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अमृत महोत्सव



BORDER ROADS ORGANISATION

IMPROVEMENT IN LIVING CONDITIONS
OF CASUAL PAID LABOURERS OF BRO



...WE WILL EITHER FIND A WAY OR MAKE ONE...



FOREWORD

1. Ever since its raising in 1960, the Border Roads Organisation (BRO) has been dedicated towards creating infrastructure in the most forward and remote areas in Northern and Eastern borders of the country, living under difficult weather and terrain conditions. This has resulted in socio-economic development of border areas in the country.

2. While working towards the cause of “Nation Building”, the living conditions of BRO Karmayogis to include Casual Paid Labourers (CPLs) have however been neglected. The plight of the selfless and dedicated CPLs working selflessly, but enduring personnel discomfort pained me and I made a resolve to improve their living conditions. A beginning has now been made for upliftment of their living conditions by providing Prefabricated Shelters, Porta Cabins, Bio Toilets, Water Purifiers, Solar Lights, Super High-Altitude Clothing and Recreational facilities, which has resulted in increased productivity and extended working period. We have also provided them with jackets and boots and rations at Government rates besides looking after their health, through conducting regular medical camps and vaccination drives.

3. Taking the initiatives to the next level, we have also opened makeshift schools for the children of the CPLs so that not only are the children provided with necessary education, but their safety is also looked after during the working hours of their parents. This will further pave the way for inclusive growth and ensure prosperity to all. We are therefore reforming our policy architecture to achieve the best outcomes. Much has been achieved, but more needs to be done and I implore Commanders at all levels to ensure that all their Karmayogis down till CPLs are provided the best possible facilities so that they take pride in the organization that they work for.

4. This compendium is a compilation of some of the initiatives taken by us in improving the living conditions of the BRO Karmayogis & I expect improvement year on year by leaps and bounds. In the spirit of Team BRO, let us all combine our energies towards making BRO the “Best Construction Agency” in the country.

Jai Hind ! Jai BRO !!

Station: New Delhi

Dated: 01 Jun 2022

(Rajeev Chaudhry)

Lt Gen

DGBR & Col Comdt BRO



CONTENTS

Introduction.....	1
Chapter 1: Improvement in Accommodation.....	2
Chapter 2: Enhanced Health Care	36
Chapter 3: Ration and Clothing	52
Chapter 4: Transport Facility to work site	59
Chapter 5: Make Shift School for Children of CPLs.....	61
Conclusion	69

INTRODUCTION

1. Border Roads Organisation is a premier organisation for construction of roads, bridges, tunnels and airfields infrastructure in remote, inaccessible, high altitude, heavy precipitation and permafrost areas. BRO has been rendering yeoman service to the Nation for more than six decades. The organisation has to its credit some of the most challenging roads, highest bridges and state of the art airfields and tunnels in the most difficult terrain across the country.

2. BRO has been involved in development and maintenance of road network along India's border areas and in friendly foreign countries. BRO has its presence in twelve states and three union territories (including Andaman and Nicobar Islands) and friendly countries such as Bhutan, Tajikistan Afghanistan and Myanmar.

3. While working towards the cause of “Nation Building”, the living conditions of BRO Karmayogis to include Casual Paid Labourers (CPLs) had been neglected. The plight of the selfless and dedicated CPLs working selflessly, but enduring personnel discomfort led to a resolve to improve their living conditions. A beginning has now been made for upliftment of their living conditions by providing Prefabricated Shelters, Porta Cabins, Bio Toilets, Water Purifiers, Solar Lights and Recreational facilities, which has resulted in increased productivity. Super High-Altitude clothing has been provided to the CPLs working in such areas resulting into extended working period. The BRO has also increased labour wages during the winters and provided them with rations at Government rates in the High-Altitude areas with improved health and hygiene facilities. This will further pave the way for inclusive growth and ensure prosperity to all.

4. Some of the key areas identified for improving the living conditions of the CPLs are:-

- (a) Improvement in accommodation.
- (b) Enhanced health care.
- (c) Provisioning of high-altitude warm clothing.
- (d) Supply of rations at Government rates.
- (e) Transport facility to move to work sites.
- (f) Makeshift schools for children of CPLs.

5. Each of these initiatives have been deliberated upon in separate chapters.

CHAPTER 1

IMPROVEMENT IN ACCOMMODATION

1. The Casual Paid Labourers (CPLs) are the backbone of BRO working in inhospitable and difficult terrains to ensure construction of strategic border roads. They stay away from their homes for long durations and are cut off from society. Therefore, there is a very strong need for providing them with basic and decent accommodation so that they can produce the required output in work. The Appalling tin sheds in which these CPLs used to stay are now a thing of the past. Projects have been given deadlines to ensure that decent accommodation with proper sanitary facilities are provided to all CPLs.

