

*Construction of 50 m Intermediate lane steel truss bridge in Uttarkashi – Lambgaon-Ghansali-Tilwara
Motor Road km 98- near Hanuman Temple, Block-Bhilangana, District Tehri, Uttarakhand*

Government of Uttarakhand

Uttarakhand Disaster Preparedness and Resilience Project (U-PREPARE)



SOCIAL MANAGEMENT PLAN (SMP)

NAME OF THE SUB PROJECT: *Construction of 50 m
Intermediate lane steel truss bridge in Uttarkashi – Lambgaon-Ghansali-
Tilwara Motor Road km 98- near Hanuman Temple, Block-Bhilangana,
District Tehri, Uttarakhand*

December 2025

FPIU Details: EE,
TD, PWD, Ghansali

Contractor's Details: M/S Doon Infrastructure

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1 SOCIAL MANAGEMENT PLAN

1.1 Description of the Project-

A new motorable steel truss bridge has been proposed across Bilangana River in Ghansali in Tehri Garhwal district of Uttarakhand. The proposed bridge is the replacement of the existing bridge across Bhilangana river, which will continue to maintain the connectivity for Uttarkashi-Lambgaon-Ghansali-Tilwara road at Ghansali. Presently, there is an existing motorable bridge across river Bilangana at Ghansali with 5 m carriageway width and the condition of the existing bridge is poor and not adequate to bear the load of future traffic likely to be increase due to operation of Char Dham roads. The new bridge has been proposed parallel to the existing bridge at a distance of 5 m towards downstream side. The land- use around the proposed bridge is built-up area of Ghansali town. The salient features of sub-project have been presented in **Table 1.1**. The project location map and Map of Sensitive Receptors within 500m of project location are given in **Figure 1.1** and **Figure 1.2** respectively.

**Table 1-
1: Salient Features of the Sub-Project**

S. No.	Particulars	Proposed (Design)
A. General Features of Sub Project Location		
1.	Village	Ghansali
2.	Tehsil	Ghansali Tehsil
3.	District	Tehri Garhwal
4.	State	Uttarakhand
5.	Geographical extent (Lat & Long)	30°25'48"N 78°39'25"E 30°25'48.82"N 78°39'23.85"E
6.	River/Stream crossing proposed sub project	The proposed bridge is located on Bilangana River (Perennial)
7.	Other Nearby connectivity on River	Existing motorable bridge on upstream of proposed bridge on Lambgaon Ghansali Tilwara Motor Road but the condition is poor and require replacement. Other nearest bridge is a pedestrian bridge, which is around 1km away towards upstream of Bilangana river.
8.	Type of Terrain	Hilly
9.	Seismic Zone	Zone IV
10.	Nearest Railway station and its nearest distance (in Km)	Rishikesh Railway Station, located at a distance of 68 Kms
11.	Nearest Airport and its nearest distance (in Km)	Jolly Grant Airport, Dehradun, located at a distance of 140 Kms
12.	Distance from nearest Town/ City/District head quarter (in Km)	District head quarter New Tehri for Tehri Garhwal district at 131 km distance.
B. Technical Information of Sub-Project		
13.	Type of Bridge	Motorable Bridge
14.	Total span of the bridge (m)	50 m
15.	Number of spans	1
16.	Type of Superstructure	Steel Truss
17.	Carriageway Width (m)	5.5
18.	Abutments	Reinforced Cement Concrete abutments
19.	Type of Foundation	Open
20.	Proposed Deck level at Abutment	RL 861.113 m
21.	Highest Flood Level (HFL)	RL 851.895m
22.	Lowest Bed Level (LBL)	RL 844.302 m
23.	HFL – LBL (in m)	7.593 m
24.	Vertical Clearance of Bridge from HFL	8.307 m
25.	Approach Road	The proposed bridge on Uttarkashi-Lambgaon- Ghansali-Tilwara road will be constructed adjacent to the existing bridge approximately at a distance of 5m downstream from the existing bridge.

S. No.	Particulars	Proposed (Design)
		As per DPR, the sub-project also includes construction of approach road having 50 m length on either side of the proposed bridge to maintain the connectivity with this road.

Source: DPR

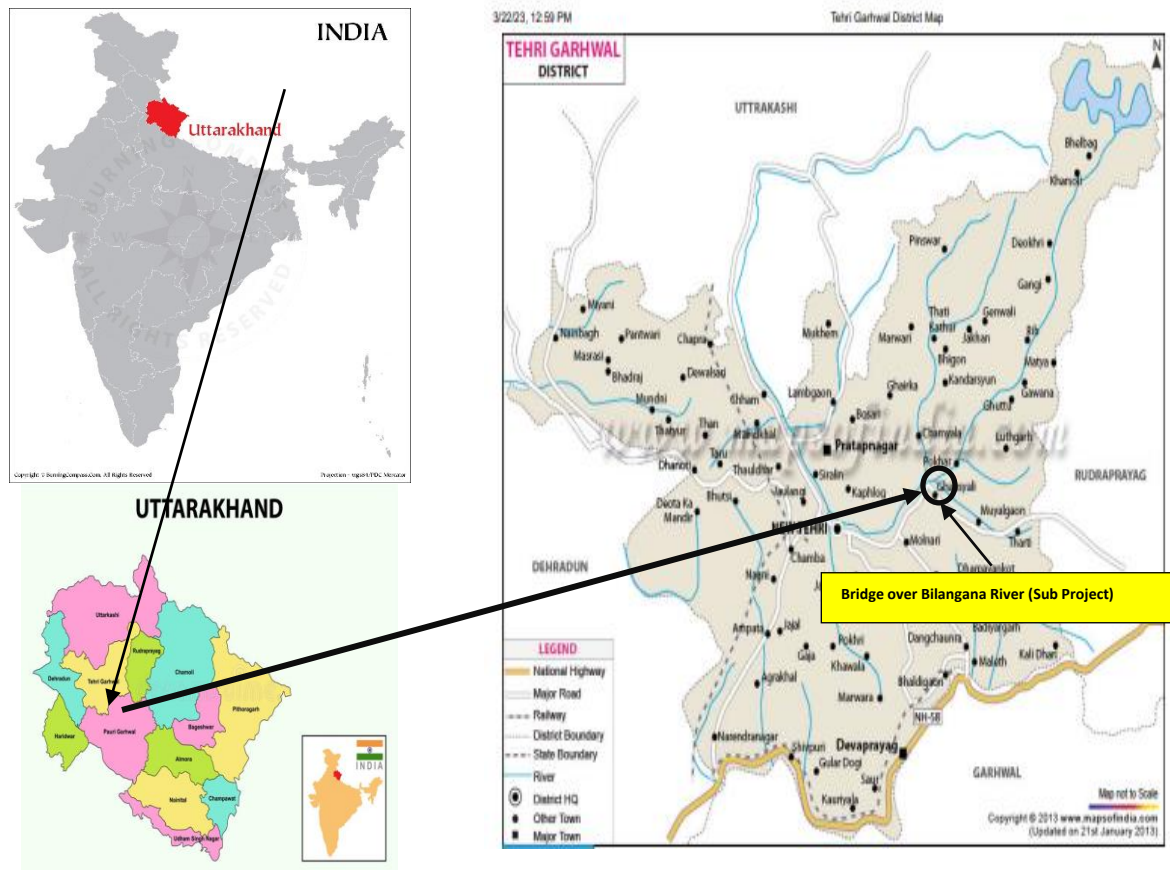


Figure 1-1: Location Map of Proposed Ghansali Motor Bridge

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 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.

