

Letter No: ARKS/PMU/24-25/16

Date: 18.11.2025

To,
The Authority Engineer,
Provincial Division
PWD, Pauri Uttarakhand

LOA No.- LOA NO: 417/15/BR/RFB-EPC/UGRIDP/2023

Reference: (Construction of 150M Span Intermediate Lane Motor Bridge & its approach over Nayar River for Badkholu village in District Pauri, Uttarakhand State)

Subject: Submission of Social & Environmental Plans.

Dear sir,

With reference to the above-mentioned work, we hereby submit the Environmental and Social Plans in compliance with the contractual requirements, for your kind review and approval. The details of the reports are as follows:

S. No.	File No.	Description
1	File no.1	Social Management Plan (C-SMP)
2	File no.2	Environmental Management Plan (C-EMP)
3	File no.3	Emergency Response Preparedness Plan (ERPP).
4	File no.4	Labour Management Plan (LMP)
5	File no.5	Occupational Health and Safety (OHS) Plan
6	File no.6	Sexual Harassment Prevention & Redressal Plan
7	File no.7	Stakeholder Management Plan
8	File no.8	Waste Management Plan (WMP)

This is submitted for your kind information and necessary action.

Best Regards

M/s ARKS Universal Pvt. Ltd.



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ARKS UNIVERSAL PVT.LTD.
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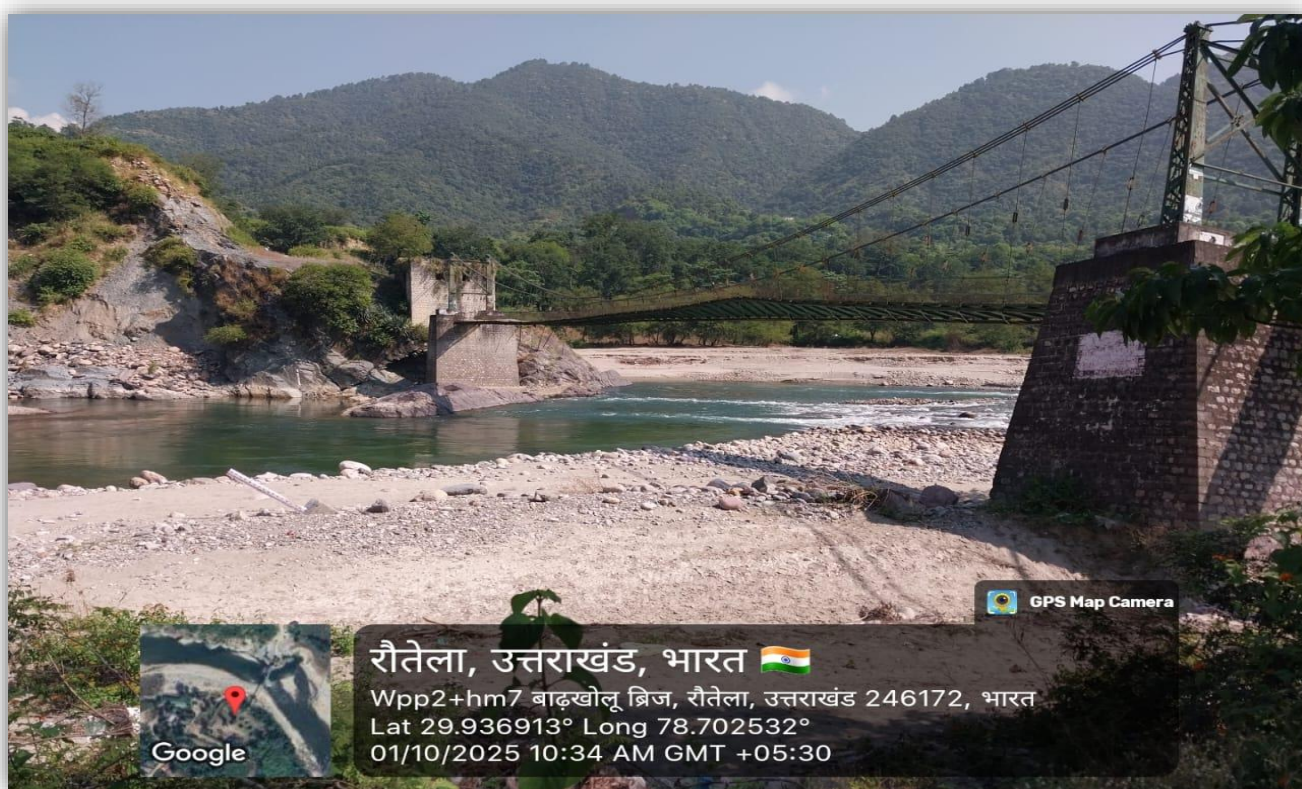
Encl: Senior Environment and Social expert, PIU (PWD) U-PREPARE Uttarakhand.



