

Uttarakhand Disaster Preparedness and Resilience Project

Government of Uttarakhand



SEXUAL EXPLOITATION ABUSE/SEXUAL HARASSMENT (SEA/SH) PREVENTION AND RESPONSE PLAN

For

**Construction of 84 M span Steel Girder Motor Bridge over
Kotigaad in KM 01 of Tikochi-Duchanu-Kiranu-Sirtoli Motor
Road in Dist. Uttarkashi under EPC mode.**

**Field Implementation Unit- The Executive Engineer, Construction
Division, PWD, Purola, Uttarkashi.**

Contractor- M/s Tons Builder's, Purola Uttarkashi.

SEXUAL EXPLOITATION & ABUSE/SEXUAL HARASSMENT PREVENTION AND RESPONSE PLAN

PROJECT DETAIL

The proposed new intermediate lane 84 Mtr span Steel Girder Motor Bridge over Kotigaad in KM 01 of Tikochi-Duchanu-Kiranu-Sirtoli Motor Road in Dist. Uttarkashi under EPC mode. which is taken up under the priority investment sub-projects of U-PREPARE. The carriageway width of the bridge is 5.75 Mtr. The topography of project area is hilly terrain. In addition to the proposed bridge, it is also proposed to construct 5.90 M width approach road of total 120 m length.

The sub-project will be requiring workforce of unskilled, skilled and semi-skilled labours for performing the position's function. The contractor generally engage migrant labours due to limited or non-availability of local labours with required expertise or skill for construction of bridges and roads. Moreover, majority of the labours are male labours due to hazardous nature of the Construction works for such projects. The influx of migrant labour to the work site, may pose a risk of GBV including SEA/SIH to the female workers and local community.

Table 1: Assessment of GBV Risks in the Sub-Project

S.N.	Areas of impact	Reasons for GBV Risk	Assessment	Risk Category
1	Women workers at Construction sites.	<p>The project is expected to takes about 18 months to complete. Migrant workforce is required to stay till the construction period.</p> <p>It is likely that the female workers will come in contact with the local community and vice-versa. With varied cultural and economic backgrounds, the likely interactions between communities and workers may lead to potential GBV risks.</p> <p>Cultural insensitivity towards women and the stigma associated with GBV, makes women silent and/or are sceptical about a sincere and unbiased redressal.</p> <p>The fear of losing the job also prompts women workers to keep silence</p> <p>Lack of adequate and safe means of commuting to the project site and back. The risks are augmented significantly if travel is required at night.</p> <p>There is lack of awareness of compliance to PoSH Act, 2013 in institutions. Women staff are often not aware of the escalation matrix</p>	<p>Male labours will be mainly engaged for the bridge and approach road construction work. So, chances of female labours working for construction of the proposed bridge and approach roads is negligible.</p> <p>For the construction activities total workforce requirement will range from 10 to 30 in numbers. Thus, the risk of GBV due to a smaller number of labours is low</p> <p>Separate toilets for male and female will be provided in the construction site.</p>	The Risk of GBV with women workers at construction site is Low.

S.N.	Areas of impact	Reasons for GBV Risk	Assessment	Risk Category
		(within the organization) for such violations. Absence of Separate toilets for women at sites		
2	Community Women and Girls in adjoining communities	<ul style="list-style-type: none"> • The project interventions will cause an increased interaction between the staff/workers and the communities and could exacerbate GBV risks as outlined below: • The movement of transport vehicles through the residential areas in the villages and towns could make the public places (like markets, schools, playgrounds, access roads etc.) unsafe for women, adolescent girls and children. • Some of the works might take place in the vicinity of the sub-project site or outside and might have interface with communities and for a longer duration 	<ul style="list-style-type: none"> • Construction site is away from the community. • Proposed bridge is majorly surrounded by forest land. • Settlement area on both side of the bridge is also sufficiently away. • Construction site office is established near to the construction site which is also away from the community. • There is no market place, school, play ground etc. near to the construction site. 	<p>Risk is low as the settlement area is away from the construction site.</p> <p>Movement of community is also low from the construction site.</p>
3	GBV Hotspots – Labor camps	<p>Labour camps are sometimes negligent in following national labour laws with regards to safety and security provisions for women labourers.</p> <p>The key reasons that lead to incidents of GBV within the labour camps are:</p> <ul style="list-style-type: none"> • Absence of adequate provisions for sanitation and water. • Same toilets and bathing areas for men and women. • No doors or broken locks on toilets doors. • Absence of creche and lack of privacy for lactating mothers for feeding their children. • Inadequate accommodation for women workers; women workers having to sleep in the open in the same area as men. • Inadequate lighting in the camps and the toilets. o Absence of adequate security personnel in the camp. • Lack of knowledge of an escalation matrix and coupled 	<ul style="list-style-type: none"> • Chances of hiring of female labours for the construction work is negligible. Therefore, GBV threat to women workers in camp is not foreseen for the sub-project. • Labour camp is established in rented accommodation in the settlement area. • Females and children of the community will come in contact of labours. • Regular orientation of labours on Code of Conduct and Sexual Harassment prevention at workplace will be done. • Poster on labour code of conduct and sexual harassment prevention at workplace will be installed at construction site and labour camp. 	Moderate Risk