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 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 1-2: 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	Before on-boarding of the labours
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	Before on-boarding of the labours
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	Before on-boarding of the labours
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	Before on-boarding of the labours

2 OVERVIEW OF SOCIAL RISKS

The U-PREPARE has proposed the construction of new motorable bridge on Lambgaon Ghansali Tilwara Motor Road. Based on baseline settings of the project, project location and proposed improvement, the potential environmental and social risks and impacts have been identified during SIA study for the proposed sub-project. Overall, the project will have positive impacts in terms improved connectivity, which will result in the development of region. The proposed project will also save the travel time, which will improve the socio-economic condition of the project area.

Despite of the above positive impacts, mainly constructions related negative impacts have also been identified. Based on the analysis of anticipated impacts on various social components, it can have been inferred that most of the anticipated social impacts will be localized and of low to moderate risks. Majority of impacts will be due to construction related activities but it is anticipated to be localised and short term except a few impacts like community exposure to fugitive dust and accident hazard due to different construction activities in the built-up sections. All the anticipated impacts are reversible in nature and can be manageable through application of good construction practices. Based on the analysis of

social risks and impacts during SIA study the key issues identified in the project along with their risk category, as described in section 5.4 of SIA report, is presented in Table 2-1.

Table 2-1 : Summary of Social Risks and Impacts

Issues/ Components	Anticipates Risks & impacts	Risk Category
Design & Pre-Construction Phase		
Land Acquisition	<ul style="list-style-type: none"> As per DPR, the project does not involve any private land acquisition 	Nil
Private structures	<ul style="list-style-type: none"> No private structures will be affected due to project 	Nil
Utility shifting	<ul style="list-style-type: none"> No shifting of public utilities of electric poles/lines, OFC cables, water supply pipeline, etc. 	Nil
Construction Phase		
Water Use	<ul style="list-style-type: none"> Impact on the local water sources due to its usage as construction water. Chances of disruption/damage to the community water supply sources 	Low
Construction Camp	<ul style="list-style-type: none"> Influx of construction work force and supplier who are likely to construct temporary sheds in the vicinity. Likely sanitation and health hazards & other impacts on the surrounding environment due to inflow of construction labourers. 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. 	Moderate
Occupational Health & Safety	<ul style="list-style-type: none"> Health & safety related problems to construction workers due to inadequate health & safety measures. 	Moderate
Community Health and Safety	<ul style="list-style-type: none"> Increase on incidence of road accidents due to disruptions caused in existing traffic movements. Inconvenience to the local residents and road users due to interference/ blockage of accessibility to houses, shops market, religious, cultural sites. Accident risks for school children due to construction activities close to the school building Health hazards due to dust generation and gaseous emissions during construction in built-up area and unhygienic conditions created at camp sites/borrow areas 	Moderate
SEA/SH and GBV risks	<ul style="list-style-type: none"> 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. 	Moderate
Impact on school activities	<ul style="list-style-type: none"> The proposed bridge and its approaches will be construction on the PWD land abutting the Saraswati Vidya Mandir school building. The construction activities will create obstruction the alternate access of the school and toilet units of the school building located towards this open land. Construction closed to the school building will create accident hazard for the school kids and teachers. 	Moderate

3 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 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 Construction phase of the project. ESMP has also addressed certain measures to be taken to prevent further deterioration of social components for various stages of the project.

The mitigation measures identified for different phases during the SIA study are tabulated in **Tables 3-1**. The table describes the nature of the potential Social Impacts, the mitigation measures required to be implemented and the implementing agency and responsible organization.

Table 3-1: Social Management Plan (SMP)

Social Management Plan

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
PC- DESIGN AND PRE-CONSTRUCTION PHASE						
PC-1 Joint Inspection of Site and Awareness Creation among local public	-	<ul style="list-style-type: none">The contractor will carry out site inspection along with PIU Representative for construction site, establishment of camp and other allied sites and assessment of any public inconvenience due to anticipated hindrance due to project activities.Contractor will conduct consultation with the local public to make them aware about the construction related risks and hazards, their schedule of work, blockage of access route, if any and alternative access arrangements.	At project site	Pre-Construction Stage	Contractor	PIU, PWD
PC-2 Utility Shifting	<ul style="list-style-type: none">Disruption of services	<ul style="list-style-type: none">Identify and include locations and operators of these utilities in the detailed design documents during design validation and preconstruction phase, to prevent unnecessary disruption of services during construction phase;Conduct detailed site surveys with the construction drawings and discuss with the respective agencies during the construction phase before ground clearance; andContractors has to prepare a contingency plan to include actions to be done in case of unintentional interruption of services.The local residents will be intimated well in advance about the shifting schedule of the water supply pipelineIn case of disruption of water supply during relocation period, alternative supply, through tankers, shall be provided by the PIU, PWD	Nil	Pre-Construction Stage	Contractor	PIU, PWD
PC-3 Establishment of Construction / Workers Camp	<ul style="list-style-type: none">Conflicts with Local populationIncreased Accident Risk	<ul style="list-style-type: none">The location of construction camp to be identified by the Contractor.No construction camp, labour camp, plant sites, stock yards will be established within the forest area.The camp and other allied sites must be sited sufficiently away from features like settlement, forest area and surface water bodies to avoid conflicts and stress over such type of features and the infrastructure facilities with the local community.Fencing of construction camp needs to be provided prior to commencement of workThe Contractor will submit the legal agreement/ written Consent letter from the owner of the land or houses for using for specific purpose along with its rehabilitation plan as agreed by the owner.The Camp site will be provided with all the necessary facilities as per	At temporary camp site, temporary diversion and plant sites, moderate risk	Pre-Construction Stage and Post utilization of the land	Contractor	PIU, PWD

