27
5.1	International Regulatory Framework.....	27
5.2	National Regulations on Labour	28
5.3	State Regulations on Labour.....	34
6	GENERIC ENVIRONMENT AND SOCIAL RISKS ASSOCIATED WITH THE WORKERS ON THE PROJECT.....	35
6.1	Deployment of Child labour;(Child and Forced Labour)	35
6.2	Occupational Health, Safety & Working Conditions (OHS).....	35
6.3	Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) & Gender Based Violence (GBV).....	35

LABOUR MANAGEMENT PROCEDURES (LMP)

6.4	Labour Influx and risk of social conflict.....	36
7	IMPLEMENTATION ARRANGEMENTS	37
7.1	Responsible staff at project level	37
7.2	Engagement and management of Project workers	37
7.3	Engagement and Management of Sub-contractors	38
8	LABOUR MANAGEMENT PROCEDURES (LMP).....	39
8.1	Procedures to be Followed in Respect of Direct Project Workers.....	39
8.1.1	General Provisions	39
8.1.2	At Project Offices	39
8.1.3	At the Field	40
8.2	Procedures to be Followed in Respect of Contracted Workers	40
8.2.1	General Provisions	41
8.2.2	Project Work Sites	41
8.3	Procedures for Prohibition of Child Labour	42
8.3.1	Responsibility	42
8.3.2	Monitoring Mechanism.....	42
8.4	Procedures for Ensuring Occupational Health, Safety and Safe Working Conditions 42	
8.4.1	Relevant Statutory Provisions.....	43
8.4.2	Responsibility	43
8.4.3	Procedures to be Adopted	44
8.4.4	Hazard Identification and risk management:	45
8.4.5	Training of Workers.....	45
8.4.6	Reporting.....	46
8.4.7	Occupational Health and Safety Monitoring	46
8.4.8	Communication and Consultation (Workers & community).....	46
8.5	Procedures for preventing Sexual exploitation abuse and Sexual harassment (SEA/SH).....	46
8.5.1	Relevant Statutory Provisions:.....	46
8.5.2	Gender-Based Violence and Trafficking Risks	47
8.5.3	Responsibility	47
8.5.4	Procedures to be Followed.....	47
8.5.5	Monitoring	48
8.6	Procedures for Reporting Incident and Accident.....	48
8.6.1	Statutory Provisions	48
8.6.2	Responsibility	48
8.6.3	Procedure to be Followed	48

LABOUR MANAGEMENT PROCEDURES (LMP)

8.6.4	Monitoring	48
8.7	Procedures for redressing grievances (GRM).....	49
8.7.1	Objective	49
8.7.2	Responsibility	49
8.7.3	Procedure to be followed	49
8.7.4	Monitoring Mechanism.....	51
8.7.5	Reporting Protocol	52
9	CONTRACT MANAGEMENT	53
9.1.1	Contractor Selection Process	53
9.1.2	Contractual Provisions for Labour Management and OHS	53
9.1.3	Procedure for Monitoring of Performance of Contractors.....	53
	Annexure I: Site-specific Worker-specific information to be maintained by the Contractors	55
	Annexure II: Potential OHS Risks, and challenges during Project Implementation	56
	Annexure III: List of contents of First Aid Box.....	58
	Annexure IV: Safety Toolbox Meeting (Attendance).....	59
	Annexure V: Illustrative Toolbox briefing	60
	Annexure VI: Quarterly Labour Compliance Reporting Format	61
	Annexure VII: Template For Code of Conduct	64
	Annexure VIII: Grievance Form.....	66
	Annexure IX: Format for Grievance Redressal Mechanism Register	67
	Annexure X: Quarterly Status Report on Grievance Redressal	68

LIST OF FIGURES

Figure 1: Conceptual map showing project activity locations from state to city-level	13
Figure 2: Districts of structural interventions under MRDP.....	19

LIST OF TABLES

Table 1: Scales of Intervention under MRDP	12
Table 2: Details of Component Specific Implementing Agencies.....	19
Table 3: Details of Labour Requirements	22
Table 4: Applicable International Laws and Treaties Relevant to MRDP	27
Table 5: Applicable National Labour Regulations to MRDP	28
Table 6: Applicable State Regulations to MRDP	34
Table 7: Template for Grievance Redressal Mechanism	51

Abbreviations and Acronyms

CEO	Chief Executive Officer
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
C-ESMP	Contractor Environmental and Social Management Plan
CHS	Community Health and Safety
CIROS	Climate-informed reservoir operation system
CLPRA	Child Labour (Prohibition and Regulation) Act
CoC	Code of Conduct
CSP	Community Service Provider
CTO	Consent to Operate
DA	Dissolved Acetylene
DC	District Collector
DPR	Detailed Project Report
DRDB	Dynamic and Digital Disaster Risk Assessment
DSA	Daily Subsistence Allowance
DSS	Decision support System
EHS	Environment, Health and Safety)
EOC	Emergency Operation Centre
E&S	Environmental and Social
ESCP	Environmental and Social Commitment Plan
ESF	Environment and social Framework
ESHS	Environment, Social, Health and Safety
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESS	Environment and Social Standard
EWS	Early Warning System
GBV	Gender Based Violence
GBV-SEAH	Gender Based Violence – Sexual Exploitation Abuse Harassment
GIS	Geographic Information System
GoM	Government of Maharashtra
GoI	Government of India
GRM	Grievances Redress Mechanism
GRS	Grievances Redress Service
HAVS	Hand-Arm Vibration Syndrome
HRVA	Hazard, Risk and vulnerability assessment
IBRD	International Bank for Reconstruction and Redevelopment
ICC	Internal Complaints Committee
ICESCR	International Covenant on Economic, Social and Cultural Rights
IEMS	Integrated Emergency Management System
ILO	International Labour Organization
IMC	Ichalkaranji Municipal Corporation

LABOUR MANAGEMENT PROCEDURES (LMP)

IMD	Indian Meteorological Department
INR	Indian Rupees
ISO	Indian Organization for Standardization
IT	Information Technology
KMC	Kolhapur Municipal Corporation
KT	Kolhapur Type
LCC	Local Complaints Committee
LMP	Labour Management Procedure
Lo-LEWS	Local-scale Landslide Early Warning System
LPG	liquefied Petroleum Gas
MARP	Maharashtra Resilience Financing Program
MCSR	Maharashtra Civil Services Rule
MIS	Monitoring Information System
MITRA	Maharashtra Institute for Transformation
MKVDC	Maharashtra Krishna Valley Development Corporation
MRDP	Maharashtra Resilience Development Project
MSME	Micro, Small and Medium Enterprises
NCRB	National Crime Records Bureau
NDMA	National Disaster Management Authority
NGO	Non-Governmental Organization
NPSHEW	National Policy on Safety, Health and Environment at Workplace
OHS	Occupational Health and Safety
OHSMP	Occupational Health and Safety Management Plan
PD	Project Director
PMC	Project Management and Supervision Consultant
PIU	Project Implementation Unit
PMU	Project Management Unit
PMTC	Project Management Technical Consultancy
PMU	Project Management Unit
PoSH	Prevention of Sexual Harassment
PPE	Personnel Protect Equipment
QBS	Quality-Based Selection
QCBS	Quality and Cost-Based Selection
ROS	Reservoir Operation System
R&R	Relief and Rehabilitation
RTDAS	Real Time Data Acquisition System
RTSF	Real-Time Stream Forecast
SDG	Sustainable Development Goals
ISO	International Organization for Standard
SDS	Social Development Specialist
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan

LABOUR MANAGEMENT PROCEDURES (LMP)

SH	Sexual Harassment
SMKMC	Sangli Miraj Kupwad Municipal Corporation
SOP	Standard Operating Procedure
SSS	Single-Source Selection
TBD	To Be Decided
UDHR	UN Universal Declaration of Human Rights
WB	The World Bank
WHO	World Health Organization
WRD	Water Resources Department
WSP	Water Safety Plans
ULB	Urban local Bodies

1 OUTLINE OF THE DOCUMENT

1.1 Preamble

This document outlines the Labour Management Procedures (LMP) on the Maharashtra Resilience Development Project (MRDP). The LMP is designed to identify project activity specific labour requirements and associated risks. LMP will help the implementing authority and implementing agencies to address the labour related issues.

1.2 Objective of LMP

The purpose of LMP is to identify the main labour requirements and associated risks and to lay down procedures to address project-related labour issues. The LMP aims to provide a clear understanding of what is required on a specific labour issue to different project related parties, including staff of the PMU (Maharashtra Institute for Transformation) and 5 PIUs (MKVDS, KMC, IMC, SMKMC, R&R), the Project Management and Technical Consultants (PMTTC), Consultants for Design and other Studies, the Contractors and their sub-contractors and other workers of the project. It sets out the approach to meet all national and state requirements as well as the World Bank's Environmental and Social Framework, specifically Environmental and Social Standards ESS 2: Labour and Working Conditions.

The Labour Management Procedure (LMP) has been prepared for this Project to achieve the following key objectives:

- To promote safety and health at work.
- To promote fair treatment, non-discrimination, and equal opportunity for project workers.
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS), migrant workers, contract workers, community workers, and primary supply workers, as appropriate.
- To prevent the use of all forms of forced labour and child labour.
- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.
- To provide an accessible Grievance Redressal Mechanism (GRM) for project workers to ease their workplace concerns.

1.3 Applicability

This document applies to all types of project workers, key specialists, skilled, semi-skilled, unskilled, full time, part time, temporary, seasonal and migrant workers.

This LMP will give clear understanding among Project Management Units (PMUs) Project Implementation Units (PIUs), contractors, sub-contractors and workers regarding labour standards and procedures that need to be followed during the implementation of the project. This document follows the relevant National and State laws as well as World Bank Environmental and Social Standards (ESS2).

This LMP will promote sound management-workers relationships and provide safe and healthy working conditions. This LMP is applicable to all project workers including direct

LABOUR MANAGEMENT PROCEDURES (LMP)

workers, contracted workers and primary supply workers (MRDP has no community contribution)

This is a live document which will be updated throughout the development and implementation phase.

2 PROJECT OVERVIEW

2.1 Background

Maharashtra is one of India's economic growth engines, aiming for a US\$1 trillion economy by 2027-28, while also facing increased frequency of extreme weather events and impact of climate change. Climate risks are an increasing threat to the state's development due to the growing exposure, frequency and severity of natural hazards resulting in losses across economic sectors. In addition to the rising frequency and intensity of extreme weather events, hazard characteristics are evolving and demand more sophisticated monitoring, management, and risk mitigation investments with strategic risk financing solutions.

The state has experienced a three-fold increase in extreme rain events between 1950 to 2015. Continuous rainfall events increasingly trigger mudflows and landslides which are not covered by existing early warning systems. There have been flooding events in the state almost every year since 2019 with 1,246 lives lost from 2019 to 2022. This period has also witnessed landslides, unseasonal rainfall, dry spells, droughts, heatwaves, lightning strikes, and rising frequency of Arabian Sea cyclones impacting the state.

In addition, urban flooding is a frequent and damaging climate-related hazard in Maharashtra, disrupting lives and economic activity in cities. Many cities in Maharashtra increasingly face floods due to climate change, unplanned and unregulated urban development, inadequate river management, insufficient or absent storm water drainage, and encroachments on water bodies and in the flood zones. Climate-change induced increase in precipitation and settlement expansion also increased landslide risks, with significant risk for settlements and critical infrastructure, including those leading to heritage and religious sites.

Climate projections indicate the expected increasing impact of catastrophic events such as the 2019 floods, when the districts of Kolhapur and Sangli in Maharashtra received 1,918 mm of rainfall during a fortnight in August (6 to 18 times the normal). The estimated damage of 2019 flood was US\$153 million in Sangli and US\$359 million in Kolhapur.

Frequent hydro-meteorological hazards place an unprecedented burden on the state's otherwise stable fiscal position underscoring the need for concerted efforts by the government and private sector, including risk financing measures and private capital mobilization. Climate change projections also affirm the need for integrated water variability and disaster risk management approaches that enable economic growth and resilience. The expected amplification of variability requires robust plans for different climate scenarios and investments in data, digital infrastructure, and decision support systems.

The Govt. of Maharashtra (GoM) had constituted a high-level committee after the 2019 floods to understand its causes and make recommendations for future resilience-building. The proposed project, Maharashtra Resilience Development Project (MRDP), with funding support from the World Bank, will support GoM in implementing the recommendations of the said committee together with the resilience-building measures envisioned in the State's Disaster Management Plan (2023) and the State Action Plan on Climate Change. It will build upon Government of Maharashtra's efforts to enhance capacity for climate-informed planning,

decision making and investments, including by advancing integrated approaches to risk management and financing.

2.2 Project Development Objective and Key Indicators

The Project Development Objective (PDO) of Maharashtra Resilience Development Project is to strengthen multi-hazard climate and disaster risk management and institutional capacity for Maharashtra's resilient development.

The project will measure progress towards the PDO by using the following key indicators:

- i. People benefitting from climate resilient planning, preparation, surveillance, and/or response (number of people, disaggregated by gender and youth)
- ii. People with access to information of improved early warning systems (number of people)
- iii. People covered by risk finance and insurance (number of people, disaggregated by gender and youth)

2.3 Interventions under MRDP

The Maharashtra Resilience Development Project seeks to strengthen resilient development in Maharashtra by demonstrating an integrated climate and disaster risk management approach across levels (refer to Table 1 below). This includes strengthening overall risk governance and emergency management capacity at state level, flood hazard reduction activities in the Upper Krishna River sub-basin, multi-hazard reduction in the downstream cities of Kolhapur, Sangli, and Ichalkaranji, and risk financing to mitigate residual risks at MSME and household-level.

