

# Semi-Annual Social Monitoring Report

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Project number: 44240-013  
March 2018

## BHU: Urban Infrastructure Project—Components A, B and C

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

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# Semi-annual Social Monitoring Report (an Updates)

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

Project Number: 2816

MARCH 2018

## Bhutan: Urban Infrastructure Project

Prepared by the Department of Engineering Services

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## **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 Project components A, B and C.

### **Component A:**

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

### **Component B:**

3. Output 1b for Phuentsholing Thromde 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 and to carry out detailed engineering design of the most suitable option for road and bridge/flyover works and to prepare cost estimates for obtaining sanction of the Project and inclusion of Safeguard clauses.

### **Component C:**

4. Output 2, for SamdrupJongkhar Thromde include: Water Resource Study and Design of Water Supply and Waste water facilities in SamdrupJongkhar Thromde.

- 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 with inclusion of Safeguards clauses of all the work components; and
- provide assistance in bidding process and in construction supervision.

5. 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.

6. This Semi-annual Social Monitoring Report is updated bi-annually and prepared for component 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 personnel of Thimphu Thromde (municipality), Phuentsholing Thromde and Samdrup Jongkhar Thromde to avoid and minimize resettlement impacts; and
- Several rounds of one-on-one discussions with the people and stakeholder consultations were carried out which includes displaced persons especially under Component B in Phuentsholing Thromde. During baseline survey works in three PIUs, the Project will not affect privately owned assets except for the issue of three staff working with Phuentsholing Thromde who were displaced. By thoroughly adhering to SPS 2009, the Resettlement Planning (RP) document was prepared and submitted and now uploaded in ADB website. The detail of the displaced persons is provided in the subsequent page below with matrix stating details. The entitlement matrix was also prepared and explained to the displaced persons on one and one as the displaced were working as a night guard and complaint receiver with Phuentsholing Thromde on muster roll basis and were not available during the time of public Consultation. Therefore, the option was to discuss on one on one discussion and explaining the entitlement matrix with all the three displaced persons after the Public Consultation.

## **B. PROJECT BACKGROUND AND DESCRIPTION**

7. The Royal Government of Bhutan expressed the need for 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 – Thimphu, Phuentsholing, SamdrupJongkhar and Rinchenthang (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 on-going Urban Infrastructure Development Project (UIDP). The basis for urban infrastructure investment is the Government's Structure Plans and Local Area Plan (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 the government concluded a loan agreement with ADB.

8. The title of the Project is "Urban Infrastructure Project" under ADB Loan 2816-BHU. The loan was approved by ADB in November 2011 and declared approved in April 2012. The Project was scheduled in May 2013 with completion by 14 February 2018. The total Project cost is estimated at \$23.3 million, of which ADB financing \$19.8 million and the government financing \$3.5 million.

### **Project Objectives**

9. The Project will support Government's efforts toward sustainable urban development in three emerging urban centers, Thimphu Thromde (TT), Phuentsholing Thromde (PT) and

SamdrupJongkhar Thromde (SJT). 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>Construction of Wastewater Treatment Plant in Thimphu Thromde -</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 B (Output 1b)	<p>Planning, Survey, Investigation and Design of Second Bridge and Connecting Approach Roads in Phuentsholing Thromde-</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>
Component C (Output 2)	<p>Water Resource Study and Design of Water Supply and Waste water facilities in SamdrupJongkhar Thromde -</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> <li>• provide assistance in bidding process and in construction supervision.</li> </ul>

## Safeguard Categorization

10. According to SPS 2009, the Project under Output 1a and 2 are categorized as “*Category C*” Project and Output 1b categorized as “*Category B*” Project as three staff working with Phuentsholing Thromde were displaced. Out of 3 displaced staff, two staffs are currently working on muster roll which is considered as temporary staff and one as a permanent staff. While updating the Semi-annual Social Monitoring Report (SSMR), the displaced staff on one-on-one were briefed on the Grievance Redressal Mechanism (GRM) during the month of January 2018.

11. The Semi-annual Social Monitoring Report was prepared in August 2016 and updated in February 2017. In the month of July 2017, the SSMR was updated for the three components. The SSMR is updated bi-annually (every six months) and recently updated in the month of Jan-Feb 2018.

## C. IMPLEMENTATION PROGRESS OF PROJECT ACTIVITIES

### Component A (Output 1a)

12. The contract agreement was awarded to M/s Technofab-Vishwa JV on 20<sup>th</sup> October 2016 by Thimphu Thromde. The employer (Thimphu Thromde) desires that the works known as *Design Build, Operate and Transfer 12 MLD Waste Water Treatment Plant at Thimphu, Bhutan (Contract Package No. TCC/WWTP/GM/001)*, should be executed by the Contractor, and has accepted a bid by the Contractor for the design, execution, completion and operation and maintenance of these works for 5 (five) years including 1 (one) year defects liability period (DPL) and remedying of any defects therein. The above statement is a direct excerpt from the Contract Agreement signed on 20<sup>th</sup> Oct 2016. A copy of Contract Agreement is attached in **Annex 1**.

13. The safeguard clauses are an excerpt from Section 8- Special Conditions of Contract and attached in **Annex 2**.

14. The WWTP site was visited on 13<sup>th</sup> July 2017 with the Environment Specialist, Project Manager, PIU and Project Engineer, Technofab-Vishwa JV. During that time of site visit, two units were under construction namely (i) Staff quarter building and (ii) Administration laboratory building.

15. During recent site visit in February 2018, the labor camp adjacent to the construction site has been found well established. The camp was segregated into two types, one for Bhutanese staff and laborers and the other for laborers from India. The reason for segregation of labor camp is that the Bhutanese staffs were residing in the camp with their family members. The basic amenities such as supply of clean drinking water, toilets (8 nos.) and an electricity connection are also facilitated.

16. During the last site visit in 2017, there were 27 Bhutanese staffs and recently 2 more Bhutanese laborers were recruited making a total of 29 Bhutanese staff. Previously, there were 32 laborers from India and now increased to 71 laborers. In addition, more than 100 laborers from India are to be recruited in March 2018. The staff list of Technofab-Vishwa is attached in **Annex 3**.

