

Uttarakhand Disaster Preparedness and Resilience Project (U-PREPARE)



CONTRACTOR SOCIAL MANAGEMENT PLAN (C-SMP)

For

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

May 2025

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

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

SOCIAL MANAGEMENT PLAN

Description of the Project

The proposed new single lane 90 Mtr span pedestrian bridge and its approach road near Tikochi Market in Dist. Uttarkashi under EPC mode. which is taken up under the priority investment sub-projects of U-PREPARE. The carriageway width of the bridge is 2.30 Mtr. The topography of project area is hilly terrain.

Objectives of SMP

The Social Management Plan (SMP) consists of the set of mitigation, monitoring and institutional measures to be taken during the different stages of the project to eliminate adverse social impacts, to offset them, or to reduce them to acceptable levels. The plan also includes the actions needed for the implementation of these measures.

The broad objective of the Social Management Plan (SMP) is to ensure that social risks and impacts identified during the social screening and SIA process, are effectively addressed for the pre-construction, construction and operation phases of the sub- project. The SMP specifies the mitigation and management measures to be implemented in the project along with institutional arrangement for the implementation and monitoring and reporting including the budget.

Key Statutory Clearances/ Permits and Licences requirements

Based on the proposed activities of the project, the contractor has to comply with all the relevant regulations on Social Safeguards. The project requires a number of licenses/permits under different acts and rules. The type of permits and licenses required for the sub-project is listed under **Table 1.2**

Table 0-1: Applicability of National and State Statutes and Regulations

S. No.	Type of Permits and Licenses	Relevant Acts and rules	Remarks
1.	Labour License and insurance	The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 Uttarakhand Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Rules, 2005	<ul style="list-style-type: none"> Labour license has been taken, which is valid upto: 24 Nov 2025
2.	Workmen's Compensation Policy	As per The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996 Uttaranchal Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2005.	<ul style="list-style-type: none"> Workmen's Compensation Policy has been taken, which is valid upto: 23 Jan 2026
3.	NOC/Agreement for Labour Camp	NOC from local representatives and agreement with the land/house owner to establishment of labour camp.	<ul style="list-style-type: none"> Agreement has been signed with the land owner.



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"> 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 is required 	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. 	Low
Occupational Health & Safety	<ul style="list-style-type: none"> Health & safety related problems to construction workers due to inadequate health & safety measures. 	Low
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 	Low
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. 	Low
Impact on school activities	<ul style="list-style-type: none"> The proposed bridge and its approaches will not provide any kind of impact on school nearby as the government school nearby is located very far from the construction site. 	Low

PROPOSED SOCIAL MANAGEMENT PLAN

The Social Management Plan has been developed following the delineation of impacts and mitigation measures. These measures will be adopted by the project proponent and imposed as conditions of contract. The Management Plan has been formulated for implementation of social mitigation measures and it will be ensured that the provisions of the SMP are strictly followed and implemented by strengthening implementation arrangements to prevent and minimize the adverse impacts during Construction phase of the project. EMP will also address certain measures to be taken to prevent further deterioration of social components for various stages of the project.


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Table 3-1: Social Management Plan (SMP)

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 Awareness Creation among local public	-	<ul style="list-style-type: none"> Joint inspection of the proposed site has been carried out by the with FPIU and PTU. Information regarding the construction of the bridge has been disseminated to the community and awareness also created among the community members about the possible risks, traffic diversion and social impacts during the construction period There is no requirement of utility shifting for the construction of the bridge. 	At project site	Pre-Construction Stage	FPIU & PTU PWD and Contractor	PMU
PC-2 Utility Shifting	<ul style="list-style-type: none"> Disruption of services 	<ul style="list-style-type: none"> There is no requirement of utility shifting for the construction of the bridge. 		Pre-Construction Stage	FPIU PWD & Contractor	PMU PWD
PC-3 Establishment of Construction / Workers Camp	<ul style="list-style-type: none"> Disruption to Local community 	<ul style="list-style-type: none"> Labour camp has been established near to the construction site. Labour camp is established away from the local community, thus there is low risk of disruption or conflict with the local community. 	At Project Site	Pre-Construction Stage	Contractor	FPIU & PTU PWD
C-2 LABOUR AND WORKING CONDITIONS						
C-2.1 Engagement of Labours: Employment Conditions	<ul style="list-style-type: none"> Compliance of Labour Laws. 	<ul style="list-style-type: none"> Labours for the construction work is hired on permanent as well as on temporary basis. Temporary labours are majorly hired from the nearby community. Payment to labours is made as per the prevailing rates in the State. Female labours will be hired as per the requirement during the construction work. Labour license has been taken, which is valid upto: 24 Nov 2025 Workmen Insurance Policy has been taken (Copy Attached). No child labour will be hired for the construction work. Attendance and wage register is maintained at the site. Quarterly health camp for the workers will be organized. Training on labor laws, health and safety, SEA/SH and on gender sensitization to labours and staff will be imparted on regular basis. All prevailing labour laws will be complied during the construction work. Temporary labour camp is established on private land near to the project site. Labour camp is away from the vicinity of the community thus is low risk of social conflict. Agreement has been signed with the land owner for the establishment of the labour camp. Labour camp has four room to accommodate on an average 15 labours at a time. Separate kitchen facility is provided at the labour camp. 	At Project Site	Pre-Construction stage during team mobilisation	Contractor	FPIU & PTU PWD
C-2.2 Labour Camp Management	<ul style="list-style-type: none"> Influx of migrant labour additional pressure on the local resources and social infrastructures Risk of social conflict 		Construction Camp	Construction Phase	Contractor	FPIU & PTU PWD