U-PREPARE
UTTARAKHAND DISASTER PREPAREDNESS
AND RESILIENCE PROJECT
(THE WORLD BANK ASSISTED)

Uttarakhand Disaster Preparedness & Resilience Project (U-PREPARE)

SOCIAL MANAGEMENT PLAN (C-SMP)



**Construction of 150 m Span Intermediate Lane Motor Bridge & Its Approach
over Nayar River for Badkholu Village, District Pauri, Uttarakhand.**

M/s ARKS Universal Pvt. Ltd.

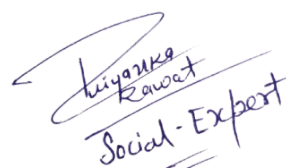
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M/s ARKS UNIVERSAL PVT. LTD

*Luiganka
Rawat*
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Project Details

Element	Detail
Project Title	Construction of 150 m Span Intermediate Lane Motor Bridge & Its Approach over Nayar River for Badkholu Village, District Pauri, Uttarakhand
Project Type	Motor Bridge (150 m Span Intermediate Lane)
Implementing Agency	FPIU PD PWD Pauri Garhwal, Uttarakhand
Contractor	M/s ARKS UNIVERSAL PVT. LTD
Project Funding	Uttarakhand Preparedness and Climate Resilience Project (U-PREPARE)
Bridge Coordinates	L.H.S Abutment: 29°56'11.68"N, 78°42'7.52"E
	R.H.S Abutment: 29°56'15.95"N, 78°42'10.18"E


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SOCIAL MANAGEMENT PLAN (C-SMP)

1.0 Proposed Site-Specific Social Management Plan

This chapter presents the **Social Management Plan (SMP)** for the proposed project across its various stages. The plan has been prepared based on the identification of potential social impacts and the corresponding mitigation measures, which will be implemented by the project proponent and included as part of the contract conditions.

The SMP outlines the actions required to implement social mitigation measures by the Contractor and to strengthen institutional arrangements. Its objective is to prevent and minimize adverse social impacts during the construction phase and to ensure appropriate measures are in place for other stages of the project as well.

1.1 Key Statutory Clearances/ Permits and Licences Requirements

Based on the proposed project activities, the Contractor shall comply with all applicable regulations related to social safeguards. The project requires several statutory permits and licenses under various Acts and Rules. The types of permits and licenses necessary for the sub-project are detailed in

Table 1: 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 Workers Construction Act, 1996; Uttarakhand Rules, 2005	Labour Commissioner	Contractor	1-2 month
2.	Labour License (Inter-State Migrant Labour)	Inter-State Migrant Workmen Act, 1979	Labour Commissioner	Contractor	1-2 month
3.	Workmen's Compensation Policy	The Building and Other Construction Workers Act 1996; Uttaranchal Rules, 2005	Insurance Company	Contractor	1-2 month

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S. No.	Type of Permits and Licenses	Relevant Acts and Rules	Competent Authority	Responsibility	Timeline
4.	NOC/Agreement for Labour Camp	NOC from local residents/representatives; Agreement with House/Land Owner	House/Land Owner	Contractor	2-3 month

1.2 Social Management Plan (SMP)

Table 2 describes the nature of potential social issues, the required mitigation measures, and the responsibilities for planning, execution, supervision, and monitoring.


