

## Uttarakhand Disaster Preparedness and Resilience Project (U-PREPARE)



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

For

Construction of 90 M span single lane pedestrian bridge and its approach road near Tikochi Market in Dist. Uttarkashi under EPC mode.

May 2025

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

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

## SOCIAL MANAGEMENT PLAN

## Description of the Project

The proposed new single lane 90 Mtr span pedestrian bridge and its approach road near Tikochi Market 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 2.30 Mtr. The topography of project area is hilly terrain.

## 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 the 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	<ul style="list-style-type: none"> <li>• Labour license has been taken, which is valid upto: 24 Nov 2025</li> </ul>
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: 23 Jan 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</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</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>	Low
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>	Low
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>	Low
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
Impact on school activities	<ul style="list-style-type: none"> <li>The proposed bridge and its approaches will not provide any kind of impact on school nearby as the government school nearby is located very far from the construction 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>						
PC-1 Joint Inspection of Site and Awareness Creation among local public	-	<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
PC-2 Utility Shifting	• 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
PC-3 Establishment of Construction Workers Camp	• 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>C2 LABOUR AND WORKING CONDITIONS</b>						
C-2.1 Engagement of Labours: Employment Conditions	• 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>Labour license has been taken, which is valid upto: 24 Nov 2025</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
C-2.2 Labour Camp Management	<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 15 labours at a time.</li> <li>Separate kitchen facility is provided at the labour camp.</li> </ul>	Construction Camp	Construction Phase	Contractor	FPIU & PIU PWD



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Social Component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
		<ul style="list-style-type: none"> <li>Cooking gas and stove is provided.</li> <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>For Waste management we have provided soak pits for liquid waste and for dry waste we have provided dust bins and dust bins are then transported to trenching ground through transportation.</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 ITC constituted at the department.</li> </ul>	Construction Camp	Construction Phase	Contractor	FPIU & PIU PWD
<b>C-3 COMMUNITY HEALTH &amp; SAFETY</b>						
C-3.1 Community Health & Safety	<ul style="list-style-type: none"> <li>Adverse social impact due to construction activities.</li> <li>Obstructing the access of community and passerby due to construction induced impact.</li> </ul>	<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> <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	PIU, PWD & Contractor	FPIU & PIU PWD
C-3.2 STAKEHOLDER CONSULTATION	Impact on local stakeholders due to construction activities	<ul style="list-style-type: none"> <li>There is no utility shifting or hindrance of route.</li> </ul>	Along the Project alignment	Before commencement of project site activities.	PIU, PWD & Contractor	PIU & PMU, PWD
<b>C-4 CULTURAL HERITAGE</b>						
C-4.2 Chance Find of Archaeological Assets and artefacts	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> </ul>	Along the excavation area	During Construction Stage	Contractor in consultation with PIU PWD and Archaeological Department	FPIU & PIU PWD

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Social Component / Issues	Potential Impact	Mitigation Measures	Institutional Responsibility		
			Location	Time Frame	Implementation
		<ul style="list-style-type: none"> <li>Excavation work will immediately be stopped if any finds are suspected to allow further investigation.</li> </ul>			



**M/s Tons Builders**

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**Insured & Policy Details**

Insured Details		Policy Details	
Name	TOMS BUILDERS	Policy Number	D148227708
Address	VILL JEWAN GANJ TEH VILL SUNDARAN 26/175	Branch Number	NA20191399
GST State Code	S	Policy Period	From 24/07/2025 To 23/07/2026
City / Location	Dharmsala	Partner Code and Name	L46329 HELLAUS GRIPPA M095325
Contact No.	+91 9895086776	Partner Contact and Email ID	nitin.soni724@gmail.com nitin.soni724@gmail.com
Email ID		ROADE WORK, EXCAVATION IN HILLY AREA BRIDGE WORK	ROAD WORK, EXCAVATION IN HILLY AREA BRIDGE WORK
		Address of Insured Premises / Location covered	Chitkul, 246001
		Policy Form	Trade A

**Coverage Details**

Work Description	No. of Employees	Minimum Estimated Monthly wages	Death/burial wages	Classification	Endorsement No.	work category
ROAD BRIDGE WORK	15	10,000.00	1,00,000.00	402	124	Road Projects, Tunnelling and Road Making
Total Monthly Wages	15	1,50,000.00	1,80,000.00			
Scope of Cover:						

1. Coverage as per Employees' Compensation Act, 1923 and subsequent amendments thereto prior to the date of issue of this Policy.  
 2. Liability under the Fatal Accidents Act & Common Law.

