

*Karachi, dated 13th May, 2020*

ORDER

SOPs FOR AGRICULTURE LABOURERS FOR MANGO HARVESTING

No. SO(Jud-I)HD/8-1(04)/2020-Corona/SOPs/MHL. Whereas, the Government of Sindh considered it essential to take all the emergency precautions to mitigate the spread of Covid-19 contagion in the province of Sindh in view of increasing number of cases in Pakistan as well as in Sindh, the Government of Sindh passed orders from time to time under the Sindh Epidemic Diseases Act 2014 (The Sindh Act VIII of 2015). In this regard, the Home Department, Government of Sindh has issued orders from time to time wherein restrictions were imposed on certain activities less permitted services / activities, including agriculture activities to be carried out while adhering to SOPs and safety precautions.

2. **Whereas**, it is envisaged that like every year, a significant number of Labourers come from South Punjab to Sindh for Mangoes harvesting, sorting, Box/Cartons assembling, packaging, etc, while the threat of Corona virus spread has still not subdued and the restrictions movement of people and precautionary measures are still required to be in place in the public interest.

3. **Now, therefore** in exercise of powers Under Section 3(1) of the Sindh Epidemic Diseases Act 2014 (The Sindh Act VIII of 2015) and in continuation of earlier order No. SO(Jud-I)HD/8-1(04)/2020-Corona dated 10th May 2020, the Government of Sindh is satisfied to devise a framework through which employment of Labourers in mass number in agriculture activities, such as mango picking, sorting, packaging, etc shall be regulated, keeping public safety paramount.

4. **Therefore**, Government of Sindh is pleased to issue Standard Operating Procedures (SOPs) regarding employing labourers for mango harvesting to ensure safe work environment in which requisite activities related to the mango harvesting, sorting, packaging, loading and transportation of mangoes may be carried out under following conditions subject to the approval by the Government of Sindh:

Objective:

5. The objective of these SOPs is to ensure that all mango harvesting, sorting, packaging, loading and transportation activities that are permitted to be carried on during the Covid-19 Pandemic are carried on in a manner that ensures prevention of the spread of Corona Virus / Covid-19.

6. The essential steps required to prevent the spread of Covid-19 is the physical distancing between the persons at all the time with over three feet distance in between as well as personal hygiene. That all the objects/items that are being frequently used or touched by different people are disinfected with proper Covid-19 disinfectant solution and wiped clean after every use, as well as, cleaning/disinfection of transport vehicle.



Applicability:

7. These SOPs relate to **activities / operations pertaining to mango harvesting, sorting, packaging, loading and transportation** and are applicable to all such **Individuals, Contractors, Landlords, Orchard lessee, Mango Merchants, Labourers, Transporters, etc.** who shall follow the directions / instructions as related to them and there shall be no exception.

8. **All the relevant SOPs as in Order SO(Jud-I)HD/8-1(04)/2020-Corona/SOPs dated 14th April 2020 relating to Travelling, Workplace distancing, Cleanliness, Transport, eating place, prayers area, toilets shall apply.**

9. In addition, following SOPs are to be followed.

A. Responsibilities of Labour Contractor

To carry out risk-based approach before engaging Labourers and to;

- i) Labour Contractors shall ensure that all the labourers are tested for Covid-19 (conducted during last 07 days) prior to their entry in the province of Sindh from other province, and subsequently screened at designated provincial border entry point.
- ii) Labour Contractor (in Sindh) must provide the list of labourers and other requisite particulars with tentative date of their arrival on given proforma at respective Deputy Commissioner office. Labour Contractor will further coordinate with Deputy Commissioner office concerned for scheduling date, time and location for screening and testing in case the labourers are arriving without prior Covid-19 test.
- iii) Such proformas can be obtained from the office of the Assistant Commissioners /Mukhtiarkars / Supervising Tapedars / Tapedars and respective Police stations. Moreover, the form can also be downloaded from the websites of Agriculture Department and Sindh Abadgar Board.
- iv) The labourers / workers from other provinces already engaged with various agricultural activities shall also be enrolled under this proforma and reported to Deputy Commissioner office concerned by their Labour Contractor, if they are employed to work/labour on mango harvesting.
- v) Labour Contractors then will remain in contact with Deputy Commissioner office concerned, who in turn will arrange such screening and testing camp at provincial entry point, in coordination with respective Commissioner Offices of provincial entry points, under intimation to all concern (i.e. Home Department, Divisional Commissioner Office, District Health Officer, Contractor concern).
- vi) Testing cost of labourers for Covid-19 tests to be paid by respective labourer contractors.
- vii) Contractors shall provide essential safety items such as gloves, masks etc during commutation to every individual contracted for mango harvesting and ensure adherence to travelling SOPs during their commutation.
- viii) Only labourers /workers less than 50 years of age shall be engaged after due testing / screening at the beginning as well as periodical screening during their stay.
- ix) Every Contractor /Grower shall make ample arrangements for hand washing along with availability of soaps on the mango orchards where labour is engaged and ordinarily resides.
- x) Every Contractor / Grower shall try and engage maximum number of local labourers and shall try to minimize the labour from elsewhere for plucking /packing purpose.