2. Some of the initiatives taken so far towards improvement of CPL accommodation by BRO Projects are highlighted below:-

- (a) Renovation/upgradation of existing accommodation.
- (b) Erection of new Prefabricated Shelters.
- (c) Provision of Containerized Shelters.
- (d) Provision of PUF/Rock wool insulated shelters at specific locations.
- (e) Provision of Snow Huts in snow bound areas.
- (f) Construction of new toilets and bathrooms.
- (g) Construction of rest rooms and urinals.
- (h) Provision of Bio Toilets.
- (j) Provision of beds in some areas.
- (k) Provision of Solar Panels for lighting purposes in some areas.
- (l) Provision of Generator facility for lighting purpose in some Projects.
- (m) Provision of potable water, storage facility and water purifiers/filters.
- (n) Provision of sports items like Volley Ball, Cricket & Gymnasium equipment for recreation and overall wellbeing.
- (o) Provision of TV with DTH connection for recreation in some Projects.
- (p) Providing clothing items such as sleeping bags, mattresses, coats, gloves, sunglasses, blanket, boots and balaclava etc in some high-altitude areas.
- (q) Providing Desert Coolers in hot areas.
- (r) Arrangements of Bukharies in extreme cold climatic areas.

IMPROVEMENT IN CPL ACCOMMODATION

Before



After



Kepapu, Arunachal Pradesh

Before



After



Roing, Arunachal Pradesh

Before



After



Poonch, Jammu & Kashmir

Before



After



Gali-Anganpathri, Jammu & Kashmir

Before



After



Pindi-Doda, Jammu & Kashmir

Before



After



Thumbin, Arunachal Pradesh

NEWLY PROCURED PREFABRICATED SHELTERS, PUF SHELTERS AND SNOW HUTS FOR CASUAL PAID LABOURERS



Solang Valley, Himanchal Pradesh



Solang Valley, Himanchal Pradesh



Khiyana, Rajasthan



Sultana, Rajasthan



Chumathang, Eastern Ladakh



Sarchu, Eastern Ladakh



Sarchu, Eastern Ladakh



Drass, Western Ladakh



Drass, Western Ladakh



Hanu, Western Ladakh



Khaltse, Western Ladakh



Khaltse, Western Ladakh



Km 23 Khaltse-Batalik Road, Western Ladakh



Nimmu, Eastern Ladakh



Nimmu, Eastern Ladakh



North Pullu, Eastern Ladakh



PDA (Uttarkashi), Uttarakhand



Tragbal (Bandipore), Jammu & Kashmir



Srinagar, Jammu & Kashmir



Ragma Range, Sikkim



Lingtham, Sikkim



Sapper Camp, Arunachal Pradesh



Baisakhi, Arunachal Pradesh



Pangin, Arunachal Pradesh



Hayuliang, Arunachal Pradesh



Kepapu, Arunachal Pradesh



Tengnoupal, Manipur



Centrally Heated Tents for Snow Clearance Detts in Eastern Ladakh



Centrally Heated Tents for Snow Clearance Detts in Eastern Ladakh

**BIRD'S EYE VIEW OF ROAD SIDE ACCOMODATION AFTER
IMPROVEMENT/UPGRADATION**



Moying, Arunachal Pradesh



Sessa, Arunachal Pradesh



Dedza, Arunachal Pradesh



Elephant, Arunachal Pradesh

IMPROVED SANITATION FACILITIES



North Pullu, Eastern Ladakh



Gunji, Uttarakhand



Sultana, Rajasthan



Chumathang, Eastern Ladakh



Ghastoli, Uttarakhand



Drukgyel Dzong, Bhutan

CHAPTER 2

ENHANCED HEALTH CARE

1. Access to basic health care is another way to improve the standard of living and ensure wellbeing. Owing to the remote and High-Altitude Areas of deployment, separation from families and rigorous conditions of service life, a large number of BRO Karmyogis tend to ignore their health and develop lifestyle diseases. Improving the health of the work force, therefore remains a high priority at all times.

2. A comprehensive analysis on health care system/medical infrastructure has been conducted and forwarded to all BRO Projects. Health directives on management of the following have been issued on: -

- (a) Routine Medical Examination for all Karmyogis.
- (b) Alcohol and alcohol related problems.
- (c) Health bulletin on Life style diseases.
- (d) Medical cover/ basic trauma and emergency care.

3. The following welfare activities are being conducted across the all BRO Projects for CPLs:-

- (a) Health awareness/Medical Checkup Camps for CPLs and their dependents.
- (c) Periodic lectures/workshops on lifestyle diseases/alcoholism/communicable diseases by MOs/SMOs/Dy CMOs.
- (c) First Aid classes.

