

**Position paper on
Chinese Construction behavior in Pakistan and follow up as
suggested in meeting of 11th February with ILO mission in Pakistan**

KAROT Hydro Power Project

The Karot Hydro Power Project is an International Finance Corporation (IFC) funded project. The Chinese Three Gorges Corporation is working as contractor in this project. The 3000 workers are still working in this project. They organized and formed their own union in the name of Awami Labour Union Karot Hydro Power Project distt. Rawalpindi – Punjab Province. The union leadership gave their registration application for registration of the union to the registrar of Trade unions distt. Rawalpindi, office Rawalpindi. The registrar of trade unions refused to register the union in this project and said I will never register the union myself as registrar of trade unions even I may be transferred from this post. After his refusal, the union approached to Labour court Rawalpindi for the registration of the union under the law. The labour court after inquire the matter through the administration of District Rawalpindi, ordered the registrar of trade union to register the union which he again refused to register.

The union again refered the matter to labour court for reconsideration of the refusal of the the Punjab government, registrar of the trade unions Rawalpindi, then again the labour court ordered the registrar to issue the registration certificate to the union. Thus, after a lengthy litigation process, the union was registered.

Later on, two years before, the union applied for issuing the collective bargaining agent certificate to the registrar of trade unions alongwith its membership of more than 1200 workers which is required under the law but regret to point out, the registrar of trade unions, Rawalpindi, Punjab province didn't issued CBA Certificate due to unknown reasons till to-date. Being only one registered trade union in the establishment of Chinese MNC, Karot Hydro Power Project and having its membership more than one third of total number of employees employed in this project approached to PWF General Secretary Bro. Zahoor Awan, who approached to IFC Washington office and thus the management was agreed to discuss the Charter of Demands of the workers with the registered trade union in the establishment.

In this regard, four meetings were held, in the office of Chinese MNC at Islamabad on charter of demands and more than 80% workers problems were discussed and finalized. Only 3-5 points were remaining to discuss and finalize. The management wanted some time to discuss internally themselves to finalize the issues.

The PWF and Union were asking to management to hold the meeting since then but the management of Karot MNC adopted the tactics to linger on and meanwhile they registered another union which is a purely yellow union only to deprive off to the workers from their collective agreement benefits and said that another union has been registered in the company so there should be a referendum between the two unions.

The Awami Labour union accepted the challenge of referendum but regret to point out the registrar of trade unions Rawalpindi District has joined his hands with the management and he clearly violating the law pertaining to hold referendum. As per law, referendum should be held within 15 days after the receipt of the application by a union but 6 months has been passed and he is still on by one excuse or other. The yellow union office bearers are not attending the registrar office in this regard, only management is seen to attend the office with their lawyers which is clearly an evidence that the management and labour department Rawapindi are knowingly exploiting the legal rights of the workers so the collective agreement should not be signed and the project will be completed without to pay any guaranteed right to the workers under the law.

This matter has been brought in the notice of IFC but no action has been taken by them. Similarly, a worker Welder Khalid Hussain, Xray Welder Badge # 4748 who joined on 01-07-2018 and worked upto 27-07-2019 in pen stock section of Karot Hydro Power Project died on 27-07-2019, his family has not been paid the legal insurance /compensation under the law uptil now even union brought in the notice of the management 6 months before. Similarly, at the termination workers are not being paid their termination benefits etc.

It is further stated that on this project Government of Pakistan has deputed army around the project area to provide security to the Chinese employees/contractors and union General Secretary who is an outside office bearer of the union as per law is not being allowed to meet the workers and listen them regarding the problems

faced by them at working area. The labour department even has not visited the site for labour inspection, the OSH and Decent Work is being violated very badly. The food condition is also very poor. If the union leader is allowed to visit site to meet the workers then proper look after is being arranged and reported.

The request to ILO, a serious action should be taken with the government of Punjab and especially to the labour department of Punjab for their anti- labour activities against the law and ILO support to labour department Punjab may please be reconsider. Further matter can also be taken to IFC office at Islamabad.