

# Semi-Annual Social Monitoring Report

---

Project number: 44240-013

Period: Up to August 2016

## BHU: Urban Infrastructure Project

Prepared by Department of Engineering Services, Royal Government of Bhutan for the Asian Development Bank.

This social safeguards monitoring report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

# Semi-annual Social Monitoring Report

Semi-annual Social Monitoring Report for Component A, B and C  
Document Stage: Draft for Consultation

**Project Number: 2816**  
AUGUST 2016

## Bhutan: Urban Infrastructure Project

Prepared by the Department of Engineering Services

The Resettlement Monitoring Report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

## **A. Executive Summary**

1. The Project will improve urban infrastructure, planning, and management; enhance urban livelihoods; and increase capacity for administering urban infrastructure supply and maintenance works through three components. Component A, Output 1a, for SamdrupJongkhar include: Water Resource Study and Design of Water Supply and Waste water facilities in SamdrupJongkhar municipality (SamdrupJongkhar and Dewathang) –

- Study, survey (except topographical survey) and investigation of the existing water supply sources, water treatment facilities, storage and distribution system;
- Identification of new water source, augmentation of the existing treatment facilities and development of necessary treatment system, augmentation and development of storage system and laying of additional distribution network;
- Development of Water safety plan;
- Development of required sewerage system in line with the development plans including suitable wastewater treatment plant;
- Preparation of necessary tender documents of all the work components; and
- Provide assistance in bidding process and in construction supervision.

2. Component B, Output 1b Thimphu includes: (i) Construction of Thimphu Wastewater Treatment Plant – Review and approval of contractor's design and construction drawing, Assisting the Thimphu PIU in construction monitoring and helping PIU in technology transfer during O&M phase.

3. Component C, Output 2 for Phuentsholing includes: Planning, Survey, Investigation and Design of Second Bridge and Connecting Roads in Phuentsholing – To evolve the best possible alignment of the proposed bridge/flyover and the associated connecting/approach roads, To carry out detailed engineering design of the most suitable option for road and bridge/flyover works and prepare cost estimates for obtaining sanction of the project.

4. The main benefits of the Project will be (i) improved urban environment, public health, and living standards in Thimphu, Phuentsholing, and SamdrupJongkhar; (ii) effectively managed, reliable, and sustainable urban services; and (iii) improved economic and social conditions from investments in bridge and approach roads, and water supply and sanitation.

5. This semi-annual Social Monitoring Report is prepared for all the components A, B and C based on preliminary and detailed design of urban infrastructures. The steps followed were:

- Conducted several round of consultations with the key personals of PT and SJM and partially TT to avoid and minimize resettlement impacts.
- Several rounds of discussions with the people and stakeholders consultations were carried out which includes Displaced Persons especially in PT. During the time of preliminary fact findings survey works in all the three PIUs, the Project is not going affect any private land except for three DPs in PT who are displaced. Their details are provided in the subsequent page below with matrix stating their details.

## B. Project Background and Description

6. The Royal Government of Bhutan expressed their need for further infrastructure development in Bhutan and requested ADB for project preparation to ensure sustainable urban development in additional towns. ADB conducted a PPTA study under TA 7360 and identified work components (Output 1a, 1b and 2) in the following towns – SamdrupJongkhar, Thimphu, Phuentsholing, and Rinchenhang (Nganglam) where Nganglam was later dropped. Accordingly a proposed Urban Infrastructure Project (UIP) was framed up by ADB in the year 2011. It was conceptualized and planned that UIP would follow the ongoing Urban Infrastructure Development Project (UIDP). The main basis for urban infrastructure investment is the Government's Structure Plans and Local Area Plans (LAP). These LAPs prioritize urban infrastructure requirements with tentative costs. The aim of improving, upgrading and expanding the urban infrastructure facilities and providing basic urban services materialized when RGoB concluded a loan agreement with ADB.

7. The name of the project is "Urban Infrastructure Project" under ADB Loan 2816-BHU. The loan was approved by ADB in November 2011 and declared effective in April 2012. The project schedule is to start on May 2013 with a completion target date of 14 February 2018. The total project cost is estimated at \$23.3 million, of which ADB is financing \$19.8 million and the RGoB is financing \$3.5 million.

### Project Objectives

8. The project will support the Government's efforts toward sustainable urban development in three emerging urban centers, SamdrupJongkhar Municipality (SJM), Thimphu and Phuentsholing. The project expects to achieve four major outputs: (i) Water supply, sanitation and infrastructure rehabilitation and expansion, (ii) Mobility improvement, (iii) Urban management strengthening, and (iv) Project management and capacity development.

**Table 1: Description of the Sub-Project components**

Component A (Output 1a)	<p>Water Resource Study and Design of Water Supply and Waste water facilities in SamdrupJongkhar municipality (SamdrupJongkhar) –</p> <ul style="list-style-type: none"><li>• Study, survey (except topographical survey) and investigation of the existing water supply sources, water treatment facilities, storage and distribution system;</li><li>• Identification of new water source, augmentation of the existing treatment facilities and development of necessary treatment system, augmentation and development of storage system and laying of additional distribution network;</li><li>• Development of Water safety plan;</li><li>• Development of required sewerage system in line with the development plans including suitable wastewater treatment plant;</li><li>• Preparation of necessary tender documents of all the work components; and</li></ul>
----------------------------	---

	<ul style="list-style-type: none"> <li>• Provide assistance in bidding process and in construction supervision.</li> </ul>
Component B (Output 1b)	<p>Construction of Thimphu Wastewater Treatment Plant –</p> <ul style="list-style-type: none"> <li>• Review and approval of contractor's design and construction drawing;</li> <li>• Assisting the Thimphu PIU in construction monitoring; and</li> <li>• Helping PIU in technology transfer during O&amp;M phase.</li> </ul>
Component C (Output 2)	<p>Planning, Survey, Investigation and Design of Second Bridge and Connecting Roads in Phuentsholing –</p> <ul style="list-style-type: none"> <li>• To evolve the best possible alignment of the proposed bridge/flyover and the associated connecting/approach roads; and</li> <li>• To carry out detailed engineering design of the most suitable option for road and bridge/flyover works and prepare cost estimates for obtaining sanction of the project.</li> </ul>

### Safeguard Categorization

9. According to SPS 2009, the project under Output 1a is categorized as “Category C” Project, Output 1b is yet to categorize as the contract work is not awarded and Output 2 is categorized as “Category B” Project as there are three displaced persons.