**Endorsement**

Open/Not-Opened	Limit	Age/prime Limit
Medical Expenses Cover	Not-Opened	NA
Occupational Disease Cover	Not-Opened	NA
Coverage for Contractors under Sub-Contractors Workers' Employees	Not-Opened	NA

**Digit Employees Compensation Insurance Policy**

UIIN: IRDAN158RP0020/01201920

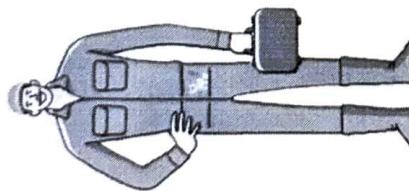
**Go Digit General Insurance Ltd**

Validate your Policy Copy



**Special Terms and Conditions**

1. Any change in location" or "nature of employment" if any during the policy period should be informed to the insurer mandatorily and the same shall be covered at the discretion of the insurer. Where additional premium is required the same shall be charged.
2. Occupational diseases shall only mean diseases listed in Part "C" of Schedule III to W.C. Amendment Bill 1989.
3. Warned that attendance and wage register is maintained at the place of employment by the insured as per statutory requirements/compliance and to be submitted when required by insurer.
4. Warned that at any point in time the total No. of workers on the site Should not exceed No. of employees mentioned in the policy.
5. Warned that employees working at a height especially exceeding 9 meters above the ground using adequate and well maintained fall arrest equipment with personal protective equipment, including harness, ropes, safety helmets, gloves, etc.
6. Exclusion: Any work involving blasting, tunnelling, Live transmission lines including the impact of residual current, offshore work underground under waterwork, subaqueous work or any related services in connection therewith.
7. Exclusion: Workers predominantly engaged in welding or demolition and/or Standalone demolition only Projects and/or collection or removal of scrap metal and any related activities including Loosening and unloading. However, demolition in conjunction with re-constructive/construction/demolition will be covered.



**Policy Schedule**

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8. Exclusion: Workers involved in maintenance of towers, steeples, bridges, Dams, chimney shafts and excavation > 3mts unless specifically agreed and mentioned on this schedule.
9. Exclusion: Any interest, liability, penalty imposed on the insured on account of his/her failure to comply with the requirements laid down under the Employee's Compensation Act, 1973.
10. Exclusion: Any employee involved in cleaning of Sewers and/or any underground/underground pipelines and/or any underground Service.
11. Exclusion: Ship crews on inland vessels or boats or yatch or vessels of any kind operating within and/or outside territorial waters.
12. Exclusion: Fire brigades other than those formed privately for loss prevention purposes.
13. Exclusion: Employees employed on a permanent basis in USA and/or Canada.
14. Exclusion: Pandemic/epidemics as declared by WHO and/or Government of India.
15. Losses suffered while manufacturing and/or supplying and/or producing strong, flammable, breaking down, transporting of:
- (a) Fireworks, ammunition, fuses, cartridges, powder, nitro glycerine, or any explosives.
  - (b) Gases and/or air under pressure in containers.
  - (c) Butane, methane, propane, and other liquefied gases.
  - (d) Celluloid and pyrolysin.
  - (e) Petrochemicals and also chemicals of a toxic (as defined under India's Public Liability Act 1991), noxious, explosive and/or highly flammable nature.
  - (f) Asbestos and/or asbestos products.

(g) It is understood and agreed, however, that the storage, transport and/or handling if any of the substances above mentioned other than (f) which is merely incidental to the operation and/or trade of the insured, not otherwise excluded, is covered.

16. Work Description:

17. "Work Description" warranty:

- a. Nature of work in which employees are involved during policy period shall be clearly mentioned on work description.
- b. Nature of work in which employees are involved with work description for which policy has been issued and rates shall be charged in accordance with the same.
- c. A description of work not fall under any of the policy exclusions mentioned on policy schedule as well as pricing need to be mentioned in the proposal to the concerned authority. The scope of work and the nature of work description (if any) will be read together with the terms & conditions of this policy and a certificate shall be issued under the policy provisions and subject to specific and specific agreement made on the policy by the underwriter.
- d. "Work Description" field in memory of the user to describe the nature of work that the covered employees are involved in. Any other information mentioned here will be null and void.
18. Endorsement No 124 :-
- It is hereby understood and agreed that any work in connection with the use of explosives or in connection with the construction of severs exceeding a span of 30 meters from the surface or in connection with tunnelling is expressly excluded from the indemnity granted under this Policy.

Premium and Payment Details

Total Net Premium	13561.50	1221.08
GST rate and amount	9%	112.87
SGST/ACT rate and Amount	9%	109.88
HST rate and Amount		0.00
Final Premium	14069.46	

Endorsement Details

Insurer Number	Invoice Date	Net Premium	IGST	Cgst	SGST	Urgt	Cess	Gross Premium
1434221466	2023-01-24	13561.50	0.00	1122.08	121.08	0.00	0.00	14069.46

Important Notice

1. "Cheque dishonour / Non receipt of payment & return of payment through Cheque: the policy is void ab initio in case of dishonour of Cheque or non-receipt of payment.
2. This policy is subject to the standard policy wordings, warranties, exclusions and conditions as per Go Digit General Insurance Insurance Policy Wordings.
3. The coverage has been provided based information furnished by proposer to us and the policy is not valid if any of the information furnished is incorrect.
4. The Policy Wordings attached herewith includes all the Standard Coverage offered by Go Digit General Insurance Ltd to its Customers. For any clarifications please call our Call Center Number: +91 9876543210