17. A land certificate for the construction of WWTP is confirmed as government owned land provided by the Project Manger, PIU Thimphu Thromde is attached in **Annex 4**.

18. During last site visit on 13<sup>th</sup> July 2017, it was noted that one staff from Thimphu Thromde working for 17 years as an In-charge cum Lab technician was affected and going to be displaced. An assurance was provided by the Project Manager, PIU Thimphu Thromde that the affected staff will be relocated only after construction of new staff quarter identified to be constructed near the truck parking area. The staff quarter was then expected to be completed by September 2017. During recent site visit in the month of Feb 2018, the staff quarter was





22. The current Google map indicating area for the construction of 12MLD WWTP at Babesa, TT is attached in **Annex 7**.

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

23. The contract work was awarded to M/s Tundi Construction Pvt. Ltd, Nepal for the construction of both 46.8 m span PC Girder Bridge and Approach Road on 10<sup>th</sup> April 2015.

24. The site was then visited on 12<sup>th</sup> August 2016 and the civil work was fully mobilized. The non-Bhutanese workers were recruited from India to work at the Project sites. However, three Bhutanese female laborers from the FHHs were then observed working at the Project sites. A quick interview survey was also conducted with the three FHHs and their wages were Nu 270/day which is acceptable according to the core labor standards. The contractor had established labor camp adjacent to the Project sites which is a government land as confirmed by Phuentsholing Thromde. The contract work order is attached in **Annex 8**. An official letter “No Objection” stating the Labor camps, Staff quarters, site office and temporary structures were built on government land and a reference letter is attached in **Annex 9**. The current status of the site indicated on Google map of the Project site is attached in **Annex 10**. For PT, the 2<sup>nd</sup> phase for the construction of Bridge Safeguard clauses is appended as **Annex 11**.

25. On 23<sup>rd</sup> Jan 2017 site visit, the following observation were outlined below;

- I. The approach road work was towards completion i.e., the completion of approach road work on the left bank of Omchu river is 140m and 300m on the right bank;
- II. The contractor had requested the Ministry Level Tender Committee for time extension till Jan 2017 and was accepted; and
- III. The Site Engineer reported that 3 female laborers who were recruited earlier have left the job replacing them by skilled laborers.

26. The contractor had erected two Signposts at strategic places on both right and left bank of Omchu. The signpost is to make the public aware of the construction works implemented on the site which is attached in **Annex 12**.

27. During site visit on 10<sup>th</sup> July 2017, the approach road works on both banks of Omchu have been completed and handed over to the Phuentsholing Thromde.

28. For the construction of 46.8 m span PC Girder Bridge, the contract work was awarded to M/s Bhutan Builders on 20<sup>th</sup> July 2017 and the civil work is currently on-going. During recent site visit on 29<sup>th</sup> Jan 2018, it was observed that the construction work of 46.8 m span Girder Bridge was on-going and 10% work completed.

29. On 30<sup>th</sup> Jan 2018, brief meeting with the Female Headed Households (FHHs) was conducted at the Mini Conference Hall of PIU, Phuentsholing. Through the assistance from the

council elected members, an additional 12 FHHs were identified who were briefed on the Project and noted their willingness to work in the Project sites. The names of the additional FHHs were updated in the roster maintained with Phuentsholing and reflected in the updated GAP. The contractor has agreed to recruit as many FHHs interested to work in the Project sites. The contractor has also agreed to pay Nu. 350 per day which is more than the updated rates (source: Kuensel Sept 14, 2015) for the national work force wherein for the unskilled national work force (NWF) rates is Nu. 215 per day.

30. The photograph taken during the meetings with additional FHHs, the Minutes of the meeting and the name list of the FHHs is attached in **Annex 13**.

31. On 30<sup>th</sup> Jan 2018, letter to the council members for Public consultation is attached in **Annex 14**. Accordingly, the Public consultation meeting was conducted at the Project site on 2<sup>nd</sup> Feb 2018 and the photograph attached. There were 17 participants during Public Consultation meeting and the Minutes of Meeting and name list of the participants is attached in **Annex 15**.

32. The participants were explained on the GRM and simultaneously one-on-one explanation was done with the three displaced persons working with Phuentsholing Thromde.

33. An official letter "To whom it may concern" from the displaced persons is appended in **Annex 16**. The PIU Phuentsholing had provided an assurance letter ensuring no further relocations of the displaced staff will take place, duly signed by the Executive Secretary (ES) and is attached in **Annex 17** as a reference.

34. Following the Public consultation, the HIV/AIDS awareness campaign with the contractor and the laborers was conducted where the resource persons were requested from Health Information Service Center (HISC), Phuentsholing. The letter requesting the HISC Officials from Phuentsholing Thromde to conduct the HIV/AIDS awareness is attached in **Annex 18**.

35. The photograph taken during the HIV/AIDS awareness campaign carried out at the Project site office, Phuentsholing is attached following the Minutes of meeting.

36. The Minutes of meeting and the list of the participants who have attended the HIV/AIDS awareness campaign is attached in **Annex 19**.

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

37. 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. The site visit accompanied by the Project Manager, PIU, SJT was made on 19<sup>th</sup> January 2017, and civil works namely Intake weir and WTP have been completed. The Site/Project Engineer of M/s. Tundi/Tacho Construction was briefed on ADB safeguard issues in line with

ADB SPS 2009 and he agreed to comply with the requirements. There were total of 31 laborers (23 male laborers from India, 5 Bhutanese male laborers and 3 Bhutanese female laborers).

38. A copy of work order dated 18.04.2016 is attached in **Annex 20**. The land confirmation report is attached in **Annex 21**. The safeguard clauses are an excerpt from Section 8- Special Conditions of Contract and attached in **Annex 22**.

39. The list of Participants during FGDs in the month of Nov. 2014 is also attached in **Annex 23**. The present Google map of the Project location indicating sites is attached in **Annex 24**.