Table 1: Scales of Intervention under MRDP

Scale	Description	Type of Activities
Spatial	Flood hazard reduction actions upstream and in downstream urban areas of the Krishna River and its tributaries, from basin to urban scale.	Upstream Water Resource Management (WRM) Activities: Preparation of river management plan for Krishna and its tributaries up to state border, increasing efficiencies of water resource management infrastructure, nature-based solutions (NbS) for flood retention and/or moderation with strong connection between disaster risk management and climate change adaptation.
Levels of governance	State, district, and city-level actions, including citizen engagement across levels.	Downstream Urban Resilience Activities in Cities: Urban flood hazard reduction works and drainage master planning, including nature-based solutions.
Multi-sectoral/ stakeholder	Investments anchored at sectoral entities for water resource management, disaster risk management, disaster risk financing, and resilient urban development.	District Level DRM Activities: Emergency management capacities and landslide risk hazard reduction. State Level Disaster Risk Management (DRM) and Risk Financing: Emergency operations center, early

Scale	Description	Type of Activities
		warning, risk assessments and financial products for households and MSMEs.

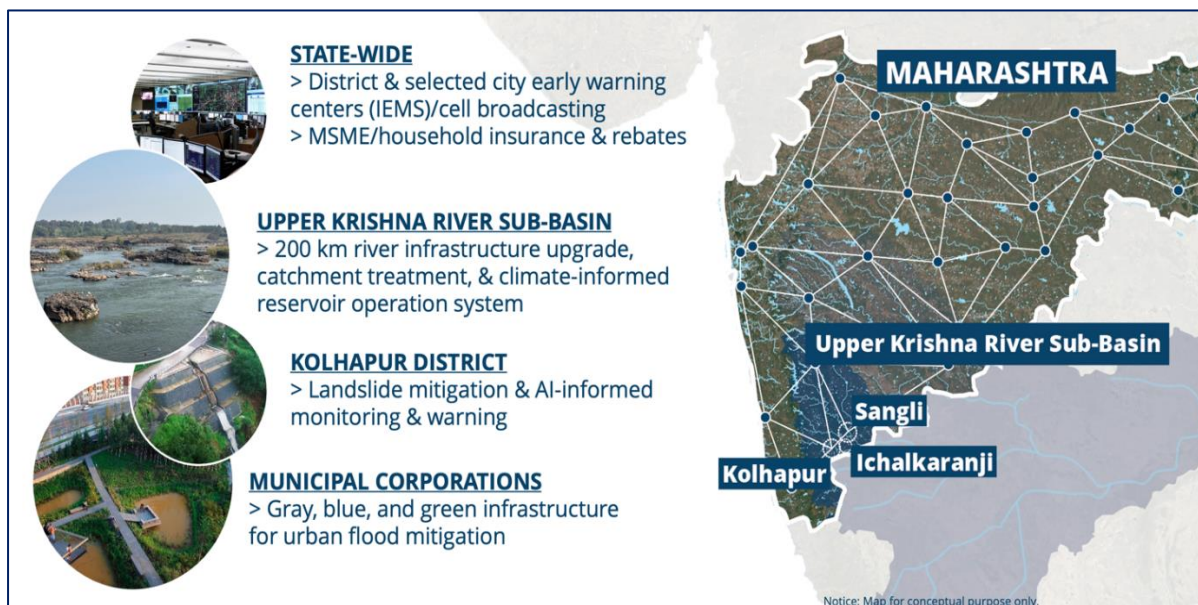


Figure 1: Conceptual map showing project activity locations from state to city-level

In addition, the project will facilitate technical and institutional collaboration between authorities to ensure seamless data flows and feedback loops. These include authorities responsible for water resources management, flood hazard monitoring and forecasting, emergency preparedness, multi-hazard early warning issuance, last-mile communication, and disaster response.

2.4 Project Description

India, one of the most climate-vulnerable countries in the world, has experienced an increasing frequency of extreme weather events over the past few decades. The country’s diverse geography and large river systems make it highly susceptible to floods, droughts, cyclones, and landslides.

During the past 50 years, the State of Maharashtra has experienced a seven-fold increase in the frequency of drought and a six-fold increase in the frequency of flood events. The situation has been further exacerbated due to climate change phenomenon. Indian Meteorological Department (IMD) have observed that due to Climate Change effect, since 2000, frequency of Tropical Cyclonic Storms on Arabian Sea has increased by about 52%¹. Cyclonic storms, in effect, have also increased the Flood Size in the State. The State has faced recurring flood events in 2005, 2006, 2019 and 2021. The 2019 flood event was the severest of them, which lingered for more than a week.

Significant areas of Satara, Sangli and Kolhapur districts of western Maharashtra along the river Krishna and its tributaries are recurrently and chronically affected by the floods. During the 2019 flood event, about 332 sq. km. of area in the Kolhapur district and 207 sq. km.

¹ “A Report on Floods 2019 (Krishna Sub-Basin) May 2020, by Experts Study Committee, constituted by the Government of Maharashtra.

of area in the Sangli district were inundated. About 2260 villages were severely affected. Monetary compensation required to be given to the flood affected persons during 2019-20 and 2020-21 were INR 641 crore and 336 crores respectively. Additionally, the expenditure incurred on restoration of flood damaged public infrastructure was nearly INR 800 crore. A substantial portion of the developmental budget was required to be reappropriated to meet these unforeseen expenses.

As observed by the Expert Study committee, constituted by the Government of Maharashtra, Sangli and Kolhapur districts, due to their peculiar topographic features are worst hit during the floods. During the 2019 flood event, 215 villages of Kolhapur district and 58 villages of Sangli district were affected. The inundated areas in Kolhapur and Sangli district were 1567 square kilometers and 692 square kilometers. Additionally, Maharashtra faces a multi-hazard risk scenario, where extreme weather events often occur simultaneously across different districts. The challenge is compounded by the absence of a robust risk-informed decision-making system, lack of disaster risk mainstreaming, limited institutional capacity, and an inadequate emergency response framework. As climate change accelerates, the State requires a comprehensive resilience program to mitigate these risks and safeguard lives, livelihoods, and assets. Addressing these challenges requires a scientific, data-driven approach to flood and disaster risk management, integrating advanced forecasting systems, climate risk modelling, and coordinated emergency response mechanisms.

The Government of Maharashtra (GoM) recognizes the urgent need for a holistic resilience strategy and has launched the Maharashtra Resilience Development Project (MRDP) to address this crisis. The program aims to enhance resilience across the State of Maharashtra through climate-informed and integrated floods, drought, and landslide risk management. This entails strengthening institutional capacities for adaptive planning, mainstreaming disaster risk reduction, and implementing multi-hazard mitigation strategies. MRDP will focus on establishing a decision-making system based on state-of-the-art technology for risk management, investment planning, and emergency preparedness, in the Krishna River basins. Additionally, the program will develop risk modelling and climate scenarios, conduct feasibility studies, and prepare Detailed Project Reports (DPRs) for long-term investments in flood and water resource management, ensuring a resilient future for Maharashtra.

2.5 Project Components

The project seeks to strengthen resilient development in Maharashtra by demonstrating an integrated climate and disaster risk management approach across levels. This includes strengthening overall risk governance and emergency management capacity at State level, flood hazard reduction activities in the upper Krishna River sub-basin, multi-hazard reduction in the downstream cities of Kolhapur, Sangli, and Ichalkaranji, and risk financing to mitigate residual risks at MSME- and household-level. The project is divided into 5 components as described below:

2.5.1 Component 1

Climate-Informed Flood Risk Management (Total: US\$130 million; IBRD: US\$91 million; GoM: US\$39 million)

This component will reduce the fluvial flood risk in the upper-Krishna sub-basin through the following hard and soft interventions:

A. Enhancing Reservoir Operations and Flood Forecasting (Total: US\$5 million; IBRD: US\$3.5 million; GoM: US\$1.5 million): Enhancement of climate-informed reservoir operation system (CIROS) including the upgrade of the Real Time Data Acquisition System (RTDAS) and integration with reservoir operation system, Real-Time Stream Forecast (RTSF), and policy reforms for revision of the ROS operation manual towards better and efficient flood risk management. State-of-art digital technology integrating future climate change scenarios will be piloted in the Krishna basin for future scale-up to other states or other countries. Coordination mechanisms to feed the flood forecast information produced by WRD/MKVDC into the flood early warning issued by the Dept. of R&R will be established.

B. River Training Works (Total: US\$122 million; IBRD: US\$85.4 million; GoM: US\$36.6 million): In planning the interventions the approach would be to reduce the flood peaks to the extent possible and then to increase the existing discharge carrying capacity of the river by resorting to minimum disruption approach.

The interventions will be identified by rigorous survey and hydraulic modelling. The interventions for moderating the flood peaks would be such as:

- (i) Provision of additional spillway to the Radhanagari dam which will facilitate early depletion of dam in anticipation of floods. This will create a flood cushion in the dam and hence reduce the flood peaks substantially;
- (ii) Restoration paleo channels.
- (iii) Rejuvenation of existing natural drainage systems (nalas) to enhance flood retention capacity and early recession of flood;
- (iv) Nature based solutions;
- (v) Rejuvenation of storage capacity of old storage tanks and construction of detention tanks in free catchment.

The river training works for increasing the existing discharge carrying capacity of the river channels would be such as:

- (i) Restoration of natural cross section of the river by removing man-made interventions;
- (ii) Enlargement of cross sections in selective reaches, wherever it is absolutely necessary;
- (iii) Removing rock outcrops in the river course;
- (iv) Removing redundant structures in the river course;
- (v) Modifying hydraulically inefficient structures such as Sangli K. T. Weir;
- (vi) Installation of sluice gates or inflatable rubber dams at the confluence to prevent the backflow in tributaries;
- (vii) Straightening the river meanders;
- (viii) Construction of levees / flood embankments / flood walls.

Conducting Capacity Development and Feasibility Studies (Total: US\$3 million; IBRD: US\$2.1 million; GoM: US\$0.9 million): Capacity development of WRD/MKVDC, integrated flood risk management plan and feasibility studies for proposals to moderate extremely high flood intensities and reduce drought risk, expected to increase due to climate

change. Technical feasibility studies and capacity development of WRD/MKVDC and related institutes in areas such as flood planning and flood forecasting will also be implemented.

2.5.2 Component 2

Multi-Hazard Resilience in Districts and Cities (Total: US\$186 million; IBRD: US\$130.2 million; GoM contribution: US\$55.8 million)

This component will undertake mitigation measures against urban flooding in Sangli-Miraj-Kupwad, Kolhapur and Ichalkaranji municipal corporation jurisdiction and landslide prone sites in ghat areas of Kolhapur district.

- A. **Reducing Urban Flood Risk** (Total: US\$168 million; IBRD: US\$117.6 million; GoM: US\$50.4 million): A program of mitigation measures will be developed for Kolhapur, Sangli-Miraj-Kupwad, and Ichalkaranji municipal corporation jurisdiction based on climate change-informed flood risk assessments and development of high-resolution flood maps with a focus on blue, green and grey measures that also offer co-benefits for extreme heat stress and air pollution reduction and the community. This will include upgrading of storm water drainage network, culverts, desilting measures, and nature-based solutions that integrate the city's parks, lakes, and other multi-use urban spaces. This data-enabled and analyses-based prioritization and design of resilience investments will inform the pilot cities' efforts in risk-informed development planning. A potential future scale-up of similar investments in other cities will be considered based on the demonstration effect in the three target cities of the MRDP.
- B. **Reducing Landslide Risk** (Total: US\$18 million; IBRD: US\$12.6 million; GoM: US\$5.4 million): This activity will include landslide risk assessments and a mix of mitigation, monitoring, and early warning related investments in selected landslide hotspots in Kolhapur district. Given the variance across these sites in terms of landslide triggers (e.g., increasingly extreme precipitation due to climate change), severity and size of slides, and exposed elements at risk (residential settlements, pilgrims, infrastructure, and agricultural land), a systematic approach to investment design will be adopted including the development of Landslide Hazard Zonation Maps and Landslide Risk Assessment Maps, developing a catalogue of different treatment measures ranging from engineering, non-engineering measures, and bio-engineering measures / vegetative measures together with an evaluation of design alternatives for each site.

2.5.3 Component 3

Enhanced Emergency Management Capacities (Total: US\$43 million; IBRD: US\$30.1 million; GoM: US\$12.9 million)

This component will strengthen multi-level emergency preparedness and response capabilities through the following:

- A. **Upgrading District and City EOCs** (Total: US\$33 million; IBRD: US\$23.1 million; GoM: US\$9.9 million): Non-structural upgrade of 36 districts and 3 city emergency operation centers with state-of-the-art command and control facilities for improved situational awareness and decision-making in addition to modernization of EOC infrastructure, IT Systems, and investments in resilient communication networks between the different EOCs. An Integrated Emergency Management System (IEMS) will be

deployed as a crucial element of the EOC operations to enhance emergency management capacities of a robust Multi-Hazard Impact- Based Early Warning System.

- B. Strengthening Early Warning and Risk Communication** (Total: US\$10 million; IBRD: US\$7 million; GoM: US\$3 million): This will include investments in early warning for multiple hazards amplified by climate change (e.g., lightning, landslides, floods), dissemination (cell broadcasting) and action (community-based capacity building). This sub-component will also include the development of state-wide climate-informed multi-hazard risk assessments using innovative approaches such as earth observation, feeding into the systems developed in the EOCs as an integrated digital platform for resilience-building and resilient development planning.