4. With a view to guide the BRO Karmyogis towards a healthy lifestyle, a Health Advisory has been promulgated to all the Projects of the BRO. This covers basic information on ways to lead a healthy lifestyle, exercises that are beneficial for overall wellbeing, nutrition aspects and also suggests guidelines to Commanders on the facilities that can be provided with minimum investment to the workforce like outdoor gymnasiums, courts for team sports and other such facilities. A fitness manual "Fit BRO Fit India" for the Karmyogis of BRO has also been published and unveiled by Defence secretary on 27 Dec 2021. The book contains fitness guidelines and protocols which has been prepared for holistic development of body and mind of all BRO karmyogis.



Unveiling of 'Fit BRO Fit India' Manual

5. A major drive is also underway to train some of our non-medical staff on First Aid and Emergency Medical Response for two weeks under the supervision of a Medical Officer, so that basic first aid can be provided to CPLs at the site itself, should the need arise, till arrival of the Medical Team.

6. The BRO has been regularly conducting medical camps for the local populace in the area of deployment right up to Platoon level. These camps are well received by the locals as they serve the dual purpose of improving the health of the local population, while at the same time, increasing the interaction of the locals with the BRO, thereby resulting in overall goodwill for the organisation. Special medical camps for medical examination of CPLs and their dependents have also been carried out at respective Project sites by Authorised Medical Attendants (AMA) for timely detection, clinical management and follow up for their disease/disability. Total 165 medical camps have been organised in the year 2021-22. The necessary Lab investigations and medicines have been provided to them at MI Rooms and Civil hospitals in the respective area of responsibility of Projects. During these medical examinations, special immunisation for prevention of diseases like Typhoid and Tetanus have also been provided to them.



Rishikesh, Uttarakhand



Doom Dooma, Assam



T-Gompa, Arunachal Pradesh



Y-Junction, Arunachal Pradesh

7. During the Covid-19 pandemic, all out efforts have been made as regards detection, quarantine, isolation and clinical management for CPLs and their dependents. Face masks, hand sanitizers and other personal protective items were issued to them besides conduct of Covid-19 awareness drive. Necessary referrals and admissions in civil hospitals for those who contacted Covid during the pandemic were also facilitated by administrative and medical authorities at Projects/BRTFs/RCCs level.

8. A dedicated vaccination drive has been carried out across all projects of BRO. Covid vaccination first and second dose has been completed for 100% CPLs and their dependents including elders above 60 years of age with comorbidities. First dose vaccination of children of CPLs above 16 years of age has also been successfully completed. Precautionary (booster) dose to almost 5000 CPLs has also been provided and the remaining are being vaccinated as per schedule. This initiatives of vaccinating the CPLs and their dependents has been instrumental in prevention and control of Covid-19 amongst them. These measures will ensure that progress of work is not hampered on account of Covid-19.



Khaltse, Western Ladakh



Bhatwari, Uttarakhand



Uttarkashi, Uttarakhand



Mago-Chuna, Arunachal Pradesh

9. Antenatal check-ups for pregnant women who are dependents of CPLs are being carried out for timely recording of vital statistics/relevant systemic medical parameters, investigations including ultrasound examination and administration of specified immunisation as per schedule. Those detected with complications of pregnancy are being timely referred for admission and management under supervision of Gynaecologist at civil hospitals.



Gaucher, Uttarakhand



Kargil, Western Ladakh

10. Special attention and focussed approach towards prevention of communicable diseases like Malaria, Filaria, Dengue, Typhoid, Hepatitis, Parasitic infestations and water/ air born diseases are also being carried out through antimalaria/antiflies, insecticidal sprays, water sanitation measures, waste management, deworming actions, regular sanitary rounds at all locations in the area of responsibilities of respective Projects.



Barmer, Rajasthan

11. Health awareness lectures on contemporary topics of prevention of Life Style diseases, Nutrition, Immunisation, Cancer awareness, work site accidents, Road Traffic Accidents, Covid-19 prevention protocols, vaccination roll out, importance of hygiene/sanitation etc have been organised under the aegis of respective Projects. Total 165 health care lectures have been conducted by RMOs/ MOs of BRO during the year 2021-22.

12. In addition to the above, a major drive has been taken to improve MI Rooms and Medical facilities, including purchase of essential healthcare equipment in all projects of BRO so that high quality medical care can be provided to the forward most posts.

13. Further, free outdoor as well as indoor medical treatment to the extent feasible are being provided to the CPLs in respect of injuries sustained by them while at work, during epidemics and also for diseases which may not be due to GREF activities. Free transport is also being provided for conveyance of urgent cases to the hospital.