40. The PIU SamdrupJongkhar was advised to update the FHHs roster and document their willingness to work in the Project sites. The PIU, SJT reported that out of 39 FHHs only 3 FHHs showed interest to work in the Project sites. During recent visit to SamdrupJongkhar Thromde, an additional 7 FHHs were identified and interview survey was carried out and updated the roster of FHHs maintained with SJT. The detail of the additional FHHs is reflected in the updated GAP.

41. In August 2016 visit, the contractor erected the signpost and appeared not located in a strategic place. It was suggested then that the signpost be relocated at strategic site. In January 2017, the signpost was erected near to the Police check point which is visible to the people.

42. The site was visited on 5<sup>th</sup> July 2017 at the intake weir and WTP. The Site Engineer from M/s. Tundi Construction Pvt. Ltd, Nepal and M/s Tacho Construction Pvt. Ltd, Bhutan (Tundi-Tacho joint venture, Thimphu) was discussed on the progress on civil works. The construction of intake weir and WTP had begun in May 2016. Since the work progress was then 40% complete, the site engineer affirmed that the construction work shall be completed by November 2017.

43. There were 31 workers both skilled and unskilled and 9 Bhutanese workers engaged at various capacities as drivers, operators, surveyor, site engineer, site supervisor and electricians. No female workers were seen working due to lack of interest to work in the Project sites despite efforts made by the municipalities and contractor.

44. 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 was scheduled to be carried out in mid September 2017.

45. The Project Manager PIU was then informed to discuss with the professional health workers of SJT hospital and Health Information and Service Center (HISC) to serve as resource persons during HIV/AIDS awareness campaign.

46. The Objectives of the C & P Activity is 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.

47. The HIV/AIDS awareness campaign was conducted on 25<sup>th</sup> Jan 2018 at the WTP Project site and the Minutes of the Meeting on HIV/AIDS awareness and the photograph during the HIV/AIDS awareness campaign is attached in **Annex 25**.

48. During recent site visit at SamdrupJongkhar on 23<sup>rd</sup> Jan 2018, the WTP site was visited along with the Project Engineer, PIU, SJT and observed that the construction of Intake weir was 100% complete except for installation of water pump. In term of civil works in the WTP, 80% work was complete and remaining 20% is expected to be completed by the end of April 2018. The earlier completion deadline was end of October 2017 and a time extension of six months i.e., 30<sup>th</sup> April 2018 has been considered by the Thromde.

49. At the site, it was observed that the children from the nearby residence were found infiltrating the Project site which according to the Project Engineer has been a frequent and great concern. This issue of children thoroughfare was reminded to the Project Engineer and laborers that they be cautious and avoids mishap on site. It was suggested a proper fencing to be put in place.



Photograph 3: Intake weir at Rikichuu, 100% complete

50. The civil work for the construction of WTP looks almost 80% complete and the photograph below is the updates of the present WTP work which is currently on-going. Of the remaining 20% civil work, 100% work is still pending for the chemical house and 90% for the electro-mechanical work.



Photograph 4: Partial over view of the present WTP civil work which is 80% complete.

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

SI no	Output 1a (Thimphu Thromde)	Output 1b (Phuentsholing Thromde)	Output 2 (SamdrupJongkhar Thromde)
1	One staff working as in-charge cum Lab technician at WWTP site was affected and recently relocated to the new housing near to the Project site. The new staff quarter was observed to be equipped with all the basic amenities.	Out of three displaced persons, two were working on muster roll (temporary staff) for Phuentsholing Thromde and one as a permanent staff. During site visit in August 2016 they were observed well relocated and an additional interview survey was carried out with the displaced persons. The details of the three displaced persons have been reflected in Resettlement Planning (RP) document.	There is no social impact under Package 1 in water intake site (construction of intake weir), raw water transmission and WTP.

51. In terms of vulnerability status of the affected people/communities, there are no impacts under outputs 1a and 2. Under output 1b, three staffs working on muster roll (temporary employment) and one as permanent staff were affected and relocated in a better housing. The three displaced staff was interviewed on 12<sup>th</sup> August 2016 and no grievances reported. During visit to Phuentsholing Thromde on 24<sup>th</sup> January 2017, the three displaced persons were interviewed and their details reflected in Resettlement Planning document and in Table 4. During recent site visit in Feb 2018, all the three displaced persons were found residing in their previous location and one-on-one Grievance Redressal Mechanism (GRM) was explained to the displaced persons.

**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	One staff working as in-charge cum lab technician was displaced. He is now relocated in a better housing adjacent to the Project site.	Three staffs working with Phuentsholing Thromde were displaced. They were relocated to a better location and housing. The details of the three displaced staff have been reflected in the Resettlement Planning document.	No resettlement impacts have been observed.	
Indigenous Peoples (IP) impacts	None	None	None	The Project will not have any impact on Indigenous Peoples (IPs).



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

Sl. No	Name of Displaced	Age	Sex	Education	Designation	No. of years	Family	Salary (Nu)	Nationality	Pictures (latest pictures of DPs taken on 24th Jan 2017)	Remarks
1	Mr. Needup Dorji	33	Male	Cl. XII pass	Customer service cell (water)	13 years (Since 2005)	1	234/day (7,254/month)	Bhutanese	 Mr. Needup Dorji  New residence	Currently working with PT as temporary staff.
2	Mr. Santa Bir Tamang	55	Male	Cl. II	Security night guard	18 years (since 2000)	6	233/day (7,223/month)	Bhutanese	 Mr. Santa B. Tamang  New residence	Currently working with PT working as temporary staff.



3	Mr. SangayRinchen	34	Male	Cl. X	Driver	17 years (since 2001)	3	216/day (6,700/month)	Bhutanese	 <p>Mr. SangayRinchen</p>  <p>New residence</p>	Currently Working with PT as a Permanent staff.
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## **D. TYPES OF LOSSES AND MITIGATION MEASURES**

52. Since the Project is not going to have an impact on private land, structures or any other form of private assets, no compensation against loss of privately owned assets is required. The anticipated impact was loss of government property (staff housing) and relocation impact to the users (government staff). Initially, relocation impact to 3 staff (and 3 staff quarters) was anticipated; during implementation, it became evident that 4 staff (and 4 staff quarters) would be affected. The proposed mitigation measure was provision of alternate accommodation with the requisite infrastructure facilities to the affected staff.

