

UTTARAKHAND DISASTER PREPAREDNESS &
RESILIENCE PROJECT (U-PREPARE)

Social Management Plan



Construction of 48M Span Intermediate Lane Motor Bridge & its approach over Meeng Gadera in Km-1 of Gadhani Motor Road in District Chamoli.



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SITE SPECIFIC SOCIAL MANAGEMENT PLAN

1.1 Description of the Project Road

The Government of Uttarakhand plans to build the new bridges and repair the bridges which was damaged and have been washed away in disaster of June 2013 with the help of World Bank funding. In view of which motor bridge has been proposed in the World Bank funded UPREPARE Project in District Chamoli, which is to be constructed over Meeng Gadera for Gadhani Motor Road in District Chamoli. The proposal is to construct a new bridge which is urgently required to provide access for the school across the bridge and it will also provide improved access to market, healthcare facilities and education facilities for the villagers. The topography of project area is hilly terrain.

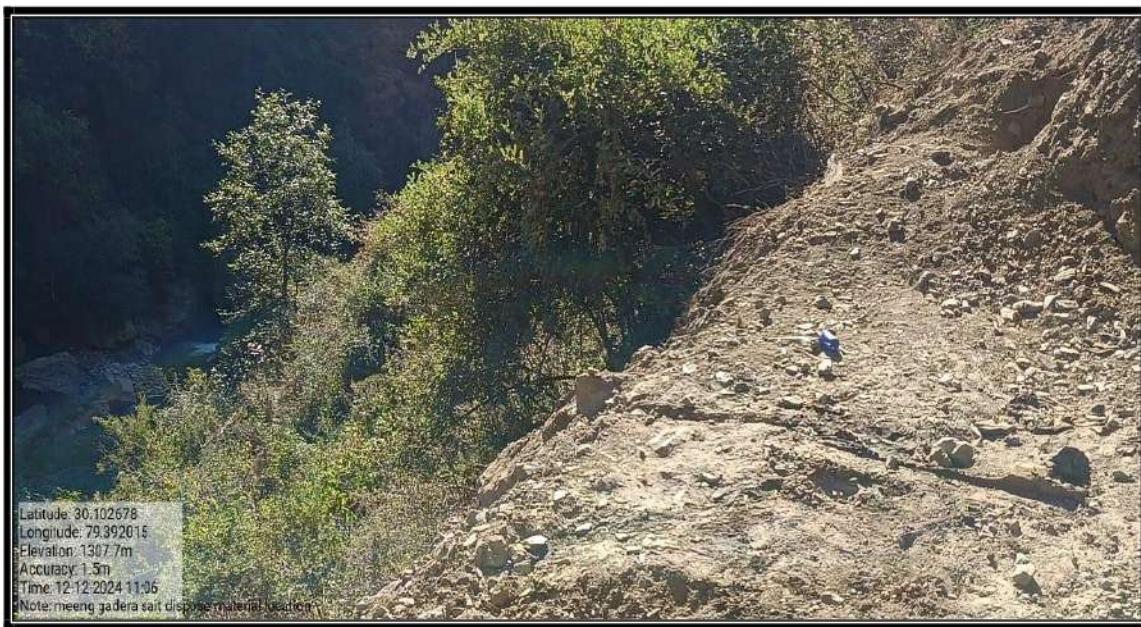


Figure: Proposed Bridge location

1.2 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

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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.