### Implementation progress of the Project activities

#### Component A (Output 1a)

10. The contract work was awarded to M/s Tundi Construction Pvt Ltd, Nepal and M/s Tacho Construction Pvt Ltd, Bhutan (Tundi-Tacho joint venture, Thimphu) for the construction of 2.5 MLD WTP and Water supply works under SamdrupJongkhar Thromde on 18<sup>th</sup> April 2016 and supposed to be mobilized the work effective from 1<sup>st</sup> May 2016. Accordingly, site visit was done together with Env. Specialist accompanied by the Project Manager and Project Engineer from PIU, SJM on 9<sup>th</sup> August 2016, and observed nothing has been done on the ground yet. However, on the same day the Project Manager of M/s. Tacho Construction was met at the Project sites and briefed him of ADB safeguard issues in line with ADB SPS 2009. He agreed to comply and is now learnt that contractor has already initiated all bush/ground clearing activities and established labor camps with basic amenities and recruited 24 numbers of Indian laborers. A copy of reference letter from SamdrupJongkhar Thromde stating the present status of the construction sites is appended in **Annex 1**. The land confirmation report is attached in **Annex 2**. A copy of Work Order dated 18.04.2016 is also attached in **Annex 3** and a list of Participants during FGD is attached in **Annex 4**.

11. The PIU SamdrupJongkhar was advised to look into the FHHs-roster and contact them to find out if they are interested to work in the Project sites. Presently, the FHHs are being

contacted by the PIU SJM and will be updated later to finalize the number of FHHs interested to work at the Project sites.

12. The contractor has erected Signpost but appears not to be in a strategic place. He was suggested to redo the signpost and erect in a strategic place which was identified during recent site visit. It is now anticipated that the Bhutanese people passing by the Police check post at 4.0 km where the Project work is on-going can notice and perhaps indicate their interest to work in the project sites.

13. According to PAM, under C & P Activity, awareness raising activities targeting contractors on the risks of HIV/AIDS and compliance with core labor standards targeting Civil works and contractors and laborers and the type of Participation is Information sharing which shall be carried out before the end of 2016.

14. The Objectives of the C & P Activity are to raise awareness on (i) the risks of HIV/AIDS (ii) the elimination of discrimination in employment, especially on providing equal pay for works of equal value and (iii) elimination of child labor. This awareness raising activities shall be conducted in SamdrupJongkhar and Phuentsholing simultaneously for which budget arrangement under the head Capacity building has been discussed with the PM, PMU and requested for release of budget.

#### **Component B (Output 1b)**

15. The contract work is not awarded and hence there is nothing on ground to assess the impact.

#### **Component C (Output 2)**

16. The contract work was awarded to M/s Tundi Construction Pvt Ltd, Nepal and M/s Tacho Construction Pvt Ltd, Bhutan (Tundi-Tacho joint venture, Thimphu) for the construction of 46 meter span PC Girder Bridge and Approach Road on 10<sup>th</sup> April 2016. The site visit was carried out on 12<sup>th</sup> August 2016 and observed to have been mobilized. Presently, there are non-national (Indian laborers) working at the Project sites. However, three FHHs were seen working at the Project sites. A quick interview survey was conducted with the three FHHs and observed that they are being paid Nu 270/day which is acceptable according to the core labor standards. The Contractor has established labor camp adjacent to the Project sites which is RGoB owned land as confirmed by Phuentsholing Thromde. An official letter “No Objection” stating that the Labor camps, Staff quarters. Site office and other temporary structures are built at government land is attached as. **Annex 5** and a copy of Work Order dated 18.04.2016 is also attached in **Annex 6**.

17. The contractor has erected a Signpost and appears to be in a strategic place on both right and left bank of Omchuu. It is anticipated that people passing by the sites can notice and perhaps show interest to work at the Project sites.

18. According to PAM, under C & P Activity, awareness raising activities targeting contractors on the risks of HIV/AIDS and compliance with core labor standards targeting Civil works contractors and laborers and the type of Participation is Information sharing.

19. The Objectives of the C & P Activity are to raise awareness on (i) the risks of HIV/AIDS (ii) the elimination of discrimination in employment, especially on providing equal pay for works of equal value and (iii) elimination of child labor. This awareness raising activities shall be conducted in SamdrupJongkhar and in Phuentsholing simultaneously for which budget arrangement under the head Capacity building has been discussed with the PM, PMU and requested for release of budget.

**Table 2: Summary table of identified impacts and mitigation actions**

SI No.	Output 1 (SamdrupJongkhar Thromde)	Output 1b (Thimphu Thromde)	Output 2 (Phuentsholing Thromde)
1	There is no impact under Package 1 which is Water intake site, Water main pipe layout from water intake to WTP and Water Treatment Plant.	Impacts cannot be measured as the contract work is not awarded.	Out of three families, two are working on muster roll for Phuentsholing Thromde and one as permanent staff was displaced. During recent visit in August 2016 it was observed they are well relocated.





### C. Scope of Impacts

20. In terms of vulnerability status of the affected people/communities, there are no impacts under outputs 1a and 1b. However, under output 2, three families out of which two are working on muster roll and one as a permanent staff have been displaced and are relocated in a better housing as compared to previous ones. All the three displaced persons (DPs) were interviewed on 12<sup>th</sup> August 2016 and no grievances reported. An official letter “To whom it may concern” from DPs is appended in **Annex 7**.



**Table 3: List of sub-projects with resettlement and /or Indigenous Peoples (IP) impacts**

	Project activities			Remarks
	Component A (output 1a)	Component B (output 1b)	Component C (output 2)	
Sub-project with resettlement impacts	No impact	Not applicable now as the contract work is not awarded	Earlier there were four affected families working under PT who were displaced. They have been relocated to a better location. Out of four, one has voluntarily resigned.	
Indigenous Peoples (IP) impacts	None	None	None	The project is not going to have any impact on Indigenous Peoples (IPs).