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
		norms.				
C-2 LABOUR AND WORKING CONDITIONS						
C-2.1 Engagement of Labours: Employment Conditions	Unclear Employment Conditions	<ul style="list-style-type: none"> The Contractor will implement the Labour Management Procedures for the hiring of project workers including contractor's workers. The Contractor will conform to national law in relation to hiring and employment; and will comply with the principle of equal opportunity, fair treatment, and non-discrimination with respect to the employment relationship, gender, cast, races, etc. The Contractor has to obtain necessary Labour license and insurance prior to engaging labourers and commencement of work and comply all the conditions stipulated in the license. The contractor has to obtain labour insurance/Workmen Insurance to ensure the safety of his workers and the copy of insurance will be submitted to the employer. The copy of labour license will be submitted to the Engineer/Employer. The Primary Contractor will be responsible for compliance of all the labour regulations including those of sub-contractor's labours. Use of child labour will be strictly prohibited. The contractor has to ensure minimum wages, weekly off, quarterly fitness certificate and daily attendance of the labor and staff. The contractor will organize quarterly training for the labor and staff to ensure their capacity building on their rights and labor laws, health and safety, SEA/SH and on gender sensitization. List of Labor Law is attached as Annexure-3 The Contractor will adopt the ICT tool for monitoring compliance of labour laws and to maintain the proper database of labors to be engaged in the construction period. 	At Project Site	Pre-Construction stage during team mobilisation	Contractor	PIU, PWD
C-2.2 Labour Camp Management	Labour Camp: <ul style="list-style-type: none"> Influx of migrant labour additional pressure on the local resources and social infrastructures Risk of social conflict 	<ul style="list-style-type: none"> For migrant labourers the contractor will establish labour camps with all basic facilities sufficiently away from local habitation preferably located on lands, which are not productive (barren/waste lands presently) Contractor will follow all relevant provisions of the Building and the other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 as well as the guidelines of IFC and EBRD1 for construction and maintenance of labour camp throughout the construction period. The Contractor will provide all the basic facilities at campsite including proper beds for workers, lighting, potable drinking water, toilet and bathing facilities separately for male and female workers, 	Construction Camp	Construction Phase	Contractor	PIU, PWD

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
		<p>washing facilities, Sanitation and sewerage system, cooking facilities, I security, waste collection and disposal facilities, medical facilities including first aid facilities etc. as per norms and always maintain these facilities functional and hygienic manner.</p> <ul style="list-style-type: none"> • The Contractor will Ensure proper health-check-ups of all labours employed at the project site; • Adequate First-Aid box shall be provided at work sites Facilitating healthcare services and medical care in case of sickness. • Mobile toilet on wheels to be provided at worksite with minimum 2 units each of Toilet and Bathroom with proper water supply and drainage system, electric supply and safe access at work site locations • One permanent helper to be engaged at worksite to maintain hygienicity by daily cleaning of mobile toilet and the mobile toilet will be maintained properly by repairing and Painting atleast every six month • No Child Labour below 18 years of age and forced labour will be engaged for any kind of construction works in the project. Contractor will maintain a labour register with name, age and sex with supporting document (preferably copy of Aadhaar card or voter's ID card). This will be monitored by Environmental and Social office of contractor and PIU, PWD. • No open discharge of waste water generated from kitchen, bathroom and washing areas will be allowed. The contractor will provide proper drainage network at camp site to regulate the waste water discharge from kitchen, bathroom and washing areas. The drain carrying the waste water from kitchen and bathroom will be connected with soak pits with sufficient capacity. The waste water from washing areas, kitchen and bathroom may be utilized for use in irrigation and watering for dust control measures after primary treatment. • The waste water generated from flushing will be managed through septic tank with soak pits and waste water generated from domestic demand (excluding flushing water) will disposed through soak pits without violating the environmental and social norms and design for the soak pits and septic tank will be approved by the Engineer. • Municipal solid waste generated shall be segregated as biodegradable and non-biodegradable at source. Contractor is encouraged to utilize biodegradable waste into bio-compost. The Contractor will identify the disposal site for disposal of non-biodegradable waste generated at camp site and construction areas in consultation with local municipality and tie up with then for regular disposal of such wastes. In case the disposal facility is not available in the area, then the Contractor will make a provision of disposal pits at camp site away 				

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
		<p>from dwelling units and carefully disposed off such waste in secured manner. For that the Contractor will develop its own waste management plan and along with disposal plan for approval from the Engineer.</p> <ul style="list-style-type: none"> After completion of construction, the contractor will dismantle the camp and restore it to the original condition of the area before handing over the site to the land owner. 				
	Issues of SEA/SH and GBV	<ul style="list-style-type: none"> Contractor will prepare and implement measures to address the risk of gender-based violence that include (i) mandatory and repeated training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women; (ii) informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted; (iii) introducing a Worker Code of Conduct as part of the employment contract, and including sanctions for non-compliance (e.g., termination), and (iv) contractors adopting a policy to cooperate with law enforcement agencies in investigating complaints about SEA/SH and gender-based violence. Code of Conduct will be signed by all the labourers working on the project. Do's and Don'ts related to SEA/SH is part of daily tool box talk so as to avoid any risk of SEA/SH. The Contractor will ensure that all workers sign and abide by the workers' code of conduct. The Contractor will establish and build awareness among workers on Internal Complaints Committee (ICC) as mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 The Contractor will formulate GRM for receiving the Labour Grievances and regularly interact with the labourers to address their issues and maintain the record of the same. 	Construction Camp	Construction Phase	Contractor	PIU, PWD
C-3 COMMUNITY HEALTH & SAFETY						
C-3.1 Community Health & Safety	C-3.1.1 Accident Risks due to construction induced impact.	<ul style="list-style-type: none"> The project will comply with the requirements of the EHS Guidelines of the World Bank Group, 2007². Good Industry Practice Guideline of IFC shall be followed and all the workers will be trained accordingly Proper caution signage, barricading, delineators etc. will be installed at Construction zone and temporary diversions An Emergency Response system in case of any incidence will be developed and implemented A public grievance system shall be followed in order to record the public complaints regarding to Health & Safety and Redressal of the 	Project Site	Construction Phase	Contractor	PIU, PWD

² <https://www.ifc.org/wps/wcm/connect/29f5137d-6e17-4660-b1f9-02bf561935e5/Final%2B-%2BGeneral%2BEHS%2BGuidelines.pdf?MOD=AJPERES&CVID=jOWim3p>

