

Letter No: ARKS/PMU/24-25/16

Date: 18.11.2025

To,
The Authority Engineer,
Provincial Division
PWD, Pauri Uttarakhand

LOA No.- LOA NO: 417/15/BR/RFB-EPC/UGRIDP/2023

Reference: (Construction of 150M Span Intermediate Lane Motor Bridge & its approach over Nayar River for Badkholu village in District Pauri, Uttarakhand State)

Subject: Submission of Social & Environmental Plans.

Dear sir,

With reference to the above-mentioned work, we hereby submit the Environmental and Social Plans in compliance with the contractual requirements, for your kind review and approval. The details of the reports are as follows:

S. No.	File No.	Description
1	File no.1	Social Management Plan (C-SMP)
2	File no.2	Environmental Management Plan (C-EMP)
3	File no.3	Emergency Response Preparedness Plan (ERPP).
4	File no.4	Labour Management Plan (LMP)
5	File no.5	Occupational Health and Safety (OHS) Plan
6	File no.6	Sexual Harassment Prevention & Redressal Plan
7	File no.7	Stakeholder Management Plan
8	File no.8	Waste Management Plan (WMP)

This is submitted for your kind information and necessary action.

Best Regards

M/s ARKS Universal Pvt. Ltd.



Authorised Signatory

ARKS UNIVERSAL PVT.LTD.
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Social-Expert

Encl: Senior Environment and Social expert, PIU (PWD) U-PREPARE Uttarakhand.

Labor Management Plan (LMP)

Project: Construction of 150 m Span Intermediate Lane Motor Bridge & Its Approach over Nayar River for Badkholu Village, District Pauri, Uttarakhand
Prepared By: Priyanka Rawat (Social Expert)

1. Objective of the Labor Management Plan

The purpose of this Labor Management Plan (LMP) is to establish structured procedures for managing the workforce deployed at the construction site of a 150 m span intermediate lane motor bridge in a hilly region of District Pauri, Uttarakhand.

The plan ensures:

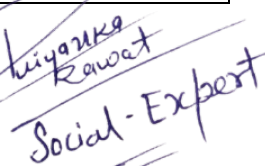
- Compliance with applicable labour laws and contractual obligations,
- Promotion of occupational health and safety,
- Equitable and non-discriminatory treatment of all workers,
- Efficient communication and grievance resolution, and
- Prevention of labour-related disruptions to project progress.

2. Workforce Profile:

Category	Typical Trades/Activities	Approx. Strength	Engagement Mode
Skilled	Mason, carpenter, steel fixer, welder, bar bender, machine operator	6-8	Direct / Contractor
Semi-Skilled	Machine helper, shuttering assistant	10-12	Contractor
Unskilled	Helper, loader, general labor	15-25	Local / Contractor

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Total Estimated Workforce: 25–40 personnel (fluctuating as per work stage)

Employment Duration: 18 months depending on construction phases

Preference: Local labour engagement to the maximum extent feasible.

3. Site and Environmental Conditions

- **Topography:** Steep and uneven hilly terrain requiring site grading, benching, and retaining provisions.
- **Climatic Conditions:** Cold winters and heavy rainfall during monsoon; provision of weather-protected shelters mandatory.
- **Accessibility:** Narrow approach roads; restricted vehicle movement requiring staggered logistics.
- **Potential Hazards:** Rockfall, landslide zones, steep slopes, and limited night visibility.

All site-specific risks shall be mitigated through proper planning, signage, and engineering safety controls.

4. Labor Accommodation and Welfare Facilities

Given the medium scale of the project, the following welfare provisions are mandatory:

- **Shelter:** Prefabricated or tin sheds with raised flooring, adequate ventilation, and weatherproof roofing.
- **Sanitation:** Minimum 1 toilet per 10–15 workers; segregated for male/female if applicable; cleaned and disinfected weekly.
- **Drinking Water:** Continuous supply of filtered/boiled potable water.
- **Cooking Facilities:** Designated fire-safe kitchen area with LPG connection and proper waste disposal.
- **Rest Area:** Shaded resting zone near site for lunch and breaks.
- **Solid Waste Disposal:** Dustbins at designated points; waste segregation and disposal through soak pit or authorized collection.