**Table 4: Details of Displaced Persons (DPs) under PT**

Sl. No	Name of Displaced Persons	Age	Sex	Education level	Designation	No. of years of working with PT	Family members	Salary (Nu)	Nationality	Pictures (latest)	Remarks
1	Mr. Needup Dorji	31	Male	Cl. XII pass	Customer Service Cell (Water supply)	11 years (since 2005)	1	234/day (7,254/month)	Bhutanese	 Mr. Needup Dorji  New residence	Currently working with PT
2.	Mr. Santa Bir Tamang	53	Male	Cl. II	Security night guard	16 years (since 2000)	6	233/day (7,223/month)	Bhutanese	 Mr. Santa B. Tamang  New residence	Currently working with PT



3.	Mr. Sangay Rinchen	32	Male	Cl. X	Driver	15 years (since 2001)	3	216/day (6,700/month)	Bhutanese	 Mr. Sangay Rinchen  New residence	Currently working with PT
4.	Mr. Mahendra Mongar	42	Male	NA	Customer Service Cell	NA	NA	NA	Bhutanese	NA	Resigned

## Entitlement Matrix

21. Since the Project is not going to have any impacts on private land, structures or any other form of private assets, there is no requirement for compensation as such. Therefore, no entitlement matrix is required.

### D. Compensation and Rehabilitation

22. The Project is not going to affect any private property and therefore no compensation and rehabilitation is required although under output 2, there are three DPs who have been displaced and accordingly provided better housing equipped with basic amenities.

### E. Public participation and Consultation

23. **Output 1. Output 1a, and Output 2:** Public consultation and information disclosure is an integral part of the environmental and social assessment process. During PPTA study, detail socio-economic survey was conducted followed by public consultation. The follow up public consultations have been carried out in PT and SJM although majority of the people residing in SamdrupJongkhar and Phuentsholing are well aware of the up-coming ADB project. Nevertheless, public information awareness raising campaigns on the importance of the project and linking it to health, gender, social empowerment have been conducted while presenting the seminar. The focal agencies to conduct the seminar are PMU, PIUs of SamdrupJongkhar and Phuentsholing Thromde and Gender Specialist of DMSC. The **Table 5:** below has the detail of Consultations under Output 1a and Output 2;

**Table 5: Summary of Stakeholders Consultations**

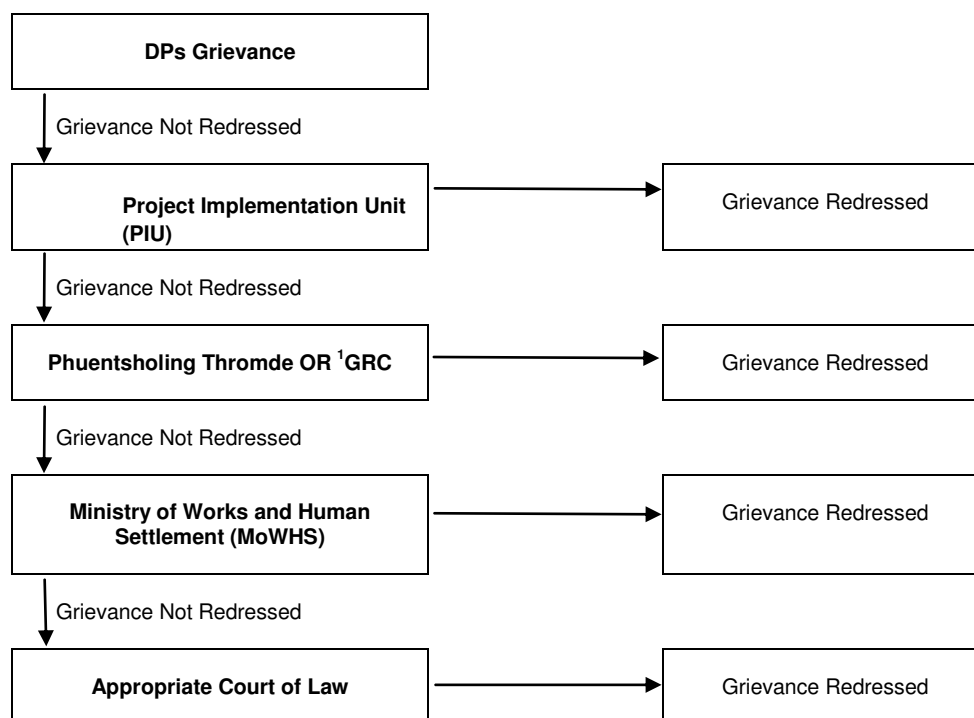
Date	Location	Number of Participants	Particular Status	Topic Discussed	Issues Raised	Remarks
<b>Output 1a. SamdrupJongkhar, Thromde</b>						
16 <sup>th</sup> August 2014	SamdrupJongkhar Thromde	NA	Collating information's and preparing roster of FHHs	On ADB Project "Water Treatment Plant" and their willingness to work. The Project is not going to affect either income loss or structure loss. Long term benefits of the project. Public participation in Project work. Contractor will follow the Core labor standard.		The wages demanded by the interested FHHs are way above i.e., Nu. 450 to 500/day against the daily wages fixed for unskilled National Work Force (NWF) i.e., Nu. 215/day.
7 <sup>th</sup> November 2014	SamdrupJongkhar Thromde, Venue: SJM Youth building	21 Male: 6 Female: 15	Project awareness campaign	De-briefing on ADB funded WTP Project; Their willingness to work in the Project sites, The Project is not going to affect income loss or structure loss. Long term benefits of the project. Public participation in Project work. Contractor will follow the core labor standard.	Participants raised issues such as (i) Inadequate water supply. (ii) During monsoon season, the water is not potable due to high turbidity. (iii) Hoteliers commented on no customers due to water shortage. (iv) Willing to pay for water according to actual bill.	The issues raised were noted and assured that once the new WTP and up-gradation of present WTP is complete, the water related issues will stand resolved.
<b>Output 1b. Thimphu Thromde</b>						
NA	NA	NA	NA	NA	NA	Contract work order not awarded.
<b>Output 2. Phuentsholing Thromde</b>						
9 <sup>th</sup> August 2015	Phuentsholing		Collating	Informed the FHHs about	NA	Contractor was

