

LABOUR MANAGEMENT PLAN (LMP)



Construction of 50 m Intermediate lane steel truss bridge in Uttarkashi – Lambgaon-Ghansali-Tilwara Motor Road km 98- near Hanuman Temple, Block-Bhilangana, District Tehri, Uttarakhand

Project Site: Ghansali, District Tehri Garhwal

Contractor: M/s Doon Infrastructure

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FPIU: TD, Ghansali

1. INTRODUCTION

This Labour Management Plan (LMP) ensures safe, lawful, and efficient management of all labour working at the Ghansali construction site.

It follows MoRTH, PWD Uttarakhand norms, BOCW Act, CLRA Act, Minimum Wages Act, and all applicable labour laws.

2. OBJECTIVES OF LMP

- Ensure legal and ethical labour hiring
- Maintain compliance with labour laws
- Provide safe working conditions
- Ensure labour welfare and hygiene facilities
- Prohibit child labour and forced labour
- Maintain proper labour registers
- Provide a functioning grievance mechanism
- Ensure good behaviour with community

3. LABOUR REQUIREMENT & DEPLOYMENT PLAN

Estimated Labour Strength

Semi-skilled: 10–12

Unskilled: 15-16

Supervisory/Skilled Staff: 4–6

Total Labor: 30-35 approx.

Shift Timings

- 9:00 AM – 5:30 PM (with 1-hour lunch break)
- Overtime paid as per labour laws

4. LABOUR RECRUITMENT PROCESS

- Labour recruited through verified labour suppliers
- Mandatory ID proof (Aadhaar)

- No labour below 18 years
- No discrimination based on caste, religion, gender

5. INDUCTION & ORIENTATION

Every labourer receives site orientation on:

- Site rules & discipline
- PPE usage and safety risks
- Wages, rights, and responsibilities
- Emergency procedures
- Prohibited activities (alcohol, fights, theft)

6. WAGE PAYMENT & RECORD KEEPING

Wage Payment

- Monthly wages through bank transfer
- Wage slip issued every month
- Overtime paid separately

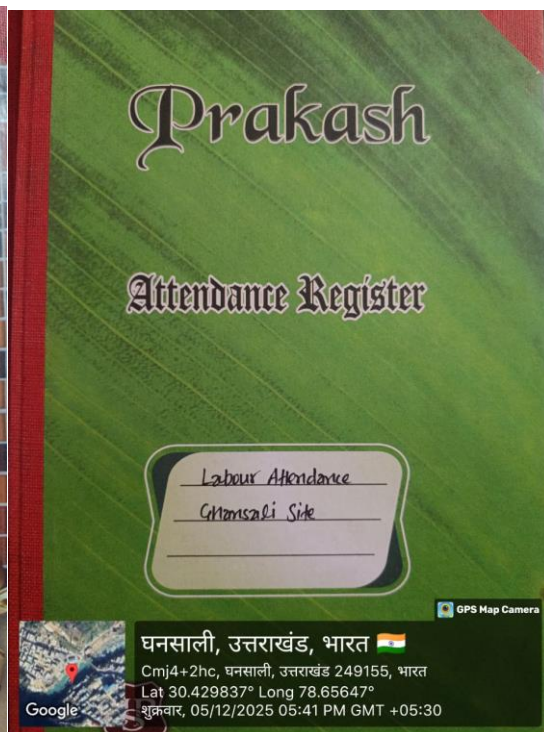
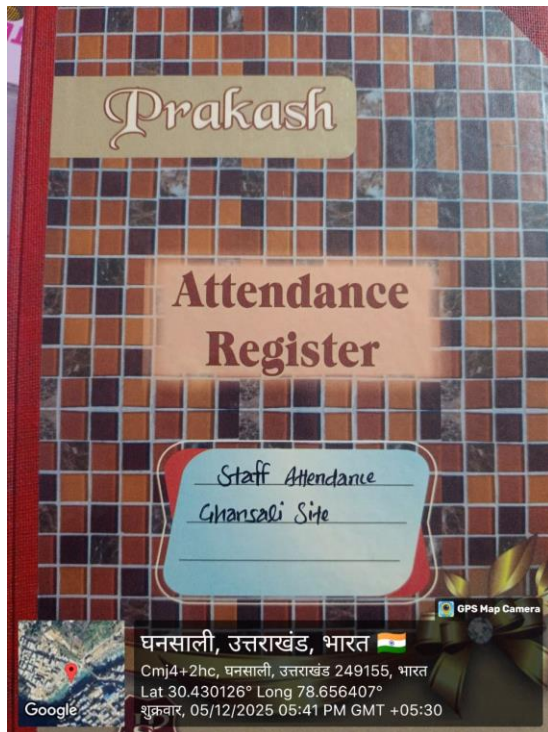
Registers to Maintain