### **Relocation and Rehabilitation**

53. The Project will not affect any private property and no compensation and rehabilitation is required although under output 1b, three staffs working with Phuentsholing Thromde were displaced and relocated in a better location near to the Thromde office. They were provided with alternate accommodation and access to all the required basic amenities such as water supply and electricity.

### **Public participation and Consultation**

54. **Output 1a. Output 1b 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 consultation was carried out in Phuentsholing and SamdrupJongkhar Thromde although majority of the people residing in SamdrupJongkhar and Phuentsholing Thromde were aware of the up-coming ADB Project. Nevertheless, public information on HIV/AIDS awareness raising campaigns on the importance of the Project linking it to health, gender, social empowerment have been conducted in all the PIUs in the beginning of 2018. The focal agencies to conduct the seminar were PMU, PIUs of Thimphu, Phuentsholing and SamdrupJongkhar Thromde. The health and hygiene awareness and Consultation Participation in all the three PIUs were conducted by the recently recruited pricewaterhouseCoopers Pvt. Ltd (PwC) Consultants. A brief discussion with the PwC consultants on the progress of three PIUs was carried out in the office of Project Manager, PMU. The issues discussed were particularly on the subject matter on GAP. The earlier prepared GAP was also shared with the PwC consultants. The Table 5: below has the Consultations detail under Output 1a, 1b and Output 2.

**Table 5: Details of Consultation and Participations (C & P) under TT, PT and SJT**

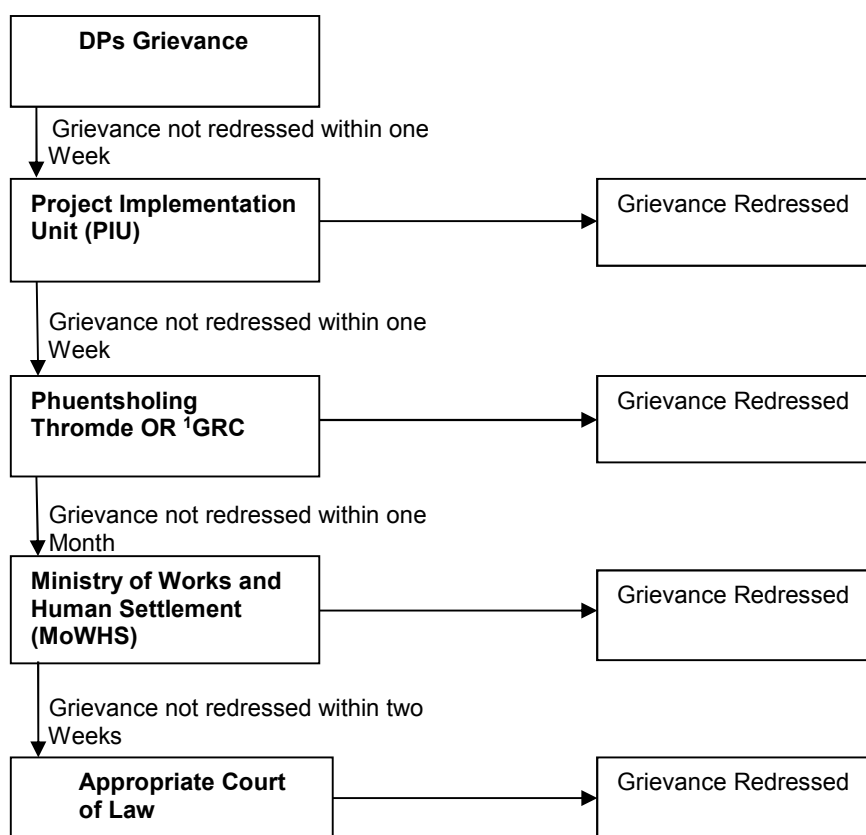
Date	Location	Number of Participants	Particular Status	Topic Discussed	Issues/Feedback from the Participants	Remarks
Output 2. SamdrupJongkhar, Thromde						
16 <sup>th</sup> Aug 2014	SamdrupJongkhar Thromde	NA	Collating information's and preparing roster of FHHs.	On ADB Project "Water Treatment Plant" and their willingness to work. The Project will not affect income or structure loss. Long term benefits of the Project. Public participation in Project work. Contractor will follow the Core labor standard.	(i) On the issue "Willingness to Work", people are reluctant to work in the Project site as the present National Work Force wages although increased to Nu.215/day.  (ii) 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 i.e., Nu. 215/day.  (iii) Female workers don't want to work as a labor as they preferred to work in Project office and demanded Nu. 400-500/day.	Contractor currently pays Nu. 400/day for unskilled Laborers and Nu. 550/day for skilled laborers as daily wages.
7 <sup>th</sup> Nov 2014	SJT Youth building	Total: 21 Male: 6 Female: 15	Project awareness Campaign.	De-briefing on ADB Funded WTP Project; Their willingness to working 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; and (iv) Willing to pay for water according to actual billed.	The issues noted and participants were assured that the new WTP and up-gradation of present WTP will resolve the water crisis.
Output 1a. Thimphu Thromde						
NA	NA	NA	NA	NA	NA	Contractor work order awarded on 20 <sup>th</sup> October 2016.