	Thromde		information's and preparing roster of FHHs.	the ADB Project "Construction of Bridge and Approach roads".		informed about the list of FHHs and clauses drawn from the Contractor side as in <b>Annex 9</b> . An amended clause after discussion with the Project Manager (Represented from TCPL Contractor side) is attached in <b>Annex 10</b> .
16 <sup>th</sup> May 2016	Phuentsholing Thromde, Venue: PIU, Phuentsholing. <b>(Annex 8: List of Participants during FGD)</b>	9 FHHs	Project awareness and their willingness to work in the Project sites.	Their willingness to work in the Project sites, The Project is not going to affect income loss or structure loss, Long term benefits of the project, Public participation in Project work.	Almost all FHHs want to work in the office and not as laborers. Some are already working in factories and showed less interest.	Contractor willing to pay more than the existing NWF rate i.e., Nu. 215/day. Contractor willing to provide free accommodation equipped with basic amenities. Despite all these facilities, only three FHHs have shown interest to work at the Project sites.
12 <sup>th</sup> August 2016	-do-	3	FHHs	Whether they are contented with the wage and work load.	During quick interview survey, looks like they had misconception on their daily wage. 1 <sup>st</sup> and 2 <sup>nd</sup> FHH: expected Nu. 270/day. 3 <sup>rd</sup> FHH expected Nu	Discussed this issue with the Project Manager, representative from contractor's (TCPL) side.

					300/day.	
12 <sup>th</sup> August 2016	-do-	NA	Contractor	Discussed with the contractor to add Insurance Policy in their clauses between laborers and contractor.	Discussed with contractor's representative and FHHs and informed about the daily wage.	The contractor's representative from TCPL agreed to pay Nu. 270/day as agreed by FHHs on the wages. The contractor's representative is also willing to accommodate more FHHs as laborers if interested.

## F. Grievance Redressal Process

Figure 1: Grievance Redressal Process



### Consultation and Disclosure Activities and Grievance Procedures

24. All complaints will be lodged in writing. All proceedings related to complaints will be recorded and documented. The document will be useful in modifying procedures in future. The functions of the GRC if any are: (i) to support DPs (particularly non-titled and vulnerable DPs) on problems related to the eligibility for entitlements and assistance provided; (ii) to record grievances from DPs and to categorize, prioritize and solve them within an appropriate time; and (iii) to inform the Project Steering Committee of unresolved cases within an appropriate timeframe.

25. All costs incurred in resolving the complaints will be borne by the Project including expenses incurred by members while attending the meetings. The committee will meet when the grievance is not resolved by the PIUs. They will be given notice of the meeting, the need to determine the merit of the grievance, and resolve the grievance within a month of receiving the notice for the meeting. Further grievances can be referred by DPs to appropriate courts of law if at all necessary.

---

<sup>1</sup> Grievance Redressal Committee

## **G. Institutional Arrangement**

26. The Department of Engineering Services (DES) of the Ministry of Works and Human Settlement (MoWHS) is the EA responsible for implementing the Project. The EA has established a PMU located at DES premises and is headed by the Project Manager. The PMU is supported by a team of Consultants under Design Monitoring Supervision Consultants (DMSC), and is in-charge of overall execution and implementation of the Project. The PMU is responsible for planning, monitoring and reporting on the Project, as well as for general cost and quality control. A Project Implementation Units (PIUs) has been established in Thimphu (TT), Phuentsholing (PT) and SamdrupJongkhar (SJM).

## **H. Monitoring Results- Findings**

### **Component A: Output 1a**

27. The DMSC Consultant team members consisting of Team Leader, Deputy Team Leader, Water Engineer, Geo-tech Engineer, Environmental Specialist and Safeguard/Gender Specialist have visited the sites led/guided by the Project Manager, PIU on 19<sup>th</sup> November 2013. All the proposed sites were visited to study the social related issues and to ascertain possible impacts on private assets such as private lands, fruit trees, structures or any other social related issues. The sites that were proposed have been re-visited on 14<sup>th</sup> February 2014 to confirm and validate/document any social issues. After the fact findings, the Social Due Diligence Report for SamdrupJongkhar Thromde was prepared ensuring that there are no impacts on private assets.

28. After site visit and verification, it was confirmed that the Project is categorized as Category “C” Project under which there is no significant resettlement impact. The proposed sites such as Water Intake weir, Pipe layout to WTP and sites for the construction of WTP are currently booked under package 1 and awarded contract.

29. Further, layout of the pipe mains from the proposed and finalized WTP up to water reservoir and distribution sites was visited to ensure that no private lands and assets are affected by the Project.

### **Findings:**

30. The contract work was awarded to M/s Tundi Construction Pvt Ltd, Nepal and M/s Tacho Construction Pvt Ltd, Bhutan (Tundi-Tacho joint venture, Thimphu) for the construction of 2.5 MLD WTP and Water supply works under SamdrupJongkhar Thromde on 18<sup>th</sup> April 2016 and mobilization of the work was supposed to be effective from 1<sup>st</sup> May 2016. The site was visited together with Env. Specialist accompanied by SJM PIU Project Manager and Project Engineer on 9<sup>th</sup> August 2016, and observed that nothing has been done till date on the ground. However, on the same day the Project Manager of M/s. Tacho Construction was met and briefed him of ADB safeguard compliance in line with ADB SPS 2009. He agreed to comply and is now learnt that contractor has already initiated bush/ground clearing and established labor camps equipped with basic amenities including recruitment of 24 numbers Indian laborers.

### **Component B, Output 1b:**

31. The contract work is not awarded as on date. The detail site visit and DDR shall be prepared once the contract work is awarded.

### **Component C, Output 2:**

32. During preliminary design phase effective August 2013, various site visits and several rounds of stakeholders' consultations were carried out together with Environmental Specialist and Engineering team members. The proposed sites such as on the left and right bank of Omchuu were thoroughly studied. On the right and left bank of Omchuu, four families were going to be displaced. The details of all the affected assets and displaced were documented and disclosed in <sup>2</sup>DDR. After site visit and verification, it was confirmed that the Project is categorized as "Category B".

### **Findings**

33. The contract work was awarded to M/s Tundi Construction Pvt Ltd, Nepal and M/s Tacho Construction Pvt. Ltd, Bhutan (Tundi-Tacho joint venture, Thimphu) for the construction of 46 meter span PC Girder Bridge and Approach Road on 10<sup>th</sup> April 2016. The site visit was done in August 2016 and observed that the civil works have been mobilized. Presently, there are non-national (Indian laborers) working at the Project sites. However, three FHHs were seen working at the Project sites. A quick interview survey was conducted with the FHHs and observed that they are going to be paid Nu 270/day which according to the Core labor standards is well complied. The Contractor has established labor camps adjacent to the Project sites which is RGoB owned land as confirmed by Phuentsholing Thromde.