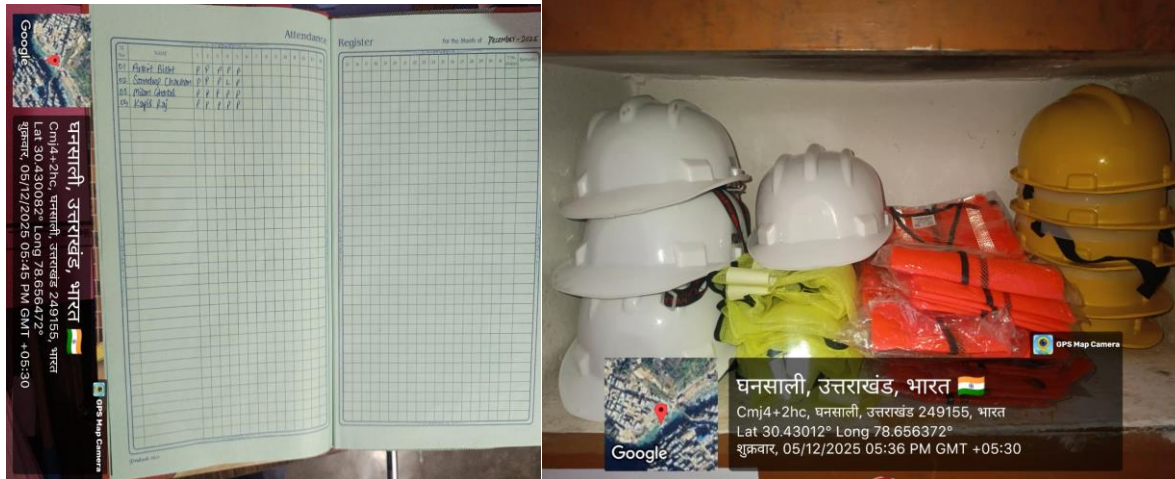
1. Attendance Register
 2. Wages Register
 3. PPE Issue Register
 4. Accident/ Incident Register
 5. GRC Register
- (All registers kept at site)

7. LABOUR WELFARE FACILITIES

Basic Facilities

- Drinking water
- Toilets (male & female)
- Labour resting Area: Proper Ventilated Rooms taken at rent for labour resting and accommodation purposes
- First-aid box
- Waste bins





Safety Facilities

- PPE: Helmet, Shoes, Gloves, Jacket
- Daily toolbox talk
- Weekly safety meetings
- Fire extinguishers

Medical Support

- Tie-up with nearest hospital in Ghansali

8. CODE OF CONDUCT FOR WORKERS

- Follow all safety instructions
- No harassment or misbehaviour
- No fights / alcohol / drugs
- Respect local community
- Wear PPE at all times
- Maintain cleanliness at site

9. ENVIRONMENTAL BEHAVIOUR EXPECTATIONS

- No littering on or near site
- No damage to trees/plants


- Proper disposal of waste
- Prevent oil/fuel leakage
- Avoid noise disturbance to community

10. GRIEVANCE REDRESSAL MECHANISM (GRM)


Process

1. Worker submits complaint (verbal or written)
2. Supervisor records in **GRC Register**
3. Forward to Project Manager within 24 hours
4. Issue resolved within **3–5 days after discussion with GRC committee.**