Output 1b. Phuentsholing Thromde						
9 <sup>th</sup> Aug 2015	Phuentsholing Thromde	17	Collating information's and preparing roster on FHHs.	Informed FHHs on the ADB Project "Construction of Bridge and Approach roads". Long term benefits of the Project esp. related to traffic congestions. Public participation in Project work. Contractor will follow the core labor standard.	Only 10-15% showed interest to work in the Project sites. About 80% participants from the FHHs are reluctant to work due to their prevailing household chores such as bringing children to schools and hospitals and maintaining daily household chores.	Contractor was informed the list of FHHs and clauses drawn from the contractor side. Only 3 Female workers showed interest and started working in the Project sites.
22 <sup>nd</sup> Mar 2016	Thromde Conference Hall, Phuentsholing Thromde,	55	Project awareness Campaign.	De-briefing on Project ADB funded "Construction of 46.8m span PC Girder Bridge and Approach roads". Willingness to work in the Project sites. The participants were informed that the Project will not affect income loss or structure loss. Long term benefits of the Project. Public participation in Project work. Contractor will follow the core labor standard.	The participants acknowledged the ADB Project. About 80% Participants were aware of the Project and supported the Project. However, their willingness to work in the Project sites was proven almost negative.	All participants responded that the construction of approach roads and bridge will immensely help traffic congestions and thankful to the ADB funded Project.
16 <sup>th</sup> May 2016	Phuentsholing PIU mini Conference hall.	9 FHHs	Project awareness and their Willingness to work in the Project sites.	Their willingness to work in the Project sites, The Project will not affect income loss or structure loss. Long term benefits of the public participation in Project work.	All FHHs preferred to work in the office and not as laborers. Noted some are already working in factories and showed less interest.	Contractor willing to pay more than the existing NWF rate i.e., more than Nu. 215/day. Contractor willing to provide free accommodation with basic amenities. Despite all these facilities, only three FHHs have shown interest to work at the Project site.

12 <sup>th</sup> Aug 2016	Project site office near YDF hall, Phuentsholing	NA	Contractor	Discussed with the contractor to add Insurance Policy in their clauses between laborers and contractor.	Discussed with contractor's representative and FHHs informing the daily wages.	The contractor's representative from TCPL agreed to pay Nu. 270/day as demanded by the female workers as their daily wages.
Output 2. SamdrupJongkhar, Thromde						
24 <sup>th</sup> Jan 2018	Announcement letter on the Consultation meeting to be held on 26 <sup>th</sup> Jan 2018	2	Only 2 nos. of male participants attended the meeting on 26 <sup>th</sup> Jan 2018.	Meeting cancelled.	Meeting cancelled.	Assumed that the people were attending too many meetings held at S/J Thromde. Dasho Thrompon was too annoyed and ensured that similar situation will not arise during next visit to S/J. A copy of announcement letter is attached in <b>Annex 26</b> .
Output 1b. Phuentsholing Thromde						
30 <sup>th</sup> Jan 2018	Mini Conference Hall, PIU, PT	12	12 new FHHs attended the meeting.	Briefing on the ADB on-going Project and their willingness to work in the Project sites.	Not all but few FHHs were willing to work in the Project sites. They were told that the daily wages is Nu. 350/ per day.	The contractor agreed to employ as many FHHs and their dependents in the Project sites.
2 <sup>nd</sup> Feb 2018	Project site near YDF bldg, Phuentsholing	17	Six male and 11 female attended the meeting.	Briefed the participants on the earlier and present ADB 2816 funded Project.	The participants now know why this Project is so important. Participants also responded that once the bridge work is complete there will be less congestion in Phuentsholing town.	The participants responded there will be less traffic congestions and less pollution created by the heavy vehicles.
2 <sup>nd</sup> Feb 2018	Project site office near YDF bldg, Phuentsholing	36	34 male and 2 female.	Detail information sharing on the HIV/AIDS, Syphilis and Gonorrhea. The resource person was the head of the HISC, Phuentsholing.	Laborers responded they now know about the STD and henceforth will be careful.	The participants were distributed sex protective materials free of cost.
Output 1a. Thimphu Thromde						

13 <sup>th</sup> Feb 2018	WWTP Project site office, Babesa, Thimphu.	83	79 male and 4 female.	Detail information sharing on the HIV/AIDS, Syphilis and Gonorrhea. The resource person was the head of the HISC, Thimphu.	Laborers responded they now know all about the STD and henceforth will be careful.	The participants were distributed sex protective materials free of cost.
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**Figure 1: Grievance Redressal Mechanisms (GRM)**



## **E. CONSULTATION AND DISCLOSURE ACTIVITIES AND GRIEVANCE MECHANISMS**

55. All complaints will be lodged in writing and all proceedings related to complaints will be recorded and documented. The document will be useful in modifying procedures in future. The functions of the Grievance Redressal Committee <sup>1</sup>(GRC) if any are: (i) to support the displaced persons (particularly non-titled and vulnerable displaced persons) on problems related to the eligibility for entitlements and assistance provided; (ii) to record grievances from displaced persons 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.

56. 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 within one week, 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 the

<sup>1</sup> Grievance Redressal Committee

displaced persons to the Ministry of Works and Human Settlement (MoWHS) and further to the appropriate court of law if at all necessary.

## **F. INSTITUTIONAL ARRANGEMENT**

57. The Department of Engineering Services (DES) of the Ministry of Works and Human Settlement (MoWHS) is the executing agency responsible for implementing the Project. The executing agency has been established as PMU within the DES and is headed by a Project Manager. The PMU is supported by a team of Consultants via, Project Management Consultants (PMC), 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. The Project Implementation Units (PIUs) have been established in Thimphu, Phuentsholing and SamdrupJongkhar Thromdes.

## **G. MONITORING**

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

58. The team consisting of Social Safeguards and Environmental Specialist from the DMSC accompanied by the Project Manager PIU Thimphu Thromde had carried out discussion pertaining to the construction of WWTP under TA 2816 ADB Project on 13<sup>th</sup> July 2017. The discussion was followed by site visit guided by the Project Engineer, Technofab-Vishwa JV and Project Engineer, PIU Thimphu.

59. Following the site visit, the Project was categorized as “*Category C*” Project as there are no privately owned assets affected by the Project activities. The lab in-charge cum care taker who was displaced has been properly relocated within the premises besides being provided with all basic amenities.