## **I. Compliance Status**

### **Component A: Output 1a**

34. The contractor has very recently mobilized the work according to SJM Thromde official. However, in order to confirm the ground reality, further site visit is planned to ensure whether the contractor has complied with ADB SPS 2009 and the clauses under the contract bid document such as (i) Hiring/Recruitment of more National women workforce; (ii) Provide gender responsive, HIV/AIDS and human trafficking awareness; (iii) Provide proper sanitation and safe drinking water; (iv) Ensure implementation of core labor standards to Bhutanese especially the provision on equal wages for both men and women and (v) Hiring of Child labor should be avoided, be it national or of Indian origin.

### **Component B: Output 1b**

35. The contract work is not awarded.

---

<sup>2</sup> Due Diligence Report



## Component C: Output 2

36. The contract work was awarded to M/s Tundi Construction Pvt Ltd, Nepal and M/s Tacho Construction Pvt Ltd, Bhutan (Tundi-Tacho joint venture, Thimphu) for the construction of 46 meter span PC Girder Bridge and Approach Road on 10<sup>th</sup> April 2016. The site visit was done on 12<sup>th</sup> August 2016 and observed the civil work is on-going. Presently, there are non-national (Indian laborers) working in the Project sites. However, three FHHs were also seen working at the Project sites. A quick interview survey was conducted with the FHHs during which it was observed that they are going to be paid Nu 270/day as amended recently by <sup>3</sup>TCPL which according to core labor standards is acceptable. The contractor has established labor camps adjacent to the Project sites which is RGoB owned land as confirmed by Phuentsholing Thromde.

## J. Follow up Actions, Recommendation and Disclosure

### Component A, Output 1a:

37. Follow up actions on updating <sup>4</sup>GAP and Semi-annual Social monitoring report shall be carried out on a quarterly basis. A behavior change workshops shall be planned together with Environmental Specialist which is a pre-requisite according to PAM. Further awareness raising activities targeting contractors and laborers on the risks of HIV/AIDS and compliance with core labor standards which is elimination of discrimination in employment, especially on providing equal pay for work of equal value and elimination of child labor shall also be planned and carried out within 2016.

**Recommendations:** (i) The contractor should follow the clauses such as (i) Hiring/Recruitment of more National women workforce; (ii) Provide gender responsive, HIV/AIDS and human trafficking awareness; (iii) Provide free accommodation with proper sanitation, safe drinking water and electricity; (iv) Ensure implementation of core labor standards to Bhutanese especially the provision on equal wages for both men and women (v) Hiring of Child labor should be avoided, be it national or of Indian origin and (vi) Minimize noise and dust pollution.

(ii) The <sup>5</sup>PMIS should be maintained so as to keep track of the Project activities.

### Component B, Output 1b:

38. Not applicable now.

---

<sup>3</sup> Tacho Construction Pvt Ltd.

<sup>4</sup> Gender Action Plan

<sup>5</sup> Project Management Information System

## Component C, Output 2:

39. Follow up actions on updating GAP and Semi-annual Social monitoring report shall be carried out on a quarterly basis. A behavior change workshops shall be planned together with Environmental Specialist which is a pre-requisite according to <sup>6</sup>PAM. Further, awareness raising activities targeting contractors and laborers on the risks of HIV/AIDS and compliance with core labor standards which is elimination of discrimination in employment, especially on providing equal pay for work of equal value and elimination of child labor shall also be planned and carried out within 2016.

**Recommendations:** (i) The contractor should follow the clauses such as (i) Hiring/Recruitment of more National women workforce; (ii) Provide gender responsive, HIV/AIDS and human trafficking awareness; (iii) Provide free accommodation with proper sanitation, safe drinking water and electricity; (iv) Ensure implementation of core labor standards to Bhutanese especially the provision on equal wages for both men and women (v) Hiring of Child labor should be avoided, be it national or of Indian origin and (vi) Minimize noise and dust pollution.

(ii) The PIU Phuentsholing should ascertain to look into the welfare of the displaced family (DPs) ensuring continuity of providing basic amenities such as free accommodation, water supply and electricity.

(iii) The PMIS should be maintained so as to keep track of the Project activities.

---




<sup>6</sup> Project Administrative Manual

## ANNEX 1: Present status of the Construction Sites (SJM)



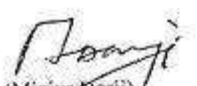
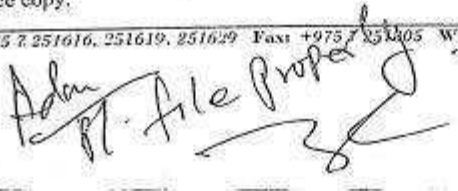
<b>PROJECT IMPLEMENTATION UNIT (PROJECT 2816-BHU)</b> <b>Progress Report</b> <b>Reporting period: August, 2016</b> <b>Reporting Officer: Mr. Jigme Dorji (Project Manager, PMU)</b>	
Activities	Progress during the month
<b>Component C : Samdrup Jongkhar Urban Improvement</b>	
<b>Water supply</b>	
<u>Intake tank</u>	<p>Yet to start at site</p> <p>Confirmative survey done</p> <p>Working drawing provided</p>
<u>Raw Water Transmission</u>	<p>Yet to start at site</p> <p>Confirmative survey done</p> <p>Working drawing provided</p>
<u>WTP</u>	<p>Confirmative survey done</p> <p>Design under process.</p> <p>Hydraulic flow diagram is approved with minor conditions.</p> <p>Revision of WTP layout Plan is in progress</p>
<u>CWR</u>	<p>Yet to start at site</p> <p>Confirmative survey done</p> <p>Working drawing provided</p>
<u>Other</u>	<p>Labour Camp &amp; office construction with all the basic amenities are completed.</p> <p>All Site clearing work done.</p> <p>Labour strength at site is 24 numbers.</p> <p>Some earth moving machines are at the site.</p> <p>Project manager &amp; Project Engineer are at site.</p> <p>All the labours are Indian.</p> <p>Few Bhutanese labours are also working.</p>

