



THE WORLD BANK

# **Uttarakhand Preparedness and Climate Resilience Project (U-PREPARE)**



## **CONTRACTOR SOCIAL MANAGEMENT PLAN (C-SMP)**

For

**CONSTRUCTION OF 84 M SPAN SINGLE LANE STEEL TRUSS PEDESTRIAN  
BRIDGE OVER ALANKNANDA RIVER DISTRICT PAURI.**

**Field Implementation Unit- PWD Pauri**

**Contractor- M/S Triveni Construction**

---

## SOCIAL MANAGEMENT PLAN

### Description of the Project

A steel truss motor bridge is proposed over Alaknanda River in District Pauri. As the present arrangement is temporary and poor, which lacks appropriate connectivity; it has been proposed to construct a new bridge to cater for the likely increase in number of people. The construction of this bridge will provide improved access to market for the people. The location of Project Bridge is hilly terrain. Presently it is difficult for people to cross the river to access market, school/college, health center district HQ and other places for their important work..

### Objectives of SMP

The Social Management Plan (SMP) consists of the set of mitigation, monitoring and institutional measures to be taken during the different stages of the project to eliminate adverse social impacts, to offset them, or to reduce them to acceptable levels. The plan also includes the actions needed for the implementation of these measures.

The broad objective of the Social Management Plan (SMP) is to ensure that social risks and impacts identified during the social screening and SIA process, are effectively addressed for the pre-construction, construction and operation phases of the sub-project. The SMP specifies the mitigation and management measures to be implemented in the project along with institutional arrangement for the implementation and monitoring and reporting including the budget.

### Key Statutory Clearances/ Permits and Licences requirements

Based on the proposed activities of the project, the contractor has to comply with all the relevant regulations on Social Safeguards. The project requires a number of licenses/permits under different acts and rules. The type of permits and licenses required for the sub-project is listed under **Table 1.2**

**Table 0-1: Applicability of National and State Statutes and Regulations**

S. No.	Type of Permits and Licenses	Relevant Acts and rules	Remarks
1.	Labour License and insurance	The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 Uttarakhand Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Rules, 2005	Application has been made for issuance of labor license.
2.	Workmen's Compensation Policy	As per The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996 Uttaranchal Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2005.	<ul style="list-style-type: none"><li>• Workmen's Compensation Policy has been taken, which is valid upto: 05.05.2026</li></ul>

3.	NOC/Agreement for Labour Camp	NOC from local representatives and agreement with the land/house owner to establishment of labour camp.	<ul style="list-style-type: none"> <li>• Agreement has been signed with the land owner.</li> </ul>
----	-------------------------------	---	--

### **Summary of Social Risks and Impacts**

Issues/ Components	Anticipates Risks & impacts	Risk Category
<b>Design &amp; Pre-Construction Phase</b>		
Land Acquisition	<ul style="list-style-type: none"> <li>• Project does not involve any private land acquisition in Item rate Contract.</li> </ul>	Nil
Private structures	<ul style="list-style-type: none"> <li>• No private structures will be affected due to project</li> </ul>	Nil
Utility shifting	<ul style="list-style-type: none"> <li>• No shifting of public utilities is required in Item rate Contract</li> </ul>	Nil
<b>Construction Phase</b>		
Water Use	<ul style="list-style-type: none"> <li>• Impact on the local water sources due to its usage as construction water.</li> <li>• Chances of disruption/damage to the community water supply sources</li> </ul>	Nil
Construction Camp	<ul style="list-style-type: none"> <li>• Influx of construction work force and supplier who are likely to construct temporary sheds in the vicinity.</li> <li>• Likely sanitation and health hazards &amp; other impacts on the surrounding environment due to inflow of construction labourers.</li> <li>• Health risks due to lack of health and sanitation conditions through disposal of sewage on open land which may cause mosquito nuisance, water borne diseases etc. Chances of spread of sexually transmitted diseases like AIDS.</li> </ul>	Low
Occupational Health & Safety	<ul style="list-style-type: none"> <li>• Health &amp; safety related problems to construction workers due to inadequate health &amp; safety measures.</li> </ul>	Moderate
Community Health and Safety	<ul style="list-style-type: none"> <li>• Increase on incidence of road accidents due to disruptions caused in existing traffic movements.</li> <li>• Inconvenience to the local residents and road users due to interference/ blockage of accessibility to houses, shops market, religious, cultural sites.</li> <li>• Accident risks for school children due to construction activities close to the school building</li> <li>• Health hazards due to dust generation and gaseous emissions during construction in built-up area and unhygienic conditions created at camp sites/borrow areas</li> </ul>	Moderate
SEA/SH and GBV risks	<ul style="list-style-type: none"> <li>• Generally, male labours are engaged by the contractor in the area for construction of bridges and roads and likelihood of women's participation for such work is very low. However, keeping in view the construction activities closed to habitation area and school may create moderate risk of SEA/SH and GBV due to labour influx and labour activities around such type of social sensitive site.</li> </ul>	Low