2.5.4 Component 4

Private Capital Mobilization for Risk Financing (Total: US\$19 million; IBRD: US\$13.3 million; GoM: US\$5.7 million; Commercial Financing: US\$800 million)

This component will reduce the financial burden of increasingly frequent climate disasters on the state budget by mobilizing private capital for climate-proofing housing stock in disaster-prone areas and increasing the financial resilience of homeowners and MSMEs to climate risk through private insurance. The component will finance the following activities at the State and Pilot City levels:

- A. Conducting Analytics and Informing Government Policies on Private Capital Mobilization** (Total: US\$0.9 million; IBRD: US\$0.63 million; GoM: US\$0.27 million), through development of analytical tools, guidelines, and technical studies (incl. demand assessments for the climate finance products to be supported under the project).
- B. Establishing the Maharashtra Resilience Financing Program (MARF)** (Total: US\$17.3 million; IBRD: US\$12.11 million; GoM: US\$5.19 million; Commercial Financing: US\$800 million) to provide financial incentives for homeowners and MSMEs to invest in climate-proofing their homes and businesses and increase their financial resilience to disasters through insurance. The activities financed under this sub-component include but are not limited to:
- (i) Provision of partial rebates to homeowners and MSMEs that took out home or property improvement loans from commercial banks (accredited financial institutions) to finance climate-proofing of housing and business assets. PCM of US\$300 million is estimated based on 10,000 loan rebates of on average US\$1,000 for loan sizes of US\$30,000.
 - (ii) Insurance premium subsidies for qualifying catastrophe insurance products provided by accredited insurance companies (e.g., insurance coverage for climate hazards linked to mortgages or home-improvement loans or coverage against business interruption or damage to business inventories caused by climate disasters). PCM of US\$500 million is estimated based on 20,000 insurance premium subsidies at an average of about US\$50 premium, i.e. 0.2 percent of the average insured value.

- (iii) Grants for homeowners and business associations to implement local climate-proofing projects (e.g., drainage improvements, retaining walls, slope stabilization).

C. Developing Skills and Building Public Awareness (Total: US\$0.8 million; IBRD: US\$0.56 million; GoM: US\$0.24 million), through skill development activities at existing vocational training programs to ensure sufficient supply of qualified labour for green jobs (e.g., building climate-proofing) and increasing public awareness of climate finance products and structural improvements that can be financed to enhance the climate and disaster resilience of private dwellings.

2.5.5 Component 5

Implementation Support and Knowledge Management (Total: US\$22 million; IBRD: US\$15.4 million; GoM: US\$6.6 million)

- (i) This component includes project and knowledge management activities, i.e., Capacity building;
- (ii) Coordination, financial management, procurement, environmental and social risk management, communication, monitoring and evaluation, and stakeholder engagement;
- (iii) Development of a knowledge lighthouse for dissemination at state and country level. Institutional and Implementation Arrangements The proposed project implementation setup involves the establishment of a Project Management Unit (PMU) and several Project Implementation Units (PIUs). The PMU will be set up at MITRA, including a high-level Steering Committee for regular monitoring and coordination. A PIU for disaster risk management activities will be within the State Relief and Rehabilitation Department (R&R) and for activities at river basin level within the Maharashtra Krishna Valley Development Corporation (MKVDC) within the Water Resources Department. Both agencies have experience of implementing externally aided projects, including World Bank financed projects. Three PIUs will be set up at the municipal corporations of Kolhapur (KMC), Sangli-Miraj-Kupwad City (SMKMC) and Ichalkaranji (IMC) respectively. MITRA will be responsible for the implementation of Component 5. Capacity constraints in PIUs with less experience handling externally aided projects will be addressed through pro-active training, support from MITRA, and hiring Project Management and Technical Consultancy firms

2.6 Implementation Area

Components 1 and 2 (hard interventions) will be implemented in the Sangli and Kolhapur districts which face flood risk frequently, whereas component 3,4 and 5 (soft interventions) will be implemented throughout the State. Kolhapur lies between 15°43' to 17°17' North latitude and 73°42' to 74°42' East longitude, whereas Sangli lies between 16° to 17° North latitude and 73° to 75° East longitude. A map showing districts of structural interventions under MRDP in the State of Maharashtra is mentioned below.

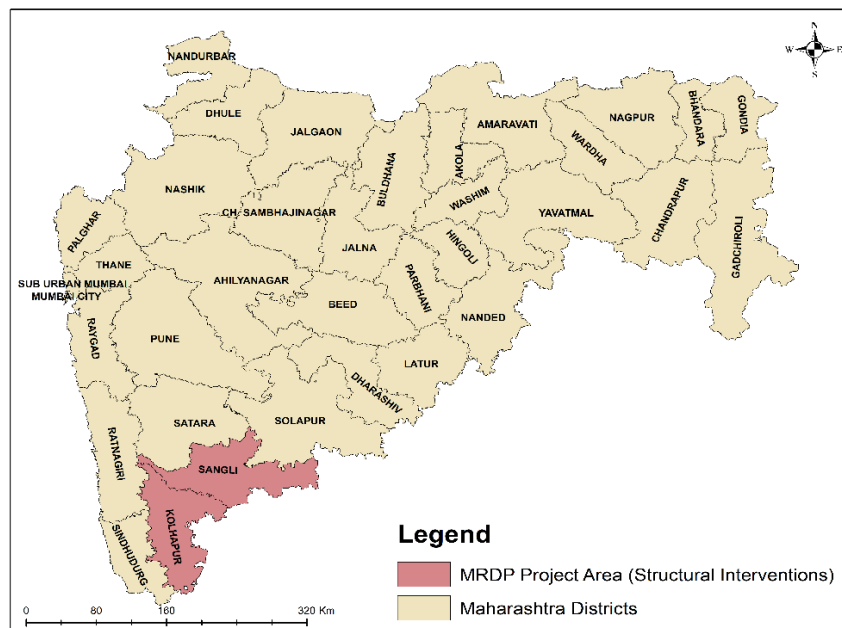


Figure 2: Districts of structural interventions under MRDP

2.7 Implementing Agencies

The project will be implemented through 5 Project Implementing Units (PIUs): Maharashtra Krishna Valley Development Corporation (MKVDC), the Relief & Rehabilitation Department (Government of Maharashtra), and three Urban Local Bodies (ULBs) - Kolhapur Municipal Corporation, Sangli-Miraj-Kupwad Municipal Corporation, and Ichalkaranji Municipal Corporation. These PIUs will be responsible for executing specific components of the project within their respective jurisdictions.

Maharashtra Institution for Transformation (MITRA) is the nodal agency, responsible for coordinating and overseeing the implementation of the Maharashtra Resilience Development Project (MRDP). The details of component specific implementing agencies are provided in the table below:

Table 2: Details of Component Specific Implementing Agencies

Sr. No	Component	Implementing Agencies
1	Climate-Informed Flood Risk Management	Maharashtra Krishna Valley Development Corporation (MKVDC), under Water Resources Department (WRD)
2	Multi-Hazard Resilience in Districts and Cities	Kolhapur Municipal Corporation (KMC), Sangli, Miraj and Kupwad Municipal Corporation (SMKMC), Ichalkaranji Municipal Corporation (IMC)
3	Enhanced Emergency Management and Early Warning Capacities	Relief and Rehabilitation (R&R) Department
4	Private Capital Mobilization for Risk Financing	Maharashtra Institution for Transformation (MITRA)
5	Implementation Support and Knowledge Management	Maharashtra Institution for Transformation (MITRA)

2.8 Project Beneficiaries

As per the estimation of Maharashtra Irrigation Commission (1999), the flood prone area of the state is about 7%. Considering the climate change effect and thick population density along riverbanks, the Project is expected to benefit approximately 12 million people living in the State (of which 48% are women) living the State. The direct beneficiaries include the following groups:

- (i) Residents and farmers along the river system will get enhanced protection from the recurrent losses due to flood;
- (ii) Residents of Ichalkaranji, Kolhapur, and Sangli municipal corporations, after implementation of Storm Water Drainage System in its jurisdiction will get increased protection against urban flooding and get better hygienic conditions;
- (iii) The people residing in landslide prone areas will get enhanced protection;
- (iv) The early warning system will help the Disaster Mitigation Authorities to prepare in advance for meeting the incoming disasters. The communication in the flood prone area will be uninterrupted;
- (v) People benefiting from enhanced emergency operations;
- (vi) Owners and employees of Micro, Small & Medium Enterprises (MSMEs) and households with increased access to insurance and credit products;

3 LABOUR REQUIREMENT IN THE PROJECT

3.1 Characteristics of Project Workers

Project workers are grouped into the three applicable categories – direct workers: contracted workers, and primary supply workers.

3.2 Direct Workers

The direct workers will be the staff hired by the authorities for implementation, including at the Project Management Unit (PMU) and Project Management Unit (PIU). These workers would be various domain experts having specialized skills and necessary experience subject matter experts, who will be hired on deputation from the offices of the state Government or appointed following Maharashtra Civil Service Rules and relevant Resolutions

3.3 Contracted Workers

This category constitutes different sub-categories of Contract Workers as hereunder:

- **Construction Workers:** Construction activities will require contract workers, comprising of project, supervision and construction managers and supervisors apart from skilled, semi-skilled and unskilled construction workers that will be deployed by the Contractors and sub-contractors of different packages. The skilled and unskilled workers will be normally sourced through registered Labour contractors, as a standard operating practice. They may bring in skilled migrant workers for some more specialized tasks.
- **Project Management and Supervision Consultants (PMC):** Implementing Authority will contract Project Management Consultant and Supervision Consultants to assist in project implementation and construction supervision. These workers will be technically qualified professionals and will likely be from outside the state.
- **Contracted Consultants:** Implementing authority will require different types of consultancy services for preparation of DPRs, ESIA, studies, IT/ database management, among others. These contracted consultancy firms are expected to deploy multidisciplinary consultants/professionals during project preparation and implementation phase. These contracted consultants (workers) will be technically qualified and will likely be from within and outside the state.

3.4 Primary Supply Workers

Implementing agencies (Contractors and Sub-contractors) envisage engagement of primary supply workers, especially those engaged in supply of construction material and equipment for construction activities in the project. The engagement of primary supply workers will be confirmed once the project implementation starts, and supply chains are established.

3.5 Community Workers

The scope of MRDP does not envisage community workers. The worker requirements will be entirely met by the contract workers.

4 LABOUR REQUIREMENT FOR THE PROJECT

The primary estimate of the sub-project specific labour requirement, duration deployment and the category of workers are provided in the table below. This is a very preliminary estimate and the number of labours to be deployed entirely depends on the Contractor’s work methodology. The sub-project specific labour strength will be updated in due course once the work commences.

Table 3: Details of Labour Requirements

Sr. No.	Project Activities	Labour Requirement Nos. (Approx.)	Location	Duration	Skills required	Labour Risk
1	Direct Workers	10	PMU / PIU Office	5 Years	Domain Experts	Low Risk
2	Contract Workers					
2.1	Consulting services for DPR preparation, PMTC, E&S and Documentation, E& Monitoring etc.	25	PMU / PIU Office / Consultants office/Site	5 Years	Domain Experts	Low Risk
Component 1						
2.2	Upgradation of the existing Real Time Data Acquisition System (RTDAS)	15	SDC & Multiple site locations	6 Months	Domain Experts	Low Risk
2.3	Upgradation of Data Centre at Pune	10	SDC at Pune	6 Months	Domain Experts	Low Risk
2.4	Strengthening existing Real Time Stream Flow and Decision Support System (RTSF and DSS), i.e. operation flood forecasting system and developing Climate Informed Integrated Operation and Management System	10	SDC at Pune	6 Months	Domain Experts	Low Risk
2.5	Website Development for Flood Alerts, Flood Related Data and Information Dissemination	10	SDC at Pune / Consultant’s office	6 Months	Domain Experts	Low Risk
2.6	Remodeling of spillway and retrofitting of	50	Radhanagari dam site	2 Years	Skilled (10) + Semi-skilled (15)	High Risk

Sr. No.	Project Activities	Labour Requirement Nos. (Approx.)	Location	Duration	Skills required	Labour Risk
	service gates of Radhnagari dam				+unskilled (25)	
2.7	Replacing the hydraulically inefficient Sangli KT Weir with barrage;	50	Work site at Sangli	2 Years	Skilled (10) + Semi-skilled (15) +unskilled (25)	High Risk
2.8	Rejuvenation of Existing Natural Drainage System draining into Krishna River	100	Spread over Multiple Worksite	1 years	Skilled (20) + Semi-skilled (30) +unskilled (50)	Moderate Risk
2.9	Rejuvenation of Existing Natural Drainage System draining into Panchganga River	100	Spread over Multiple Worksite, group of 25 at one site	1 years	Skilled (12) + Semi-skilled (24) +unskilled (64)	Moderate Risk
2.10	River Training Works (To be finalized after river flow modelling)	300	Spread over Multiple Worksite. Group of 25 at one site	3 Years	Skilled (48) + Semi-skilled (96) +unskilled (156)	High Risk
2.11	Capacity Building Strengthening for Data Analysis, Data Management for Data Centre and Software Manpower for additional 05 years after Project implementation	5	SDC at Pune	5 Years	Highly skilled domain experts	Low Risk
2.12	Desilting and maintenance of existing and construction of new flood mitigation water storage structures in the free catchment of Krishna and Panchganga River in Kolhapur and Sangli districts	150	Multiple site locations Group of 25 at one site	2 Years	Skilled (24) + Semi-skilled (48) +unskilled (78)	High Risk
Component 2						

Sr. No.	Project Activities	Labour Requirement Nos. (Approx.)	Location	Duration	Skills required	Labour Risk
2.13	Implementation of Detailed Project Report (DPR) for Urban Flood Management in Sangli, Miraj and Kupwad	150	Multiple site locations Group of 25 at one site	3 Years	Skilled (24) + Semi-skilled (48) +unskilled (78)	High Risk
2.14	Implementation of Detailed Project Report (DPR) for Urban Flood Management in Kolhapur	150	Multiple site locations Group of 25 at one site	3 Years	Skilled (24) + Semi-skilled (48) +unskilled (78)	High Risk
2.15	Implementation of Detailed Project Report (DPR) for Urban Flood Management in Ichalkaranji	150	Multiple site locations Group of 25 at one site	3 Years	Skilled (24) + Semi-skilled (48) +unskilled (78)	High Risk
Component 3						
2.16	Preparation of Landslide Hazard Assessment & Detailed Project Report for Landslide Mitigation Measures across eight identified sites in Kolhapur District, Maharashtra and implementation of the same.	10	Work Site/ office	1 Month at one site	Skilled (10)	Moderate Risk
2.17	Landslide DPR Implementation	25	Work sites	1 Year	Skilled (5) + Semi-skilled (5) +unskilled (15)	High risk
2.18	Services of Integrated Emergency Operation Centre (EOC) Management Suites (IEMS) for EOCs	25	Work Site	1 Year	Skilled (5) + Semi-skilled (5) +unskilled (15)	Low Risk
2.19	Development of the Climate inclusive	10	Data Centre	6 Months	Highly Skilled	Low Risk