  
 HEAD  
 Water Supply Section  
 Samdrup Jongkhar Thromde

## ANNEX 2: Land Confirmation of the Project sites (SJM)

	<p>ཐོག་མཐུན་ཡིག་ཚང་། བསམ་གཏུག་ལྷན་ཁག་ཐོག་མཐུན་ཡིག་ཚང་། OFFICE OF THE THROMPON SAMDRUP JONGKHAR THROMDE</p> 
18/SJT/UPDD/ADB/13-14/ 473	25 <sup>th</sup> September 2014
The Project Director MOWHS Thimphu	
Sub: Submission of Land Confirmation report	
Sir,	
The land conformation report of water supply development of Samdrup Jongkhar Thromde by the ADB Project BIU-2B16 are as follows:	
<ol style="list-style-type: none"><li>1) <b>Water Treatment Plant at 4.0 km:</b> The proposed site falls within the registered area of municipal pump house (government land) measuring 92,782 sq.ft (plot no.G-56 and G-57) as per the Thromde Thram Records and Survey data.</li><li>2) <b>Transmission water main pipe layout:</b> The proposed network stretches along the proposed highway as per the LAP and the area is government land.</li><li>3) <b>Proposed footpath near water intake site:</b> The proposed development falls within the dzongkhag administration boundary and hence needs an approval from the dzongkhag land record sector.</li><li>4) <b>Water Reservoir Tank:</b> The proposed construction falls within the vacant government land measuring 7840 sq.ft.</li></ol>	
However, the overall development work needs to be consistent with the Structural and LAP of the Thromde.	
Thanking you.	
Yours Sincerely,	
 (Wangda Dorji) Offg. Executive Secretary	
Copy to:	
<ol style="list-style-type: none"><li>1) Dasho Thrompon, SJT for kind information</li><li>2) Project manager, SJT for information</li><li>3) Head, UPDD, SJT for information</li><li>4) Office Copy</li></ol>	
PABX: +975 7 251616, +975 7 251619, +975 7 251629 Fax: - +975 7 251770, +975 7 251305	

### ANNEX 3: Contract Work Order (SJM)

	<b>ཐར་མེད་སྤྱོད་འཛིན་ཁུངས་ཁྲོམ་སྡེ།</b> <b>THROMDE ADMINISTRATION</b> <b>SAMDRUP JONGKHAR</b>	
SJT/ED/08/2015-2016/55		Date: 18/4/2016
<u>Work Order</u>		
<p>The Thromde Administration Samdrup Jongkhar is pleased to award the work "Construction of 2.5 MLD WTP &amp; Water Supply Works" under Samdrup Jongkhar Thromde to M/s Tundi Construction Pvt Ltd, Nepal and M/s Tacho Construction Pvt Ltd, Bhutan (Tundi-Tacho Joint Venture, Thimphu), bearing License No. RTIO/THP-02(10)/2016/43 and CDB No.NB01 and License No.1000643 and CDB No.2001 respectively at your Contract Amount Nu.89, 575,499.30 (Ngultrum Eight hundred ninety five Lakhs Seventy Five thousand Four Hundred Ninety Nine &amp; Chetrum Thirty) only (2years O &amp; M Cost and Capital Cost) which is 9.71 % above Agency Estimate as corrected and modified in accordance with the Instructions to Bidders.</p> <p>The other conditions are as follows:</p> <ol style="list-style-type: none"><li>1. You should execute the works as per the terms, conditions, specification and clause entered in the contract for the work.</li><li>2. The time for completion of this work is 18 (eighteen) months as reflected in the contract documents and shall be reckoned from 1st May, 2016.</li><li>3. You should take over the possession of the site for the layout of the same only with the consent of the Thromde Administration, Samdrup Jongkhar.</li><li>4. You should post all the key personal at work site starting from the commencement of the work.</li><li>5. You should deploy all the equipment required for the work site from starting to enable the work to complete on time.</li></ol>		
 (Minjur Dorji) Executive Secretary		
<p>Cc to:</p> <ol style="list-style-type: none"><li>1. Dasho Thrompon, Thromde Administration, S/ Jongkhar, for kind information please.</li><li>2. The Project Director, ADB, DES, MoWHS, Thimphu for kind information</li><li>3. Mr. Sekhar Bona, Director, Urban Development and Water Division, Manila.</li><li>4. The Project Coordinator, PMU, Thimphu</li><li>5. The Account Officer, SJT for information</li><li>6. Head, ED, SJT, for information</li><li>7. The Project Manager, PIU, SJT, for information and necessary follow up</li><li>8. Concern Site Engineer, Thromde Administration, S/ Jongkhar, for follow up action and for maintaining of record.</li><li>9. Office copy.</li></ol>		
PAHX: +975 7 251616, 251619, 251629 Fax: +975 7 251605 Website: www.sjthromde.gov.bt		
		

## ANNEX 4: List of Participants during FGD (SJM)

Focus Group Discussion held at Chenari Date: 7th Nov. 2014

Sl. No.	Name	Age	Gender	Village	Group	Dangkhag/Dzongkhag	Signature
1	Linzimlham	29	Female	Chenari	Chenari	Dewathang	<i>[Signature]</i>
2	Pink Dorjha	31	"	Kyichu	Nali	Wangchue	<i>[Signature]</i>
3	Dangay Zangmo	29	F	4/3	4/3	Yangkhue	<i>[Signature]</i>
4	Tara Dini	27	F	5/Chaly	5/Chaly	5/Chaly	<i>[Signature]</i>
5	Dorjee Pema	26	F	5/Chaly	5/Chaly	2/3	<i>[Signature]</i>
6	Suren Choden	30	"	Dorje	Chali	Thang	<i>[Signature]</i>
7	Phuntso Lhamo	50	"	2/3	Dorje	3/5	
8	Pema Choden	34	"	2/3	Thang	Thang	



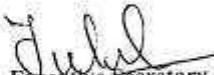
Focus Group Discussion held at Chenari Date: 7th Nov. 2014

Sl. No.	Name	Age	Gender	Village	Group	Dangkhag/Dzongkhag	Signature
9	Ugyen Dama	40	F	Dorje	Thang	3/5	<i>[Signature]</i>
10	Jampay Lhamo	42	"	Thang	3/5	Thang	<i>[Signature]</i>
11	Ugyen Dorji	54	M	3/5	3/5	Thang	<i>[Signature]</i>
12	Kelgang Dorjee	29	F	Thang	Thang	Thang	<i>[Signature]</i>
13	Akaka	22	F	Thang	Thang	3/5	<i>[Signature]</i>
14	Suren Choden	29	F	Thang	Thang	Thang	<i>[Signature]</i>
15	Pema Dorji	42	M	Thang	Thang	3/5	<i>[Signature]</i>
16	Suren	54	M	Thang	Thang	Thang	<i>[Signature]</i>




