

Uttarakhand Disaster Preparedness and Resilience Project

Labor Management Procedures (LMP)

By
M/S D S Construction

Project Title: *Construction of 30 span single lane steel truss girder pedestrian bridge over
lwani gadera at silwani toak in district Chamoli.*

Name of FPIU- PWD Karanprayag

1. Overview of the Sub-Project

2. Assessment Of Key Potential Labor Risks

The labor risks of the project are mostly associated with the construction work. To mitigate the risks and provide safe working conditions, compliance of the labour laws, rules and processes will be followed at the workplace.

S. No.	Issues/ Components	Potential Risks	Mitigation Measures
1.	Occupational, health and safety (OHS)	<ul style="list-style-type: none">• Poor work conditions and unsafe practices• Working at heights• Deep excavations• Use of heavy machineries• Transportation of materials• Dust	<ul style="list-style-type: none">• Proper PPE kits are provided to the labours.• Monthly training on OHS will be provided.• Weekly Tool Box Talk will be conducted with the labours.• Regular water sprinkling• Quarterly health camp for the labours will be organized.
2.	Labor influx	<ul style="list-style-type: none">• Labours are largely from outside the State.• Social conflicts within and between communities• Spread of communicable diseases.• Improper sanitation lack of hygienic near construction site and labour camp.• Risk of illicit behavior and crime.	<ul style="list-style-type: none">• Record of every labour with Aadhar will be maintained.• Monthly training on Code of Conduct will be imparted to every worker and labour.• Code of Conduct will be signed by every labour.• Dustbins will be provided at construction site and labour camp.• Poster on Code of Conduct with grievance number will be placed.• Police verification of every labour will be done.
3.	Sexual Exploitation Abuse /Sexual Harassment	<ul style="list-style-type: none">• Risks of SEA/SH to community members.• Risks of workplace SH at all establishments by co-workers.• Risk to school children near to the construction site and labour camp.	<ul style="list-style-type: none">• Monthly training on sexual harassment prevention and Code of Conduct will be imparted to every worker and labour.• Code of Conduct will be signed by every labour.• Poster on Code of Conduct with grievance number will be placed.
4.	Child & Forced labor	<ul style="list-style-type: none">• Risk of child or forced labor is not significant	<ul style="list-style-type: none">• Workers below the age of 18 will not be hired to work.• Aadhar card of every labour will be take to confirm that labour is above the age of 18 years.

3. Labor Legislation, Acts & Policies:

S. N.	Relevant Acts and Policies of GoI and GoU	Mandate of the Act/ Policy	Applicability
1.	Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006	To recognize and vest the forest rights and occupation in forest land in forest dwelling STs and other traditional forest dwellers who are residing in such forests for generations.	No Scheduled Tribes and Other Traditional Forest Dwellers are present near to the sub-project.
2.	Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	It regulates the employment and conditions of service of building and other construction workers and provides for their safety, health and welfare.	Labour license has been taken for the deployment of labours in the construction work. Safety measures will be followed during the construction work.
3.	Employee Compensation Act, 1923	Payment of compensation by employers to their employees for injury by accident i.e. personal injury or occupational disease.	Labour insurance has been taken as per the Act. Valid upto:
4.	Inter-state Migrant Workers Act, 1979	It protects workers whose services are requisitioned outside their native states in India. A contractor who employs or who employed five or more Inter-State migrant workmen need to obtain registration under this act	Construction workers will be involved in the sub-projects
5.	The Child Labour (Prohibition & Regulation) Amendment Act, 2016	It prohibits employment of children in specified hazardous occupations and processes and regulates the working conditions in others.	No child labour is hired for the construction work.
6.	Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)	It mandates every organization having more than ten employees to constitute an Internal Committee (IC) in the prescribed manner to receive and address the complaints of any sort of sexual harassment.	ICC Committee has been formed in FPIU, PWD. Monthly training on code of conduct will be imparted to every worker. Code of conduct will be signed by every worker.
7.	Contract Labour (Regulation & Abolition) Act 1970	To provide proper and habitable working conditions. contractors to obtain a license and register their establishments	Labour license has been taken for the deployment of labours in the construction work. Proper working & living conditions will be provided.
8.	Payment of Wages Act, 1936	Lays down as to by what date, wages are to be paid, when it will be paid and what deductions be made from the wages of the workers, if any.	Wages to labours is paid as per the prevailing wage rate in the State. Equal wages will be paid for equal work. Over time will be paid as per the extra working hours.

S. N.	Relevant Acts and Policies of GoI and GoU	Mandate of the Act/ Policy	Applicability
9.	Maternity Benefit Act, 1951	Provides for maternity leave for women, during pregnancy and after giving birth and some other benefits to women employees, in case of medical recommendation of bed rest or miscarriage etc.	Benefits under the act will be provided to female worker. Presently, female workers are not hired for the construction work.
10.	The Bonded Labour (Abolition) Act 1976	An Act to provide for the abolition of bonded labour system, with a view to prevent economic and physical exploitation of the weaker sections	No bonded labour will be hired for the sub-project.

