



Following consultations among stakeholders, the Inter-Cluster Coordination Group (ICCG), Humanitarian Country Team (HCT), and humanitarian agencies recommended and endorsed below labor rates for different categories of casual workers inside IDP Camps / protection of civilian sites (PoCs). The official UN exchange rate of 1 USD for the month of November 2022 is 611.082 SSP.

## DAILY LABOR CATEGORIES & RATES FOR NOVEMBER 2022

### SKILLED



**USD: 9**  
**SSP : 5,500**

### SEMI-SKILLED



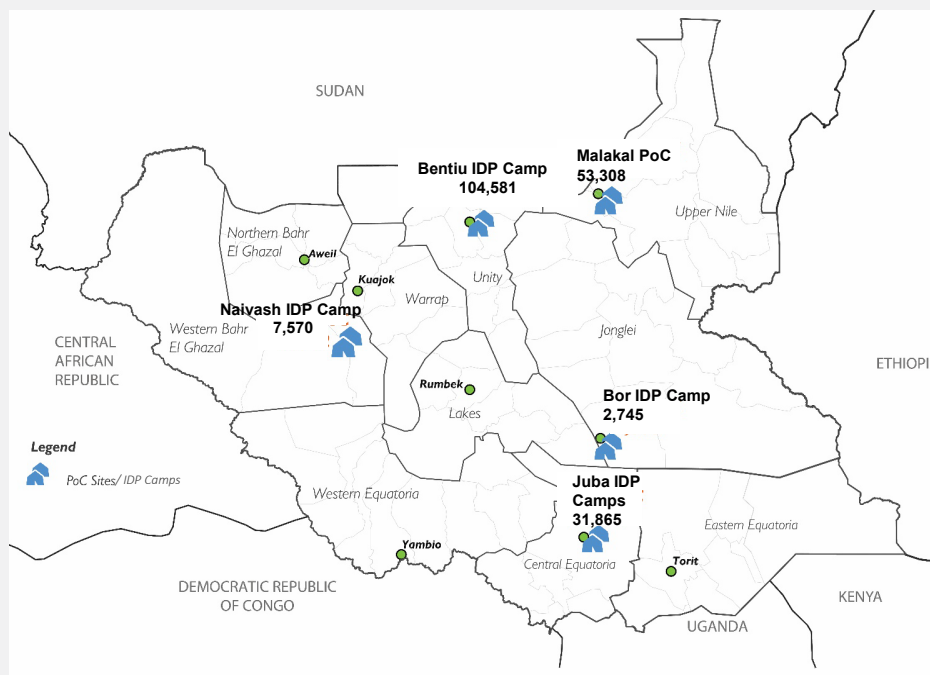
**USD: 7**  
**SSP : 4,300**

### UNSKILLED



**USD: 5**  
**SSP : 3,100**

## LOCATION OF IDP/POC SITES



CCCM Cluster communicates labor rate on the first day of every month to ensure consistent application and smooth implementation across all PoCs and IDP sites. CCCM Cluster encourages all service providers and camp managers to communicate this information to the community to ensure transparency and accountability to the affected population. Below is the list of types of work under each category, which is recognized by cluster partners.

### ANNEX: Categories of skilled, semi-skilled & unskilled work being used by CCCM Cluster partners

Organization	Location	Unskilled	Semi-skilled	Skilled
IOM - CM	Benti IDP Camp	Guards Cleaners Construction casual workers	Pump operators Burial team Handy men	Library attendants Outreach workers Carpenters
IOM - CM	Naivasha IDP Camp, Wau	Cleaners Manual labourers Dismantlement teams Crowd controllers Security guards	Construction worker	Construction team leaders/supervisors Community mobilisers Technical workers – carpenters, masons, electricians Computer trainer Complaints and Feedback Desk worker
ACTED - CM	Bor IDP Camp	Cleaners, crowd controllers, site care and maintenance workers (grasses cutting, opening of culverts with blockage and fencing)	Supervisors of unskilled worker, carpentry works. Works that require ability to read/write	Supervisors of semi-skilled' or technical skills, pump operators and enumerators
ACTED - CM	Juba IDP Camps	Construction and site maintenance works: drainage works, grass slashers, dismantling teams, fencing teams, pipe clearing teams Crowd controllers, guards, cleaners, baby carriers (during GFD), warehouse loaders	Pump operators, heavy workload (construction), digging drainages, grave diggers, road labelling team	Team-leaders: Site maintenance projects, Enumerators. Not necessarily based on previous work experience but clear indications of competency for the position, mobilizers, library supervisors
DRC - CM	Malakal PoC	Manual labour includes WASH facility cleaners, guards, cleaners, loaders/unloaders, construction workers, demarcation and drainage workers and others.	Requires ability to read and write and basic English to communicate e.g. outreach workers, enumerators etc	Team leaders and people with specialized trade skills such a carpentry, welding, etc.
OCHA 2016 guidelines	State-wide in POCs/IDP Sites	Manual labour includes WASH facility cleaners, guards, cleaners, loaders/unloaders, construction workers, demarcation and drainage workers and others.	Requires ability to read and write and basic English to communicate e.g. outreach workers, enumerators etc	Team leaders and people with specialized trade skills such a carpentry, welding, etc

“The above mentioned daily labor wage doesn't apply to WFP Cargo handling which is on cost/metric ton basis.”

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