S.N.	Areas of impact	Reasons for GBV Risk	Assessment	Risk Category
		with the skepticism of a fair redressal.		
4	GBV Hotspots Education institutions (including schools, colleges, vocational training centres)	Children and adolescent girls in all educational institutes in the adjoining communities of the construction site, are susceptible to the risks of GBV perpetrated by the migrant and floating population of workers.	<ul style="list-style-type: none"> • There are no any educational institutes located near to the sub-project area. Thus, the potential risks of SEA/SHE will below. 	Low Risk

Table 2: SEA/SH Prevention Action Plan

Sr. No	Activity	Action to Address SEA/SH Risk	Timing for Action	Responsibility		Monitoring	Frequency
				Implementation	Monitoring		
1	SEA/SH Provision in Bid Document	SEA/SH requirements in Bid-document are clearly defined and also the requirement for a CoC which addresses SEA/SH	During Bid Preparation	PIU	PMU	Review of Bid document for inclusion of SEA/SH requirements	One time before finalization of bid
2	SEA/SH Prevention Measures in C-ESMP	Measures to adequately address SEA/SH risks, hot spots and prevention of GBV including CoC for workers is mentioned in the Contractor's Social Management Plan in line with the guidelines and statutory provisions. <ul style="list-style-type: none">• Training and orientation will be provided to the labours on quarterly basis:<ul style="list-style-type: none">• Unacceptable conduct toward local community members.• National and State Laws.• Worker Code of Conduct.	Prior and during the construction activities	Contractor	FPIU & PIU	Review of Contractor's ESMP with regards to inclusion of SEA/SH risk mitigation measures along with the CoC before approval Update project SMP if the risk Situation changes.	Bi-annualy
3	Code of Conduct on SEA/SH Issues	<ul style="list-style-type: none">• Orientation of labours on labour code of conduct and SEA/SH issues.• Orientation of labours on code of conduct will be done during the recruitment process.• Information board/poster on labour code of conduct and prevention of sexual harassment at workplace will	During recruitment of workers, and throughout the construction period.	Contractor	FPIU & PIU	Review of CoC developed by the Contractor and suggest updation based on field inputs. Monitoring of total number of workers working in the sub-project and number	Monthly

Sr. No	Activity	Action to Address SEA/SH Risk	Timing for Action	Responsibility		Monitoring	Frequency
				Implementation	Monitoring		
		<p>be placed in the construction site and labour camp.</p> <ul style="list-style-type: none"> • Information to labours will be provided on punishments and actions for non-compliance of the code of conducts and gender-based violence and exploitation. • The CoC will be written in Hindi language and same will get signed by each worker to indicate that they have: <ul style="list-style-type: none"> • received a copy of the CoC as part of their contract; • all the workers to adhere to the signed code of conduct; • explained the CoC to them as part of induction process; • acknowledged that adherence to this CoC is a mandatory condition of employment; • understood that violations of the CoC can result in serious consequences, up to and including dismissal, or referral to legal authorities. • Routinely awareness on SEA/SH prohibitions and related messages (tool box sessions and project briefing) 			<p>of signed copies of CoC (100% of staff to sign the CoC)</p> <p>Monitoring of Training reports (100% staff to undergo the induction training)</p>		