Focus Group Discussion held at Chenari Date: 7th Nov. 2014

Sl. No.	Name	Age	Gender	Village	Group	Dangkhag/Dzongkhag	Signature
17	Thang Dorjee	25	M				<i>[Signature]</i> PE/PIU
18	Suren Choki	22	F				<i>[Signature]</i> PE/PIU
19	Thang Dorjee	23	M				<i>[Signature]</i> PE/PIU
20	Suren Vangchuk	25	M				<i>[Signature]</i> PE/PIU
21	Dama	32	F				<i>[Signature]</i>
22							
23							
24							

## ANNEX 5: Land Confirmation of the Project sites (PT)

	<p>དངས་ལྷན་འབྲུག་གཞི་རྒྱུ</p> <p>ཡུན་མཐུག་གི་ཐོག་མེ</p> <p>Royal Government of Bhutan Phuentsholing Thromde</p>	
	<p>Pelkhil Lam, Post Box No. 02</p>	
<p>PT/ADB/2015-2016/PIU-08 / 13</p>		<p>15<sup>th</sup> August 2016 16</p>
<p><b>No Objection</b></p>		
<p>This is to inform that the Labor camps, staff quarters, site office and other temporary structures built at the Project Site for "Construction of 46m Span PC Girder Bridge over river Om Chu and Approach Road in Phuentsholing" (BHU-2816) are in line with the approval given by Thromde and have been constructed in government land. Phuentsholing Thromde has no objection and there are no pending issues related to land in this regard.</p>		
<p> Offg. Executive Secretary Phuentsholing Thromde</p>		

## ANNEX 6: Contract Work Order (PT)

Royal Government of Bhutan  
Phuentsholing Thromde  
Lhasa

Pelkhil Lam, Post Box No:02  
10<sup>th</sup> April 2015

PT/ADB/2014-2015/PIU-127/20042

To:  
The Proprietor:  
M/s. Tundi Construction Private Limited,  
Phone No: +977-1-2555373/5548373  
Telefax No: +977-1-2555574  
Bhutan Branch No: +97502350016  
Country: Nepal.

**Subject: Work Order for "Construction of 16meter span PC Girder Bridge and Approach Road" for Phuentsholing Thromde.**




Sir/Madam,

Phuentsholing Thromde is pleased to accept your bid submitted by your firm for the above mentioned works which is the lowest evaluated and substantially responsive bid.

Therefore, the work is awarded to your firm for execution and shall be carried out as follow:

1. Work shall be carried out as per the terms and conditions, clauses attached with the agreement of the work.
2. Your tender amount for doing this work is Nu.90,951,729.00 (Ngultrum Ninety Million Nine Hundred Fifty One Thousand and Seven Hundred Twenty Nine) Only.
3. The time allow for completion of this work is Eighteen (18) months as reflected in the tender documents, and shall be reckoned from 4<sup>th</sup> May 2015.
4. The work must be executed in accordance with the Technical Specifications issued by ADB.
5. Sample of the materials to be used at site shall need prior approval of the Project Manager/Engineer.
6. You are not allowed to sublet the work.
7. You will post your manpower as mentioned in section-4 (PER-1: Proposed Personal) of the bidding documents to the site from the date of commencement of the works.

Phone: GPADK # 09276-05-132160/952759/234645, Fax # 252802, Thimphu # 252495 (ext. 148), Executive Secretary # 254312 (ext. 124), Adm. & HR # 254397 (ext. 130), Accounts # 254426 (ext. 144/142), Water Supply (O) # 252877, Sewerage (O) # 253806, Town Maintenance (O) # 253636 Website: www.gccbt

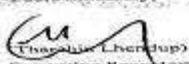
  

Royal Government of Bhutan  
Phuentsholing Thromde  
Lhasa

Pelkhil Lam, Post Box No:02

8. Cost for all the test (field and Lab tests) recommended shall borne by your firm.
9. All work shall be carried out in accordance to Environmental clearance issued by Ministry of Works & Human Settlement, Thimphu vide letter no. MoWHS/PPD/Env/01/2013/3083 dated 9<sup>th</sup> April 2013.
10. Prior to commencement of work you are requested to submit the work plan along with quality assurance Plan clearly stating the working procedures.
11. You are requested to provide, in the joint names of the employer and contractor, insurance cover for the work (including manpower, Machinery and work etc) from the start date to the end of the defects liability period, in the amounts and deductibles stated in PCC and GCC clause 19.1-19.5.
12. The contractor shall be responsible for the safety of all activities in the site as stated in GCC, Section-7, clause 12.1 and PCC, Section-8, Clause 20, 21, 24 and 25 of the contract terms and Conditions.

Yours Sincerely,

  
(Tharshu Lhendup)  
Executive Secretary  
Phuentsholing Thromde







Copy to:

1. Hon'ble Zhabtog Lyonpo, MoWHS, Thimphu for kind information;
2. Hon'ble Secretary, MoWHS, Thimphu for kind information;
3. Project Director, DES, MoWHS, Thimphu;
4. Executive Director, CDB, MoWHS, Thimphu;
5. Regional Manager, BTL, Phuentsholing for kind information and co-ordination if required;
6. Regional Manager, RDC, Phuentsholing for kind information and co-ordination if required;
7. Project Manager, PMU, DES, MoWHS, Thimphu;
8. Head, Engineering Division, PT
9. Project Manager, PUL, PT
10. Work File.