4. OHS Risks and Hazards:

Some of the risks/hazards associated with the project construction phase include risk of increase of vector borne and other different diseases. Few of the major Occupational health and Safety risks due to different activities at sites:

Mitigation Measures: OHS Risks & Hazards During Bridges and Approaches Construction

S.N.	Activities	Type of Risk	Health & Safety Issues	Mitigation Measures
1.	Operation of Batching Plant, material stockyards, gen set and other machineries	<ul style="list-style-type: none"> Exposure to dust and gaseous emissions Accident Risks 	<ul style="list-style-type: none"> Health Hazards, Respiratory Problems Injury/ fatalities 	<ul style="list-style-type: none"> Regular TBT with labours for safely use of machines. Use of proper PPE Kits
2.	Operation of vehicles	<ul style="list-style-type: none"> Accident Risks 	<ul style="list-style-type: none"> Injury/ fatalities 	<ul style="list-style-type: none"> Traffic management plan Dedicated, clearly marked traffic routes and zones Strict speed limits Trained drivers for use of heavy vehicles.
3.	Excavation and Earth works	<ul style="list-style-type: none"> Dust generation 	<ul style="list-style-type: none"> Health Hazards, Respiratory Problems 	<ul style="list-style-type: none"> Regular water sprinkling
4.	Concreting and masonry works & Abutment construction	<ul style="list-style-type: none"> Exposure to concrete and cement 	<ul style="list-style-type: none"> Skin Problem, Respiratory Problems 	<ul style="list-style-type: none"> Use of gloves and masks
5.	Paving works	<ul style="list-style-type: none"> Gaseous emission Heat generation 	<ul style="list-style-type: none"> Health hazards, Respiratory problems, Burning injury 	<ul style="list-style-type: none"> Use of gloves, masks and proper clothing
6.	Bridge works	<ul style="list-style-type: none"> Falling from height Accident risks 	<ul style="list-style-type: none"> Physical Injury due to fall from height 	<ul style="list-style-type: none"> Use of safety belts and harness

S.N.	Activities	Type of Risk	Health & Safety Issues	Mitigation Measures
			<ul style="list-style-type: none"> Injury due to fall of material from height 	
7.	Electrical works	<ul style="list-style-type: none"> Electrocution 	<ul style="list-style-type: none"> Electric shock and injury 	<ul style="list-style-type: none"> Use of gloves and shoes
8.	Welding	<ul style="list-style-type: none"> Eye injury 	<ul style="list-style-type: none"> Eye injury 	<ul style="list-style-type: none"> Use of gloves and shoes
10.	Operation of Camp site	<ul style="list-style-type: none"> Unhygienic condition 	<ul style="list-style-type: none"> Water borne diseases, vector diseases 	<ul style="list-style-type: none"> Use of dustbins Disposal of wastes through Govt. waste vehicles

5. Use of PPE Kits:

Personal Protective Equipment (PPEs) will be used regularly to mitigate risks to the health and safety of worker. This will be included in the construction cost for the Contractor. Depending on the nature of work following protective equipment will be provided to the workers:

PPE Requirement for as per the Nature of Work

S.No.	Activities	Type of Risk	Use of PPE
1.	Operation of Batching Plant, material stockyards, gen set and other machineries	<ul style="list-style-type: none"> Exposure to dust and gaseous emissions Accident Risks 	<ul style="list-style-type: none"> Safety helmets, High visibility reflective safety jackets, Safety boot and Masks
2.	Operation of vehicles	<ul style="list-style-type: none"> Accident Risks 	<ul style="list-style-type: none"> Safety Helmet and High visibility reflective safety jackets
3.	Excavation and Earth works	<ul style="list-style-type: none"> Dust generation 	<ul style="list-style-type: none"> High visibility reflective safety jackets, Masks
4.	Concreting and masonry works and Abutment construction	<ul style="list-style-type: none"> Exposure to concrete and cement 	<ul style="list-style-type: none"> High visibility reflective safety jackets, Safety Boots, Mask
5.	Paving works	<ul style="list-style-type: none"> Gaseous emission Heat generation 	<ul style="list-style-type: none"> High visibility reflective safety jackets, Safety Boots, Mask
6.	Bridge works	<ul style="list-style-type: none"> Falling from height Accident risks 	<ul style="list-style-type: none"> High visibility reflective safety jackets, Safety helmet, safety belt (height greater than 6 ft.), safety boots
7.	Electrical works	<ul style="list-style-type: none"> Electrocution 	<ul style="list-style-type: none"> High visibility reflective safety jackets, Insulated Gloves
8.	Welding	<ul style="list-style-type: none"> Eye injury 	<ul style="list-style-type: none"> High visibility reflective safety jackets, Insulated Gloves, Eye protector
9.	Waste Handling	<ul style="list-style-type: none"> Health hazards 	<ul style="list-style-type: none"> Gloves and Masks

6. Grievance Mechanism for Labor Engaged in Construction Work


- Grievance Redress Mechanism (GRM) is established to resolve complaints and grievances in a timely, effective, and efficient manner that satisfies all parties involved.
- Grievance Redressal Committee under concern AE/JE of the sub-project has been setup to address labour complaints. **Attached**
- Monthly GRC meeting will be conducted.
- The grievance focal person will register the grievances in a formal manner in a register or in electronic format.
- If the complaint of the labour is not resolved within 7 working days, then it will be escalated to the Principal Employer.
- The GRM will include the process of screening, investigation, resolution of grievances, documentation, and reporting of grievances.