Sr. No	Activity	Action to Address SEA/SH Risk	Timing for Action	Responsibility		Monitoring	Frequency
				Implementation	Monitoring		
4	Stakeholder Consultation with the community at risks w.r.t SEA/SH	<ul style="list-style-type: none"> Quarterly orientation and consultation will be done. Consultations on monthly basis with the community including GBV risks will be done. 	Every month & quarter for entire period of construction	FPIU Contractor	PIU & Gender Specialist at PMU	Implementation of Stakeholder Engagement Plan. Consultation activities as per schedule	Monthly & Quarterly
5	Constitution of GRM to Deal with SEA/SH Risks	<ul style="list-style-type: none"> Grievance Redressal Committee has been formed under the Chairmanship of Executive Engineer of FPIU. As per the mandate of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 Internal Complaint Committee (ICC) is formed in FPIU. Awareness will be generated among all workers regarding filing compliant in ICC including confidential reporting with safe and ethical documenting of SEA/SH cases. Awareness generation on SEA/SH and HIV/AIDS among all workers in coordination with heath providers Community Based Organization. Timely grievance redressal of workers and community through ICC. 	Prior to contractor mobilizing & throughout the construction period	FPIU/PIU/PMU Contractor	Gender Specialist at PMU	<ul style="list-style-type: none"> Monitoring of reporting of SEA/SH cases. Cases reported to ICC Monitoring of quarterly report of ICC Review ICC's reception and processing of complaints regularly to ensure that the protocols are being followed in a timely manner for addressing the SEA/SH complaints. 	Monthly
6.	Training Programme on	<ul style="list-style-type: none"> Training and awareness generation on SEA/SH and HIV/AIDS among 	Throughout the	Contractor/PIU in collaboration with	PMU	Monitoring of information	Quarterly

Sr. No	Activity	Action to Address SEA/SH Risk	Timing for Action	Responsibility		Monitoring	Frequency
				Implementation	Monitoring		
	GBV and SEA/SH issues	<p>all workers in coordination with health providers Community Based Organization.</p> <ul style="list-style-type: none"> As sub-project is implemented near school's students especially girl students could be exposed to SEA/SH by project staff/labour influx. Therefore, awareness generation on SEA/SH will be done on quarterly basis targeting school communities (adolescent girls and women) as well as communities residing in the close proximity of the construction site & labour camp. 	Construction Period	GBV Service Provider		dissemination session report	
7.	Other preventive measures at Contractor's establishment (Construction Camp, Labour Camp, Construction area, etc.) including Evaluation and Monitoring of Proper Residential and Working Conditions	<ul style="list-style-type: none"> Material stacking will be done in designated place. No hinderance will be done to community due to the construction work. Information regarding prevention of sexual harassment in place will be displayed in construction site and labour camp in hindi. Posters of "Zero Tolerance" to SEA and SH will be displayed at construction site and labour camp. Contact details will be displayed to register complaints. 	To be provided prior to commencement of construction activities and maintained through the construction period	Contractor	FPIU, PIU & PMU	Physical verification of the facilities at camp and construction sites. Monitoring of record of cleaning and maintenance of facilities at least once in a month	Monthly

Sr. No	Activity	Action to Address SEA/SH Risk	Timing for Action	Responsibility		Monitoring	Frequency
				Implementation	Monitoring		
		<ul style="list-style-type: none"> • The IEC material will also have information of access points for reporting GBV at Labour Camp and Work Site • Separate toilet and bathroom facility for male and female workers. • Proper lighting facility will be done during dark hours. • Mobile toilets with proper water supply and drainage system, electric supply and safe access will be provided. • Worker's code of conduct will be displayed at construction site and it will be ensured that workers will abide all the conducts. • Grievances related to SEA/SH will be addressed timely. 					
8	Periodic Reporting on GBV/SEA/SH	Reporting of SEA/SH & GBV (if any) will be reported in QPRs.	Quarterly; throughout the sub-project implementation	Contractor & PIU	Social Specialist and/ GBV Specialist at PIU & PMU	PMU	Quarterly

Potential GBV Service Provider near Sub-Project Site/Emergency Numbers

S.No.	Name of Institutions	Address	Contact Number
1	Uttarakhand State Commission for Women	Near Nanda Choki Shadowala, Prem Nagar, Dehradun	8126774374
2.	Local NGO	Dehradun	
3.	Sub Health Center	Tikochi, Arakot	
4.	Community/Primary Health Center	Mori	
5.	District Hospital	Uttarkashi	
6.	District Female Hospital	Tikochi, Arakot	
7.	Nearest Police Station	Arakot	
8.	Superintendent of Police	Uttarkashi	



M/s Tons Builders

परियोजना का नाम

महिलाओं का कार्यस्थल पर यौन उत्पीड़न
(निवारण, प्रतिषेध और प्रतितोष) अधिनियम, 2013

यौन शोषण एवं उत्पीड़न के रोकथाम हेतु आचरण नियमावली

समस्त कर्मियों एवं श्रमिकों के द्वारा निम्न आचरण नियमावली का अनिवार्य रूप से पालन किया जाना है—