Sr. No.	Project Activities	Labour Requirement Nos. (Approx.)	Location	Duration	Skills required	Labour Risk
	multi-hazard vulnerability assessment for Maharashtra (HRVA, DRDB, Dynamic and Digital Disaster Risk Assessment) and integration with IEMS				domain experts	
2.20	Flood EW Dissemination System for the Krishna Basin (mechanism (TBD), after onboarding IEMS consultant, WRD/MKVDC) and integration with IEMS.	10	Data Centre	6 Months	Highly Skilled domain experts	Low Risk
2.21	Development & Installation of Land slide EWS (Local Systems Lo-LEWS) and integration with IEMS (mechanism (TBD) after completion of landslide hazard and risk assessment study under the consultancy services for mitigation works in 8 sites of Kolhapur district)	15	Work Sites	6 Months	Highly Skilled domain experts	Low Risk
Component 4						
2.22	Development of Digital Platform for disbursement of premium subsidy to beneficiaries	10	Data Centre / Consultant's Office	6 Months	Highly Skilled domain experts	Low Risk
Component 5						
2.23	Strategic Study and Capacity Building for Knowledge Framework and Resilience	10	Client's Office	1 Year	Highly Skilled domain experts	Low Risk

LABOUR MANAGEMENT PROCEDURES (LMP)



Sr. No.	Project Activities	Labour Requirement Nos. (Approx.)	Location	Duration	Skills required	Labour Risk
	Development cities, including detailed GIS study for city resilience					
2.24	Resilience and Feasibility Analysis for River Flooding Resilience and Disaster Resilience and Development of Knowledge Lighthouse for resilience in Maharashtra, including institutionalization of NDMA guidelines	15	Client's Office	1 Year	Client's Office	Low Risk

5 OVERVIEW OF LABOUR LEGISLATIONS

This chapter summarizes the legislation which relates to the items set out in ESS2, The Government of India and Government of Maharashtra related laws, Rules and regulations, which are currently in force and applicable to MRDP. All these legislative instruments will be hereinafter referred to as “Laws”. The project implements on the following laws pertaining to labours will be observed.

5.1 International Regulatory Framework

Table 4: Applicable International Laws and Treaties Relevant to MRDP

Category	Relevant International Laws & Treaties	Relevance to the project
Labour (Working Conditions, Informal Labour, Construction Labour, Labour Camps, etc.)	<p>India has ratified several fundamental ILO conventions, which directly inform the MRDP’s labour and social compliance. These include:</p> <ul style="list-style-type: none"> • Forced Labour Convention (No. 29) • Abolition of Forced Labour Convention (No. 105) • Equal Remuneration Convention (No. 100) • Discrimination (Employment and Occupation) Convention (No. 111) • Minimum Age Convention (No. 138) <ol style="list-style-type: none"> 1. Worst Forms of Child Labour Convention (No. 182). 2. UN Universal Declaration of Human Rights (UDHR) 3. International Covenant on Economic, Social and Cultural Rights (ICESCR) 4. ILO’s Decent Work Agenda 5. UN Guiding Principles on Business and Human Right 	<p>Yes - Freedom of association and collective bargaining - Prohibition of forced labour and child labour - Right to fair wages and safe working conditions - Protection of informal and migrant workers - Corporate responsibility in labour standards</p>
Occupational Health and Safety	<ol style="list-style-type: none"> 1. ILO Convention C155 (Occupational Safety and Health) 2. ILO Convention C187 (Promotional Framework for Occupational Safety and Health) 3. WHO Global Strategy on Occupational Health for All 4. Basel Convention on Hazardous Waste 	<p>Yes - Applicable during project implementation. Establishment of occupational health standards - Prevention of workplace accidents and diseases - Right to a safe and healthy working environment - Hazardous waste management</p>
Gender-Based Violence	<ol style="list-style-type: none"> 1. UN Convention on the Elimination of All Forms of 	<p>Yes - Protection against workplace harassment and abuse - Gender-</p>

Category	Relevant International Laws & Treaties	Relevance to the project
	Discrimination Against Women (CEDAW) 2. UN Declaration on the Elimination of Violence Against Women 3. ILO Convention C190 (Violence and Harassment Convention) 4. UN Sustainable Development Goals (SDG 5)	sensitive policies and legal frameworks Access to justice and survivor support services
ISO 45001 - Occupational Health & Safety	ISO 45001 outlines requirements for an occupational health and safety management system, helping organizations ensure worker safety, reduce risks, and foster a healthy work environment.	Yes. Although the standards can't be made mandatory for all the implementing agencies during the procurement process, comparative advantage be given to ISO complaint certificate agency wherever practicable.
WHO Water Safety Plans (WSPs)	WHO Water Safety Plans (WSPs) provide a risk management approach to ensure safe drinking water, emphasizing source protection, quality monitoring, and effective treatment throughout the water supply chain.	Yes. Applicable for drinking water supply to labour camps.

5.2 National Regulations on Labour

The Indian parliament has enacted four labour codes in 2019 and 2020, which consolidate 44 existing labour laws. The four codes are: The Industrial Relations Code 2020, The Code on Social Security 2020, The Occupational Safety, Health and Working Conditions Code 2020 and The Code on Wages 2019. These acts have been notified and come into effect from November 21, 2025. The objective of these enactments will facilitate better labour compliance and introduce accountability and will be beneficial to both employers and workers. The codes aim to avoid multiplicity of laws and improve the working conditions and wages of labour. The codes are applicable to all establishments having 10 or more employees. The Code duly covers Building and Other Construction Workers’ to be engaged for construction works under MRDP and aligns with ESS2: Labour and Working Conditions. The applicable labour regulations in the project are given below:

Table 5: Applicable National Labour Regulations to MRDP

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
1	The Building and Other Construction Workers (Regulation of Employment and	Regulation of employment and conditions of service for	It mandates measures to ensure the safety and health of workers at construction sites. The Act also mandates fair working conditions, social security benefits, and workplace safety for labourer.

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
	Conditions of Service) Act, 1996	construction workers.	
2	The Building and Other Construction Workers Welfare Cess Act, 1996	To augment the resources of the Building and Other Construction Workers Welfare Board.	The Act mandates the collection of a cess ranging from 1-2% of the total construction cost for projects exceeding ₹10 lakh. This cess funds various welfare initiatives aimed at improving the working and living conditions of construction workers. The Act ensures benefits such as medical assistance, accident coverage, education scholarships, skill development programs, housing support, maternity benefits, and pension schemes. Employers are required to register workers and contribute the cess to the Maharashtra Building and Other Construction Workers' Welfare Board.
3	The Code on Social Security, 2020	Employee's Compensation	Provide for compensation in case of occupational disease, accident, and death arises out of and during an employee's employment
		Payment of Gratuity	Provide for gratuity is payable to an employee on the termination of his employment after he has rendered continuous service for not less than five years at the rate of fifteen days' wages or such number of days as may be notified by the Central Government, based on the rate of wages last drawn by the employee concerned on his superannuation. or on his retirement or resignation; or on his death or disablement due to accident or disease; or on termination of his contract period under fixed term employment; or happening of any such event as may be notified by the Central Government. This provision is applicable for establishment in which ten or more employees are employed
		Employees' Provident Fund	Provide for, every establishment in which twenty or more employees are employed, the contributions paid by the employer to the fund shall be ten per cent of the wages for the time being payable to each of the employees (whether employed by him directly or by or through a contactor), and the employee's contribution shall be equal to the contribution payable by the employer in respect of him. The benefits payable is:

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
			<p>Superannuation pension, retiring pension or permanent total disablement pension to the employees of any establishment or class of establishments.</p> <p>Widow or widower's pension, children pension or orphan pension payable to the beneficiaries of such employees; and nominee pension.</p> <p>Employees' Deposit Linked Insurance Scheme for the purpose of providing life insurance benefits to the employees of any establishment or class of establishments to which this Chapter applies.</p> <p>Any other scheme or schemes for the purpose of providing social security benefits under this Code to self-employed workers or any other class of persons.</p>
		Maternity Benefit	Provide for leave with wages for her delivery, miscarriage or medical termination of pregnancy etc.
		Employees State Insurance	<p>Provide certain benefits to insured employees and their families in case of sickness, maternity and disablement arising out of an employment injury. The code applies to all employees in factories (as defined) or establishments which may be so notified by the appropriate Government.</p> <p>The Act provides for the setting up of an Employees' State Insurance Fund, which is to be administered by the Employees State Insurance Corporation. Contributions to the Fund are paid by the employer and the employee at rates as prescribed by the Central Government. The Act also provides for benefits to dependents of insured persons in case of death because of an employment injury</p>
		Social Security and Cess in Respect of Building and Other Construction Workers	Provides that the social security and cess in respect of building and other construction workers shall be applicable to every establishment which falls under the building and construction work. A cess for the purposes of social security and welfare of building workers at such a rate not exceeding 2% but not less than 1% of the cost of construction incurred by an employer shall be collected.

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
4	Code on Wages, 2019	Minimum Wages	No employer shall pay any employee wages less than the minimum rate of wages notified by the appropriate Government.
		Payment of Wages	The Code on wages, 2019, lays down the mode, manner and by what date the wages are to be paid, what deductions can be made from the wages of the workers
		Equal Remuneration	The Code on wages, 2019, provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of a similar nature done by any employee
		Payment of Bonus	The Code on wages, 2019, provides that the bonus shall paid to every employee, drawing wages not exceeding such amount per month, as determined by notification, by the appropriate Government, by his employer, who has put in at least thirty days work in an accounting year, an annual minimum bonus calculated at the rate of eight and one-third per cent of the wages earned by the employee or one hundred rupees, whichever is higher whether or not the employer has any allocable surplus during the previous accounting year.
5	The Industrial Relations Code, 2020	Mechanism for Resolution of Industrial Dispute	The industrial relations code, 2020 lays down the mechanism for resolution of Industrial disputes. The appropriate Government may, by notification, appoint such number of people, as it thinks fit to be conciliation officers, charged with the duty of mediating in and promoting the settlement of industrial disputes.
		Trade Union	The industrial relations code, 2020 lays down the procedure for registration of trade unions of workmen and employers. The Trade Unions registered under the Code have been given certain immunity from civil suits in certain cases.

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
		Industrial Employment	Various Provisions under the industrial relations code, 2020 are made for all establishments employing, 20 or more 100 or more workmen and for all establishments employing 300 or more workmen, including formation of works committee, Grievance Redressal Committee and Making of model standing orders by Central Government.
6	The Occupational Safety, Health and Working Conditions Code, 2020	Contract Labour	The Occupational Safety, Health and Working Conditions Code, 2020 provides for wages to be paid and certain welfare measures to be provided by the Contractor to contract labour and in case the Contractor fails to provide, the same are required to be provided, by the Principal Employer by law. The Principal Employer is required to take Certificate of Registration, and the Contractor is required to take a license from the designated Officer. The provision is applicable to the establishments or Contractor of Principal Employer if they employ 10 or more contract labour.
		Inter-State Migrant Workmen	The provision for the migrant labour shall apply as per the Occupational Safety, Health and Working Conditions Code, 2020 to every establishment in which ten or more inter-State migrant workers are employed or were employed on any day of the preceding twelve months. The Inter-State migrant workmen, in an establishment to which this provision of the code becomes applicable, are required to extend all benefits to such worker which are available to a worker of that establishment including benefits under the Employees' State Insurance Act, 1948 or the Employees' Provident Funds and certain facilities such as housing, medical aid, travelling expenses from home up to the establishment and back, etc.
		Setting Up of Factories	The Occupational Safety, Health and Working Conditions Code, 2020 lays down the procedure for approval of plans before setting up a factory engaged in manufacturing processes, health and safety provisions, welfare provisions, working hours, annual earned leave and rendering information regarding accidents or dangerous occurrences to designated authorities. It is

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
			applicable to premises employing 20 people or more with aid of power or 40 or more people without the aid of power
		Building and Other Construction Workers	The Occupational Safety, Health and Working Conditions Code, 2020 provides for Prohibition of Employment in certain building or other construction work of certain persons who is a deaf or he has a defective vision, or he tends to giddiness.
7	Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH Act)	Stop and punish any sexual harassment of women at work.	This Act defines sexual harassment in the workplace. Make employer responsible for taking preventive steps, conduct awareness programs and setting up an Internal Complaint Committee (ICC). It covers all workplaces including public, private, organized and unorganized sectors.
8	Child Labour (Prohibition & Regulation) Act 1986	To prohibit the employment of children below the age of 14 years.	Define uniform definition of child. Employment of Child Labour is prohibited in the Building and Construction Industry. It provides penalties for violating the Act.
9	Bonded Labour System (Abolition) Act, 1976	The Act provides for the abolition of bonded labour systems with a view to preventing the economic and physical exploitation of weaker sections of society.	Abolition of bonded labour system, prohibition of new bonded labour agreements, debt extinguishment, punishments for offences, implantation authorities and rehabilitation of freed labours.
10	Employer's Liability Act, 1938	To limit the defenses available to employers in suits for damages related to injuries sustained by workmen.	This Act protects workmen who bring suits for damages against employers in case of injuries endured in the course of employment. Such injuries could be on account of negligence on the part of the employer or people employed by them in the maintenance of all machinery, equipment etc. in healthy and sound condition.
11.	The Personal Injuries (Compensation Insurance) Act, 1963	To provide a safety net for employees by mandating liability on employer to pay	This Act provides for the employer's liability and responsibility to pay compensation to employees where workmen sustain personal injuries in the course of employment.