Solang Valley, Himachal Pradesh



Razdan Pass, Jammu & Kashmir



Kargil, Western Ladakh



Kargil, Western Ladakh



Leh, Ladakh



Leh, Ladakh



Akhnoor, Jammu & Kashmir



Hanuman Chatti, Uttarakhand



Joshimath, Uttarakhand



Daporijo, Arunachal Pradesh



Tawang, Arunachal Pradesh



Thimpu, Bhutan

CHAPTER 3

RATION AND CLOTHING

1. Casual Paid Labourers are working rigorously in high altitude and mountainous terrain for construction and maintenance of roads, bridges, airfields and tunnels and also in snow clearance operation with complete sincerity and dedication. These CPLs are not authorised free rations and clothing. Rations on Govt rates are being provided to these labourers.

2. Keeping this welfare in mind, BRO distributed a total of 11098 winter jackets and 800 winter shoes to its CPLs deployed in high altitude areas during the year 2021, through sponsorship from IOCL and HPCL. Supply of safe drinking water in CPLs Camp is being provided regularly. Warming facilities for CPLs working above 8000 ft height is also being catered for in some Projects. Amenities like LED TVs, DTH, Bukharies, Generator sets, Rain Coats, Boots, Goggles, Cap Balaclava, Blankets and Carrom Boards etc have also been provided as a welfare measure.



Hon'ble RM distributing Clothing to CPLs at Kyungam, Ladakh



Hon'ble RM distributing Clothing to CPLs at HQ DGBR, New Delhi



Hon'ble RRM distributing Clothing to CPLs at HQ DGBR, New Delhi



T-Gompa, Arunachal Pradesh



Munna Camp, Arunachal Pradesh



Srinagar, Jammu & Kashmir



Thiksey, Eastern Ladakh



Bhatwari, Uttarakhand

PROTECTIVE CLOTHING FOR CPLs



Protective Goggles



Sleeping Bag



Insulated Boots



Windcheater



Two Layer Quilted Jackets

CHAPTER 4

TRANSPORT FACILITIES TO WORK SITE

The conveyance of Karmiyogis is also an aspect that is related to their safety and productivity. BRO projects are ensuring that the workplace is safe for CPLs and that anyone working in or visiting the workplace is not exposed to hazards or injured by the work. As a welfare measure, buses and modified trucks fitted with seats have been provided for transportation of casual labourers from residence to work sites and back to protect them from climatic effects and other health hazards. This has also resulted in increased output and enhanced efficiency.



Likabali, Arunachal Pradesh



Moying, Arunachal Pradesh

CHAPTER 5

MAKESHIFT SCHOOLS FOR CHILDREN OF CPLs

Getting an education is perhaps one of the most important ways to make a new beginning. Apart from construction of roads on Indo-China Border, as part of its social responsibility, 72 RCC under Project Shivalik of BRO has also started running three makeshift schools for the children of labourers in Uttarkashi District of Uttarakhand at an altitude over 10,000 feet. Similarly, a school for the children of 200 labourers employed for road construction is running at Naga GG, 35 Km ahead of Mandala towards the Bhutan Border in Arunachal Pradesh. Further, a school for children of CPLs is also running at Ramgarh (95 RCC), Project Chetak in Rajasthan, 21 BRTF (P) Shivalik in Uttarakhand and at Yingkiyong (761 BRTF) (P) Brahman. Carrying forward the initiative of these officers, BRO plans to provide basic accommodation and better teaching facilities to the children in the coming months. This effort is not only providing these children with necessary education but also taking care of their safety during the working hours of their parents. In addition, various cultural programmes are also regularly organised so as to holistically involve the CPLs in our day-to-day activities.



Yingkiyong, Arunachal Pradesh



Pasighat, Arunachal Pradesh



Tenga, Arunachal Pradesh



Tenga, Arunachal Pradesh



Naga GG, Arunachal Pradesh



Naga GG, Arunachal Pradesh



Rama Camp, Arunachal Pradesh



Tezpur, Assam



Joshimath, Uttarakhand

Entertainment Activities



Traditional Dance North-East



Shillong, Meghalaya



Verinag, Jammu & Kashmir

CONCLUSION

1. The ultimate goal should be to achieve prosperity through the participatory development process. This will be possible only if the individual and the organisation collectively become the focal points of development. No improvement is possible without planning and implementation of well thought out programmes. Unless the quality of life of the Karmyogis is improved, social development cannot be achieved. This participatory micro level improvement is probably the stepping stone towards achieving the goal of greater improvement and development.

2. As an Organisation, it shall be our constant endeavour that all our Karmayogis down till CPLs are provided the best possible facilities so that they take pride in the organization and no one is left out in giving his/her utmost towards the development of the Nation. A lot has been done, but it is just the tip of the iceberg. More needs to be done to be successful in our journey to move towards a healthier work force with the Motto **“Shramena Sarvam Sadhyam”**.

We are sure, that together we can, and together we will !



Hon'ble RM distributing Clothing to CPLs at Kyungam, Ladakh



CONNECTING PLACES – CONNECTING PEOPLE