Table 2. Social Management Plan (SMP)

Sl.No	Social Issue	Mitigation Measures	Responsibility (Planning/Execution)	Supervision/Monitoring
PRE-CONSTRUCTION STAGE				
P.1	Assessment of Impacts	PMU SCDGS and DSC Social specialist shall assess impacts and revise/modify the SMP.	Contractor	Social Specialist and Field PIU
CONSTRUCTION STAGE				
C.1	Labour Camp	Construction camps to be set up in identified locations providing temporary accommodation and necessary infrastructure.	Contractor	Social Specialist and Field PIU
C.2	Temporary Housing	Provide acceptable accommodation, potable water, sanitation, and insurance to laborers in camps.	Contractor	Social Specialist and Field PIU

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Sl.No	Social Issue	Mitigation Measures	Responsibility (Planning/Execution)	Supervision/Monitoring
C.4	Health Problems	Provide a First Aid Box at every Sub-Project site. Linkage with the nearest higher-order hospital (PHC) for major illnesses. Provide basic health care facilities and display emergency numbers (Police, Fire, Hospitals).	Contractor	PIU Social Specialist and Field PIU
C.5	Day Crèche Facilities	Provision of a crèche for infants/small children of workers, staffed by at least a trained worker (preferably women). Extend crèche facilities for night shifts if women work at night.	Contractor	PIU Social Specialist and Field PIU
C.6	Education Facilities	Where feasible, extend day crèche facilities with primary educational or informal education facilities for children of mobile construction workers.	Contractor	PIU Social Specialist and Field PIU
C.7	Participation of Woman	Ensure women are consulted and invited to participate in group activities; special care for women groups during compensation process.	Contractor	PIU Social Specialist and Field PIU

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Sl.No	Social Issue	Mitigation Measures	Responsibility (Planning/Execution)	Supervision/Monitoring
C.8	Capacity Building of Woman	Encourage women to evaluate project outputs. Initiate women's participation through Self-Help Group (SHG) formation and provide separate trainings for alternative livelihoods.	Contractor/Social Expert	PIU Social Specialist and Field PIU
C.9	Protection of woman workers	Implement Vishakha Guidelines in all workplaces for sexual harassment. Maintain strong vigilance to ensure cessation of exploitation.	Contractor/Social Expert	PIU Social Specialist and Field PIU
C.10	Measures for controlling STD, AIDS	Provide means for controlling disease spread, including awareness camps in camps and neighboring villages for HIV/AIDS & COVID-19.	Contractor	PIU Social Specialist and Field PIU
C.11	Child Labour		Minors (persons below 14 years) should be restricted from construction activities.	Contractor
C.12	Key Legal Provision Related to woman	Abide by key legal provisions: Domestic Violence Act, Criminal Law Act, Immoral Traffic Act, and Maternity Benefit Act.	Contractor	PIU Social Specialist and Field PIU  Social - Expert

Sl.No	Social Issue	Mitigation Measures	Responsibility (Planning/Execution)	Supervision/Monitoring
C.13	Grievance Redress Mechanism	A Grievance Redress System (GRS) will be formed, with a resolving period of one week to one month.	Contractor	PIU Social Specialist/PMU

2.0 Social Monitoring and Evaluation Framework

Social safeguards monitoring is an essential tool to ensure smooth progress in accordance with the plans and provides necessary feedback for program management.

The **key objectives of monitoring** are to:

- See what impacts have occurred.
- Evaluate the performance of mitigation measures.
- Ensure that the conditions of approval are adhered to.
- Suggest improvements in the management plan, if required.
- See that expected benefits are achieved.
- Satisfy legal and community obligations.

3.0 Social Monitoring Programme and Performance Indicators

3.1 Socio-economic Performance Indicators

The following specific social parameters are selected as **Performance Indicators** for monitoring:

- 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.

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3.2 Monitoring of Social Performance Indicator

- **Statutory Compliance:** The status of necessary permits and licenses (Labour license/insurance, permits/clearance) will be monitored.
 - **Safety Aspects:** Visual inspection on a daily basis by the site supervisor/Engineer for number of laborers, PPEs used, safe access, and **First Aid Kit**.
 - **Socio-economic Indicators:**
 - **Employment of local population:** Assessed monthly to compare total employment generated vs. local employment.
 - **Labour standards at campsite:** Basic facilities and maintenance will be checked visually on a fortnightly basis by the social expert of PIU.
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4.0 Training on E&S Safeguards

Training and awareness programs on Environmental and Social (E&S) Safeguards are a critical component of the Social Management Plan and are designed to enhance the knowledge, skills, and capacity of all stakeholders involved in project implementation. The objective is to ensure that the project team, contractor's personnel, field staff, and workers understand the E&S safeguard requirements, comply with applicable standards, and are able to effectively manage social risks and impacts throughout the project lifecycle.

