

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

**T4 Project Tarbella Dam in KPK**

The situation of workers in this company is better as compare to other Chinese companies due to good existence of the unions, better coordination of World Bank (IFC) office in Pakistan and positive role of ILO Country Director Mr. Fanacesco at the early stage of the project. The Chinese MNC namely Sino Hydro Group Ltd. (Power China Construction Corporation Ltd. PCCL) who started work at Tarbela Dam Project Ext 4<sup>th</sup> in the end of 2013. This project is funded by World Bank (IFC). The World Bank has formed a grievance redress committee (GRC) in the start of the project in which Water and Power Development Authority (WAPDA), T4 Project Consultants (T4CJV) and Chinese Management were members of this GRC. Later on, the workers of Sino Hydro Group Ltd. (SHGL) were organized and formed their own union namely Awami Labour Union T4 Project Tarbela Dam which was registered in 2014 and later on was issued the certificate of collective bargaining agent (CBA) by the labour department, Government of KPK. The union President and General Secretary were also included as the member of above mentioned GRC. Under the circumstances and prevailing labour laws, the union write letters to the SHGL management and copy to all other stake holders of GRC. Four-nightly meetings are held in the supervision of WAPDA and consultant which take part as observer and the management and union CBA discuss on the worker's issues. Due to this mechanism, the workers issues are discussed and amicably settled and workers are being benefitted under the law individually and collectively and due to this very reason, there is an industrial peace on this project. The management has completed the T4 Project very smoothly without any general strike during this tenure and thus the workers have been availing benefits of gratuity and unpaid annual or casual leaves at the time of termination which is a big benefit for them. Similarly, all the workers have been registered with Employees old age benefits institution (EOBI) and are insured with insurance company which benefit is available at the time of any injury or in the case of death the death compensation. The workers are being treated by the Chinese MNC in their own clinic in case of serious injury, the workers are referred to other hospitals as per nature of case. The management pay the medical bills to the workers which were spent by them without any limit.

The President and General Secretary are not workers of the Chinese MNC. They both are outsiders but due to office bearer of the union, the WAPDA Authority has issued them gate passes to enter in the project area to discuss on workers issue in GRC and when needed direct meeting with the management. Due to GRC meetings, workers were provided transport for pick and drop for duty from residential camp and local workers are also being provided the transport facility about 20-25 KM area. There exist some other issues which are under discussion with the management.