GRC Contains:



कार्यालय अधिशासी अभियन्ता,
अस्थाई खण्ड, लोक निर्माण विभाग, घनसाली, मुख्यालय-धुमेटीधार
OFFICE OF THE EXECUTIVE ENGINEER,
TEMPORARY DIVISION, PUBLIC WORK DEPARTMENT,
GHANSALI, HEAD QUARTER-GHUMETIDHAR



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पत्रांक :- / दिनांक-14 / 11 / 2024

कार्यालय झांप

जनपद टिहरी में विश्व बैंक पोषित U-PREPARE परियोजना के Contract Agreement No:18/01/BR/RFB/UGIDP/UGRIDP/2023 Dated-29-08-2025 के अन्तर्गत Construction of 50 M Span Intermediate Lane Steel Truss Motor Bridge in Uttarkashi-Lambgaon-Ghansali-Tilwada Motor Road km-98 near Hunuman Temple in District Tehri का कार्य प्रगति पर है। जिसके लिए Grievance Redressal Committee (GRC) गठित किये जाने के आदेश के अनुपालन में निम्नानुसार Grievance Redressal Committee (GRC) गठित की जाती है।

क्र०सं०	नाम	पदनाम	समिति	मोबाईल नं०
01	इ० डी०सी० नौटियाल	अधिशासी अभियन्ता	अध्यक्ष	9412140974
02	इ० अंकित मट्ट	सहायक अभियन्ता	सदस्य सचिव	9891834993
03	श्री अंकित बिष्ट	डेक्केदार प्रतिनिधि	सदस्य	6398115632
04	श्रीमती कुष्मा गौतला	स्थानीय निवासी	सदस्य	9627978433
05	श्री गोविन्द प्रसाद बडोनी	स्थानीय निवासी	सदस्य	8126174902

(इ० डी०सी० नौटियाल)
अधिशासी अभियन्ता,
अ०ख०, लो०नि०वि०, घनसाली,
मुख्यालय-धुमेटीधार

पत्रांक- 1404/06410 तदुद्दिनांक।
प्रतिलिपि:- 01 कार्यक्रम प्रबन्धक, पी०आई०यू०-लो०नि०वि०, U-PREPARE देहरादून को सूचनार्थ प्रेषित।
02 मुख्य अभियन्ता स्तर-1 पी०आई०यू० (पी०डब्ल्यू०बी०) U-PREPARE आई०टी० पार्क, सहस्त्रधारा, रोड देहरादून।
03 सहायक अभियन्ता, अ०ख०, लो०नि०वि०, घनसाली को सूचनार्थ प्रेषित।
04 समस्त समिति सदस्य गण।
05 मैसर्स दून इन्फ्रास्ट्रक्चर 5-ए०, वेस्ट रेस्ट कैम्प, देहरादून को सूचनार्थ प्रेषित।

(हस्ताक्षर)
अधिशासी अभियन्ता,
अ०ख०, लो०नि०वि०, घनसाली,
मुख्यालय-धुमेटीधार

11. SECURITY & SITE ACCESS CONTROL

- Security guard maintains labour movement register
- Visitors must sign in
- No unauthorised persons allowed
- After-hours work only with written approval

12. COMMUNITY RELATIONS

- Labour instructed to maintain respectful behaviour
- No nuisance or disturbance
- No trespassing in village areas
- No damage to local roads, pathways, water sources

13. CHILD & FORCED LABOUR PREVENTION

- No worker below 18 years
- No forced labour or withholding of wages
- No withholding of original documents

14. EXIT & DEMOBILISATION PROCEDURE

- Return PPE/tools
- Final wage settlement
- Removal from muster roll

15. CONCLUSION

The Labour Management Plan (LMP) establishes a safe, lawful, and compliant framework for managing labour at the Ghansali site. It ensures worker welfare, safety, transparency, and discipline throughout the construction period.