Capacity-building initiatives will include structured orientation programs, on-site training sessions, toolbox talks, periodic refresher trainings, and awareness campaigns. These will focus on topics such as labor welfare provisions, gender equality, grievance redress mechanism (GRM), occupational health and safety (OHS), community health and safety, stakeholder engagement, compliance with labor laws, cultural heritage protection, and emergency response preparedness. Special emphasis shall be placed on understanding the World Bank's/ADB's/AIIB's Environmental and Social Standards (ESS) and Government of India (GoI) regulatory requirements.


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

S.No	Type of Training	Objectives	Time of Training	Frequency	Responsibility	Participants
1.	ESMP and OHS Training at site	To understand ESMP and OHS implementation/awareness.	After Mobilization	Once in 6 months	PMU, U-PREPA RE	PIU supervisory staff, Contractor and their staff
2.	Training on Labour rights and responsibility, Community Health and Safety	To aware labor of their rights, responsibilities, and minimize adverse impacts on community health/safety.	After Mobilization	Once in a Quarter	PMU, U-PREPA RE	PIU supervisory staff, Contractor and their staff
3.	Training on HIV/AIDS and Other STDs	To increase awareness among workers and surrounding communities about prevention and control.	During construction	1 day once in 3 months	Contractor (through approved Agency)	PIU, Contractors team including labors
4.	Training on Gender issues including SEA/SH	Sensitization of contractor's and PIU's workforce.	During construction	once in 3 months	PMU, U-PREPA RE (through Provisions NGO)	PIU, Contractors incl. labors
5.	Training on Emergency Response System	Sensitization of PIU's contractor's and workforce.	During construction	once in 3 months	PMU, U-PREPA RE	PIU, Contractors incl. labors

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5.0 Monitoring and Reporting System

The reporting system will operate with the **Contractor** reporting to the **Project Implementation Unit (PIU)/PMU** on a monthly/quarterly/annual basis. Compliance and progress reports on social components may be clubbed together and submitted regularly.

5.1 Grievance Redressal Mechanism

An effective grievance redressal mechanism ensures transparency in managing and mitigating environmental and social issues. A **Grievance Register** will be maintained at the concern FPIU and at the Construction Site to record day-to-day grievances from the community, individuals, and workmen. A Grievance Number is shared with the complainant for tracking progress.

1.0 HIV/AIDS Awareness Training

The Contractor will organize training on HIV/AIDS and STDs for migrant labor and the surrounding community on a **quarterly basis** through an approved agency. The Contractor will coordinate with the State AIDS control society for dissemination material and ensure of all workers attend.

2.0 Proposed Health Management Plan

A health care system will be maintained by the Contractor at the construction camp for routine check-ups and avoidance of communicable diseases.

3.0 Health Check-up Facilities

- **Periodical medical check-up** will be ensured for all workers.
 - The Contractor will **tie up with the local health centre** for first-aid, medical check-ups, and treatment.
 - A readily available **First Aid kit** must be maintained at all work sites.
 - The Contractor will engage a **trained first aider** who will be always available.
 - The Contractor will strictly follow the **Standard Operational Procedures (SOPs)** issued by the Government for the prevention of the **COVID-19** epidemic and coordinate with district healthcare services for other epidemic diseases.
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Labor Laws Applicable to Establishments Engaged In Building And Other Construction Work

S. No.	Act/Rule	Applicability and Objective
1.	Building and Other Construction Workers Act, 1996	Regulates employment, conditions of service, safety, health, and welfare for works employing workers.
2.	Workmen Compensation Act, 1923	Provides compensation for injury by accident or occupational disease.
3.	Inter-state Migrant Workers Act, 1979	Protects workers requisitioned outside their native states. Applicable if a contractor employs Inter-State migrant workmen.
4.	The Child Labour Act, 1986	Prohibits child labor (years) in any project activity and adolescents (years) in hazardous activity.
5.	Sexual Harassment of Women at the Workplace Act, 2013 (POSH Act)	Mandates an Internal Committee (IC) for organizations with employees to address sexual harassment complaints.
7.	Contract Labour (Regulation & Abolition) Act 1970	Regulates the functioning of advisory boards and the registration procedure for establishments employing contract labor.
8.	Payment of Wages Act, 1936	Lays down the date, method, and permissible deductions for wage payment.
11.	Maternity Benefit Act, 1961	Provides for maternity leave and other benefits for women employees.
13.	The Bonded Labour (Abolition) Act 1976	Provides for the abolition of the bonded labor system.

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