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5. Statutory and Legal Compliance

All labour engagement shall strictly adhere to the following:

- The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
- The Minimum Wages Act, 1948 (as per latest Uttarakhand Government notification)
- The Payment of Wages Act, 1936
- Contract Labour (Regulation & Abolition) Act, 1970 (if applicable)
- Workmen's Compensation Act, 1923
- Equal Remuneration Act, 1976

Key Provisions:

- Labor license to be obtained if more than 20 workers are engaged by contractor.
- Appointment letters or work contracts to be issued in Hindi/local language.
- Wage and attendance registers to be maintained on site.
- Labor records to be made available for inspection by competent authorities.

6. Working Conditions and Payment

- **Working Hours:** 08:00 a.m. – 05:00 p.m. (1-hour lunch break)
- **Weekly Rest:** One day per week (Sunday or as scheduled).
- **Overtime:** Permitted only under supervision; paid as per applicable labor laws.
- **Payment Mode:** Monthly through bank transfer or cash (with proper signature/thumb verification).
- **Documentation:** Daily attendance sheet and wage disbursement register maintained by the Site Supervisor.



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7. Occupational Health and Safety (OHS)

Bridge construction in hilly terrain involves multiple hazards such as working at heights, lifting operations, hot works, and vehicle movement. The following control measures shall be strictly enforced:

Safety Provisions

- **PPE Distribution:** All workers to be equipped with helmet, gloves, safety shoes, reflective jacket, and harness (for height work).
 - **Toolbox Talks:** Daily pre-work briefing (minimum 10 minutes) covering activity-specific hazards.
 - **First Aid:** Adequate first aid box available at site and maintained regularly.
 - **Emergency Contacts:** Display of emergency numbers (hospital, ambulance, project in-charge) at prominent locations.
 - **Safety Barricades:** Railings and barricades at all elevated or open edges.
 - **Work Suspension:** No work to be undertaken during heavy rain, fog, or landslide warnings.
 - **Fire Safety:** Fire extinguisher available near fuel and storage areas.
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8. Worker Behaviour and Code of Conduct

All personnel shall adhere to the following behavioural and ethical standards:

- Strict prohibition of alcohol, drugs, and tobacco use at site.
 - Respect for local community customs and traditions.
 - No form of verbal, physical, or gender-based harassment tolerated.
 - Maintain cleanliness and order in accommodation and work areas.
 - Compliance with all safety instructions and supervisor directives.
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9. Grievance Redressal Mechanism

A structured but accessible grievance mechanism shall be established to address worker complaints efficiently.

Step	Action	Responsible Person	Resolution Timeline
1	Verbal or written complaint	Site Supervisor	Immediate / within 2 days
2	Record in Complaint Register	Camp In-charge	Within 3 days
3	Review and Resolution	Project Engineer / Contractor	Within 5 working days
4	Escalation if unresolved	Social Expert (Priyanka Rawat)	Within 7 working days

All grievances shall be documented, resolved transparently, and reviewed monthly.

10. Monitoring and Reporting Framework

Activity	Frequency	Responsible Person	Record Type
Attendance & Wage Verification	Daily	Site Supervisor	Registers & Pay Slips
Accommodation & Sanitation Inspection	Weekly	Camp In-charge	Checklists
PPE Compliance & Toolbox Talk	Daily	Safety Assistant	OHS Log Book
Grievance Review	Monthly	Social Expert	Grievance Register
OHS Audit & Corrective Action	Monthly	Contractor / Engineer	OHS Audit Report

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Monthly progress reports shall include labour statistics, incident logs, and compliance status.

11. Conclusion

This Labor Management Plan serves as a comprehensive guide for managing all workforce-related aspects during the construction of the 150 m span motor bridge at Badkholu, District Pauri.

Implementation of this plan will ensure compliance, promote safety and welfare, and maintain harmony between workers, contractors, and the local community throughout the project duration.

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