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
		same within agreed timeline.				
	C-3.1.2 Obstructing the access of residents and customers to nearby shops due to construction induced impact.	<ul style="list-style-type: none"> The contractor at all time will provide safe access to the public for to and from movement till the original condition get restored. Leave spaces for access between mounds of soil; Consult businesses and institutions regarding operating hours and factoring this in work schedules; and Provide sign boards for pedestrians to inform nature and duration of construction works and contact numbers for concerns/complaints. No material should be stocked close to these areas; material shall be brought to the site as and when required; 	Working sites	Construction Phase	Contractor	PMC/PIU, PWD
	C-3.1.3 Risk of creation of safety hazard for kids of neighbouring school and devotees of temple due to construction induced impact.	<ul style="list-style-type: none"> To avoid the impact on school due to dust emission, Wind wall of GI sheet with height of 3m from ground to be provided along the school building without exist and entry from the work zone. No material should be stacked close to school and temple areas; material shall be brought to the site as and when required; Implement all measures suggested elsewhere in this report – dust and noise control, public safety, traffic management, strictly at the sites. Conduct work manually with small group of workers and less noise; minimize use of equipment and vehicles; DG Set should be established away from the adjacent school and should be installed within acoustic enclosure. Notify concerned schools, temple etc., 2 weeks prior to the work; conduct a 30-minute awareness program on nature of work, likely disturbances and risks and construction work, mitigation measures in place, entry restrictions and dos and don'ts; and Warning Sign boards/Safety Sign boards to be installed on both side of the bridge abutments indicating 'Work in Progress' <p>School</p> <ul style="list-style-type: none"> The contractor has to provide hard barricading of GI Sheet to avoid any trespassing of school kids in construction area. No entry of site workers in any case will be allowed inside the school premises. Material transport to the site should be arranged considering school timings; material should be in place before school starts; <p>Temple</p> <ul style="list-style-type: none"> Contractor to ensure that there is no blockage of access to the temple, school or any other neighboring structures at work site. Contractor at all time will maintain safe access for the public to such establishments as mentioned above. No work should be conducted near the religious places during religious congregations; Contractor will take adequate safety measures around nearby houses 	<p>Saraswati Vidya Mandir, Inter college near proposed bridge location</p> <p>Hanuman Mandir and School near to the abutments of proposed bridge.</p>	Construction	Contractor	PIU, PWD

Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
		based on local investigation to ensure that no structures are damaged due to construction activities. If in case any damage is caused due to construction activities, the Contractor will at their own cost restore the structure immediately.				
C-3.2 STAKEHOLDER CONSULTATION	Impact on local stakeholders due to construction activities	<ul style="list-style-type: none"> Contractor will conduct consultation with the local public to make them aware about the construction related risks and hazards, their schedule of work, blockage of access route, if any and alternative access arrangements. The process of grievance redressal mechanism due to any problem related to project along with contact details of concerned person will be provided during consultation. Informatory sign board, about the project and GRM will be displayed at start and end of project site. 	Along the Project alignment	Before commencement of project site activities.	Jointly by Contractor and PIU	PIU/PMU, PWD
C-4 CULTURAL HERITAGE						
C-4.2 Chance Find of Archaeological Assets and artefacts	Risk of archaeological Chance finding	<ul style="list-style-type: none"> All the archaeological assets and artefacts such as ancient coins, ruins, archaeological deposits etc. are the property of government and immediately to be reported to the concerned authority in case of finding of such features to the competent authority. Create awareness among the workers and supervisors about the chance finds during excavation work; Stop work immediately if any finds are suspected to allow further investigation; Inform archaeological agencies promptly if a find is suspected, and take any action they require to ensure its removal or protection in site; and Adjacent to important religious sites, undertake excavation and construction work in such a way that no structural damage is caused to the building. 	Along the excavation area	During Construction Stage	Contractor in consultation with PMC/PIU PWD and Archaeological Department	PMC/PIU

4 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. A monitoring and evaluation cell may be created at UT level under the supervision of an official familiar with environmental and social issues of the sub-projects. He may be given suitable training if needed. In specific situations, one may consider appointing external agencies to carry out the monitoring and evaluation activities and report to the supervising official.

4.1 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

4.2 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.

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

4.2.1 Monitoring of Social Performance Indicator

4.2.1.1 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.

4.2.1.2 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 llabourers
- 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.

4.2.2 Monitoring of Socio-economic Performance Indicators:

4.2.2.1 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.

4.2.2.2 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.

4.2.3 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 stages.

Table 4-1: Social Monitoring Programme

Social Components	Regular Monitoring Parameters				Institutional Responsibilities			
	Parameters	Standards		Parameters	Standards		Parameters	Standards
Occupational Health and Safety	<ul style="list-style-type: none"> Usage of PPE <ul style="list-style-type: none"> - Number of Labours working at site - Appropriate PPE based on specific risk related to specific activity at work site. - % of workers using PPE during works at site Working condition <ul style="list-style-type: none"> - Safe access to worksite and safe working platform - Availability of First Aid Kit & Register - Tie-up with nearby Doctor/Health Centers - Barricading of construction zone - No. of Incidences/accidents and Action taken reports. - Safety Committee Meetings 	EHS of IFC Group, 2007 and BOCW Rules	Construction site	Daily basis	Before start of work	<p>Supply of adequate no. of PPEs and their use to be ensured matching with the total no. of labours deployed at site.</p> <p>Safe access to the working zone to be checked and ensured daily.</p> <p>All the essential items of first aid kit to be available all the time</p>	Contractor	PIU, PWD
	Health Check up	Record of worker's Health general check-up	Construction Camp	Check up before mobilization of labour for construction and subsequently at six months	-	Proper treatment to be ensured.	Contractor	PIU, PWD
C. MONITORING OF SOCIAL PERFORMANCE INDICATORS								
Preparation of Contactor's	Contractor's SMP	Acceptable SMP in specifications Written	At project Site	Once			Contractor	PIU, Social Expert