Phone: GPADK # 09276-05-132160/252759/234645, Fax # 252802, Thimphu # 252495 (ext. 148), Executive Secretary # 254312 (ext. 124), Adm. & HR # 254397 (ext. 130), Accounts # 254426 (ext. 144/142), Water Supply (O) # 252877, Sewerage (O) # 253806, Town Maintenance (O) # 253636 Website: www.gccbt



## ANNEX 7: No Objection from the Displaced Persons (DPs) (PT)

	<p>དཔལ་ལྷན་འབྲུག་གཞུང་། ལྷན་ཁྱེད་ལྷན་ཁྱེད་ Royal Government of Bhutan Phuentsholing Thromde</p>	
	<p>Pelkhil Lam, Post Box No. 02</p>	
<p>PT/ADB/2015-2016/PIU-08/14,</p>		<p>15<sup>th</sup> August 2016 17.</p>
<p><b>To Whom It May Concern</b></p>		
<p>This is to inform that we are happy with the accommodation provided to us after we were displaced by the project, and all the basic amenities such as drinking water, electricity, etc. are readily available. We are satisfied with our present status and have no objection/grievances of any form.</p>		
<p> Nidup Dorji Customer Service Cell</p>		
<p> Santabir Tamang Security Guard</p>		
<p> Sangay Rinchen Driver</p>		
<p> 17/08/16</p>		
<p>Endorsed by: Bikas Tamang Offg. PM</p>		

## ANNEX 8: List of FHHs participated during FGD (PT)

List of the members attending the Safeguard issues on 9<sup>th</sup> August 2015

SN	Name	Contact No.	Address	Signature
1	Mrs. Kausila Kami	17256051	Worked in hotel Orchid as floweriest, stays in Jaigoan. Prefers to work in office	
2	Mrs Phulmaya Biswakarma	17743049	Worked in hotel Orchid as floweriest, stays in Jaigoan. Prefers to work in Office	
3	Mrs Tshewang Zangmo	17726951	Stays in Jaigoan & selling things by going to the villages. Prefers to work in office	
4	Mrs Karma Lhamo	17589228	Widow supported by her brother and stays near CHPC. Prefers to work in office. Bears four kids	
5	Mrs Samten Dema	17633364	Divorced family and stays in lower market & works in Pasakha beer factory. She has to support two kids. Prefers to work for house keeping & in office.	

Interviewed by

Tashi Tshering, GM, TCPL

D. P. Sharma, PM, TCPL

Chhimi Norbu, PE, TCPL

SN	Name	Contact No.	Address	Signature
6	Mrs. Padma	17597739	Works in Sipsu as a farmer, and looks after her family at sipsu. Prefers to work in office	
7	Mrs Kabita	17735967	She is from Samtse and stays in Jaigoan for her kids education. Husband is sick Prefers to work in office	
8	Mrs Pema Choki	17611759	Family problem since her husband married with his second wife. Partly supported by her husband. Prefers to work in godown	
9	Mrs Chamli Tamang	17910250	Husband is a TB patient. Got two kids Prefers to work as floweriest.	

Interviewed by

Tashi Tshering, GM, TCPL

D. P. Sharma, PM, TCPL

Chhimi Norbu, PE, TCPL

## ANNEX 9: Clauses from the Contractor (TCPL) side (PT)

### SAFE GUARD ISSUES

With reference to letter No: PT/AOB/2015-2016/PIU-12/314 dated 22<sup>nd</sup> July of Project Manager, AOB we tried to accommodate the request as far as possible within our scope of work. All the interested female headed households ladies were invited and discussions were held on individual. Out of 18 interested households, representatives from 11 households turned out for the discussions that were interested to work at site. Detail briefing on the ongoing AOB Project No. PIU - 2016 was made and free and frank discussions were made to the individual household's representative. The copy of the same was forwarded to the PIU under Phuentsholing Thromde.

Most of the house hold representatives requested for employment to support their family in terms of house rent payment, medical and to support their school going children. Most of them they preferred to work in the office and except one lady who volunteered to work as a laborer along with the Indian laborers working at project site.

During the recent visit of Mr. Rajesh Pradhan, Consultant on the safe guard issues highlighted the importance on the safe guard issues for the female headed household families on the ongoing project. The discussions were held at the project site office amongst the consultants, client and the contractor. Contractor willing accepted to employ about 10 Nos. as a day workers for the project under the following terms and conditions for employment:

1. Nu 250 per day shall be paid as per the work done at site through muster roll during the first week of the successive months.
2. Sunday will be a half holiday but they will get the full day payment.
3. Decent accommodation with electrification shall be provided by the contractor near the project site.
4. Site toilet and portable drinking water supply shall be made available by the contractor near the vicinity of the camp within the project site.
5. Medical and insurance facilities have to be borne by individual.
6. Working time at the project site is from 9 am to 5 pm with one hour lunch break during the day.
7. There will be no disparity on cast, religion, gender, etc in assigning the day to day work and they have to work under the labour sub contractor. However, we will give assurance on their payment for the actual Nos. of day worked at site as per the attendance maintained by the contractor.
8. If any illegitimate business is carried out in the project site or if it comes to the notice of the employer than he/she will be compulsorily expelled from the site with 24 hours notice with balance salary for that particular period.

9. On the completion of the project they have to vacate the site accommodation and they have to search other jobs of their own choice. Contractor has no any obligation to look after them once the particular contract is completed.
10. They are not supposed to work under other contractors, projects or owners within the contract period. If it comes to the notice of the contractor he /she will be expelled from the site within 24 hours notice.
11. Any unwanted allegations against the contractor is made shall be dealt against the defaulter as per the rule of the land.

The above terms and conditions shall be followed strictly in the interest of the work and the project in particular.

Date: 17<sup>th</sup> May 2016  
Place: Phuentsholing Project Office

(Project Manager)  
TCPL

## Annex 10. Amended clauses from the Contractor (TCPL) side (PT)

### Safe Guard Issues


On the safe guard issues female headed households were called and short meeting was conducted with them in the office of the undersigned on 24<sup>th</sup> May 2016. This was done in line with the feedback made by Mr Rajesh Pradhan, consultant on the safe guard issues. Four interested females were employed in the ADB Project through the labor sub contractor. They were attached with the other labourers working for the project. Their daily remuneration was decided at Nu 250/day however, by seeing their sincerity and punctuality at work site they were paid Nu 270/ day by the labour contractor.

On the issue of site accommodation we promised them to provide a decent accommodation at the work site with toilet, electricity and portable drinking water. They said due to the short project period they are reluctant to occupy the site accommodation.

Regarding the medical treatment, incase of minor injury or accidents local laborers will be taken to the Government hospital by the contractor for free medical treatment. But for the Indian laborers the contractor bears the cost for the treatment across the border for minor injury at work site.

On the recruitment of laborers, the labour sub contractor directly recruits from his home town based on our skill requirement.

This is for your kind information and updates please

  
15/8/11  
Project Manager,  
TCPL  
Phuentsholing

