

LABOUR MANAGEMENT PLAN (LMP)



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

Project Site: Ghansali, District Tehri Garhwal

Contractor: M/s Doon Infrastructure

Prepared By: Ankit Bist, Social Expert

FPIU: TD, Ghansali

1. INTRODUCTION

This Labour Management Plan (LMP) ensures safe, lawful, and efficient management of all labour working at the Ghansali construction site.

It follows MoRTH, PWD Uttarakhand norms, BOCW Act, CLRA Act, Minimum Wages Act, and all applicable labour laws.

2. OBJECTIVES OF LMP

- Ensure legal and ethical labour hiring
- Maintain compliance with labour laws
- Provide safe working conditions
- Ensure labour welfare and hygiene facilities
- Prohibit child labour and forced labour
- Maintain proper labour registers
- Provide a functioning grievance mechanism
- Ensure good behaviour with community

3. LABOUR REQUIREMENT & DEPLOYMENT PLAN

Estimated Labour Strength

Semi-skilled: 10–12

Unskilled: 15-16

Supervisory/Skilled Staff: 4–6

Total Labor: 30-35 approx.

Shift Timings

- 9:00 AM – 5:30 PM (with 1-hour lunch break)
- Overtime paid as per labour laws

4. LABOUR RECRUITMENT PROCESS

- Labour recruited through verified labour suppliers
- Mandatory ID proof (Aadhaar)

- No labour below 18 years
- No discrimination based on caste, religion, gender

5. INDUCTION & ORIENTATION

Every labourer receives site orientation on:

- Site rules & discipline
- PPE usage and safety risks
- Wages, rights, and responsibilities
- Emergency procedures
- Prohibited activities (alcohol, fights, theft)

6. WAGE PAYMENT & RECORD KEEPING

Wage Payment

- Monthly wages through bank transfer
- Wage slip issued every month
- Overtime paid separately