SMP		confirmation of Contractor's SMP acceptance by Safeguard team.						
Employment of local population	Percentage of local and migrant labour engaged for different works	-	At project site	Once in a month	Once in a month	-	Contractor	PIU, PWD
Gender Issues	<p>Percentage engagement of Male and Female Workers</p> <p>Record of SEA/SH response Plan and Grievance</p> <p>Facilities for female workers</p> <p>No. of Awareness Training on Gender Issues</p>	<p>World Bank's Good Practices Note on Gender</p> <p>BOCW Rules</p>	Camp Site and project site	Once in a month	Once in a month	<p>Checking the response and action taken on complaints against SEA/SH.</p> <p>Ensuring the separate facilities for male and female workers such as toilets, bathrooms etc.</p>	Contractor	PIU, PWD, PM, U-PREPARE
Camp site facilities	Hygienicity, drainage system, toilet conditions and water supply system, safe drinking water, housekeeping, waste management, medical facilities, etc.	As per Statutory norms and ESMP	Camp site	Monthly basis	Till Completion of the project	Cleaning of the camp site including drainage system, toilet, spraying of pesticides, maintenance of proper hygienicity, first aid facility etc.	Contractor	PIU, PWD
Community Health and Safety	<p>Report on Public Accidents</p> <p>Public Complaint received related to safety and its resolution</p> <p>Status of Safety Barricades</p> <p>Informatory Caution and warning sign boards</p> <p>Night visibility at site</p>	As per Statutory norms and ESMP	Project Site	Once in a week or immediately in case of any incidence		Corrective measures to be taken to ensure the replacement of all damaged safety arrangement	Contractor	PIU, PWD

Awareness Trainings	<p>Awareness Training on HIV/AIDS</p> <p>Awareness Training on SEA/SH and GBV, Labour Law and Rights, Gender Sensitization.</p>	No. of Training organised and no. of participants including all category of workforce	Camp Site	Quarterly	1 day	-	Contractor through approved agency	PIU, PWD
Grievance redressal	<p>No of public grievance receive related to Environmental and Social issues</p> <p>Grievance redressal Committee meeting</p> <p>Resolution of the Grievances</p> <p>Time taken for the resolution</p>	At Per Project's Grievance Redressal Mechanism	At different activity areas of the sub-project and PIU, PMU Office	Monthly basis	Till Completion of the project	<p>Installation of Information sign board regarding at construction site and camp site regarding the concerned person to whom complaint can raised.</p> <p>The contractor will set up a system for GRM for the particular site with the help of PIU. Disclosure of Ensuring monthly meeting of GRC.</p> <p>Maintenance of Grievance Register of all the complaints received in different modes including verbal complaints</p> <p>Resolution as per GRM</p>	Contractor	PIU, PWD, PMU, U-PREPARE

5 INSTITUTIONAL ARRANGEMENT AND CAPACITY BUILDING

The core requirement of any organization is to make its human resource productive and efficient. Capacity building process makes organizations economically more productive, efficient and quick in responses. Through Capacity Building Process enhances proficiency to bring organization to level of expectations of project and stakeholders.

5.1 Institutional Arrangement

For successful implementation of Social Safeguards Institutional setup plays a vital role. The Government of Uttarakhand has setup Project Management Unit (PMU) for U-PREPARE to streamline decision-making and provide more autonomy for project execution and delivery. The PMU is headed by Project Director supported by Additional Project Director (APD), U-PREPARE at Project Office. The Project Director will have overall responsibility for implementation of projects.

One position of Social, Community Development & Gender Specialist (SCDGS) is at PMU, U-PREPARE. PMU, U-PREPARE is overall responsible for SA preparation and ESMP Implementation, coordinating and liasoning with government organization as well as the World Bank with respect to different environmental and social issues of the sub-project covered under U-PREPARE. The Social, Community Development & Gender Specialist is responsible for progress monitoring of Social safeguards during preparation of the project, monitoring of land acquisition and RAP Implementation as well as implementation of Social Mitigation plan as per ESMP and submission of periodical report on social safeguard compliance to the World Bank.

In the field, Project Implementation Units (PIUs) is functional at PWD's Division level. The Executive Engineers in each Division are responsible to oversee the project progress at site in their respective area. There is a provision of One Environmental Officer and Social & Gender Expert to support the PIUs in monitoring of implementation of environmental and social safeguards compliances, liasoning with local authorities in connection with different permits and licenses, redressing the public complaints on environmental issues, etc.

The Contractor team will include Environment and Safety Officers who will be responsible for day-to-day activities that pertain to the works. S/He will ensure compliance of the instructions given by the PIU. S/He will maintain close interaction with PIU and his field representative and seek instructions and guidance from PIU's Environmental Officer and Social & Gender Expert on any issue related to implementation of environment, social and safety measures. The Environmental and safety officer shall be responsible for record keeping, and reporting to the PIU on actions taken. He will also give in-house training to the workers on environment and safety. The roles and responsibility of implementation and Supervision Agencies at different levels have been defined in **Table 5.1**. The proposed Institutional structure for EMP implementation is presented in **Figure 5.1**.