### **Findings**

The findings are outlined below;

60. The 2.5 acres land for the construction of 12 MLD WWTP is confirmed as government land.

- I. The construction work on staff quarter building and laboratory building is on-going and now 80% complete;
- II. The site office accommodating PIU and Technofab staff is well set-up constructed by the Technofab-Vishwa JV near construction site;
- III. There are 65 laborers from India and Bhutan both skilled and non-skilled working at the Project sites;
- IV. As far as labor camp is concerned, there are two types of labor camp set-up by the Contractor such as separate labor camps for laborers from India and Bhutanese



- workers and staff. The reason being that the Bhutanese staffs are residing with families;
- V. The labor camps are supplied with clean drinking water with separate toilets (8 Nos.) and free electricity;
- VI. There are 4 Bhutanese female staffs working in the capacity of store keepers (2) and Office assistant (2);
- VII. Every month, Technofab conducts Promotional activities and some gift given to the best workers; and
- VIII. Every month, house cleaning such as cleaning of the surroundings is made mandatory.

61. According to the Project Engineer, Technofab-Vishwa JV, additional 100 laborers from India are going to be recruited to expedite the work in progress.

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

62. During preliminary design phase in August 2013, site visits and several rounds of stakeholders' consultations were carried out together with Environmental Specialist and Engineering team members. The sites on the left and right bank of Omchu were thoroughly studied. On the right and left bank of Omchu, the Project will affect three families and would be displaced. The details of the affected assets and displaced staffs were documented and disclosed in DDR and in Resettlement Planning document. After site visit and verification, the Project was confirmed and categorized as "*Category B*" Project. On 24<sup>th</sup> Jan 2017, the displaced staffs were interviewed and the Resettlement Planning (RP) document was prepared. On 1<sup>st</sup> Feb 2018, the displaced staffs were met and explained about the Grievance Redressal Mechanisms (GRM) on a 'one-on-one' basis.

### **Findings**

63. The contract work was awarded to M/s Tundi Construction Pvt. Ltd, Nepal for the construction of 46.8 m span PC Girder Bridge and Approach Road on 10<sup>th</sup> April 2016. The site was visited in August 2016 and the civil works were mobilized. There were non-national (laborers from India) working at the Project sites. Three families from the FHHs were not seen working at the Project sites as the Project works was about to be completed and only skilled laborers were mobilized by the Contractor. During site visit on 10<sup>th</sup> July 2017, the approach roads at both right and left bank of Omchu river was completed and handed over to the PIU Phuentsholing Thromde. The second package for the construction of 46.8 m span PC Girder Bridge was awarded to M/s Bhutan builders. During recent site visit in Feb 2018, the Project Manager of M/s Bhutan builders affirmed that there are 39 laborers from India and 19 Bhutanese workers which include one female site engineer.

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

64. The DMSC Consultant team members consisting of Team Leader, Deputy Team Leader, Water Engineer, Geo-tech Engineer, Environmental Specialist and Safeguard/Gender Specialist visited the sites led/guided by the Project Manager on 19<sup>th</sup> November 2013. The

proposed sites were visited to study the social related issues to ascertain and to document possible impacts on Private assets such as private lands, fruit trees, structures or any other social related issues. The sites that were finally proposed have been re-visited on 14<sup>th</sup> February 2014 to confirm and validate/document any social issues. After the fact findings and validation on 19<sup>th</sup> Jan 2017, the Social Due Diligence Report for SamdrupJongkhar Thromde was prepared ensuring that there is no impact on any private assets.

65. After site visit and verification, it was confirmed that the Project was categorized as “*Category C*” Project where there was no significant resettlement impact. The proposed sites for the construction of Water Intake weir, Pipe layout to WTP and for the construction of WTP are currently booked under package 1 and 80% work completed.

66. The layout of the trunk main from the WTP up to the reservoir tank and distribution sites is now booked under Package 2 under ADB 8551-BHU and needs detail survey works to ensure no private lands and assets are affected.

## **Findings**

67. The contract work i.e., Package 1 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 and mobilization work commenced from 1<sup>st</sup> May 2016. The site was visited with Env. Specialist, Project Manager and Project Engineer of PIU SJT on 9<sup>th</sup> August 2016 and observed that nothing had been mobilized. On 19<sup>th</sup> Jan. 2017, the construction works on both intakes weir and WTP was observed to be rapidly progressing. The site engineer of M/s. Tacho Construction was briefed on ADB safeguard compliance in line with ADB SPS 2009 such as maintaining of the core labor standard and hiring of child laborers which should be avoided. The labor camps were well established and well provided with basic amenities. During recent site visit in Jan 2018, the intake weir was found 100% complete while it was 80% (civil works) complete at the WTP.

## **H. COMPLIANCE STATUS**

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

68. The contract work was awarded to M/s Technofab-Vishwa JV on 20<sup>th</sup> Oct. 2016 and the construction work of staff quarter bldg. and administrative laboratory building was progressing which is now 80% complete. The displaced Lab-In charge cum care taker is well relocated within the premises of the current site and provided with all basic amenities.

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

69. The contract work was awarded to M/s Tundi Construction Pvt. Ltd, Nepal for the construction of 46.8 m span PC Girder Bridge and Approach Road on 10<sup>th</sup> April 2015. The site was visited on 12<sup>th</sup> August 2016 and observed the civil works on-going. There were non-Bhutanese (laborers from India) working in the Project sites. Three females were observed working at the Project sites and a quick interview survey was carried out with the individual female workers and noted their wages were Nu 270/day which was amended by TCPL and accepted according to core labor standard.

## **I. FOLLOW UP ACTIONS, RECOMMENDATION AND DISCLOSURE**

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

70. Follow up actions on updating <sup>4</sup>GAP and Semi-annual Social Monitoring Report shall be carried out on a semi-annual basis. An 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 was recently conducted on 24<sup>th</sup> Jan 2018 and thus no follow-up action is required on HIV/AIDS awareness campaign.

### **Recommendations:**

(1)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.

(2)The PMIS is proposed to be maintained by each PIU assisted by the DMSC Safeguard and Gender Specialist in order to keep track of the Project activities.