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Social component / Issues	Potential Impact	Mitigation Measures	Location	Time Frame	Institutional Responsibility	
					Implementation	Supervision
C-3 COMMUNITY HEALTH & SAFETY C-3.1 Community Health & Safety		<ul style="list-style-type: none"> Cooking gas and stove is provided. Basic facilities including proper beds, lighting, potable drinking water and dustbins has been provided at the labour camp. Toilet and bathing facilities separately for male and female workers is provided at the camp. Proper hygiene and sanitation are maintained at the camp. First aid kit with essential medicines is kept at the camp. Labour register with name, age and sex with supporting document is maintained. For Waste management we have provided soak pits for liquid waste and for dry waste we have provided dust bins and dust bins are then transported to trenching ground through transportation. 				
	Issues of SEA/SH and GBV	<ul style="list-style-type: none"> Training and awareness on POSH Act, laws for sexual harassment and gender-based violence and Worker Code of Conduct will be provided to labours and staff on regular basis. SEA/SH and GBV cases will be immediately raised to ICC constituted at the department. 	Construction Camp	Construction Phase	Contractor	FPIU & PTU PWD
	Adverse social impact due to construction activities.	<ul style="list-style-type: none"> Mitigation measures are taken to minimize social risks and hazards. Proper caution boards, tapes, signage and barricading is done at the project site. Grievance Redressal Committee (GRC) is formed to address community complaints. Quarterly meetings of GRC will be conducted. No school, market or religious place are near to the project site. 	Project Site	Construction Phase	PTU, PWD & Contractor	FPIU & PTU PWD
	Obstructing the access of community and passerby due to construction induced impact.	<ul style="list-style-type: none"> Proper caution boards, tapes, signage and barricading is done at the project site. Traffic diversion will be provided during construction period. Designated place for material stacking and debris disposal is identified and demarked and signages are also put for the same. 	Project Site	Construction Phase	Contractor	FPIU & PTU PWD
C-3.2 STAKEHOLDER CONSULTATION	Impact on local stakeholders due to construction activities	<ul style="list-style-type: none"> There is no utility shifting or hindrance of route. 	Along the Project alignment	Before commencement of project site activities.	PTU, PWD & Contractor	PTU & PMU, PWD
C-4 CULTURAL HERITAGE C-4.2 Chance 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. if found will be immediately reported to the FPIU. All labours and staff will be made aware about finding any archaeological assets and artefacts during excavation work; 	Along the excavation area	During Construction Stage	Contractor in consultation with PTU PWD and Archaeological Department	FPIU & PTU PWD

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

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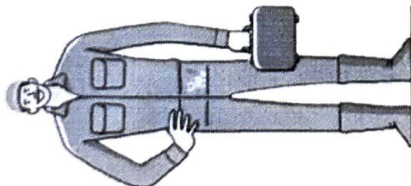
M/s Tons Builders

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Policy Schedule



Digit Employees Compensation Insurance Policy

UIN: IRDAN158RP0020V01201920

Go Digit General Insurance Ltd

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Insured & Policy Details

Insured Details		Policy Details	
Name	THMS BUILDERS	Policy Number	DI184227706
Address	VILL BEHMAN GAMBHI VIA: SHIKHAR 248175	Receipt Number	RA303918398
GST State Code	S	Policy Period	From 24 Jun 2025 To 19 Jun 2026
City/Location	Dehradun	Partner Code and Name	1145293 HELENA GUPTA
Contact No	+91789508979	Partner Contact and Email ID	9059632525 hargupta@gmail.com
Email ID	satish.nair74@gmail.com	Address of Insured	ROAD WORKER EXCAVATION IN JULY AREA BRIDGE WORKER Dehradun 248001
GSTIN Number	05AAJGF7837NLTW	Address of Insured	Address of Insured
Policy Form	Table A		

Coverage Details

Work Description	No. of Employees	Maximum Estimated Monthly Wages	Declared wages	Classification No.	Endorsement No.	Work category
ROAD & BRIDGE WORK	19	10,000.00	18,00,000.00	402	124	Road Paving, Tarring and Road Making
Total Monthly Wages	15	1,50,000.00	18,00,000.00			

Scope of Cover:
1. Coverage as per Employees Compensation Act, 1923 and subsequent amendments thereof prior to the date of issue of this Policy
2. Liability under the Fatal Accidents Act & Criminal Law

Endorsement

	Optional Not-Opted	Limit	Aggregate Limit
Medical Expenses Cover	Not-Opted	NA	NA
Occupational Disease Cover	Not-Opted	NA	NA
Coverage for Contractors and/or Sub-Contractors Workers' Employees	Not-Opted	NA	NA

Special Terms and Conditions

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

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Consolidated Stamp Duty has been paid as per
Letter of Authorization No 67-B/04/2017-18
Date: 30th May 2017 issued by Department of
Stamps and Registration, Bengaluru- 560009 -
KARNATAKA.