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
		compensation to workmen sustain personal injuries.	

5.3 State Regulations on Labour

Important State specific social-related laws (including policies, codes, and rules) are listed in the table below:

Table 6: Applicable State Regulations to MRDP

Sr. No.	Applicable Labour Laws and Policies	Objective	Stipulations
1.	The Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971	Act aims to create a more equitable and balanced relationship between the employer and the employee.	To establish framework for recognizing trade unions, facilitating collective bargaining, defining and preventing unfair labour practices, and providing mechanisms to resolve disputes related to these practices.
2.	The Maharashtra Labour Welfare Fund Act, 1953	To constitute a fund for financing activities to promote welfare of labours	This Act provides funds for labour welfare activities like housing, education, and health; employers and employees contribute to the fund periodically.
3.	Maharashtra Building and Other Construction Workers (Regulation and conditions of Service) Rules, 2007.	Effective implementation of the mandates of “Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996”	It defines the duties and responsibilities of the employers and employees. Constitution of State Advisory Committee. It defines hours of work, the welfare of workers and other measures to be ensured at work site, based on nature of work.

6 GENERIC ENVIRONMENT AND SOCIAL RISKS ASSOCIATED WITH THE WORKERS ON THE PROJECT

The vital labour risks, associated with MRDP, are assessed to be related to the potentially hazardous work environment, the associated risk of accidents and incidents at the workplace, child labour and forced labour, labour influx and associated community health and safety risks, including SEA risks.

6.1 Deployment of Child labour (Child and Forced Labour)

Based on current conditions in the infrastructure sector, it is assessed that the risk of a child or forced labour is not significant and prohibited by national legislation. Workers below the age of 18 will not be hired to work on the project. To confirm that workers below the age of 18 years are not 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 Labour. However, in practice in some sectors of work there might be the risk of non-compliance. As per the labour act, special work permits need to be taken from Labour Office to use any migrant workers to prevent the risk of child labour and forced labour.

6.2 Occupational Health, Safety & Working Conditions (OHS)

The project would involve working with heavy machinery, working on the water and underwater, etc. 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 are high. The labour risk mitigation and OHS management of workers and related issues arising during construction works will be under direct control of contractors and thus have to be managed by contractors. Therefore, ensuring effective management of OHS plan for contract workers by contractor is core to the implementation of MRDP. The ESHS (Environment, Social, Health and Safety) requirements under MRDP will be specified and incorporated as special conditions and performance requirements in all bid documents of contract packages. Thus, the potential bidders (contractors) will be fully aware of ESHS performance requirements and accordingly price at the bidding stage itself. Refer Chapter 7-Responsible Staff and Chapter 9- Contract Management for more details.

6.3 Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) & Gender Based Violence (GBV)

The GBV risk assessment for the project is substantial, indicating the potential for labour to create or exacerbate patterns of GBV including SEA risk. Construction workers are predominantly 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 behaviour, such as sexual harassment of women and girls, exploitative sexual relations, and illicit sexual relations with minors from the local community. A large influx of male labour may lead to an increase in exploitative sexual relationships and human trafficking whereby women and girls are forced into sex work.

6.4 Labour Influx and risk of social conflict.

Given the employment opportunities that will be created from the project, labour influx risk in project areas is expected and assessed as Substantial. The priority for local labour (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 labour camps will be established for worker accommodation where required. Labour influx would entail the following risks:

- i. Unclear terms and conditions of employment (particularly for unskilled construction workers/labour);
- ii. Denial for workers' rights to form workers organizations, etc. (particularly for unskilled construction workers/labour);
- iii. Absence of a grievance mechanism for labour to seek redressal of their grievances/issues.
- iv. Health risks of labour relating to HIV/AIDS and other sexually transmitted diseases.

Specific requirements to manage risks associated with labour influx, related to the interaction between project workers and local communities, such as social conflict, 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.

Contracted workers: All the work force deployed by the Contractors will be deemed to be contracted workers for this subproject activities. The Contractor(s) might further engage some subcontractors. All work forces of all such subcontractors will be also deemed to be contracted workers.

In MRDP, as a preliminary estimate, field work will be at about 24 locations (worksites). Total number of contracted workers will be approximately 1370. This includes both skilled, semi-skilled and unskilled workers. workers will be deployed for implementation at these 24 locations. The duration of deployment of workers at each individual site will vary as per the scope of work and will be from 6 months to 5 years. In big works, (river works) although duration of work will be about 5 years, due to linear nature of the work, the labour camps will be at multiple locations and will be shifting from place to place, as per the progress of work. At one labour camp there would be about 50 labour. About 10% of the local workers are expected to be female. Influx of migrant labour from other districts for construction works is likely to continue, in this project resulting in potential social conflicts, gender-based violence (GBV) etc.

- Spreading of epidemics at work site;
- Deployment of bonded labour;
- Exploitation of labour by the employer / contractors;
- Community safety;

7 IMPLEMENTATION ARRANGEMENTS

7.1 Responsible staff at project level

MRDP has set up a PMU at its headquarters in Mumbai, headed by the Chief Executive Officer (CEO). The Joint-CEO is the ex-officio Project Director (PD) for MRDP who will oversee the overall implementation, monitoring and reporting in respect of LMP, covering project workers, contract workers, and the primary supply workers (when applicable). The PD MRDP will also be responsible for providing guidance and advice, to the key focal persons for social and environmental management in the PMU, in overseeing the implementation of the LMP and compliance with LMP provisions. The Environmental & Social Safeguard Cell PMU will also engage a Project Management and Technical Consulting firm (PMTTC) with expertise in environmental, social, occupational health and safety issues throughout the project period.

The Environment and Social Cell, constituted at PMU, comprising of Social Safeguard Specialist will hold monthly meetings to take stock of the implementation of LMP through its counterparts at PIU level. Social Safeguard Specialist at PMU level, with the assistance of social experts of PMTC will be preparing the necessary training modules and organizing training programs for the field staff as well as the contractors on the implementation of the LMP. These Experts will work closely with the Environmental and Social Nodal officers at PIUs and Implementing agencies.

The Environment and Social specialists at PIU level will monitor and supervise the implementation of LMP, on project sites at their jurisdiction, with the assistance of social experts of Project Management and Technical Consultant (PMTTC). Specialists at PIU level will carry out the site visits frequently, to ensure that the LMP are being implemented properly. PD PIU will be responsible for compiling the monthly reports in respect of sites under its jurisdiction and submitting it to PMU on a monthly basis. The contractors will be supported to comply with the provisions of LMP, through the site visits, orientation and training events on a regular basis.

7.2 Engagement and management of Project workers

The management details of all types of project workers in the project are below:

Direct Workers: All direct workers engaged at PMU and PIUs level will be managed and overseen by the respective heads of the PMU and PIUs, with the support of environmental and social specialists in the PMU. The PMU will be responsible for the overall implementation and oversight of the LMP. The respective PIUs will be responsible for organizing the training of workers and grievance management.

The PIUs will be responsible for the engagement and management of contractors and sub-contractors during the construction/upgradation works under the project. PIU will designate responsible officer for tracking and resolving workers' grievances.

Contracted Workers: At each work-site, contractor will be mandated to depute Project Manager who will be responsible for implementing the LMP including workers' health, safety and welfare. In case of civil works, these workers would be managed by a Project-In charge, representing contractor. The Project Manager will also manage the contracted workers

LABOUR MANAGEMENT PROCEDURES (LMP)

of sub-contractors as well as primary suppliers for respective packages. The Project Manager will be responsible for ensuring that bonded labour is not being deployed at site. The OHS measures will be stipulated in the site-specific ESMP and subsequently ensured in the Contractor's ESMP (C-ESMP). The focal persons responsible for environmental and social management under the MRDP, with the assistance of PMTC, will monitor and ensure effective implementation of measures approved in C-ESMP.

The contractor's approved C-ESMP will be reviewed periodically (but not more than every three (3) months) and updated by the contractor's personnel in charge of OHS to address changed requirements if any, during project implementation.

Project Manager will be responsible for monthly reporting to the PIU.

7.3 Engagement and Management of Sub-contractors

The contractors and sub-contractors, who will be primarily engaging the contract workers at field level will be overseen and managed by the PIU-in-Charge.

At every work-site, contractor will be mandated by contract to deploy one EHS officer (Environment, Health and Safety) and one labour welfare officer for effective implementation of LMP.

8 LABOUR MANAGEMENT PROCEDURES (LMP)

This section provides key policies and procedures that will be in place, during implementation of the Project, to ensure that the labour risk identified in Chapter 6 of this document is adequately addressed, taking into consideration the statutory provisions listed in Chapter 5.

8.1 Procedures to be Followed in Respect of Direct Project Workers

These workers would be either regular employees of the Government of Maharashtra (GOM) or various domain experts having specialized skill sets and necessary experience. GOM employees already appointed following the Civil Service Rules will be deputed for the Project. Other specialized experts will be hired from the market on agreed terms of reference. These terms will be in line with the statutory provisions provided in Chapter 4. Being highly paid and educated, these workers are less susceptible to social risks.

However, the following provisions will be observed to ensure that the risks to direct workers are adequately mitigated. The primary accountability for observing these procedures will be on PMU. In order to assess compliance, the safeguards officer will conduct a quarterly review and report to the World Bank, the Project Manager, and the Project Director. Where applicable, the employment contract will contain the following provisions:

8.1.1 General Provisions

- All project staff will be provided with an employment contract.
- Direct workers will be paid on a regular basis as per the terms of contract i.e. with clear understanding regarding the terms and conditions of employment
- The appointments will not be made based on personal characteristics unrelated to job requirements. The appointments will be made following the principle of equal opportunities and fair treatment to all and there will not be any discrimination regarding employment relationship.
- Maximum working hours for the staff will not exceed 48 hours a week.
- Equal training opportunities will be available to all staff working in the project without discrimination, based on gender or otherwise.
- All staff will be entitled to break from work of 30 (thirty) minutes after every 05 (five) hours of working.
- Direct workers will also be provided with the entitled leaves;
- All staff will be made aware of the grievance redress mechanism available;
- Staff will be made aware of the avenues available for victims of sexual harassment. Staff will be able to lodge complaints to the Sexual Harassment Prevention Committee

8.1.2 At Project Offices

- Separate male and female toilet facilities will be provided at all project offices.
- Drinking water will be available at all project offices.
- All project offices will be free of pest. Where pests are detected, pest control measures will be taken immediately.

- Fire detection and firefighting equipment will be available at all project offices.
- Emergency evacuation plan will be established for all project offices and staff will be made aware of the plan and periodic simulation exercises that need to be implemented.

8.1.3 At the Field

- Hard hats and safety shoes (through contractors) will be provided to all direct workers during their site visits;
- Safety harnesses will be provided (through contractors) to all project staff when climbing heights;
- Arrangement will be made to ensure that drinking water is available to all project staff at the field;
- Some form of identification will be there identifying the staff belonging to project when attending meetings and sites;
- Where a state of emergency or an epidemic is declared, all travel to that place will cease with immediate effect;
- A daily subsistence allowance (DSA) will be provided to all project staff covering lodging, meals, gratuities and transport costs when travelling in field;

8.2 Procedures to be Followed in Respect of Contracted Workers

It will be ensured that under no circumstances, the contractors (including sub-contractors) working under MRDP will engage illegal or unfair labour practices such as engaging forced labour (all forms) including bonded labour (working against an impossible debt), excessive restrictions for freedom of movement, inordinately long notice periods, forceful keeping/ retaining worker's identity or any government issued documents or personal belongings, imposition of recruitment fee or commission payable either directly or indirectly at the commencement of employment, loss or delay of wages that impede the workers' right to end employment within their legal rights, substantial or inappropriate fines, physical punishment, use of security or other bouncers to force or extract work from project workers, or other restrictions that compel a project worker to work on a non-voluntary basis. Workers' code of conduct will be included in the contract documents.

The E&S Specialists of PIU will oversee the overall implementation of the policies and procedures outlined here on behalf of PMU. The project's designated supervision party will conduct routine monitoring of the contracted staff's working conditions. Training for the designated supervision staff will be given by the E&S Specialists of PMTC.

The E&S Specialists of PIU will discuss concerns that need to be addressed with contractors after reviewing the input from the supervision staff and to ascertain compliance, will conduct a quarterly review. PIU will submit the monthly reports to the PMU and PMU will submit the consolidated report to the World Bank. It is advised that the works contracts and other legal agreements created during the project contain pertinent clauses to guarantee compliance.

8.2.1 General Provisions

- The Contractor will maintain the record of workers deployed on site in format given in [Annexure 1](#) and make it available during inspection and the workers information will be submitted to the PIU quarterly in format given in [Annexure VI](#).
- Construction work can only commence after the Toolbox training is completed by all staff employed by the contractor;
- Any newly employed person will be required to complete the toolbox prior to commencing any physical work;
- The wages of technically qualified, skilled, unskilled workers, to be engaged by the Contractor are determined by the Department of Labour and Employment. There will not be any discrimination of wages paid to male and female workers and same wages will be paid for equivalent work to all workers in conformity with the provisions of the Code on Wages, 2019.
- Any worker working overtime will be paid additional amount as per national laws and regulations;
- Maximum working hours for staff will not exceed 48 hours a week. The Social Officer will confirm this from monthly attendance and duty sheets;
- The wage payment, weekly off and leave policy of the company will be shared and confirmed that it is in line with national laws and regulations;
- All foreign parties employed by all contractors/investors will have valid work permits. The work permit details will be shared with PIU;
- All vehicles used by any contractor/investor for the purpose of the project will have valid registration, insurance and road worthiness.