Table 5.1: Roles and Responsibility of Implementing Agency/Organisations

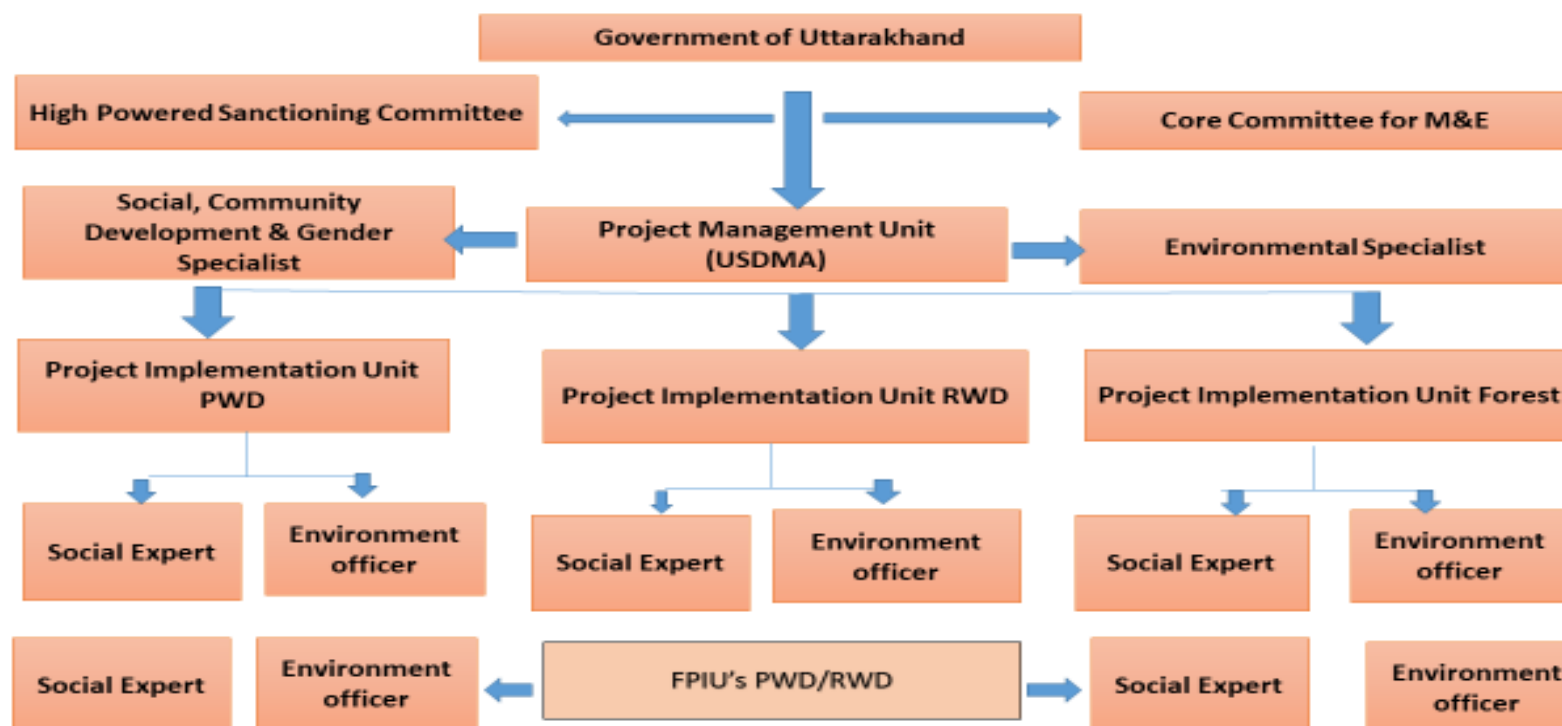
PMU, U-PREPARE	PIU, Site Office	Contractor
<ul style="list-style-type: none"> Obtain statutory clearances. overall project coordination and management through PIU Interaction and Reporting to World Bank Effective implementation of ESMP and Monitoring of ESMP Compilation of Data relating to implementation of Environment Management Plan. Advising and suggesting corrective measures to adhere to time schedule for implementation of ESMP. Carry out verification Exercise for implementation of ESMP with respect to modification (if required) for enhancement measures. Preparation of periodical reports for onward submission to World Bank. Conducting trainings environmental and social safeguards including SEA/SH, HIV/AIDS awareness for PIU and Contractors. Maintaining MIS and Periodical reporting 	<ul style="list-style-type: none"> Joint verification to be carried out by PIU, Contractor Env. Officer and Social Expert Overall Supervision of implementation of ESMP Environmental monitoring through approved Laboratory. Consent for opening of Borrow areas, Quarry areas, and Labour camps and supervising its monitoring. Keeping records of all consents obtained by contractor. Compilation of Data relating to implementation of ESMP. Filling of Summary Sheets and reporting to PMU. Approval of plans prepared by contractor Issue of Non-Compliances and follow ups Maintaining MIS and Periodical reporting 	<ul style="list-style-type: none"> Preparation of Contractors-ESMP Joint Verification Exercise including, PMU/PIU for review of ESMP Interaction with PIU and PMU Contractor's will hire Environment and Safety Officer and Social cum Labour Specialist. The Env. & Safety officer will be primarily responsible for implementation ESMP and the Social cum Labour Specialist will be responsible for implementation of social safeguard measures including labour management, camp site management, labour grievance redressal and SEA/SH etc. Record maintenance at Site. (Attendance, Wages, Trainings, Grievances). Filling of Reporting Format and submitting to PIU. The social cum labour specialist will conduct trainings and public consultations and will attend grievance at the site and will assist complaint to give proper information on GRM. He will identify the issue and learnings in respect to social safeguards and will inform/report about the same to PIU. Environmental Monitoring through approved agency. Preparation of various plans for effective implementation of ESMP as detailed out in ESMP and submitting it for approval to PIU Identification of Sites for Labour camps, Hot mix Plant, Batch Mix Plant, debris disposal etc. Day to day monitoring of implementation of Environmental and Social Safeguards Addressal of Non-compliance report and action taken report for corrective measures.

The role and responsibilities of Environmental & Social personnel's at different levels will be as follows:

Position	Roles & Responsibilities
PMU's Social, Community Development & Gender Specialist	<ul style="list-style-type: none"> Finalize the SA and SMP for individual sub-project for social issues/risks Finalization of Social Management Instrument as per ESS including ESMF, RPF, ESA/ESIA, ESMP, RAP/A-RAP etc. Provide guidance on social issues to PIUs Social & Gender officers as requested Confirm integration of social safeguard provisions as set forth in ESMP with the contract documents Conducting trainings social safeguards including SEA/SH, HIV/AIDS awareness for PIU and Contractors. Preparation of periodical reports for onward submission to World Bank.
Environmental Official and Social & Gender Expert at PIU	<ul style="list-style-type: none"> Coordinate with PMU environmental specialist and Social Specialist to monitor and report on progress on EMP, SMP implementation as part of works contracts Participate in and facilitate consultations with stakeholders Participate in project meetings and report on the issues related to environmental and social management to provide for any mid-course corrections that may be required based on situation on the ground Coordinate on the training and capacity building initiatives

Position	Roles & Responsibilities
Contractors' Environmental and Safety Officer	<ul style="list-style-type: none"> Lead the implementation of Environmental safeguards and monitoring of performance indicators of Environmental and OHS safeguards measures included in the Contract Maintenance of records on implementation of environmental and OHS management plan Report on progress and shortcomings of the measures implemented to the project manager and environmental officer of PIU/PMU
Contractor's Social cum Labour Specialist	<ul style="list-style-type: none"> Lead the implementation of Social safeguards and monitoring of performance indicators of social safeguards measures included in the Contract Maintenance of records on implementation of social management plan Report on progress and shortcomings of the measures implemented to the project manager and social officer of PIU/PMU

Figure 5.1: Flow Chart of Environment and Social Institutional Arrangement under UPREPARE



5.2 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 5.2**. Independent subject's experts/consultants can also be the resource persons to impart trainings. These experts/agencies shall be appointed based on specific need for the training. PIU will assist respective Contractor for organising such training. A budgetary provision of Rs. 14.30 Lakhs in round have been made for imparting Environmental Training.

Table 5.2: 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	January 2026 July 2026
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	January 2026 April 2026 August 2026
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 communities	During construction	1 day once in 3 months	Project Site	PIU, Contractors team including labours	Contractor through approved Agency (district hospital or NGO)	January 2026 April 2026 August 2026
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	January 2026 April 2026 August 2026
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	January 2026 April 2026 August 2026

5.3 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

5.4 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.

The GRC includes members of PMU and PIU- PWD staff, community leaders or representatives of PAPs, women and representatives of vulnerable communities as relevant to reflect the composition of PAPs and beneficiaries.