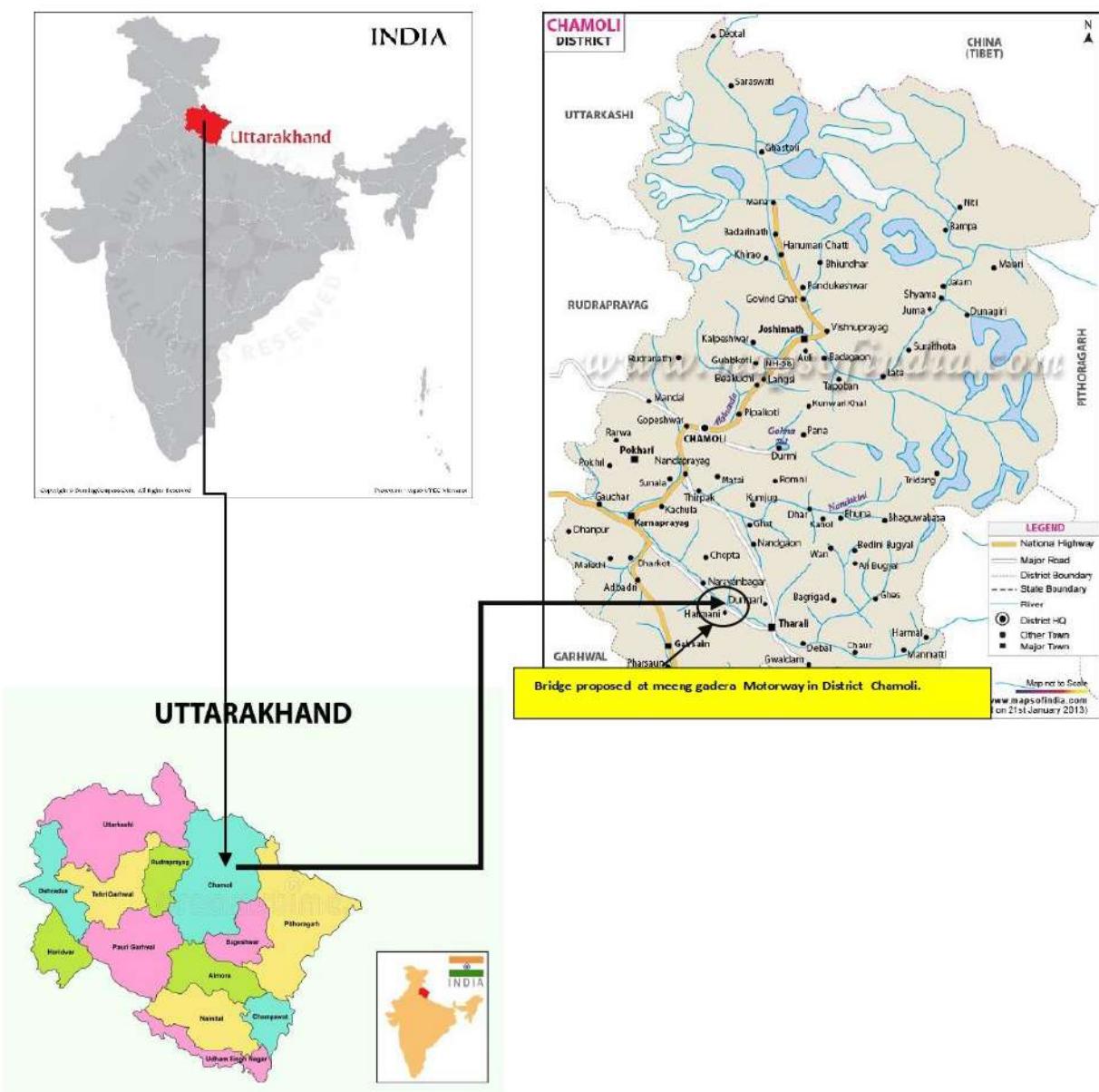


Figure2: Key Map of Bridge Proposed at Meeng gadera MR in District Chamoli.

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1.3 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 several licenses/permits under different acts and rules. The type of permits and licenses required for the sub-project is listed under **Table 1**.

Table Error! No text of specified style in document.-: **Applicability of National and State Statutes and Regulations**

S. No.	Type of Permits and Licenses	Relevant Acts and rules	Competent Authority	Responsibility	Timeline
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	Labour Commissioner	Contractor	1-2 month
2.	Labour License (In Case engagement of Interstate Migrant Labour)	Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979	Labour Commissioner	Contractor	1-2 month
3.	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.	Insurance Company	Contractor	1-2 month
4.	NOC/Agreement for Labour Camp	NOC from local representatives and residents for establishment of labour camp. Agreement between land or house owner.	House/Land Owner	Contractor	2-3 month

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1.4 Proposed Site-specific Social Management Plan

This chapter describes the Social Management Plan for the proposed project during different stages of the project. An 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 the contract. The Management Plan has been formulated for the implementation of social mitigation measures to be carried out by the Contractor and to ensure that the provisions of the SMP are strictly followed and implemented by strengthening implementation arrangements to prevent and minimize the adverse impacts during the Construction phase of the project. SMP has also addressed certain measures to be taken to prevent further deterioration of the social components for various stages of the project. **Table:2** The table describes the nature of the potential environmental, impacts, the mitigation measures required to be implemented, and the implementing agency and responsible organization.