1. महिलाओं के यौन शोषण एवं उत्पीड़न के रोकथाम हेतु केन्द्र सरकार के द्वारा निर्धारित नियमों, कानून एवं अधिनियम का अनुपालन किया जायेगा।
2. अवैध पदार्थों का प्रयोग नहीं किया जायेगा।
3. स्थानीय समुदाय, सहकर्मियों, महिलाओं एवं बच्चों के साथ उनकी जाति, रंग, भाषा, धर्म, विकलांगता तथा अन्य कारणों से किसी भी प्रकार का भेदभाव नहीं किया जायेगा।
4. किसी के भी द्वारा यौन सम्बन्धि दुर्व्यवहार नहीं किये जायेंगे विश्व रूप से महिलाओं एवं बच्चों के साथ जैसे अभद्र भाषा व व्यवहार एवं यौन उत्तेजक बर्ताव आदि।
5. किसी के भी साथ यौन सम्बन्धि हिंसा जैसे शरारिक, मानसिक व लैंगिक हानि नहीं की जायेगी।
6. कार्य करने के बदले में यौन सम्बन्ध बनाने एवं यौन उत्पीड़न का दबाव नहीं बनाया जायेगा।
7. किसी भी व्यक्ति के साथ पैसे, नौकरी, सामान व अन्य कोई सुविधा के बदले में यौन उत्पीड़न एवं शोषण नहीं किया जायेगा।
8. अठारह वर्ष से कम उम्र के बच्चों के साथ किसी भी प्रकार के यौन सम्बन्धि गतिविधि, उत्पीड़न व बर्ताव नहीं किया जायेगा तथा परियोजना क्षेत्र में उनकी सुरक्षा का विशेष ध्यान दिया जायेगा।
9. पुरुषों एवं महिलाओं हेतु अलग—अलग बनाये गये शौचालय व स्नानघर का तदनुसार उपयोग किया जायेगा।
10. आपसी वैचारिक मतभेदों को कार्य में प्रतिविवित नहीं किया जायेगा।
11. कार्य सम्बन्धि निर्देशों का अनुपालन किया जायेगा।
12. आचरण नियमावली के सम्बन्धस में प्रदान किये जाने वाले प्रशिक्षणों में प्रतिभाग किया जायेगा।
13. स्थानीय समुदाय, सहकर्मियों एवं स्वयं के स्वास्थ्य व सुरक्षा हेतु उचित सावधानियों बरती जायेगी तथा दुर्घटनाओं से बचाव हेतु PPE Kit का प्रयोग किया जायेगा।
14. किसी भी व्यक्ति के द्वारा यौन उत्पीड़न के सम्बन्ध में नियमों का उल्लंघन करने पर उसकी शिकायत की जायेगी।
15. यौन उत्पीड़न के सम्बन्ध में कार्यवाही निर्धारित नियम एवं कानून के अनुसार की जायेगी।
16. यौन उत्पीड़न की शिकायत करने वाले व्यक्ति के प्रति किसी भी प्रकार का प्रतिकार नहीं किया जायेगा।

मेरे द्वारा उक्त सभी नियमों को पढ़ा गया है/मुझे उक्त सभी नियमों के सम्बन्ध में बताया गया है। मेरे द्वारा सभी आचरण नियमों एवं कानून का अनुपालन किया जायेगा।

(Signature)
Site In-charge/ Labour cum Social Expert
Name of Construction Company

हस्ताक्षर
श्रमिक का नाम—
दिनांक:



महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न

(निवारण, प्रतिषेध एवं प्रतितोष) अधिनियम, 2013

पुल के निमार्ण कार्य हेतु अनुबन्धित फर्म के समस्त कर्मियों एवं श्रमिकों के द्वारा महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न (निवारण, प्रतिषेध एवं प्रतितोष) अधिनियम, 2013 का अनिवार्य रूप से पालन किया जाना है-

यौन उत्पीड़न एक गैर कानूनी अपराध है।



कार्यस्थल में सुरक्षित वातावरण बनायें रखें।

यौन उत्पीड़न का विरोध करें।



यौन उत्पीड़न की शिकायत सम्बन्धित लोक निर्माण विभाग में गठित समिति में करें।

यौन उत्पीड़न क्या है-

किसी को अवाहित रूप से घूना।



किसी को अश्लील सामग्री दिखाना या फोन पर भेजना।

यौन सम्बन्ध टिप्पणी करना।

यौन सम्बन्ध बनाने हेतु दबाव डालना।

विना सहमति के घूरकर देखना व इशारे करना।

शिकायत हेतु-

टेल फ्री नं - 1800 180 4276

वेब पोर्टल - <https://www.u-prepare.com/grievance/register>

ईमेल - piupwd@ukdisasterrecovery.in / Field PIU E-Mail ID

पता - उत्तराखण्ड आपदा नियंत्रण प्राधिकरण, 36, आई०टी० पार्क, देहरादून / Field PIU का पता