

**MSC Elsa3 - Minimum labour standard for engaging Civil Defence/Aapda Mitra
Volunteers/Haritha Karma Sena/Kudumbashree by salvager for nurdle clean up in Kerala
Coast**

1. Daily wage of Rs. 900/- - To be paid on a daily basis by the salvager (MERC)
2. Duty time shall start from 10 am to 5 pm
3. A minimum of 300 boots to be on the ground every day, with each 10 member group lead by one expert from MERC. (MERC)
4. The salvager should provide adequate training to volunteers for handling nurdles and also to differentiate the nurdles from other possible hazardous materials. (MERC)
5. The volunteers engaged should be given gloves, masks, boots, PPE and raincoats (MERC)
6. Sieves to be made ready by salvager (MERC) at every 100 m shore or where the density is high and nurdles to be gathered leaving the sand on site. A number of mobile sieves also may be arranged. Possibility of using technical aids such as vaccum cleaners and beach sieving machines may be explored. (MERC)
7. Appropriate nurdle clean up vacuum cleaners may also be distributed to teams (MERC)
8. Plastic bags and fasteners to be arranged by salvager. (MERC)
9. The volunteers should be picked up by the salvager from the nearest Fire Station and deployed to the shoreline assigned to them. They should also be dropped back to the Fire Station before 6 pm, every day. (MERC)
10. In case of medical emergency during the working hours of volunteers, the salvaging company should ensure appropriate medical care to the satisfaction of the medical board of Kerala. (MERC)
11. The salvager shall ensure that the volunteers do not perform dangerous works including entering into sea for collection of nurdles or bags (MERC). Only trained members of the salvaging company shall perform any risky jobs relating to salvaging nurdles. (MERC)
12. Collected materials should be weighed at the site, photographed per day and geotagged by the salvager. The salvager may prepare a GIS based database and dashboard for the purpose. For each panchayath, the information should be given to District Collector of the respective district and the Customs via email with CC to KSDMA and Pollution Control Board on a daily basis. (MERC)
13. Interim storage is to be hired by salvager in Trivandrum and Kollam districts with the approval of Pollution Control Board. The salvager should inform the interim storage ground to Customs and facilitate the inspection of Customs. (MERC)
14. This storage shall not be filled with sacks beyond 1 week. Thus, nurdles collected in a week should be moved by that week end to KEIL (MERC)
15. The State Pollution Control Board has to ensure that necessary negotiations are held with KEIL for receiving the material
16. The KEIL may raise appropriate costs for storage and disposal to the salvager (MERC) for handling this waste

17. When sufficient quantity for transporting to KEIL (HazMat Treatment Facility) at Kochi is mobilized, the same shall be transported with the approval of Pollution Control Board District Officer to KEIL.
18. The salvager must prepare a methodology for the final disposal of the nurdles in consultation with the State Pollution Control Board. (MERC & SPCB)
19. In the case of other materials such as food waste, wood, cotton bails etc. the salvager (MERC/SpillTech) may discuss with Pollution Control Board and decide on appropriate sites for disposal. This material needs to be salvaged by the salvager with their own specialised teams without using the volunteers or local folk. The quantities of materials salvaged from Kerala coast needs to be reported by the salvager to the District Officer of the State Pollution Control Board on a daily basis. (MERC)
20. The Local Self Government Secretary shall deploy his/her representatives along the coast where cleaning operations are conducted to monitor the activity and ensure accountability. They may report daily to the District Joint Director, Local Self Government Department and update regarding the number of bags of nurdles collected from their jurisdiction. This is an oversight mechanism of the State to verify that the activity is conducted. (Local Self Government Department/District Collector)
21. The coastal clean-up will be until the State Level Committee for pollution control constituted vide GO (Rt) No. 365/2025/DMD dated 30-5-2025 is satisfied. (MERC)
22. The District Collector shall provide the list of Aapda Mitra/Civil Defence Volunteers of the district to MERC. The MERC shall enter into contract following the minimum labour standards laid above with the engaged volunteers and utilize their services. (District Collector, MERC)
23. If Aapda Mitra/Civil Defence Volunteers are not available in necessary numbers, the District Collector may decide to facilitate the service of Haritha Karma Sena or Kudumbashree for the same labour standards as laid above. When engaging Haritha Karma Sena Volunteers, it should be ensured by the District Joint Director, LSGD that the routine solid waste management jobs of the local self governments are not affected (Local Self Government/District Collector).

Approved
S/d

Additional Chief Secretary, Finance Department, Kerala
(Chairman, Committee for the negotiation with the shipping company M/s MSC ELSA 3 vide GO
(Rt) No. 366/2025/DMD dated 30.05.2025)

Approved for issue

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Member Secretary, KSDMA

(Convener, Committee for the negotiation with the shipping company M/s MSC ELSA 3 vide GO
(Rt) No. 366/2025/DMD dated 30.05.2025)