7. Labor Camp Management:

- Camp will be established with insulated materials
- Proper ventilation facility in the labour camp
- Hygienic living conditions and safe drinking water
- Separate toilets for male and female workers
- Separate kitchen with cooking gas and stove.
- Raised beds with proper bedding.
- First Aid Kit with all essential medicines.
- Quarterly health checkup camp to be organized for all labors.
- Awareness on general health and hygiene.
- Posters and signages regarding Labour Code of Conduct and SEA/SH will be placed.
- Security measures at the camp which may include fencing, locks, restricted entry etc.

Worker's Code of Conduct

This Code of Conduct applies to all staff, laborers, and other employees at the worksite or other places where the works are being carried out.



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श्रमिकों हेतु आचरण नियमावली

पुल के निर्माण कार्य हेतु अनुबन्धित फर्म के समस्त कर्मियों एवं श्रमिकों के द्वारा निम्न आचरण नियमावली का अनिवार्य रूप से पालन किया जाना है-

1. अपने कार्य एवं दायित्वों का योग्यतापूर्वक तथा तत्परता से निर्वह किया जाना है।
2. श्रमिकों हेतु निर्धारित समस्त कानून एवं नियमों का पालन किया जाना है।
3. कर्मियों, श्रमिकों एवं जनमानस के स्वास्थ्य एवं सुरक्षा हेतु समुचित प्रबन्ध किया जाना है।
4. कार्यक्षेत्र में कर्मियों एवं श्रमिकों को सुरक्षित वातावरण प्रदान किया जाना है।
5. श्रमिकों को सुरक्षा उपकरण (PPE Kit) उपलब्ध करा उनका कड़ाई से उपयोग कराया जाने है।
6. आपातकालीन संचालन प्रक्रियाओं (Emergency Operating Procedures) का पालन किया जाना है।
7. सभी व्यक्ति विशेष को सम्मान दिया जाना है।
8. विशिष्ट समूह जैसे: महिलाओं, अक्षम व्यक्तियों व अन्य प्रदेश के श्रमिकों आदि के साथ किसी भी प्रकार का भेदभाव नहीं किया जाना है।
9. यौन शोषण व इस हेतु निर्धारित कानून एवं नियमों के सम्बन्ध में समस्त कर्मियों तथा श्रमिकों को जागरूक किया जाना है।
10. किसी भी यौन शोषण की शिकायत को लोक निर्माण विभाग में गठित यौन उत्पीड़न समिति के समक्ष की जानी है।
11. आचरण नियमों का अनुपालन नहीं किये जाने पर सख्त स्तर को शिकायत दर्ज की जानी है।
12. शिकायत करने वाले किसी भी व्यक्ति के विरुद्ध प्रतिकार नहीं किया जाना है।
13. आचरण नियमों का अनुपालन नहीं करने पर सम्बन्धित के विरुद्ध कार्यवाही की जायेगी।
14. श्रमिकों की दैनिक मजदूरी की दर-
 - i. कुशल-
 - ii. अर्द्ध कुशल-
 - iii. अकुशल-

सामाजिक सुरक्षा :
उत्तराखण्ड डिजास्टर प्रिपेयर्डनेस एवं रेसिलियेन्स परियोजना (यू0-प्रिपेयर)
आा तल, 36 गुणसू0डी0एम0ए0 भवन, आई0टी0 पार्क, सहस्रधारा रोड, देहरादून, उत्तराखण्ड



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महिलाओं का कार्यस्थल पर लैंगिक उत्पीड़न

(निवारण, प्रतिषेध एवं प्रतितोष) अधिनियम, 2013

पुल के निर्माण 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 बनाये 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 अवाचित रूप से छुना।
- किसी को अश्लील सामग्री दिखाना या फोन पर भेजना।
- यौन सम्बन्धि टिप्पणी करना।
- यौन सम्बन्ध बनाने हेतु दबाव डालना।
- बिना सहमति के धूर कर देखना व इशारे करना।

शिकायत हेतु-
टेल फ्री नं० - 1800 180 4276
वेब पोर्टल - <https://www.u-prepare.com/grievance/register>
ई0मेल - piupwd@ukdisasterrecovery.in / Field PIU E-Mail ID
पता - उत्तराखण्ड आपदा नियंत्रण प्राधिकरण, 36, आई0टी0 पार्क, देहरादून / Field PIU का पता

M/s D.S. Construction

Vinod Kumar
Partner