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Table 2. Social Management Plan (SMP)

SI.No	Social Issue	Mitigation Measures	Responsibility		Remarks
			Planning	Execution	
PRE-CONSTRUCTION STAGE					
P.1	Assessment of Impacts	The PMU SCDGS and DSC Social specialist shall assess impacts and revise /modify the SMP and other required sections of the project document.	Contractor	Social Specialist and Field PIU	As per site condition
CONSTRUCTION STAGE					
C.1	Labour Camp	The construction contractors set up their construction camps in identified locations where labour force required for the construction activities will be provided with temporary residential accommodation and other necessary Infrastructure facilities.	Contractor	Social Specialist and Field PIU	
		Provide all the Infrastructure facilities, such as acceptable accommodation, potable water, sanitation, etc. to labor In Labor camps along with Insurance to the laborers. Foreseeing the Involvement of women, both direct and Indirect In the construction activities, IA shall ensure certain measures that are required to be taken by the construction extractor towards welfare and wellbeing of women and children during the construction haze.	Contractor	Social Specialist and Field PIU	
C.2	Temporary Housing	During the construction, the families of laborers/workers should be provided with residential accommodation suitable to nuclear families	Contractor	Social Specialist and Field PIU	
C.4	Health Problems	Every Sub Project should have First Aid Box to provide minimum medical attention to tackle first-aid requirements	According to site execution the contractor provided the First Aid Box to provide minimum medical attention to tackle first-aid requirements	PIU Social Specialist and Field PIU	

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Sl.No	Social Issue	Mitigation Measures	Responsibility		Remarks
			Planning	Execution	
C.5	Day Crèche Facilities	Linkage with nearest higher order hospital (Primary Health Centers - It covers population of 20,000 and is present in rural areas) to refer patients of major illnesses or critical cases and to handle health problems of the workers by providing basic health care facilities through these centres.	Contractor.		
		Also Linkage with other health centre which has MCW (Mother and Child Welfare) units for treating mothers and children in the camp. Apart from this, the health centre should provide with regular vaccinations required - for children.	Contractor		
		Display Emergency number (Police fire and Hospitals at all subprojects.	Contractor		
		Provision of crèche should be made for infants and small children of women workers so that they can leave behind their children in crèche and work for the day in the construction activities.			
		The crèche should be provided with at least a trained worker, preferably women, who may take care of the children in a better way. In cases of emergency, a trained worker can handle the health problems of the children much more efficiently and effectively and can organize treatment linking the nearest health centre.	According to the site execution, female workers are encouraged to do work and provision of all facilities of Day Crèche.	PIU Social Specialist and Field PIU	

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Sl.No	Social Issue	Mitigation Measures	Responsibility		Remarks
			Planning	Execution Supervision Monitoring	
		Women, especially the mother's with infants, should to be exempted from night shifts as far as possible. If unavoidable, creche facilities in the construction camps must be extended to them in the night shifts too.			
C.6	Education Facilities	Wherever feasible, day creche facilities may be extended with primary educational facilities or same kind of informal education facilities could be creche at the construction camp as the construction workers are mainly mobile groups of people. Thus, there is a need for education their children at the place of their work.	Provision of facilities such as day crèche with primary education facilities and informal education at the construction camp measures are taken consideration by the Contractor.	PIU Social Specialist and Field PIU	
C.7	Participation of Woman	<p>Along with other stakeholders, participation and engagement of woman and other vulnerable are ensured during construction.</p> <p>Allow women to take part in the consultation process.</p> <p>Ensure that the women are consulted and invited to participate in group based activities, to gain access and control over the resources. Compensation for land and assets lost, being same for all the affected or displaced families, special care needs to be taken by the IAs for women groups, while implementing the process of acquisition and compensation as well.</p>	<p>Male and female workers are encouraged to do work equally by the Contractor.</p> <p>The women are also encouraged to take part in the consultation process and give their suggestions if any.</p>	PIU Social Specialist and Field PIU	

