

B. Social Management Plan (SMP)

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SLNo	Social Issue	Mitigation Measures	Responsibility		Remarks
			Planning Execution	Supervision Monitoring	
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	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. 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	
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C.2	Temporary Housing	During the construction, the families of laborers/workers should be provided with residential accommodation suitable to nuclear families Every Sub Project should have First Aid Box to provide minimum medical attention to tackle first-aid requirements	Contractor	Social Specialist and Field PIU	
C.4	Health Problems		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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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 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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C.6	Education Facilities	<p>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.</p> <p>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.</p>	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.</p> <p>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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		<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	<p>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.</p> <p>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.</p>	Contractor Social Expert	PIU Social Specialist and Field PIU	
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C.9	Protection of woman workers	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	
		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: 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. Exploitation of women is very common in such camps. A strong vigilance should be made to ensure cessation of such exploitation.	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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C.12	Key Legal Provision Related to woman	<p>Ensure key legal provisions related to women at all project viz:</p> <p>a. Protection of woman from domestic violence Act, 2005</p> <p>b. The Criminal Law (Amendment) Act, 2013</p> <p>c. The Immoral Traffic (Prevention) Act, 1956</p> <p>d. The Maternity Benefit Act, 1961</p> <p>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.</p>	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		The contractor will provide the Grievance Redress System and prepare a GRC.	PIU Social Specialist/ PMU	