### PROPOSED SOCIAL MANAGEMENT PLAN

The Social Management Plan has been developed following the delineation of impacts and mitigation measures. These measures will be adopted by the project proponent and imposed as conditions of contract. The Management Plan has been formulated for implementation of social mitigation measures and it will be ensured that the provisions of the SMP are strictly followed and implemented by strengthening implementation arrangements to prevent and minimize the adverse impacts during Construction phase of the project. EMP will also addressed certain measures to be taken to prevent further deterioration of social components for various stages of the project.

**Table 3-1: Social Management Plan (SMP)**

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
<b>PC- DESIGN AND PRE-CONSTRUCTION PHASE</b>						
<b>PC-1 Joint Inspection of Site and Awareness Creation among local public</b>	-	<ul style="list-style-type: none"> <li>Joint inspection of the proposed site has been carried out by the with FPIU and PIU.</li> <li>Information regarding the construction of the bridge has been disseminated to the community and awareness also created among the community members about the possible risks, traffic diversion and social impacts during the construction period</li> </ul>	At project site	Pre-Construction Stage	FPIU& PIU PWD and Contractor	PMU
<b>PC-2 Utility Shifting</b>	• Disruption of services	<ul style="list-style-type: none"> <li>There is no requirement of utility shifting for the construction of the bridge.</li> </ul>		Pre-Construction Stage	FPIU PWD & Contractor	PMU PWD
<b>PC-3 Establishment of Construction / Workers Camp</b>	• Disruption to Local community	<ul style="list-style-type: none"> <li>Labour camp has been established near to the construction site.</li> <li>Labour camp is established away from the local community, thus there is low risk of disruption or conflict with the local community.</li> </ul>	At Project Site	Pre-Construction Stage	Contractor	FPIU& PIU PWD
<b>C-2 LABOUR AND WORKING CONDITIONS</b>						
<b>C-2.1 Engagement of Labours: Employment Conditions</b>	• Compliance of Labour Laws.	<ul style="list-style-type: none"> <li>Labours for the construction work is hired on permanent as well as on temporary basis.</li> <li>Temporary labours are majorly hired from the nearby community.</li> <li>Payment to labours is made as per the prevailing rates in the State.</li> <li>Female labours will be hired as per the requirement during the construction work.</li> <li>Requirement of labours will be less than 12 during the different stages of construction work, An application has been made for the issuance of a labor license.</li> <li>Workmen Insurance Policy has been taken (<b>Copy Attached</b>).</li> <li>No child labour will be hired for the construction work.</li> <li>Attendance and wage register is maintained at the site.</li> <li>Quarterly health camp for the workers will be organized.</li> <li>Training on labor laws, health and safety, SEA/SH and on gender sensitization to labours and staff will be imparted on regular basis.</li> <li>All prevailing labour laws will be complied during the construction work.</li> </ul>	At Project Site	Pre-Construction stage during team mobilisation	Contractor	FPIU& PIU PWD
<b>C-2.2 Labour Camp Management</b>	<ul style="list-style-type: none"> <li>Influx of migrant labour</li> <li>additional pressure on the local resources and social infrastructures</li> <li>Risk of social conflict</li> </ul>	<ul style="list-style-type: none"> <li>Temporary labour camp is established on private land near to the project site.</li> <li>Labour camp is away from the vicinity of the community thus is low risk of social conflict.</li> <li>Agreement has been signed with the land owner for the establishment of the labour camp.</li> <li>Labour camp has four room to accommodate on an average 12 labours at a time.</li> <li>Separate kitchen facility is provided at the labour camp.</li> <li>Cooking gas and stove is provided.</li> </ul>	Construction Camp	Construction Phase	Contractor	FPIU& PIU PWD