- xi) It shall be the responsibility of the contractor/ grower to send the labourer/ worker for medical checkup to the nearest hospital within 24 hours if he/she develops Covid-19 related symptoms, such as cough, fever, or shortness of breath.
- xii) In case of the event mentioned at Serial No. (xi), it shall be the responsibility of the contractor/ grower concerned to report such case to the Assistant Commissioner / Mukhtiarkar / Assistant Mukhtiarkar / Supervising Tapedar / Tapedar, Chowki In-charge of the concerned Police Station/ Officer In-charge of Police Station/ DSP within 48 hours.
- xiii) If there is spread and further testing is required, the cost of same will be borne by the concerned owner / landlord / contractor etc.
- xiv) Maintain a record of Labourers personal details as per enrollment form, daily health status details and movement details in a register, which shall be available on inspection of the labourer, or is engaged / employed, to the Assistant Commissioner / Mukhtiarkar at his office or through field staff like Assistant Mukhtiarkar / Supervising Tapedar / Tapedar or Chowki Incharge of Police.

B. After arrivals of Labourers at Farm/workplace, the Landlord / Lessee shall ensure;

- i) Ensure that the Labourers are properly briefed on the spread of Covid-19, its symptoms and the required precautions against the disease at the farm.
- ii) That the Labourers are provided with facemask and gloves and ample hand washing points / sanitizers at the workplace during the harvesting and related activities and encouraged for frequent hand washing.
- iii) That the tools and items used for the picking, collecting, sorting, ripening, packaging, loading, including the transporting vehicle are properly disinfected with appropriate disinfectants.
- iv) That the practice of handshake, hugs and greetings by physical contact in any manner is actively discouraged.
- v) Thermal guns are to be kept to check temperature of all Labourers and maintain daily log.

C. Transportation of Labourers / Human Resource by Labour Contractor

All the relevant SOPs regarding travelling and transport as in Order SO(Jud-I)HD/8-1(04)/2020-Corona/SOPs dated 14th April 2020 relating to Travelling shall apply.

D. Transportation of raw material and packaged mangoes etc.:

- i) Raw materials, such as box sheets, cartons, nails, collecting baskets, picking sticks, etc shall be completely disinfected before usage, whereas, only food-grade disinfectant shall be used for mangoes, Ethenyl ripener sachets, wrapping paper, etc.
- ii) Temperature of the drivers, helpers, loaders and others shall be checked along with other indicators of Covid-19.
- iii) All the relevant SOPs regarding travelling and transport as in Order SO(Jud-I)HD/8-1(04)/2020-Corona/SOPs dated 14th April 2020 relating to Travelling shall apply.

E. Directions for District / Divisional Officials

- i) Deputy Commissioner office concerned are to collect duly filled proformas from labour contractors and coordinate with Commissioner offices of respective provincial entry points, from where labourers are informed to enter.



- ii) Deputy Commissioner office will also propose tentative dates to Commissioner Office concerned in order of priority for establishment of screening and testing camps for the labourers at the entry point.
- iii) Commissioner office concerned, receiving such requests, to schedule screening and testing camp at border entry points and deputing such local medical teams in coordination with Health Department. They are also to coordinate with Health department, and if necessary, to arrange sufficient number of testing kits, and medical staff for all the incoming labourers.
- iv) Labourers arriving without Covid-19 testing/ tested 07 days earlier shall be tested/ re-tested at such facilities. Covid-19 testing costs to be borne by the respective labour contractors.