8.2.2 Project Work Sites

- All provisions that are required under Health and Safety Regulation for Construction Industry will be strictly adhered to;
- All workers will be provided with Personal Protective Equipment (PPE) by the contractor;
- All chemicals will be stored on hard surfaces and should be covered.
- Portable drinking water will be made available;
- Adequate safety signs in English & Marathi will be installed at the work site;
- Construction work site will be demarcated & fenced;
- A siren warning will be given before blasting;
- Clearly demarcated waste bins will be placed and emptied daily;
- Open pits will not be left for water to accumulate for a long time;
- Any stockpiled sand will be covered to prevent sand particles from being airborne;
- All vehicles and equipment used for the project will be used by well-trained personnel;
- When working at night, adequate lighting will be provided;
- A designated toilet facility will be available within 10 minutes of the construction site;
- Breaks will be given to the workforce during mealtimes;
- The site will be cleaned daily following completion of days' work.

8.3 Procedures for Prohibition of Child Labour

Provisions in the Child Labour (Prohibition and Regulation) Act, 2016 will be strictly observed during their implementation of the Project. The objective of the Act is to protect the children from exploitation and to ensure that they have access to education. The Act defines the Child as someone who has not completed their 14 years. Act prohibits the employment of children under 14 years of age in any occupation and regulates the conditions of work for adolescents (14-18 years) in hazardous occupation.

8.3.1 Responsibility

The Contractor will be primarily responsible for ensuring that no Child labours are employed at workplace.

8.3.2 Monitoring Mechanism

- Under the Child Labour Tracking System of the Ministry of Labour, each Labour Commissioner has formed Flying Squads with Police, Labour Officers and NGOs as members. These Flying Squads would conduct surprise inspections to all labour licensee sites and will identify child labour, if any.
- In addition to this, the PIU / PMTC, through Social Safeguard Specialists, will ensure compliance of the Law, by surprise and random site inspections that no Child is working on the Project. An inspection of each work site will be carried out, at least once in a quarter. The age of the skilled and unskilled worker deployed by Contractor will be verified, through valid documents (like AADHAR Card/Voter Card/Passport/Valid Driving License). In exceptional cases, where the unskilled worker(s) are unable to produce valid age proof documents, for whatsoever reason, the age could be ascertained through medical examination, by competent medical authority, at Government hospital at the expense of Contractor.
- The PIU will report to labour commissioner if there is any child labour deployed by the Contractor on site. The rescued children will be sent for rehabilitation. A case will be booked on the contractor for further prosecution and legal action. Also, show cause notice shall be issued to the Contractor, and action will be taken as per contract conditions.

8.4 Procedures for Ensuring Occupational Health, Safety and Safe Working Conditions

The current existing civil works contracts include relevant OHS & CHS provisions. These include provisions to employ competent persons for key tasks and implement Permit to Work system.

The significance of OHS and CHS concern for workers and community would increase due to many factors that may be due to site conditions, workers or communities' awareness of OHS & CHS preventive/protective measures, provisions in contract, lack of supervision and monitoring and effective enforcement by implementing agency.

The OHS of workers and related issues arising during construction works will be under direct control of contractors, who will be responsible and liable for safety of site equipment, labours and daily workers attending to the construction site, including safety of community

LABOUR MANAGEMENT PROCEDURES (LMP)

members. The requirement for the preparation of an OHS management plan by Contractor, as part of C-ESMP will be integrated into contract documents and is one of MITRA's (borrowers) commitment in the ESCP.

In order to manage the OHS risks, the contractor is required to prepare an OHS management plan, Water and Waste Management Plan, Labour Influx management Plan, Workers' camp management plan, CHS Plan, Transport (or road safety) management Plan, All such plans prepared by contractor will be part of Contractor ESMP (C-Environmental and Social Management Plan) that will be reviewed and approved by the PIU with the assistance of, prior to commencement of construction works. The approved C-ESMP will be reviewed periodically (but not more than every three (3) months) and updated in a timely manner, to address changed requirements, if any, during project implementation.

The implementation of C-ESMP and meeting the OHS & CHS performance requirements by the contractor will be overseen and managed by the concerned PIU through the PMTC.

Under no circumstances, the contractors (including sub-contractors) working under MRDP will engage forced labour (all forms) including bonded labour (working against an impossible debt), excessive restrictions for freedom of movement, inordinately long notice periods, forceful keeping/ retaining worker's identity or any government issued documents or personal belongings, imposition of recruitment fee or commission payable either directly or indirectly at the commencement of employment, loss or delay of wages that impede the workers' right to end employment within their legal rights, substantial or inappropriate fines, physical punishment, use of security or other bouncers to force or extract work from project workers, or other restrictions that compel a project worker to work on a non-voluntary basis. This will be ensured through a) inclusion of workers' code of conduct in the contract documents; b) OHS& CHS performance requirements, which include code of conduct on handling workers and c) regular monitoring and reporting by the PMTC under concerned PIU and overall guidance and directions of PMU. The contractor's OHS management plan (OHSMP) will have followed specific content.

The potential OHS & CHS challenges and scenarios during the implementation of project are provided in [Annexure II](#).

8.4.1 Relevant Statutory Provisions

The provisions in the Occupational Safety, Health and Working Conditions Code, 2020 along with standards, rules and regulations will be strictly observed during the implementation of the Project. This Act streamlines the regulations for worker safety, health and working conditions. It aims to simplify compliance, improve worker welfare and create a more business-friendly environment. Key aspects include a maximum 8-hour workday and 48-hours work week with overtime pay twice the wage rate for hours worked in excess, up to a limit of 125 hours per quarter.

8.4.2 Responsibility

Potential Occupational Risks and challenges are site-specific. The OHS of workers and related issues arising during construction works will be under direct control of contractors, who

will be responsible and liable for the safety of site equipment, labours and daily workers attending to the construction site, including safety of community members.

8.4.3 Procedures to be Adopted

- The OHS (Occupational Health and Safety) and CHS (Community Health and Safety) requirements, under MRDP, will be specified and incorporated as special conditions and performance requirements, in all bid documents of contract packages.
- OHS & CHS performance requirements will include code of conduct on handling workers and regular monitoring and reporting by the PMTC under concerned PIU and overall guidance and directions of PMU.
- The generic OHS & CHS challenges and scenarios during the implementation of project are provided [Annexure II](#). Sub-project specific social risks and impacts, including labour management and OHS issues, will be identified and managed through implementation of ESMPs, by the contractors.
- Adequate cost provisions for implementation of OHS & CHS requirements will be included in the item rates, so that the contractor can fulfil requirements in a fair and objective manner. In addition, 2% of the contract amount will be earmarked as OHS& CHS performance security in the bidding documents. Thus, the potential bidders are expected to be fully aware of OHS& CHS performance requirements at the bidding stage and accordingly price at the bidding stage itself.
- In order to manage the OHS risks, the contractor will be mandated to prepare an OHS management plan, Work Safety Plan, Water and Waste Management Plan, Labour Influx management Plan, Workers' camp management plan, CHS Plan, Transport (or road safety) management Plan, Quarry/borrow area management plan.
- All such plans prepared by contractors will be part of Contractor ESMP (C-Environmental and Social Management Plan) that will be reviewed by PMTC and approved by the PIU prior to commencement of construction works. The approved C-ESMP will be reviewed periodically (but not more than every three (3) months) and updated in a timely manner, to address changed requirements, if any, during project implementation.
- The safety instructions and sign boards will be displayed at worksite;
- The Contractor will provide one first-aid box for a group of each 50 workers and part thereof, containing medicines / items as provided in in [Annexure III](#).
- Contractors will display first-aid instructions (in local language) at campsites and worksites;
- The contact numbers of hospitals and medical practitioners will be displayed at site;
- Contractors will be mandated to provide potable drinking water and hygienic conditions at worksite and at labour colonies;
- The Contractor will be mandated to appoint a safety officer at worksite who will be responsible and liable for safety of site equipment, labours and daily workers attending to the construction site, including safety of community members. Safety officers will conduct site activity specific safety trainings for the labours frequently;

8.4.4 Hazard Identification and risk management:

For effective prevention of incidents and safety of workers and community, it is essential first to identify all potential hazards and risks, associated with construction activities, material handling, movement/use of heavy machinery, handling of hazardous substance (like fuel, oil and paints, gas cylinders use which are flammable in nature), catching fire, electrical work, etc. The preventive and management measures will also be planned. Awareness campaigns and training for workers will be arranged. Hazards identification will be followed with pre-defined measures for its effective management for the protection of workers and community. It will cover the following:

- **Work Zone Classification:** Classify the work zone depending on risk intensity into low and high-risk areas. Define restriction for accessibility to high-risk areas. Only authorized persons will be permitted to move in the high-risk area. Provision will be made for adequate signage for notifying high risk areas with awareness signage about risk associated and preventive measures required. Responsibility will also be defined for ensuring adherence to restriction and cautions required for working in high-risk areas. (Safety Officer, appointed for the project will be responsible)
- **Task Specific Hazard Prevention:** Procedure and guidelines will be defined as per best industry practices and legislative requirement if any applicable for task specific hazard prevention and safety such as precautions for working on height requiring which will require provision of safety belts, safety harness, helmets and presence of rescuers.
- **Injury Management:** define responsibility and action sequence including availability of first aid boxes and first aid providers/attenders. Location and contents of first aid box will be defined under OSHMP.
- **PPE & Hand Tools:** detailed listing will be made under OSHMP about nature of PPE and hand tools required and ensuring its availability. Methods will also be defined for ensuring use of PPE by the workers. Provision of helmets, boots, and hand gloves will be made for everyone.

8.4.5 Training of Workers

- The OHS plan, submitted by the contractor and approved by PIU/ PMU, prior to commencement of construction activities will have procedures and protocols for the training of workers at various stages as hereunder:
- Induction training for new workers on OHS.
- Supervisors / foreman will conduct Toolbox meetings/briefings on daily basis before commencement of work; The attendance of safety toolbox meeting to be recorded in a format given in [Annexure IV](#). Illustrative toolbox briefing details are given in [Annexure V](#).
- Briefing on safety at work procedures, prior to commencement of any new activity/tasks;
- Periodic tail gate sessions to review and refresh site protocols on safety procedures at work;
- Response and reporting on injuries and/or incidents related to safety at work;

- Periodic health check-ups and encouragement to report occupational health issues;
- Create awareness and report unsafe incidents at work, injuries including minor ones;
- Awareness and mock drills about emergency response plan at worksite and reporting protocols;
- Awareness and briefing on community health and safety while at work;
- Awareness and briefing on appropriate GRM procedures;
- Mandatory use of PPEs at work and replacement of PPEs;
- Awareness of GBV and SEAH response, and workers' code of conduct
- Awareness on prevention of HIV/AIDs and other sexually transmitted diseases;

8.4.6 Reporting

Contractor will share the OHSMP monthly monitoring reports with PIUs and concerned Department respective Project site. PMU will share these with WB on quarterly basis. Any fatal accident will be reported to PMU and WB with its investigation report within 48 hours of its occurrence. Reporting of fatal accidents will also be made to concerned state Government authorities. Corrective and preventive action compliance will be reported in the subsequent quarterly monitoring report.

8.4.7 Occupational Health and Safety Monitoring

- The monitoring of performance of contractors, including the implementation of C-ESMP and OHS & CHS, performance requirements will be overseen and managed by the PIU with the assistance of PMTC.
- Compliance will be monitored through the monthly reports by site inspection with the help of Social Experts of the PMTC.

8.4.8 Communication and Consultation (Workers & community)

Awareness, consultation, and communication are very effective tool for incident prevention and panic avoidance in an emergency situation. OHSMP will define program for community consultation and communication and worker's training/ awareness program. It will also list safety and health communication with key stakeholders. OHSMP will also define extent of safety signage that will be displayed at workplace and project areas.

8.5 Procedures for preventing Sexual exploitation abuse and Sexual harassment (SEA/SH)

8.5.1 Relevant Statutory Provisions:

Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. This Act defines sexual harassment in the workplace, provides for an enquiry procedure in case of complaints and mandates the setting up of an Internal Complaints Committee or a Local Complaints Committee.

All contractors (employing more than 10 employees) are mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to set up an Internal Complaints Committee (ICC) in their organization to address complaints of

sexual harassment. A complainant facing sexual harassment working in an organization that has less than 10 employees, can file a complaint to the Local Complaints Committee (LCC) setup in each district by the district administration.

8.5.2 Gender-Based Violence and Trafficking Risks

The Project recognizes the heightened vulnerability of women and children to gender-based violence (GBV) and trafficking, particularly in the context of construction activities. Construction sites often involve a large influx of male workers, many of whom are young and living away from their families. This separation from social norms and controls can lead to inappropriate and criminal behaviors, including:

- Sexual harassment of women and girls
- Exploitative sexual relationships
- Illicit sexual relations with minors from the local community
- Increased risk of human trafficking and forced sex work

These concerns can be addressed by robust mechanisms for prevention, monitoring, and response which include:

- Mandatory Codes of Conduct for all workers;
- Awareness and sensitization programs;
- Confidential grievance redress mechanisms;
- Regular monitoring and reporting of incidents;
- Regular monitoring and reporting of incidents

8.5.3 Responsibility

Contractor will be committed to prevent sexual exploitation, abuse, and harassment aligned with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and a zero-tolerance policy must be enforced to protect all workers, particularly women and vulnerable individuals.

8.5.4 Procedures to be Followed

- General and Specific Conditions will be incorporated into the bidding documents and contracts, in relation to SEA/SH prevention and risk mitigation and on codes of conduct, so that contractors are aware of their obligations and are contractually obligated to comply with them.
- Majority of the contract workers are anticipated to be men, and women's participation will largely be limited to unskilled and semi-skilled categories. **Contractors will maintain harmonious relations at worksite/camps and with local communities by ensuring workers adhere to the Code of conduct (CoC) as per the Annexure VII of this document.** The CoC commits all people engaged by the contractor, including sub-contractors and suppliers, to acceptable standards of behaviour. The CoC will include sanctions, for non-compliance, including non-compliance, with specific policies related to gender-based violence, sexual exploitation and sexual harassment (e.g., termination). It will be the contractor's responsibility to ensure that the CoC is written in plain

language, understandable to both the local and migrant workers and signed by each worker to indicate that they have:

- Received a copy of the CoC as part of their contract.
- CoC has been explained to them as part of the induction process.
- Acknowledged that adherence to CoC is a mandatory condition of employment.
- Understood that violations of the CoC can result in serious consequences, up to and including dismissal, or referral to legal authorities.
- The Contractor will display at work site the zero-tolerance policy regarding sexual exploitation, abuse, and harassment in simple and local language;
- The Contractor will conduct trainings on gender sensitization at regular intervals;

8.5.5 Monitoring

- A confidential and survivor-centered grievance redressal system must be established to ensure fair and timely investigations, while safeguarding complainants from retaliation. Strong disciplinary actions and legal measures must be upheld to maintain workplace dignity and accountability. SEA/SH related processes will be overseen by the PMTC.