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Sl.No	Social Issue	Mitigation Measures	Responsibility		Remarks
			Planning	Execution	
		<p>Encourage women to evaluate the project outputs from their point of view and their useful suggestions should be noted for taking necessary actions for further modifications in the project creating better and congenial situation for increasing participation form women.</p> <p>The labour force required for the construction activities has to be of a highly skilled nature, as there is a lot of mechanized work in construction of subprojects. In addition, there is also a requirement of unskilled labour, where women can certainly contribute.</p> <p>Apart from this, women as family members of the skilled and semiskilled labours, will also stay in the construction camps and will be indirectly involved during the construction phase. The families of labours will include their children also. The construction contractors are expected to bring along skilled labour force, both migratory as well as female members.</p>			
C.8	Capacity Building of Woman	Imitate woman's participation through self-help group formation in each of the villages affected by the project these groups can then be linked to special development schemes of the government.	Contractor Social Expert	PIU Social Specialist and Field PIU	
		Provide separate trainings to woman groups for upgrading the skill in the alternative livelihoods and assist throughout till the beneficiaries start up with production and business.	Contractor Social Expert	PIU Social Specialist and Field PIU	

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Sl.No	Social Issue	Mitigation Measures	Responsibility		Remarks
			Planning	Execution Supervision Monitoring	
		Conduct more consultations and open meetings to make others vulnerable to participate in the project activities and record the same.	The contractor-conducted consultation/ meeting is a routine process to know the view of the general public about the project activities and suggestions if any.	PIU Social Specialist and Field PIU	
C.9	Protection of woman workers	<p>Implement Vishakha Guidelines in all workplaces for sexual harassment at the workplace. Sexual harassment includes unwelcome sexually determined behavior (whether directly or by implication) as:</p> <ul style="list-style-type: none"> a. Physical contact and advances b. demand or request for sexual favors c. Sexually collared remarks d. Showing pornography e. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature. <p>Exploitation of women is very common in such camps. A strong vigilance should be made to ensure cessation of such exploitation.</p>	Contractor Social Expert	PIU Social Specialist and Field PIU	.
C.10	Measures for controlling STD. AIDS	Provisions for means of controlling the spread of such diseases should be made at all sub-projects like awareness camps should be conducted for the target people, both in the construction camp and neighboring villages as well.	The contractor will provide provision for means of controlling the spread of such diseases at all sub-projects through Awareness training to workers about cleanliness, hygiene, community living, infections of HIV/ AIDS& COVID-19, etc.	PIU Social Specialist and Field PIU	
C.11	Child Labour	Minors, i.e. persons below the age of 14 years, should be restricted from getting involved in the construction activities	The contractor has due care to not engage Child Labour in construction activities and is strictly adhered to.	PIU Social Specialist and Field PIU	

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Sl.No	Social Issue	Mitigation Measures	Responsibility		Remarks
			Planning	Execution	
C.12	Key Legal Provision Related to woman	<p>Ensure key legal provisions related to women at all project viz:</p> <ul style="list-style-type: none"> a. Protection of woman from domestic violence Act, 2005 b. The Criminal Law (Amendment) Act, 2013 c. The Immoral Traffic (Prevention) Act, 1956 d. The Maternity Benefit Act, 1961 	The contractor abides by key legal provisions related to women at all the project sites and strictly adheres to comply.	PIU Social Specialist and Field PIU	
C.12	Grievance Redress Mechanism	A grievance Redress System will be formed. The grievances resolving period is from one week to one month at various levels depending on the grievance.	The contractor will provide the Grievance Redress System and prepare a GRC.	PIU Social Specialist/ PMU	

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2.0 Social Monitoring and Evaluation Framework

Social safeguards monitoring provide an essential tool to ensure smooth progress of all project interventions and activities in accordance with the plans. Monitoring also provides the necessary feedback for programme management to ascertain whether activities are going according to the plan and take remedial measures if required the key objectives of monitoring are:

- To see what impacts have occurred;
- To evaluate the performance of mitigation measures;
- To ensure that the conditions of approval are adhered to;
- To suggest improvements in management plan, if required;
- To see that benefits expected from the implementation of safeguard measures are achieved as the project proceeds; and
- To satisfy the legal and community obligations

Monitoring and evaluation is primarily required to ensure proper and timely implementation of social mitigation measures. Monitoring at regular intervals during implementation and for a specified period in the post implementation stages is necessary to assess any change / improvement needed in the execution of the activity or in the mitigation measures.