(3)The contractor established labor camps adjacent to the Project sites and the land is confirmed as government land. As on 23<sup>rd</sup> Jan 2017, there were no female workers due to Project work completion as the contractor required only the skilled laborers. This is in the case of Package 1 which pertains to construction of approach roads on both right and left bank of Omchu, Phuentsholing Thromde.

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

71. During recent site visit in Jan 2018, the status of the construction works was found to be 80% complete at WTP while it was 100% complete at the Intake weir. The overall work was scheduled to be completed by end October 2017 but was extended until the end of April 2018.

### **Annex 1: Contract Agreement between M/s Technofab-Vishwa JV and Thimphu Thromde**

**Thimphu Thromde**  
Building Number: 03  
Gongdon Lam  
Thimphu-11001: Bhutan

## Contract Agreement

THIS CONTRACT AGREEMENT is made the 20 of October, 2016

BETWEEN

**Thimphu Thromde** having its principal place of business at Building No. 8, Gongdon Lam Thimphu, Bhutan (hereinafter called "the Employer"),

and

**M/s Technofab-Vishwa JV** having its principal place of business at 507, Ecos Apartments, 56 Nehru Place, New Delhi, India (hereinafter called "the Contractor").

WHEREAS the Employer desires that the Works known as **Design, Build, Operate and Transfer 12MLD Wastewater Treatment Plant at Thimphu, Bhutan** (Contract Package No. TCC/WWTP-GM001) should be executed by the Contractor, and has accepted a Bid by the Contractor for the design, execution, completion and operation and maintenance of these works for 5 (five) years including 1 (one) year defects liability period (DLP) and rectifying of any defects therein,

The Employer and the Contractor agree as follows:

- In this Agreement words and expressions shall have the same meanings as are respectively assigned to them in the Contract documents referred to.
- The following documents shall be deemed to form and be read and construed as part of this Agreement. This Agreement shall prevail over all other Contract documents:  
 the Letter of Acceptance dated 28<sup>th</sup> September, 2016  
 the letter of Bid dated June 29, 2016  
 the Addendum issued during the Stage 1 and Stage 2 bidding  
 the Particular Conditions  
 the General Conditions;  
 the Employer's Requirements  
 the completed Schedules, and  
 the Contractor's Proposal,  
 the Minutes of the Meeting held on 18 October 2016
- In consideration of the payments to be made by the Employer to the Contractor as indicated in this Agreement, the Contractor hereby covenants with the Employer to design, execute,

Thrompho : +875-2-323663 Executive Secretary +875-2-340355  
Phone : +875-2-326316/222751/522285 Fax : +875-2-323662/340415/138951/342213  
www.thimphu.gov.bt

**Thimphu Thromde**  
Building Number: 03  
Gongdon Lam  
Thimphu-11001: Bhutan

complete, operate and maintain the Works and remedy any defects therein in conformity with the provisions of the Contract and the Operating License granted by the Employer.

- The Employer hereby covenants to pay the Contractor in consideration of the design, execution, completion, and operation and maintenance of the Works and the rectifying of defects therein, the Contract Price at the times and in the manner prescribed by the Contract, and to grant the Contractor a royalty-free license to enable him to operate and maintain the Works during the Operative Service Period.
- The Contract Amount is Nu. 84,600,000.10 (Nyaltrum Eighty Four Million Six Hundred Thousand point Ten) and USD 14,983,123.39 (United States Dollar Fourteen Million Nine Hundred Eighty Three Thousand One Hundred Twenty Three point Three Nine) (both including 10% contingency).

Signed by Mr. Pasang Dorji  
Executive Secretary  
**Thimphu Thromde**

Signed by Mr. Rajiva K. Sood  
Executive Vice President  
**Technofab Engineering Limited**

for and on behalf of the Employer  
(Thimphu Thromde)  
in the presence of:

for and on behalf of the Contractor  
(M/s Technofab-Vishwa JV)  
in the presence of:

Witness:

Witness:

Mr. Kinley Penjor  
Project Manager (ADB Projects)  
Thimphu Thromde  
20 October 2016  
Name, Signature, Address, Date

Mr. Ahmad Sajid Khan  
Sr. General Manager  
Technofab Engineering Limited  
20 October 2016  
Witness, Name, Signature, Address, Date

Thrompho : +875-2-323663 Executive Secretary +875-2-340355

**Annex 2: Safeguard Conditions and Clauses of Contract (TT)**

indentured labor, bonded labor or similar labor contracting arrangements.

**6.21 Child Labor**

The Contractor shall not employ any child to perform any work, including work that is economically exploitative, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development. "Child" means a child below the statutory minimum age specified under applicable national laws. The contractor shall put in place a procedure to verify the ages of young workers.

**6.22 Employment Records of Workers**

The Contractor shall keep complete and accurate records of the employment of labor at the Site. The records shall include the names, ages, genders, hours worked and wages paid to all workers. These records shall be summarized on a monthly basis and submitted to the Employer's Representative, and these records shall be available for inspection by the Bank's auditors during normal working hours. These records shall be made available to the Employer and the Bank's auditors upon request.

**6.23 Workers' Organizations**

In countries where the relevant labor laws recognize workers' rights to form and to join workers' organizations of their choosing without interference and to bargain collectively, the Contractor shall comply with such laws. Where the relevant labor laws substantially restrict workers' organizations, the Contractor shall enable alternative means for the Contractor's Personnel to express their grievances and protect their rights regarding working conditions and terms of employment. In either case described above, and where the relevant labor laws are silent, the Contractor shall not discourage the Contractor's Personnel from forming or joining workers' organizations of their choosing or from bargaining collectively, and shall not discriminate or retaliate against the Contractor's Personnel who participate, or seek to participate, in such organizations and bargain collectively. The Contractor shall engage with such workers' representatives. Workers' organizations are expected to fairly represent the workers in the workforce.