Validate your Policy Copy



For & On Behalf of Go Digit General Insurance

Praveen Bhat
Senior Vice President - Customer Experience
Authorized Signatory
praveen.bhat@godigit.com

DDMMYY
Printed, Signed, and Executed at Bengaluru
-
Hey, our document is now digitally signed.
Click here to view the certificate

Wish to go through your detailed policy, click here.
In case of any claim, please contact 24-Hour Call Centre at 1800 103 4448 or email us at beelo@go2golf.com

5 Go Digit General Insurance Ltd. Address: Atlantis, 95, 4th B Cross Road, Koramangala Industrial Layout, 5 B Block, Bengaluru, Karnataka 560095, IRDAI Reg No. 158 CIN U66010PN2016PLC167410. GST Reg. No.: 05AAACQ1280126. GSTIN Address: Go Digit General Insurance Ltd, Dehradun Business Centre_3rd Floor, Sochi Tower 1, Curzon Road, Dehradun, Uttarakhand, PIN-248001. Website: www.go-digit.com

9. Exclusion: Workers involved in maintenance of towers, steeples, bridges, dams, chimney shafts and excavation > 5mts unless specifically named and mentioned on this schedule.
10. Exclusion: Any interest and/or penalty imposed on the insured on account of his then failures to comply with the requirements laid down under the Employees' Compensation ACT, 1923.
11. Exclusion: Any employee involved in clearing of Sewers and/or any underground/overground pipelines and/or any underground Services.
12. Exclusion: Ship crews on inland vessels or boats or yatch or vessels of any kind operating within and/or outside territorial waters.
13. Exclusion: Fire brigades other than those formed primarily for loss prevention purposes.
14. Exclusion: Employees employed on a permanent basis in USA and/or Canada.
15. Exclusion: Pandemic/Epidemics as declared by WHO and for Government of India.
16. Exclusion: Losses suffered while manufacturing and/or for supplying and/or producing storing filling, broading down, transporting of:
 - (a) Fireworks, ammunition, fuses, cartridges, powder, nitro glycerine, or any explosives.
 - (b) Gases and/or air under pressure in containers.
 - (c) Butane, methane, propane, and other liquefied gases.
 - (d) Celluloid and pyroxylin
 - (e) Pyrotechnical and other chemicals of a toxic (as defined under India's Public Liability Act 1991), noxious, explosive and/or highly flammable nature.
 - (f) Asbestos and/or asbestos products.

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

2.6. Work Description-

- Work Description warranty.** Nature of work in which employees are involved during policy period shall be clearly mentioned on work description. Nature of work shall have correlation with description for which policy has been issued and rates shall be charged in accordance with the same.
- Exclusion warranty.** Policy shall not cover any work description for which policy is issued as well as working conditions, unless specifically agreed and endorsed on the policy by the underwriter.
- Insured's obligation warranty.** Insured shall follow under the terms & conditions of the policy and in no instance shall supersede the policy provisions and conditions, stated, unless specifically agreed and endorsed on the policy by the underwriter.
- Employment warranty.** Nature of work that the covered employees are involved in. Any other information regarding insured's business and employees shall be disclosed and agreed and endorsed on the policy by the underwriter.

3. Endorsement No 124 :-
It is hereby understood and agreed that any work in connection with the use of explosives or in connection with the construction of sewers exceeding in any part a depth of 3 Metres from the surface or in connection with tunnelling is expressly excluded from the indemnity granted under this Policy.

Premium and Payment Details

Total Net Premium	13667.56
COST rate and amount	9%
SESTATGUST rate and Amount	9%
COST rate and Amount	121.08
SESTATGUST rate and Amount	121.08
COST rate and Amount	0.00
SESTATGUST rate and Amount	16079.56

Endorsement Details

Invoice Number	Invoice Date	Net Premium	Inst	Cgst	Sgst	Ugst	Cess	Gross Premium
96363234665	2025-01-24	19567.56	0.00	1721.08	1221.08	0.00	0.00	16009.68

Important Notice

- ✓ Change Address / Non-recipient of payment** If premium paid through Cheque, the policy is void ab initio in case of dishonor of Cheque or non receipt of payment.
- ✓ Policy Wording** This policy is subject to the standard policy wordings, warranties, exclusions and conditions as per Delight Employees compensation insurance policy wordings.
- ✓ Coverage** The coverage has been provided basis information provided by you/insurer to us and the policy is not valid if any of the information provided is incorrect.
- ✓ The Policy Wording** attached herewith includes all the Standard Coverage offered by Go Delight General Insurance Ltd to its Customers. For any queries, please contact us at 1800-102-1021 or visit our website www.go-delight.com or call our Sales Number 022-26102102.