8.6 Procedures for Reporting Incident and Accident

8.6.1 Statutory Provisions

The Code on Social Security, 2020

8.6.2 Responsibility

The primary responsibility of accidents on site will be of the Contractor.

8.6.3 Procedure to be Followed

- The contractor will promptly notify PIU, within 24 hours, any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, tangible cultural heritage, the affected communities, the public or workers.
- Contractor(s) will provide sufficient details regarding the incident or accident, its cause, indicating immediate measures taken to address it and prevent future occurrence, including information provided by any contractor and supervising entity.
- Further, the PIU will appraise this incident / accident to PMU and PMU will in turn inform the World Bank, within stipulated timeframe given in the ESCP.
- Enquiry, medical examination and compensation for injuries / death will be determined as per the guidelines given in Code on Social Security, 2020.
- Given that most labour related risks and impacts results from actions of contractors, mitigation measures will be largely implemented by contractors.

8.6.4 Monitoring

PIU will ensure that Compensation under Workman's Compensation Act is given by the Contractor to the affected person or it's dependents.

8.7 Procedures for redressing grievances (GRM)

Typical workplace grievances include demand for employment opportunities; labour wages rates and delays of payment; disagreement over working conditions; and health and safety concerns in the work environment. It requires establishment of a separate grievance mechanism for project workers (direct workers, and contract workers), as required in ESS-2 and which will also address labour-related SEA.

8.7.1 Objective

The main objective of a Grievance Redress Mechanism (GRM) is to resolve complaints and grievances in a timely, effective, and efficient manner that satisfies all parties involved workplace concerns.

8.7.2 Responsibility

The Contractor will be responsible for established and operationalized the contracted workers' GRM.

8.7.3 Procedure to be followed

Handling of grievances will be objective, prompt, and responsive to the needs and concerns of the aggrieved workers. Different ways for workers to submit their grievances will be made available, such as submissions in person, by phone, by email or by complaint registers. The grievance raised will be recorded and the timeframe for redress will depend on the nature of the grievance, health and safety concerns in work environment. The grievance mechanism for workers is as follows:

8.7.3.1 For Direct Primary Workers

The direct workers will be the various domain experts having specialized skills and necessary expertise. These direct workers are hired on deputation from the offices of the State government or appointed following Maharashtra Civil Service Rules (MCSR) and relevant Resolutions on contract basis. Direct workers are working in PMU and in PIUs. As such, their services are governed by MCSR or contract conditions.

PMU and PIUs has a formal GRM, as part of its Environmental and Social Management Framework (ESMF). This mechanism ensures that grievances from workers and other stakeholders will be handled promptly and transparently. Workers can lodge complaints through multiple channels such as in-person submissions, phone calls, emails, or an online portal. Once grievance is received, it will be registered in a formal grievance log maintained by the PMU / PIU and an acknowledgment is sent to the complainant within seven working days. The PIU then investigates the issue, coordinating with relevant departments, and aims to resolve the grievance within thirty working days. If the complainant is not satisfied with the resolution, they can escalate the matter to the State-level Grievance Committee. All grievances will be documented, monitored, and reported regularly to the Project Management Unit (PMU) with summary reports disclosed to stakeholders for transparency.

8.7.3.2 For Direct Workers:

The CEOs MRDP and PIUs will be overall responsible for providing guidance and advice on all worker related grievances and their redressal, in line with the State Government, Government of India Rules and Regulations.

8.7.3.3 For Contracted workers:

- Contractors of respective construction packages (each contract) will be obligated to set up a GRM, especially to redress complaints relating to workers deployed for construction works;
- The workers will be informed of the grievance mechanism at the time of recruitment and the measures put in place to protect them against any reprisal for its use.
- The GRM will have due representation of PIU, Contractor, Workers and Women representative (either from PMU office/contractor/workers) and function under PIU office;
- Some of the GRM dissemination avenues are:
 - Induction training for new workers;
 - Toolbox meet/briefings by work supervisors;
 - Pictorial illustrations and posters in local language are installed at prominent; places like entry/exit points, canteen, Labour camps sites etc.
 - During awareness campaigns for safety at work and response to Emergency Response Plans;
 - Awareness and briefing on community health and safety while at work;
- GRM shall address site-specific grievances promptly and in transparent manner;
- The GRM will also address labour related SEA/SH keeping the identity of the complainant as;
- The focal person, assigned by the contractor will file the grievances and appeals on behalf of the contracted workers; The format of Grievance Form is provided as [Annexure VIII](#).
- Further, designated focal point will maintain a register of grievances in format given in [Annexure IX](#).
- The GRM will include the process of screening, investigation, resolution of grievances, documentation, and reporting of grievances as per the steps mentioned below.

Step 0: Raising and registering grievances using various mechanisms including through written or verbal complaints and registered in grievance logbook at the construction site.

Step 1: Grievance raised is screened by the grievance focal person and based on its severity/ jurisdiction forwarded to respective contractor/ sub-contractor for redressing.

Step 2: Grievance discussed at the grievance focal person / respective contractor/ sub-contractor level and addressed.

Step 3: If not addressed in stipulated period it is escalated to the PIU.

Step 4: Once addressed, feedback is given/ sent to the complainant and complaint close upon verification from the complainant.

Step 5: If not satisfied, appeal to the other public authorities.

Step 6: If the complainant is still not satisfied even after attempting all possible efforts, then the complainant will be advised to take care of its legal remedies or formal submissions to the labour department.

Standard template for GRM is as below.

Table 7: Template for Grievance Redressal Mechanism

Stage	Description	Actions	Timeframe
1	Submission of Grievance	Workers submit grievance in writing or verbally to the designated authority.	Within 24 hours of the occurrence of grievance.
2	Receipt Acknowledgement	The designated authority acknowledges receipt of the grievance.	Within 48 hours of receipt of grievance.
3	Investigation	The designated authority investigates grievance thoroughly.	Within 3 days of receipt of grievance.
4	Resolution	The designated authority proposes a solution and communicates it to the labour.	Within 7 days of receipt of grievance.
5	Appeal Process	If the worker is unsatisfied with the resolution, they can appeal to a higher authority.	Within 3 days of receiving the resolution.
6	Review and Final Decision	The higher authority reviews the appeal and makes a final decision.	Within 7 days of receiving the appeal.
7	Implementation	If the decision favors the worker(s), the designated authority implements the resolution.	Within 7 days of the final decision.
8	Feedback	The labour provides feedback on the resolution process.	Within 7 days of implementation.

8.7.3.4 For Primary supply workers

For primary suppliers, the respective vendors will be furnishing details of GRM that addresses workers grievances, PIUs and PIUs will forward the same to PMU vis a vis PMU and PIUs shall periodically seek such information/confirmation from them.

8.7.4 Monitoring Mechanism

- Monitoring grievance redressal for direct workers in the MRDP project will be done through a structured system that includes maintaining a centralized grievance register and digital database at the PMU & PIU levels. where all complaints and their resolution status are recorded. The PIUs will submit periodic reports to the Project Management Unit (PMU), which consolidates data and shares it with the World Bank. Key performance indicators such as resolution timelines and satisfaction levels will be tracked, and independent audits or third-party verification ensure transparency and compliance. Unresolved cases are escalated to State-level committees or the World Bank’s Grievance

LABOUR MANAGEMENT PROCEDURES (LMP)

Redress Service (GRS). Regular disclosure of summary reports and feedback loops will help to maintain accountability and improve the effectiveness of the grievance mechanism.

- The PIU will be responsible to ensure that the Contractor and Primary suppliers have established and operationalized the contracted workers' grievance redress mechanism.
- The mandate for PMU, Institutional arrangements, procedure for receiving complaints, time limits for redressal of complaints and escalation level for unresolved cases and resolution thereof will be finalized during the approval of C-ESMP. PIUs will have an oversight of this labour GRM. The GRM for the workers will be set up during the mobilization phase of the contractor.

8.7.5 Reporting Protocol

Contractor and Primary suppliers will submit Quarterly report on the grievances received to the PIU in format provided in [Annexure X](#). and PIU will submit the consolidated progress report in respect of works under their control to the PMU.

9 CONTRACT MANAGEMENT

9.1.1 Contractor Selection Process

Selection of a Contractor for civil works or Consultants for consultancy assignments will be done through an open competitive online bidding process (e-procurement), following the World Bank standard procurement guidelines. Procurement of goods and services shall be done following the appropriate method of selection that includes – QBS, QCBS, SSS, etc.

The bids received will be first assessed for mandatory requirements. Thereafter, technical bids of those bidders who satisfies the mandatory criteria specified in the bidding document will be opened.

All the technical bids will be evaluated for the technical capabilities of the firm and experts in the firm, firm's previous experience pertaining to similar type of works, E&S management performance in past projects, available inventory of equipment and machinery and any project specific requirement. Technical evaluation of the bids will be done by the committees, set up by the respective PIUs and PMU through the pre-set evaluation criteria and the rating system.

Thereafter, financial bids will be opened, considering the minimum technical score, prescribed if any in the bidding document. The successful bidder will be decided on the basis of criteria set in the bidding document (Lowest bidder or maximum combined score etc.). In case of bids related to goods, evaluation considers quality of material as per prescribed specifications.

9.1.2 Contractual Provisions for Labour Management and OHS

The environmental, social risks and impacts including labour management and OHS issues arising from implementation of MRDP have been identified and will be managed through implementation of ESMPs, by the contractors. The labour management and OHS of workers and related issues arising during construction works will be under direct control of contractors and will be managed by the contractors. Therefore, ensuring effective management of OHS Management Plan (OHSMP) for contract workers by contractor(s) is core to implementation of MRDP.

The OHS (Occupational Health and Safety) and CHS (Community Health and Safety) requirements, under the MRDP, will be specified and incorporated as special conditions and performance requirements, in all bid documents of contract packages. Adequate cost provisions for implementation of OHS & CHS requirements will be included in the item rates, so that contractor can perform requirements in a fair and objective manner. In addition, 2% of contract amount will be earmarked as OHS& CHS performance security, in the bidding documents. Thus, the potential bidders are expected to be fully aware of OHS& CHS performance obligations at the bidding stage and accordingly offer its bid.

9.1.3 Procedure for Monitoring of Performance of Contractors

The monitoring of performance of contractors including the implementation of C-ESMP and OHS & CHS performance requirements by the contractor will be overseen and

LABOUR MANAGEMENT PROCEDURES (LMP)

managed by the PMTC, relevant PIU under the overall guidance and direction of CEO, PMU, MRDP.

The compliance and documentation processes identified as critical under labour laws and ESS-2 can be viewed in three categories:

- Establishment compliances: These are one-time compliances required at the commencement or establishment of any process related to labour in the project; For example: Consent to Operate (CTO) for hot-mix plant, Code of Conduct with workers, health profile of workers.
- Periodic compliances: These are compliances which recur periodically through the life of the project, for example: labour license, labour insurance.
- Episodic compliances: These are compliances which are only triggered by the occurrence of an event, e.g., an accident at the worksite.

The Contractor will submit the Quarterly Compliance Report in format provided in [Annexure VI](#).

Also, ESS performance of the contractor and PIU will be monitored through MIS.

Annexure I: Site-specific Worker-specific information to be maintained by the Contractors

(Please read with paragraph 8.2.1)

The information database on contracted workers to be maintained by the contractor will mandatorily include but not be limited to the following:

1. Name of the worker:
2. Father's Name and Permanent Address:
3. Gender:
4. Age (to be supported by AADHAR /Voter Card):
5. Photograph:
6. Marital Status and Name of the Spouse (if married):
7. Number of Children with Gender (as applicable):
8. Place of Stay of Spouse and Children during work engagement:
9. Address and Contact Number (in case of any emergency):
10. Key Skills and Years of Experience:
11. Duration of Engagement:

Annexure II: Potential OHS Risks, and challenges during Project Implementation

(Please read with paragraph 8.4 & 8.4.3)

Potential OHS Risk	Sources/causes
Fall, Slips (Men and Material)	<ul style="list-style-type: none"> • Earthwork excavation • Scaffolding • Slips (Watery/ Sandy surfaces due to rain and transportation of materials) • Material fall • Blasting for excavation/ mining. • Improper handling or storage of explosives.
Health injuries	<ul style="list-style-type: none"> • Concrete Batching Plant, Trucks, Loaders, Cranes, etc. • Inadequate/poor accommodation, waste management, basic amenities, and hygiene.
Bulk spillage	<ul style="list-style-type: none"> • Hazardous substance / inflammable liquid storage • Vehicular movement
Fire and explosion	<ul style="list-style-type: none"> • Inflammable Storage Areas • Gas Cylinder Storage Areas • Electrical Circuits • Welding / Gas Cutting Activity • Inappropriate handling of Oxy Acetylene gas cylinders (LPG/DA)
Electrical Shock	<ul style="list-style-type: none"> • Electrically Operated Machines / Equipment / Hand Tools / Electrical Cables
Gaseous Leakage	<ul style="list-style-type: none"> • Gas Cylinder Storage Areas • Gas Cylinder used in Gas Cutting / Welding Purposes
Accidents due to use of heavy machinery and vehicle movement Vehicles	<ul style="list-style-type: none"> • Loader, Cranes, Trucks • Workman Transport Vehicles (cars / scooters / motorcycles / cycles) • Collapse, toppling or collision of transport equipment
Drowning	<ul style="list-style-type: none"> • Launching of geobags through boats
Other Hazards	<ul style="list-style-type: none"> • Cuts & Wounds • Confined Space (under & inside machinery etc.) • Hot Burns
Accidents and injuries	<ul style="list-style-type: none"> • Unprotected work sites, material storage or stockpile locations
Ergonomic & Repetitive Strain Risks	<ul style="list-style-type: none"> • Prolonged standing, awkward postures, repetitive tasks - Poor workstation design - Use of vibrating tools (risk of Hand-Arm Vibration Syndrome – HAVS)