5.4.1 Structure and Functions of GRC

The PMU has prepared the grievance redress mechanism for general public and affected parties for registering their grievances and redress any grievance issues put up by public concerning the project. The contractor is required to set up a system for GRM with the help of PIU. As the project construction work starts, grievance redress mechanism structure will be developed connecting it with the existing PMU GRM. In addition, the structure will have contractor or his representatives & staff of implementing agencies in the structure. If issues are not resolved at the site level, it will come to the PMU. Following flow chart provides an overview of the process of GRM structure and has been elaborated and discussed below

5.4.2 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.

Institutional Mechanism

Related to	Department	Institutional Mechanism			Escalations	
		Responsible	Accountable	Informed to	After 14 Days	After 5 days
Bridges	PWD	AE/JE/Social Expert/Contractor	EE, PWD	FPIU, PWD	PIU, PWD	PMU
Slope Protection	PWD	AE/JE/Social Expert/Contractor	EE, PWD	DPM, PWD	PIU, PWD	PMU
Road	PWD	AE/JE/Social Expert/Contractor	AE, PWD	DPM, PWD	PIU, PWD	PMU
Forest fire management	Forest/Fire	Contractor	Range Officer	Sub Division Officer	PIU, Forest	PMU
Construction of Buildings/fire stations	RWD	Contractor	AE, PWD	PIU, RWD	PIU, RWD	PMU

*Complaint to be resolved within 3 days by PMU.

5.4.3 Grievance Resolution

The field officer would be responsible for resolving the grievances by providing the required documents, photos, and remarks. The accountable authority/personnel will have access to details of the grievance and provide remarks.

5.4.4 Registration of Grievances

An individual/community can register grievances in following ways:

1. By entering the grievances in register available at site
2. By ordinary/registered/speed post/Email addressed to concerned Executive Engineer FPIU or office of the program manager (PIU) Project Director (PMU)
3. By calling Grievance Helpline number- 1800 180 4276
4. Online through the portal www.u-prepare.com/grievance/register

5.4.5 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. The time to redress the issue would be as per the Institutional Mechanism.

5.4.6 Grievance Redressal through Committee (GRC)

A three-tier Grievance Redressal committee has been constituted for redressal of the grievances that are not redress within the prescribed period at the respective Levels. The GRC structure is described as under:-

GRC Level I (At FPIU): The GRC at Level I will be constituted at Field PIU Level which will be headed by the Executive Engineer who will be the nodal person for all grievances covered under their ambit. Level 1 Committee will comprise of the following members:

1. Executive Engineer - Chairperson,
2. Social Expert or Assistant Engineer (if social expert not deployed) - Member Secretary
3. Representative of Contractor.
4. Two representatives from the community out of which preferably one will be the female who have experience in social issues/development programmes.

List of Grievance Redressal Committee of the FPIU to be mentioned

GRC Level 2 (At PIU): The GRC at Level 2 will be at PIU Level that will be headed by the Program Manager (PM)/DPM and will handle all unredressed grievances of Level 1. Level 2 Committee will comprise of the following members:

1. Program Manager or Deputy Program Manager (if nominated by the PM) — Chairperson.
2. Social Expert of PIU - Member Secretary
3. Environment Expert of PIU
4. Representative of FPIU
5. Representative of the contractor (EHS).

GRC Level 3 (At PMU): The GRC at 3 will be at PMU Level that will be headed by the Project Director (PD) and will handle all unredressed grievances of Level 2. Level 3 Committee will comprise of the following members:

1. Project Director - Chairman.
2. Project Manager/DPM of the concerned PIU
3. Social and Environmental Experts at PMU Level-Member Secretary
4. Social and Environmental Experts of concerned PIU
5. Executive Engineer/SRE of FPIU (if required)
6. One female official

5.4.7 Scope and Functions of GRCs

1. The GRC at the FPIU level will hold the meeting once a month at the field PWD office
2. The GRC at PIU level and PMU level will hold the quarterly meeting. Since all the PIUs offices are located in the USDMA building, So there might be the possibility of organizing a joint quarterly meeting of PIUs and PMU.

5.4.8 Documentation and Record keeping

All the documents including registers regarding grievances received through different modes of registration shall be documented at the respective levels. The redressals shall also be properly maintained at the respective Levels. The GRMs & GRCs at each level shall maintain the documents of each grievance and its redressal that have been received through different levels. PMU shall ensure that the redressals made at different levels are uploaded on Website regularly. Social expert, PMU shall monitor the Website periodically. If any grievance registered on Website is found pending, they will issue directions to PIU/ FPIU for necessary action.

5.4.9 Grievance Mechanism for Labor Engaged in Construction Work

The main objective of a Grievance Redress Mechanism (GRM) is to resolve complaints and grievances in a timely, effective, and efficient manner that satisfies all parties involved. A construction-site specific Grievance Mechanism will be setup by the contractor/ sub-contractor. It shall include site-specific grievance focal person assigned by the contractor who will file the grievances and appeals on behalf of the contracted workers. If the issue cannot be resolved at the contractor's level within 7 working days, then it will be escalated to the Principal Employer. The work of the grievance focal person will be closely monitored by the PWD or RWD engineers/implementing agencies at the field level and periodically reviewed by the E&S focal persons in the PIUs and social development specialists in the PMU.

The grievance focal person will register the grievances in a formal manner in a register or in electronic format to be easily tracked for its resolution. The GRM will include the process of screening, investigation, resolution of grievances, documentation, and reporting of grievances as the steps mentioned below.

All contractors (employing more than 10 employees) are mandated under the POSH Act to set up an Internal Complaints Committee (ICC) in their organization to address complaints of sexual harassment. A complainant facing sexual harassment working in an organization that has less than 10 employees, can file a complaint to the Local Complaints Committee (LCC) setup in each district by the district administration.

ANNEXURES

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 leaflets, 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 PHCS and District hospital and the health workers of the area.

There are adequate health facilities in the project affected area with primary health centres 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 ensured 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.

The first aid box shall contain the following.

- 6 small sterilized dressings
- 3 medium size sterilized dressings
- 3 large size sterilized dressings
- 3 large sterilized burns dressings
- 1 (30 ml) bottle containing 2 % alcoholic solution of iodine
- 1 (30 ml) bottle containing Sal volatile/Dettol

- 1 snakebite lancet
- 1 (30g) bottle of potassium permanganate crystals
- 1 pair scissors
- Ointment for burns
- A bottle of suitable surgical antiseptic solution

The Contractor will strictly follow the Standard Operational Procedures (SOPs) issues 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 workforce against COVID-19 virus and create awareness 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 COVID-19 Control and other epidemic diseases such as malaria, dengue, etc.