3.0 Social Monitoring Programme

The objective of social monitoring during implementation and operation phases are to compare the monitored data against the baseline condition collected during the study period to assess the effectiveness of the mitigation measures and the protection of the ambient environment based on national standards. The objectives of the monitoring programme are:

- Provides information for documentation of monitoring of mitigation measures and impacts
- Tool for the statutory authority of unanticipated adverse impacts or sudden changes in the environmental condition due to the proposed project
- Provides information that could be used for evaluating the effectiveness of implemented mitigation measures
- Provides information that could be used to verify predicted impacts and thus validate impact prediction techniques
- The effectiveness of the mitigation measures being followed during construction and operational phases can be assessed and the measures can be revised, made more stringent and reinforced based on the monitoring results
- Social Monitoring can also serve a basic component of a periodic social regulatory auditing program for the proposed project.

3.0 Social Performance Indicators

The physical, biological and social components, which are significant in affecting the environment as well as society, have been suggested as Performance Indicators. The following specific social parameters can be qualitatively measured and compared over a period of time and therefore selected as Performance Indicators for monitoring due to their regulatory importance and the availability of standardized procedures and relevant expertise.

4.0 Socio-economic Performance Indicators:

- Employment of local population
- Labour standards at camp
- Gender Issues:
 - Women employment (%)
 - Wages
 - Gender Participation
- Awareness Training on HIV/AIDS
- Awareness Training on SEA/SH and GBV
- Grievance Redressal
- Community Health and Safety

4.1 Monitoring of Social Performance Indicator

Monitoring of Statutory compliance: The status of necessary permits and licenses including their renewals will be monitoring for each project to assess the statutory compliances. These statutory compliances are mainly labour license/insurance, permits/clearance etc.

Safety Aspects: Visual inspection of safety at site is required to be checked on day to day basis by the site supervisor/ Engineer. The parameters to be checked on daily basis are:

- Number of labourers working at site
- Number of PPEs used by the labourers
- Safe access to worksite and safe working platform
- First Aid Kit

Apart from monitoring of above safety parameters the Record safety training for workers, Safety register, First Aid Register, incidence report are required to be checked on fortnightly basis by Environmental Expert of PIU.

4.2 Monitoring of Socio-economic Performance Indicators:

Employment of local population: Percentage of local and migrant labour engaged for different works will be assessed by checklist method on monthly basis to indicate total employment generated verses local employment of labourers.

Labour standards at campsite: Labour camps are provided by the contractors for their migrant labours including operators. The labour standards at campsite with respect to basic facilities provided to the labour at the labour camp and their maintenance will be checked visually on fortnightly basis through checklist method by social expert of PIU.

4.3 Social Monitoring Action Plan

The monitoring action plan covering various performance indicators, frequency and institutional arrangements of the project in the pre-construction, construction and operation

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stages.

4.4 Training on E&S Safeguards

To enhance the capacity of officials for effective implementation of proposed mitigation measures and monitoring the resultant effect, as well as create awareness amongst workers and supervision staff trainings and awareness programmes have been planned and is given in Table .

Table 3: Details of Proposed Training Program on Environmental & Social Issues Module

S.No	Type of Training	Objectives	Time of Training	Duration (Day)	Level	Participants	Responsibility	Remarks
1.	ESMP and OHS Training at site	To understand the requirement of ESMP and its implementation during construction and generation of awareness about OHS	After Mobilization of Contractor's work force and during construction	Once in 6 months	Project Site	PIU's supervisory staff, Contractor and their staffs	PMU, U-PREPARE	
2.	Training on Labour rights and responsibility including relevant labour laws, Community Health and Safety	To aware the labour about their roles and responsibilities, their rights and code of conduct, minimize the adverse impact on community health and safety due to construction work and labour influx.	After Mobilization of Contractor's work force and during construction	Once in a Quarter	Project Site	PIU's supervisory staff, Contractor and their staffs	PMU, U-PREPARE	
2	Training on HIV/AIDS and Other STDs	To increase the level of awareness about prevention and control of HIV/AIDS and other STDS among the different communities' particularly the workers and surrounding	During construction	1 day once in 3 months	Project Site	PIU, Contractors team including labours	Contractor through approved Agency (district hospital or NGO)	

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S.No	Type of Training	Objectives	Time of Training	Duration (Day)	Level	Participants	Responsibility	Remarks
		communities						
3.	Training on Gender issues including SEA/SH Provisions	Sensitization of contractor's and PIUs workforce	During construction	once in 3 months	Project Site	PIU, Contractors incl. labours	PMU, U-PREPARE through NGO	
4	Training on Emergency Response System for Disaster including mock drills	Sensitization of PIUs contractor's and workforce	During construction	once in 3 months	Project Site	PIU, Contractors incl. labours	PMU, U-PREPARE through authorized agency	

5.0 Monitoring and Reporting System

Monitoring and evaluation are important activities in implementation of all projects. Monitoring involves periodic checking to ascertain whether activities are going according to the plans. It provides the necessary feedback for project management to keep the programme on schedule.

