

**Position paper on  
Chinese Construction behavior in Pakistan and follow up as  
suggested in meeting of 11<sup>th</sup> February 2020 with ILO mission in Pakistan**

**Sukki Kinari Hydro Power Project-Paras Distt.Mansehra KPK**

This project is situated about 200 km from Islamabad in Kyber Pakhunkhwa Province, District Mansehra. The Chinese MNC CGGC is the contractor on this project having more than 3000 workers working on site. The workers organized and formed their own union namely Shaheen Labour Union Sukki kinari hydro power project. The union was declared as collective bargaining agent under the law by the KP Labour Department and certificate of CBA was issued to the union. The union gave charter of demands to the CGGC management for negotiation under the law. The management violating the law and started termination of workers against the law and victimizing the union office bearer, senior Vice President and some other office bearers were dismissed against the law. The labour department of KPK was involved to negotiate the charter of demand and some points were agreed with labor department but later on the management refused to participate in the meeting in the office of director labour, government of KPK and thus the collective agreement was not signed. This is clearly violation of industrial relation act 2010 of KPK by the management. Later on, the labour department issued failure certificate under the law to the union CBA. The workers went on strike more than 12 days then local administration involved in the prevailing situation and work was started on the assurance of assistant commissioner Balakot Distt. Mansehra that company will obey the labour law and also negotiate the charter of demands. But upto now no agreement has been signed, the management is terminating the union active members to weak the unionism. Similarly, it was demanded by the management if the president of the union will resign from union, all demands of workers will be accepted. The President Ibrar Shah resign from union but demands were not accepted even. Then they are terminating the workers without seniority against the law. No occupational safety and health measures are being adopted. No workmen compensation is being paid in case of death and injury to the workers who were involved.

Medical facilities are also very poor. In case of reference, no medical bill is being reimbursed. The union General Secretary who is a Masson by profession is deputed

as watch man. This amounts unfair labour practice on the part of employer under the law and he is being pressurized to resign from service and union. The termination benefit to the workers are not being paid as per law which is a financially heavy loss to the workers. All the workers unskilled, semi- skilled and skilled are being paid only minimum wage which has been announced for the unskilled laborers by the government of KPK. **The current situation is that after COVID-19 company has sent 600 workers jobless even not paying their previous legal salaries.**