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	Number	Photos /Documents	Remarks
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	Number	Photos /Documents	Remarks
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	Number	Photos /Documents	Remarks
1	Labour Licence taken				Vaild Upto:
2	Workmen's Compensation/Insurance Policy taken				Vaild Upto:
D	Labour Camp	Yes/No	Number	Photos /Documents	Remarks
1	Labour Camp Established				
2	No. of Rooms				
3	Fencing of construction camp is done				
E	Camp Site Management	Yes/No	Number	Photos /Documents	Remarks
1	Mobile Toilets at Work Site				
	A- Male				
	B- Female				

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	Number	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	Number	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	Number	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	Number	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)				
14	Whether any conflict reported due to influx of migrant labours in the community				
15	If yes, action taken report submitted to PIU				

D	Community/Stakeholder Engagement	Yes/ No	Num ber	Photos /Documents	Remarks
1	Community Consultation conducted				
2	No. of participants				
	A- Male				
	B- Female				
3	Focused Group Discussion conducted				
4	No. of participants				
	A- Male				
	B- Female				
5	Stakeholder Meetings conducted				
6	No. of participants				
	A- Male				
	B- Female				
E	Grievance Redressal Mechanism	Yes/ No	Num ber	Photos /Documents	Remarks
1	Grievance Redressal Committee (GRC) for Community is formed				
2	No. of members				
	A- Male				
	B- Female				
3	Grievance Redressal Committee (GRC) for Labour is formed				
4	No. of members				
	A- Male				
	B- Female				
5	GRC Board at Work Site				
6	GRC Board at Labour Camp				
7	GRC meeting for the community is conducted				
8	No. of participants				
	A- Male				
	B- Female				
9	GRC meeting for the labours is conducted				
10	No. of participants				
	A- Male				
	B- Female				
11	Grievances Received (Community)				
12	Grievances Pending				
13	Grievances Resolved				
14	Grievances Received (Labour)				
15	Grievances Pending				
16	Grievances Resolved				
F	Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH)	Yes/ No	Num ber	Photos /Documents	Remarks
1	Internal Complaint Committee (ICC) is formed				
2	No. of members				
	A- Male				
	B- Female				
3	No. of Cases Reported				
4	Cases Pending				
5	Cases Resolved				
6	Action Taken Report submitted to PIU				

G	IEC/Community Health & Safety	Yes/ No	Num ber	Photos /Documents	Remarks
1	Information disseminated before the start of construction work				
2	Information & communicated to the community on potential sub-project and disaster related risks				
3	Project Information Boards installed at Site				
4	Safety Boards installed at Site				
H	Trainings Conducted	Yes/ No	Num ber	Photos /Documents	Remarks
1	Labour Management				
2	Sexual Exploitation Abuse/ Sexual Harassment & HIV/AIDS				
I	Incident/Accident Reporting	Yes/ No	Num ber	Photos /Documents	Remarks
1	No. of incident/accident reported				Date:
2	No. of injuries				
3	No. of deaths				
4	Whether compensation paid to the affected labours/families				
5	Whether Action Taken Report submitted to PIU				
J	Cultural Heritage	Yes/ No	Num ber	Photos /Documents	Remarks
1	Whether any Cultural Heritage (Religious Places, Monuments etc.) is near to the sub-project area				Date:
2	Whether there is any potential adverse impact to the Cultural Heritage due to sub-project activities				
3	If yes, action taken to mitigate the adverse impact				

Please fill the checklist separately for each camp site.

Mention Status as "Very Good", "Good", "Satisfactory" "Poor". Please give specific area requiring attention in Remarks Column.

Format-3: Awareness Training on Environmental & Social Safeguards

Sl. No.	Type of Training	Date of Training Workshop	Venue of Training	Conducted by	Number of Participants	%age of total Labours attended the Training	Due Date of Next Training
1.							
2.							
3.							
4.							

REPORTING FORMAT-4: NON COMPLIANCES ON ENVIRONMENTAL, OHS AND SOCIAL SAFEGUARDS MEASURES

S.No.	Type of Non-Compliance Recorded	Corrective Action	Agreed Time Frame for Corrective measures	Status	Follow up Action/Remarks
1.					
2.					
3.					

Annexure-3

Labor Laws Applicable to Establishments Engaged In Building And Other Construction Work				
1.	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.	This will be applicable for all building or other constructions works under the project that employ 10 or more workers.	Chief labor Commissioner
2.	Workmen Compensation Act, 1923	It provides for payment of compensation by employers to their employees for injury by accident i.e. personal injury or occupational disease.	Construction workers will be involved in the sub-projects	Commissioner for Workmen's Compensation
3.	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	Chief labor Commissioner
4.	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.	There should not be any child labor (less than 14 years) in any project activity and adolescents (above 14 and less than 18 years) in any hazardous activity.	Chief labor Commissioner
5.	Building and Other Construction Workers Welfare Cess Act, 1996	An Act to provide for the levy and collection of a Cess on the cost of construction incurred by employers.	Sub-projects will involve construction workers	Chief labor Commissioner
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 from women in a time-bound and extremely confidential manner	Applicable to all implementing agencies and contractors	District Officer (District Collector) PMU, PIUs

7.	Contract Labour (Regulation & Abolition) Act 1970	To provide proper and habitable working conditions. To regulate the functioning of the advisory boards. To lay down the rules and regulations regarding the registration procedure of the establishments employing contract labour.	Applicable to all implementing agencies and contractors	Chief labour Commissioner
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.	Applicable to all implementing agencies and contractors	Chief labour Commissioner
9.	Payment of Gratuity Act, 1972	Gratuity is payable to an employee under the Act on satisfaction of certain conditions on separation, if an employee has completed 5 years of service with employer.	Applicable to all implementing agencies and contractors	Chief labour Commissioner
10.	Employees Provident Fund and Miscellaneous Provision Act, 1952	Provides for monthly contributions by the employer and as well as by workers with a provision as return of pension of a lump sum (principal and interest accrued) at the end of his/her service term).	Applicable to all implementing agencies and contractors	Chief labour Commissioner
11.	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.	Applicable to all implementing agencies and contractors	Chief labour Commissioner
12.	Payment of Bonus Act, 1965	Provides for payments of annual bonus subject to a minimum of 8.33% of wages and maximum of 20% of wages.	Applicable to all implementing agencies and contractors	Chief labour Commissioner
13.	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 of the people and for all matters connected there with or incidental thereto	Applicable to all implementing agencies	Chief labour Commissioner
14.	The Trade Union Act, 1926	Lays down the procedure for registration of trade union of workers and employers. The trade unions registered under the Act have been given certain immunities for civil and criminal liabilities.	Applicable to all implementing agencies and contractors	Chief labour Commissioner