The reporting system will operate linearly with the Contractor, who will in turn report to the Project Implementation Unit (PIU)/PMU. All reporting by the Contractor shall be on monthly/quarterly/annual basis.

The compliance monitoring and the progress reports on social components may be clubbed together and submitted to the PIU regularly during the implementation period. The operation stage monitoring reports may be annual or biannual. The operation stage monitoring reports will have to be prepared as specified in the said project Social Completion Report. Few of the sample formats for monitoring of implementation of social and OHS safeguards are provided in Annexure-2

5.6 Grievance Redressal Mechanism

Effective environmental and social grievance redressal mechanism gives an opportunity to the organization to implement a set of specific measures to ensure good governance, accountability and transparency in managing and mitigation of environmental and social issue of a particular project. This consists of defining the process for recording/receiving complaints and their redressal in respect of environmental and social matters.

A grievance mechanism has already been established in U-PREPARE that allows individual or community to raise their grievances related to construction activities and any risks and impacts on them arisen due to the project activities. In U-PREPARE the same shall be followed.

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5.7 Grievances Allocation

The grievances will be automatically allocated to the concerned login/personnel as per the institutional mechanism. All modules will have a Grievances tab, where details of complaint and complaint log will be displayed. The information about total grievances, pending and resolved grievances will be available which can be filtered on basis of year & month; category of complaint, district, etc.

5.8 Grievance Register

A Grievance Register is be maintained at concern FPIU and at Construction Site to register the day to day grievances of community/ Individual/ Workman at site. The standard format of register is maintained in consultation with FPIU. Grievance Number is shared with complainant so that they could check the progress of grievance.

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ANNEXURES

Annexure-1

1.1 HIV/AIDS Awareness Training

The Contractor will organize training programme on HIV/AIDS and STDs for migrant labour and surrounding community on quarterly basis through approved agency. The Contractor will Coordinate with State AIDS control society to collect dissemination material. In general training should include:

- (i) Talk on the HIV/AIDS and STDs by the approved Agency briefing about these diseases, myths about that, preventive measures and treatment.
- (ii) Poster display, distribution of leaf lets, banners etc.
- (iii) Distribution of condoms, establishment of Condoms
- (iv) Assistance in getting tested for HIV/AIDS and STDs.

The Contractor will ensure that the training is attended by not less than 90% of all workers including migrant and local labours employed by the main contractor or sub-contractors as well as willing persons from local community.

1.2 OHS Register:

The Contractor will maintain the OHS register maintaining the record of first-Aid, incidence report, near miss recordings, Safety Committee meeting, corrective action taken, Medical reports, records of training, etc.

2. PROPOSED HEALTH MANAGEMENT PLAN

Health management plan for people in the adjoining area of the project and workmen engaged in the project is prepared based on the information collected on the existing health status, prevailing disease and other information on the health and hygiene. The information was collected from the existing PHC Sand District hospital and the health workers of the area.

There are adequate health facilities in the project affected area with primary health centers in each block and Community health centre.

3. Health Check-up Facilities:

A health care system will be maintained by the Contractor at construction camp for routine check-up of workers and avoidance of spread of any communicable disease. Periodical medical check-up will be sured for all the workers. The Contractor will tie up with local health centre for first-aid, medical check-ups and treatment of workers and dealing with Epidemic conditions. However, the frequency of medical check-ups may vary under some epidemic situation like COVID-19, malaria, dengue or any other as per directions and guidance issued by the Health Department/District Administration.

The Contractor will always be maintained readily available First Aid kit bearing all necessary first aid items at all the work sites including camp, plant site and other activity areas. The Contractor will engage trained first aider who will be always available at their site to response any injury or cases requiring first aid.

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The first aid boxes shall contain the following.