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
		<ul style="list-style-type: none"> <li>Basic facilities including proper beds, lighting, potable drinking water and dustbins has been provided at the labour camp.</li> <li>Toilet and bathing facilities separately for male and female workers is provided at the camp.</li> <li>Proper hygiene and sanitation are maintained at the camp.</li> <li>First aid kit with essential medicines is kept at the camp.</li> <li>Labour register with name, age and sex with supporting document is maintained.</li> <li>Provision of landfill has been made for waste management</li> </ul>				
	• Issues of SEA/SH and GBV	<ul style="list-style-type: none"> <li>Training and awareness on POSH Act, laws for sexual harassment and gender-based violence and Worker Code of Conduct will be provided to labours and staff on regular basis.</li> <li>SEA/SH and GBV cases will be immediately raised to ICC constituted at the department.</li> </ul>	Construction Camp	Construction Phase	Contractor	FPIU& PIU PWD
<b>C-3 COMMUNITY HEALTH &amp; SAFETY</b>						
<b>C-3.1 Community Health &amp; Safety</b>	• Adverse social impact due to construction activities.	<ul style="list-style-type: none"> <li>Mitigation measures are taken to minimize social risks and hazards.</li> <li>Proper caution boards, tapes, signage and barricading is done at the project site.</li> <li>Grievance Redressal Committee (GRC) is formed to address community complaints.</li> <li>Quarterly meetings of GRC will be conducted.</li> <li>No school, market or religious place are near to the project site.</li> </ul>	Project Site	Construction Phase	PIU, PWD &Contractor	FPIU& PIU PWD
	• Obstructing the access of community and passerby due to construction induced impact.	<ul style="list-style-type: none"> <li>Proper caution boards, tapes, signage and barricading is done at the project site.</li> <li>Traffic diversion will be provided during construction period.</li> <li>Designated place for material stacking and debris disposal is identified and demarcated and signages are also put for the same.</li> </ul>	Project Site	Construction Phase	Contractor	FPIU& PIU PWD
<b>C-3.2 STAKEHOLDER CONSULTATION</b>	• Impact on local stakeholders due to construction activities	• There is no utility shifting or hindrance of route.	Along the Project alignment	Before commencement of project site activities.	PIU, PWD &Contractor	PIU & PMU, PWD
<b>C-4 CULTURAL HERITAGE</b>						
<b>C-4.2 Chance Find of Archaeological Assets and artefacts</b>	Risk of archaeological Chance finding	<ul style="list-style-type: none"> <li>All the archaeological assets and artefacts such as ancient coins, ruins, archaeological deposits etc. if found will be immediately reported to the FPIU.</li> <li>All labours and staff will be made aware about finding any archaeological assets and artefacts during excavation work;</li> <li>Excavation work will immediately be stopped if any finds are suspected to allow further investigation.</li> </ul>	Along the excavation area	During Construction Stage	Contractor in consultation with PIU PWD and Archaeological Department	FPIU& PIU PWD