Potential OHS Risk	Sources/causes
Biological & Sanitation Risks	<ul style="list-style-type: none"> Poor sanitation in camps → waterborne diseases (cholera, dysentery) - Improper disposal of biomedical waste from first aid/medical facilities - Zoonotic risks (leptospirosis, rabies) in rural/remote areas
Lighting & Visibility Hazards	<ul style="list-style-type: none"> Inadequate lighting during night shifts/tunnel works - Glare from welding without protective shields - Reduced visibility in fog, dust storms, or monsoon rains
Weather & Natural Hazard Risks	<ul style="list-style-type: none"> Lightning strikes during open-field works - Landslides/soil erosion in hilly terrain - Flooding of excavation/storage sites during monsoon
Hazardous Waste Management Risks	<ul style="list-style-type: none"> Improper disposal of used oil, lubricants, solvents, chemicals - Bitumen fume exposure in road works - Lack of secondary containment for hazardous waste (paints, adhesives, fuels)
Emergency Preparedness Gaps	<ul style="list-style-type: none"> Lack of trained response teams - No evacuation routes/assembly points - Weak linkages with local hospitals/ambulance services
Noise & Vibration Impacts (Beyond Workers)	<ul style="list-style-type: none"> Continuous construction noise/vibration affecting nearby communities - Structural damage to houses/infrastructure - Community grievances due to night works

Annexure III: List of contents of First Aid Box

(Contractor should provide one first aid box per 50 workers and part thereof at worksite, containing following items)

(Please read with paragraph 8.4.3)

Sr No.	Items & Quantity
1.	6 small, sterilized dressings.
2.	3 medium size sterilized dressings.
3.	3 large size sterilized dressings.
4.	3 large, sterilized burn dressings.
5.	1 (30 ml) bottle containing a two percent alcoholic solution or iodine.
6.	1 (30 ml) bottle containing savelatile having the dose and mode of administration indicated on the label.
7.	1 snake bite lancet
8.	1 (30 gms) bottle of potassium permanganate crystals.
9.	1 pair of scissors.
10.	1 copy of the first aid leaflet issued by the Director General, Factory Advise Service and Labour Institute, Government of Nepal
11.	Ointment for burns.
12.	A bottle of suitable surgical antiseptic solution.
13.	Cotton Wool
14.	Elastic/Crepe Bandages – for fractures, sprains, and joint injuries.
15.	Eye Wash Solution / Eye Irrigation Bottle (sterile saline) – for chemical splashes and dust.
16.	Burn Gel / Hydrogel Dressing – better than just ointment for severe burns.
17.	Tourniquet (medical, not improvised) – for controlling heavy bleeding.
18.	Antihistamine Cream / Tablets – for insect bites or mild allergic reactions.
19.	Thermometer (digital) – for monitoring fever during illness/pandemic.
20.	First Aid Instructions (in local language) – must include ambulance, nearest hospital, site safety officer.
21.	Emergency Contact List of doctors, nearest dispensaries/hospitals.

In addition to first-aid box, the Contractor will display first-aid instructions (in local language) at campsites and worksites. This will also include Contact List of doctors, nearest dispensaries/hospitals.

Annexure V: Illustrative Toolbox briefing

(Supervisors / foreman will conduct Toolbox meetings/briefings on daily basis before commencement of work and thereafter take the attendance in format given in Annexure-IV)

Illustrative toolbox briefing details are as below:

(Please read with paragraph 8.4.5)

Toolbox briefing will include following (It's an illustrative list and not exhaustive):

- Muster points/ alarms;
- PPE;
- Site Safety Regulations;
- Housekeeping;
- Fire Prevention;
- Safe Working Practices;
- Employees Safety Responsibility;
- Eye Protection;
- Tools;
- Short Cuts;
- Confined Space Safety;
- Near Miss;
- Cylinders;
- Scaffolding;
- Preventing Accidents;
- Deep Excavations;
- Restricted Areas Working;
- Permit To Work (PTW);
- Lifting;
- Rigging;
- Manual Material Handling;
- Pressure tests;
- Electrical Safety;
- Explosive handling;
- Evacuation before blasting.

Annexure VI: Quarterly Labour Compliance Reporting Format

(Read with paragraph 8.2.1, 9.1.3)

The Contractor will submit quarterly labour compliance report to PIU in following format)

1. Project Data						
1.1	Name of Project					
1.2	Duration					
1.3	Start Date					
1.4	Estimated Completion Date					
1.5	Location					
1.6	Name and Contact Information (email/phone) of Contractor					
1.7	Name and Contact Information (email/phone) of all Subcontractors					
1.8	Type of activities (project description)					
2. Labour Profile						
2.1	Number of labourers by sex	<i>Male</i>		<i>Female</i>		Total
2.2	Number of labourers by skill	<i>Skilled</i>		<i>Semi-skilled</i>	<i>Unskilled</i>	Total
2.3	Number of labourers by origin	<i>Local (same or adjoining district)</i>		<i>Other state</i>	<i>Other Country</i>	Total
2.4	Number of labourers by age	<i>14-18</i>	<i>18-25</i>	<i>25-50</i>	<i>Above 50</i>	Total
2.5	Source of labour	<i>Contractor</i>	<i>Subcontractor</i>	<i>Independent</i>	<i>Other</i>	Total
2.7	How many hours are the working day?					
2.8	How many leaves in a week does the labour get?					

3. Maintenance of other Labour Records		
3.1	Is a copy of photo ID of each labourer kept with the employer?	
4. Facilities at Worksite / Campsite		
4.1	Location of labour camp and distance from worksite	
	Permanent/Temp.	Location Distance from nearest village/habitation
4.2	Type of housing in labour camps on leased land (temporary shelters / kuchha /pukka)	
4.3	Are there any housing on public land like roadsides, open fields and other spaces?	
4.4	How many labourers have families on/near worksite?	
4.5	Is drinking water available on site and at the campsite?	
4.6	Are latrines and urinals provided on site and at the campsite?	
4.7	Are First Aid facilities provided on site?	
4.8	Does a doctor visit the worksite / campsite regularly?	
4.9	Is there a tie-up with a hospital or dispensary near the worksite /campsite	
4.10	Is woolen clothing/rainwear provided?	
4.11	Is there a provision for crushes/nursery?	
4.12	Is there a facility for cooking / canteen facility for all labour?	
4.13	Are leisure activities / facilities available for all labour	
4.14	Is transport to and from the worksite provided for labour?	
4.15	Is there a mechanism in place for addressing grievances within the workplace?	
5. Supervision by Labour Officials		
5.1	Has the worksite / campsite been inspected by a labour official? If yes, when?	
5.2	Which directions were given by labour officials?	
5.3	What is the mode of compliance with such directions?	
5.4	Are you facing any legal proceedings on labour issues in Labour Court/ Commissioner for Employees' Compensation/ Other?	
6. Statutory Displays at Worksite (Yes / No)		
6.1	Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH Act)	
6.2	Child Labour (Prohibition & Regulation) Act 1986	
6.3	Bonded Labour System (Abolition) Act, 1976	
6.4	The Personal Injuries (Compensation Insurance) Act, 1963	
6.5	The Code of Conduct of workers	
6.6	Display of Emergency Telephone Nos	
6.7	Display Health & Safety Signage	
6.8	Display of Grievance Redressal Committee	

LABOUR MANAGEMENT PROCEDURES (LMP)

7. Accidents, Emergencies and Incidents		
7.1	What is the nature of accidents / emergencies usually occurring at a worksite like yours?	
7.2	Have you provided enough personal protective equipment for all employees	
7.3	Is First Aid available at the campsite / worksite?	
7.3	Is functioning fire-fighting equipment available at the campsite / worksite?	
7.4	Which is the nearest doctor / clinic / dispensary?	
7.5	Which is the nearest hospital?	
7.6	Number of accidents recorded in last quarter	
7.7	Number of injuries / fatal cases in last quarter?	
7.6	Which is the nearest Police Station?	
7.7	Do you have ESI / ECA coverage?	
7.8	Has an Internal Complaints Committee been constituted and other appropriate measures undertaken at the workplace as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013?	
8. Health And Safety		
8.1	Have you established a Safety Committee at workplace?	
8.2	Have you appointed a Safety Officer at workplace?	
8.3	Have you developed a Health and Safety Policy tailored specifically for the project?	
8.4	Are you implementing measures for fire safety at the workplace, including the installation of fire extinguishers?	
8.5	Have you conducted a safety audit at the site?	
8.6	Have you created a comprehensive plan for responding to emergencies and ensuring preparedness?	
8.7	What procedures are followed to inform the authorities regarding an accident or incident?	
8.9	Do you provide safety training for the workers?	
8.10	Do you conduct Toolkit briefings every day before commencement of work?	
8.11	Have you carried out a mock drill in relation to emergency procedures?	

Annexure VII: Template For Code of Conduct

(Contractors will maintain harmonious relations at the workplace/worksites and with local communities by ensuring workers adhere to the Code of Conduct given below)

(Please read with paragraph 8.5.4)

Sr. No	Code of Conduct	Description
1	Punctuality and Attendance	Workers are expected to arrive on time for work and maintain regular attendance as per the agreed-upon schedule.
2	Professionalism	Workers must always conduct themselves in a professional manner, including dressing appropriately, communicating respectfully, wearing PPE and adhering to company policies and procedures.
3	Workplace Safety	Workers should prioritize their safety and the safety of others by following all safety protocols, using Personal protective equipment as required, and reporting any hazards or incidents promptly.
4	Respect for Colleagues and Sexual harassment is strictly prohibited	Workers are expected to treat their colleagues with respect, dignity, and fairness, regardless of differences in role, background, or opinion. Bullying, harassment, discrimination, or any form of disrespectful behavior will not be tolerated. Sexual harassment is strictly prohibited and may lead to legal actions.
5	Confidentiality	Workers must respect the confidentiality of company/Firms' information, customer data, and any other sensitive information they may have access to during their work.
6	Compliance with Laws and Regulations	Workers are required to comply with all applicable laws, regulations, and industry standards relevant to their work, including but not limited to labour laws, health and safety regulations, and environmental protection laws.
7	Conflict of Interest	Workers should avoid situations where their personal interests' conflict with the interests of the company. If such conflicts arise, they must disclose them promptly to the appropriate authority.
8	Use of Company Resources	Workers should use company resources, including equipment, facilities, and funds, responsibly and only for authorized purposes. Personal use of company resources is prohibited and can be used in accordance with company policies.
9	Reporting Violations	Workers are encouraged to report any violations of this code of conduct or any unethical behavior they observe to the appropriate authority without fear of retaliation.
10	Continuous Improvement	Workers should strive for continuous improvement in their skills, knowledge, and performance to contribute positively to the company's goals and objectives.
11	Respect for Local Communities & Cultural Heritage	Workers must respect community norms, local traditions, and avoid damage or disruption to cultural heritage and sacred sites near project areas.

LABOUR MANAGEMENT PROCEDURES (LMP)



Sr. No	Code of Conduct	Description
12	Alcohol and Substance Abuse	Workers must not consume or be under the influence of alcohol, drugs, or other intoxicating substances during working hours or on project sites.
13	Environmental Protection	Workers must minimize waste, prevent pollution, protect biodiversity, and follow all environmental safeguard practices under the project.
14	Prohibition of Workplace Violence and Weapons	Workers must not engage in fights, threats, or bring weapons to the workplace or project site.
15	Digital Ethics & Privacy	Workers must handle digital tools responsibly, avoid misuse of communication systems, and respect privacy of community or personal data.
16	Contract Termination Clause	Violations of this Code of Conduct, particularly related to GBV/SEA/SH, child labour, corruption, or safety negligence, may result in immediate termination and legal action.

Annexure VIII: Grievance Form

(Please read with paragraph 8.7.3.3)

Complainant Name		
Contact Details	Address:	
	Contact No.:	
Location of Incident		
Details of Complaints		
Directions		
Confidentiality Requested	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Signature of Complainant & Date		
Reference No.:	<i>For official use only</i>	
Date Received:	<i>For official use only</i>	
Complaint taken by:	<i>For official use only</i>	
Complaint assigned	<i>For official use only</i>	
Date of complaint Acknowledged:	<i>For official use only</i>	
Complaint referred to	<i>For official use only</i>	

Annexure IX: Format for Grievance Redressal Mechanism Register

(Please read with paragraph 8.7.3.3)

Sr. No.	Unique complaint number	Date of Receipt	Name, address, and Contact No of the complainant	Gender of complainant
(1)	(2)	(3)	(4)	(5)

Mode of receipt Phone/ Letter/ Mail/ GRM Box/ Meeting	Category of Complainant Individual/ Household/ Community/ Vulnerable group	Category of Complaint Land /Environmental/ Social/ OHS/SEA-SH/Other	Whether an option is given to the complainant for anonymity
(6)	(7)	(8)	(9)

Current Status Open/ Under review/ Resolved/ Referred	Date of Resolution	Remarks / Action Taken
(10)	(11)	(12)

Annexure X: Quarterly Status Report on Grievance Redressal

(Please read with paragraph 8.7.5)

Sr. No.	Name of the Sub-project	No. of pending complaints at the end of the previous quarter	Number of complaints received during the quarter	Number of complaints disposed during the quarter	Number of complaints pending at the end of the quarter	Remark
(1)	(2)	(3)	(4)	(5)	(6)	(7)