- 6 small sterilized dressings
- 3 medium size sterilized dressings
- 3 large size sterilized dressings
- 3 large sterilized burns dressings
- 1(30ml) bottle containing 2% alcoholic solution of iodine
- 1(30ml) bottle containing Sal volatile/Dettol
- 1 snake bite lancet
- 1(30g)bottle of potassium permanganate crystals
- 1pairscissors
- Ointment for burns
- A bottle of suitable surgical antiseptic solution

The Contractor will strictly follow the Standard Operational Procedures (SOPs) issued by the Government of India and State Government from time to time for prevention of spread of COVID-19 epidemic. Contractor shall arrange periodic testing of his work Force against COVID19virusandcreateawareness among workers on minimizing chances of infection due to this virus.

Contractor shall also coordinate with the concerned officials of the district healthcare

Services responsible for COVID19 Contro land other epidemic diseases such as malaria, dengue, etc.

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Anneuxre-2

RECORD KEEPING AND REPORTING FORMATS

Format-1: Pre-Construction Compliances

Progress Report		Date: (Site Visit/ Reporting Date)			
#	(One time Compliance / Renewal of License or certificate once in a year or as per the validity)				
A	Site Specific Documents	Yes/ No	Numbr er	Photos /Docume nts	Remark s
1	Joint Inspection of Site & Awareness Creation Among Local Public				
2	Social Impact Assessment Report (SIA)				
3	Contractor's Social Management Plan (C-SMP)				
4	Stakeholder's Engagement Plan (SEP)				
5	Contractor's Labour Management Plan (C-LMP)				
6	Sexual Exploitation Abuse/Sexual Harassment Plan				
7	NoC/Agreement for the establishment of Labour Camp				
B	Private Land Acquisition	Yes/ No	Numbr er	Photos /Docume nts	Remark s
1	Private land acquired under the sub-project				
2	Total Acquired Land				
3	No. of Project Affected Persons/Project Affected Families				
4	Total Payment Done				
5	Pending Payment				
6	Date of Registry/ Mutation				
C	Statutory/Regulatory requirements	Yes/ No	Numbr er	Photos /Docume nts	Remark s
1	Labour Licence taken				VaildUp to:
2	Workmen's Compensation/Insurance Policy taken				VaildUp to:
D	Labour Camp	Yes/ No	Numbr er	Photos /Docume nts	Remark s
1	Labour Camp Established				
2	No. of Rooms				
3	Fencing of construction camp is done				
E	Camp Site Management	Yes/ No	Numbr er	Photos /Docume nts	Remark s
1	Mobile Toilets at Work Site				
	A- Male				
	B- Female				

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Format 2: Monthly Reporting Format

Monthly Progress Report		Date: (Site Visit/ Reporting Date)			
(Regular Monitoring of Social Compliance (during construction phase))					
A	Staffing	Yes/ No	Num ber	Photos /Documents	Remarks
1	Appointment of Contractor's Social/Labour Specialist (EPC & Item Rate Contract)				
2	Appointment of Community Engagement Specialist (EPC Contract)				
B	Labour Management	Yes/ No	Num ber	Photos /Documents	Remarks
1	Number of labours employed				
	A- Male				
	B- Female				
	C- Local				
	D- Migrant				
2	Whether any child labour is hired for construction work				
3	Attendance Register maintained				
4	Wage Register maintained				
5	Whether wages to labours are paid as per the prevalent Uttarakhand's State Rules				
6	Health Camp Organized				Date:
7	Portable drinking water facility available at the work site				
C	Labour Camp Management:	Yes/ No	Num ber	Photos /Documents	Remarks
1	Whether labour camp is established away from forest area, surface water bodies and local habitation				
2	No. of Rooms				
B	Labour Management	Yes/ No	Num ber	Photos /Documents	Remarks
3	Whether rooms are ventilated				
4	No. of Toilets				
	A- Male				
	B- Female				
5	No. of Bathrooms				
	A- Male				
	B- Female				
6	Raised beds are provided				
7	Proper water facility for daily use is provided				
8	Proper drinking water facility is provided				
9	Proper electricity facility is provided				
10	Separate cooking area is available				
11	Cooking Gas & Stove is provided				
12	First Aid Kit with essential Medicines in labour camp and work site is available				
13	Crèche facilities is provided (if required)				

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