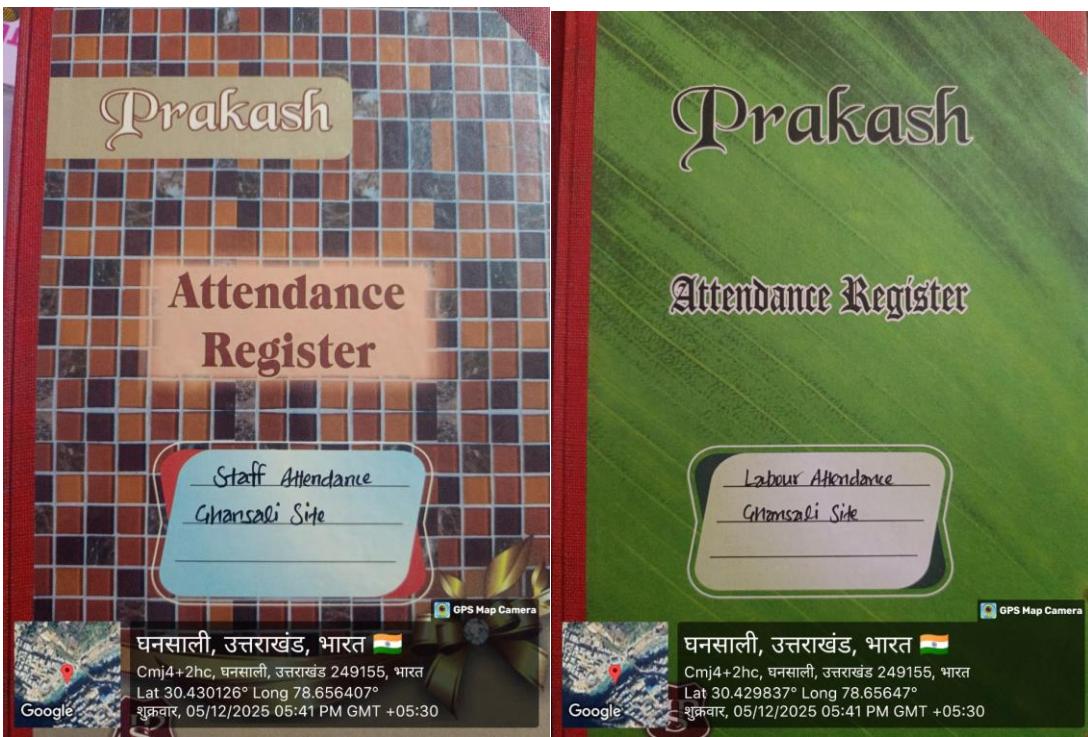
Registers to Maintain

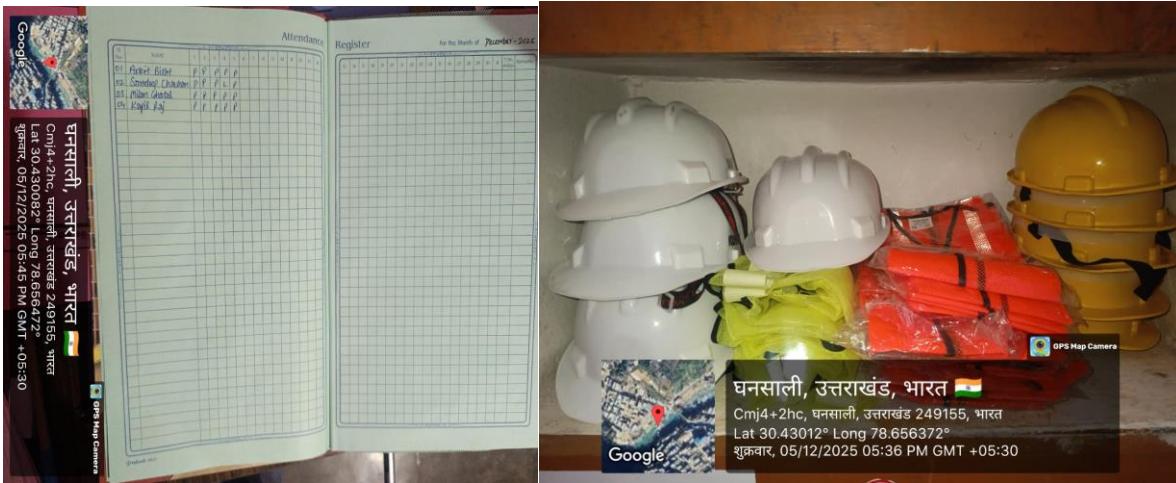
1. Attendance Register
2. Wages Register
3. PPE Issue Register
4. Accident/ Incident Register
5. GRC Register
(All registers kept at site)

7. LABOUR WELFARE FACILITIES

Basic Facilities

- Drinking water
- Toilets (male & female)
- Labour resting Area: Proper Ventilated Rooms taken at rent for labour resting and accommodation purposes
- First-aid box
- Waste bins





Safety Facilities

- PPE: Helmet, Shoes, Gloves, Jacket
- Daily toolbox talk
- Weekly safety meetings
- Fire extinguishers

Medical Support

- Tie-up with nearest hospital in Ghansali

8. CODE OF CONDUCT FOR WORKERS

- Follow all safety instructions
- No harassment or misbehaviour
- No fights / alcohol / drugs
- Respect local community
- Wear PPE at all times
- Maintain cleanliness at site

9. ENVIRONMENTAL BEHAVIOUR EXPECTATIONS

- No littering on or near site
- No damage to trees/plants

- Proper disposal of waste
- Prevent oil/fuel leakage
- Avoid noise disturbance to community

10. GRIEVANCE REDRESSAL MECHANISM (GRM)

Process

1. Worker submits complaint (verbal or written)
2. Supervisor records in **GRC Register**
3. Forward to Project Manager within 24 hours
4. Issue resolved within **3–5 days after discussion with GRC committee.**

GRC Contains:

 कार्यालय अधिकारी अभियन्ता, अस्थाई स्पष्ट, लोक निर्माण विभाग, घनसाली, मुख्यालय-दुमेटीधार OFFICE OF THE EXECUTIVE ENGINEER, TEMPORARY DIVISION, PUBLIC WORK DEPARTMENT, GHANSALI, HEAD QUARTER-GHUMETIDHAR P.O. Pilkhni, Pin Code-249181 Website- http://pwd.uk.gov.in Phone and Fax No. 01379-258327 E-Mail :- cepdgħansali@rediffmail.com पत्रांक :- / दिनांक-14-11-2024																																	
कार्यालय ज्ञाप																																	
<p>जनपद टिहरी में विश्व ईंक पोषित U-PREPARE परियोजना के Contract Agreement No:18/01/BR/RFB/UGIDP/UGRIDP/2023 Dated-29-08-2025 के अन्तर्गत Construction of 50 M Span Intermediate Lane Steel Truss Motor Bridge in Uttarkashi-Lambgaon-Ghansali-Tiwada Motor Road km-98 near Hunuman Temple in District Tehri का वर्ग प्रगति पर है। जिसके लिए Grievance Redressal Committee (GRC) गठित किये जाने के आदेश के अनुपालन में निनानुसार Grievance Redressal Committee (GRC) गठित की जाती है।</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>क्रमसंख्या</th> <th>नाम</th> <th>पदनाम-</th> <th>समिति</th> <th>मोबाइल नं०</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>इ० डॉसी नौटियाल</td> <td>अधिकारी अभियन्ता</td> <td>अव्यक्त</td> <td>9412140974</td> </tr> <tr> <td>02</td> <td>इ० अकित भट्ट</td> <td>सहायक अधिकारी</td> <td>सदस्य सचिव</td> <td>9891834993</td> </tr> <tr> <td>03</td> <td>श्री अकित विट</td> <td>ठेकेदार प्रतिनिधि</td> <td>सदस्य</td> <td>6398115632</td> </tr> <tr> <td>04</td> <td>श्रीमती कृष्ण गंगेला</td> <td>स्वास्थ्य निवासी</td> <td>सदस्य</td> <td>9627978433</td> </tr> <tr> <td>05</td> <td>श्री गोविन्द प्रसाद बड़ोनी</td> <td>स्वास्थ्य निवासी</td> <td>सदस्य</td> <td>8126174902</td> </tr> </tbody> </table> <p style="text-align: right;">(इ० डॉसी नौटियाल) अधिकारी अभियन्ता, अव्यक्त, लोहितिपि, घनसाली, मुख्यालय-दुमेटीधार</p> <p>पत्रांक- 1404-106/१० तदनिमंक। प्रतिलिपि- 01 कार्यक्रम प्रबन्धक, पौजाइहुँ-लोहितिपि, U-PREPARE देहरादून को सूचनार्थ प्रेषित। 02 मुख्य अभियन्ता स्तर- I, पौजाइहुँ (पौजाइहुँ) U-PREPARE आईटी पार्क, सहस्त्रधार, रोड देहरादून। 03 सहायक अधिकारी, अव्यक्त, लोहितिपि, घनसाली को सूचनार्थ प्रेषित। 04 समस्त समिति सदस्य गण। 05 मंसर्स दून इन्फ्रास्ट्रक्चर ५-१०, वेस्ट रेस्ट कैम्प, देहरादून को सूचनार्थ प्रेषित।</p> <p style="text-align: right;">अधिकारी अभियन्ता, अव्यक्त, लोहितिपि, घनसाली, मुख्यालय-दुमेटीधार</p>				क्रमसंख्या	नाम	पदनाम-	समिति	मोबाइल नं०	01	इ० डॉसी नौटियाल	अधिकारी अभियन्ता	अव्यक्त	9412140974	02	इ० अकित भट्ट	सहायक अधिकारी	सदस्य सचिव	9891834993	03	श्री अकित विट	ठेकेदार प्रतिनिधि	सदस्य	6398115632	04	श्रीमती कृष्ण गंगेला	स्वास्थ्य निवासी	सदस्य	9627978433	05	श्री गोविन्द प्रसाद बड़ोनी	स्वास्थ्य निवासी	सदस्य	8126174902
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11. SECURITY & SITE ACCESS CONTROL

- Security guard maintains labour movement register
- Visitors must sign in
- No unauthorised persons allowed
- After-hours work only with written approval

12. COMMUNITY RELATIONS

- Labour instructed to maintain respectful behaviour
- No nuisance or disturbance
- No trespassing in village areas
- No damage to local roads, pathways, water sources

13. CHILD & FORCED LABOUR PREVENTION

- No worker below 18 years
- No forced labour or withholding of wages
- No withholding of original documents

14. EXIT & DEMOBILISATION PROCEDURE

- Return PPE/tools
- Final wage settlement
- Removal from muster roll

15. CONCLUSION

The Labour Management Plan (LMP) establishes a safe, lawful, and compliant framework for managing labour at the Ghansali site. It ensures worker welfare, safety, transparency, and discipline throughout the construction period.