F. Further instructions

As may be issued by the government for further steps necessary to contain Covid-19 spread.

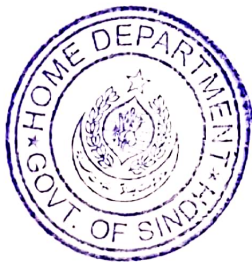
10. **These SOPs / directions shall be enforceable immediately and shall remain in force till the Covid-19 emergency is specifically declared to be over by an order or this order is withdrawn.**

11. Any person / owner/ lessee/ merchant / manager engaged in any permissible activity/ operation found violating any of the instructions contained in these SOPs shall be liable for action in accordance with law as per section 4 of Sindh Epidemic Disease Control Act 2014. Any business / Farm owner / merchant found/reported violating the above instructions/Standard Operating Procedures, shall have the permission given to them during Covid-19 emergency suspended immediately and such activity may be stopped.

12. Secretaries of respective departments viz. Agriculture, Labour, Health, etc. who are entrusted with regulation/control of respective activities/functions related to above as well as respective divisional Commissioners are empowered under Section 3(1) of said Act to issue further orders, directions, notices to put this order into effect in letter and spirit and to clarify further for implementation purpose (but not allow what is not permitted or disallow what is permitted). Any action required to be taken under this order may be taken if deemed necessary by taking representative of concerned Agriculture Association (to be nominated by the concerned President).

13. A team of officers / inspectors of administration, Agriculture, Labour and Health Department duly authorized by Deputy Commissioners or Secretaries concerned may check the place any time for compliance of directions issued by the Government of Sindh.

14. Deputy Commissioner, Assistant Commissioner, Labour Officer, District Health Officer, concerned as well as personnel of Law Enforcement Agencies not below the rank of Inspector Police (or of equivalent rank for other Law Enforcement Agencies are empowered under Section 3(1) of the said Act to take any legal action on any Act in contravention of this order or directions/notices issued there under and including action under Section 188 of Pakistan Penal Code 1860. Further legal action can also be taken under relevant Labour, Industrial and other applicable laws.



(DR. MUHAMMAD USMAN CHACHAR)
Additional Chief Secretary (Home)

A copy is forwarded for information and necessary action to:

1. The Principal Secretary to Governor Sindh, Karachi.
2. The Principal Secretary to Chief Minister Sindh, Karachi.
3. The Director General, Pakistan Rangers, Sindh, Karachi.
4. The Senior Member, Board of Revenue, Sindh, Karachi.
5. The Chairman, Planning & Development Board, Karachi.
6. The Chairman, Anti-Corruption Establishment, Sindh, Karachi.
7. All the Administrative Secretaries of Government of Sindh.
8. The Inspector General of Police Sindh, Karachi.
9. The Additional Inspector General of Police (Karachi, Hyderabad, Sukkur).
10. The Commissioner (all) in Sindh.
11. The Secretary to Govt. of Sindh (Labour & H.R / Agriculture / Health Department), Karachi.
12. The Deputy Inspector General of Police (all) in Sindh.
13. The Deputy Commissioner (all) in Sindh.
14. The Senior Superintendent of Police (all) in Sindh.
15. The Director, Press Information Department, Government of Sindh, Karachi.
16. The Deputy Secretary (Staff) to Chief Secretary, Sindh, Karachi.
17. The Superintendent, Sindh Government Printing Press, Karachi for publication in the next issue of Government Gazette and provide copies thereof.
18. All concerned through respective departments.
19. Office Copy.



Deputy Secretary / Focal Person
(for COVID-19)
Ph: 021-99213392



PROFORMA

Name of District		Name of Taluka	
------------------	--	----------------	--

Name of Grower		CNIC		Contact No.	
----------------	--	------	--	-------------	--

Name of Contractor		CNIC		Contact No.	
--------------------	--	------	--	-------------	--

Name of Farm/Orchard	Orchard location/Tapa/Deh/Taluka/District	Area (in acres)	Number of labour engaged from out of Province	Tentative date of arrival at Sindh border / already in sindh

Name of Laborer	CNIC	Age	Contact Number	Address



(-----sign-----)
With name, CNIC, address and contact number

Handwritten signature