**6.24 Non-Discrimination and Equal Opportunity**

The Contractor shall not make employment decisions on the basis of personal characteristics unrelated to inherent job requirements. The Contractor shall base the employment relationship on the principle of equal opportunity and fair treatment, and shall not discriminate with respect to aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, promotion, termination of employment or retirement, and discipline. In countries where the relevant labor laws provide for non-discrimination in employment, the Contractor shall comply with such laws. When the relevant labor laws are silent on nondiscrimination in employment, the Contractor shall meet this Sub-Clause's requirements. Special measures of protection or assistance to remedy past discrimination or selection for a particular job based on the inherent requirements of the job shall not be deemed discrimination.

**6.25 Compliance with ADB's Safeguards Policy Statement**




### Annex 3: List of staff of Technofab - Vishwa JV. Thimphu Thromde

#### TECHNOFAB-VISHWA JV



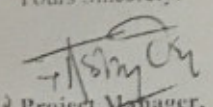
DESIGN, BUILD, OPERATE AND TRANSFER 12MLD WASTEWATER TREATMENT PLANT AT THIMPHU, BHUTAN  
LIST OF HUMAN RESOURCES/MANPOWER

Sl.No	Name	Designation	Station	Sex	Remarks
1	Devinder Singh	Project Manager	Head office, Delhi	Male	
2	Sajid Khan	Design and Engineering, Sr. General Manager	Head office, Delhi	Male	
3	Bunty Jhonson	Design and Engineering, Sr. Manager	Head office, Delhi	Male	
4	Mr Satish	Structural Engineer, Specialist	Head office, Delhi	Male	
5	Perumal	Electrical Engineer, Design	Head office, Delhi	Male	
6	Ravi Bhusan	Asistant Project Manager	Head office, Delhi	Male	
7	Atul Gaur	Construction Manager	Site office, Thimphu	Male	
8	Ragav Gandotra	Quality Engineer	Site office, Thimphu	Male	
9	Utpal Basu	Civil Engineer	Site office, Thimphu	Male	
10	Santosh Kumar	Sewer line, Civil Engineer	Site office, Thimphu	Male	
11	Tashi Topgyal	Project Engineer	Site office, Thimphu	Male	Local Staff
12	Tenzin Gyatsho	Asistant Project Engineer	Site office, Thimphu	Male	Local Staff
13	Ganga Ram	Mechanical Engineer	Site office, Thimphu	Male	Local Staff
14	P. Sarkar	Manager	Site office, Thimphu	Male	Local Staff
15	Ganga Chettri	Accountant	Office, Thimphu	Female	Local Staff
16	Passang Dorji	Site supervisor	Site office, Thimphu	Male	Local Staff
17	Sonam Phuntsho	Site supervisor	Site office, Thimphu	Male	Local Staff
18	Biskas Gurung	Surveyor	Site office, Thimphu	Male	Local Staff
19	Tenzin Pem	Office Asistance	Site office, Thimphu	Female	Local Staff
20	Sonam Choden	Office Asistance	Site office, Thimphu	Female	Local Staff
21	Dawa tshering	Mechanic	Site, Thimphu	Male	Local Staff
22	Ugyen Dorji	Light vehicle Driver	Site, Thimphu	Male	Local Staff
23	Sudharshan Subadi	Excavator optr	Site, Thimphu	Male	Local Staff
24	Gembo Dorji	Heavy driver	Site, Thimphu	Male	Local Staff
25	Pema Dorji	Heavy driver	Site, Thimphu	Male	Local Staff
26	Jamtsho	Trailer Driver	Site, Thimphu	Male	Local Staff
27	Sadhav	Backhoe Optr	Site, Thimphu	Male	Local Staff

#### Annex 4: Land Certification for the construction of 12 MLD WWTP (TT)

	<p>ཐིམ་ཕུག་ འཛིན་ཁུངས་ གྲྭ་པོ་ལྷན་ཁུངས་ ཐིམ་ཕུག་ ༡༡༠༠༡ རྒྱལ་ཁྲིམས་</p>		<p><b>Thimphu Thromde</b> Building Number: 08 Gongdzin Lam Thimphu-11001: Bhutan</p>	
TT/PIU/ADB/1/2017-18/ 03		25 July 2017		
<b>TO WHOM IT MAY CONCERN</b>				
<p>This is to certify that the land measuring about 2.5 acres at Babesa on which the Thimphu Thromde is constructing a 12MLD WWTP based on SBR Technology with financial support from the Asian Development Bank is a government land and no private land has been acquired for the project.</p>				
<div style="display: flex; align-items: center; justify-content: center;"><div><p><b>THROMPON</b> <b>THIMPHU THROMDE</b></p><p>Thrompon Thimphu Thromde</p></div></div>				
<p>Dasho Thrompon: +975-2-323665, Executive Secretary: +975-2-340355</p>				

**Annex 5: An official letter requesting the head HISC for providing HIV/AIDS awareness campaign (TT)**

	<p><b>ཐིམ་ཕུ་ཐྲོམ་གྲོ</b> <b>Thimphu Thromde</b> Building No: 08 Gongdzin lam Thimphu -11001: Bhutan</p>	
TT/ADB/PIU/2816/2018/ <span style="float: right; margin-right: 50px;">G12</span>		Dated 9 <sup>th</sup> Feb 2018
<p><b>Incharge</b> <b>HISC</b> <b>Thimphu, Bhutan</b></p>		
<p><b>Subject: <u>Awareness Program on HIV/AIDS for Project work force and Contractors</u></b></p>		
<p>Sir,</p> <p>Thimphu Thromde is one of the implementing agencies for Urban Infrastructure Project (UIP) funded by Asian Development Bank under Loan No. BIIU-2816, and the Project involves the construction of new 12 MLD Waste Water Treatment Plan (adjacent to the present WWTP) in Babesa. The project has been awarded to M/s Technofab and Vishwa JV.</p> <p>The Project Administration Manual (PAM) mandates that an awareness program on HIV/AIDS be conducted to the laborers (Bhutanese and Indian) employed in the Project who are at risk of getting infected. Since Thimphu Thromde does not have the resources, we would like to request your kind self to depute one of your counselors from HISC, Thimphu, to conduct the HIV/AIDS awareness campaign. The program is scheduled on 13<sup>th</sup> February 2018, at 10 a.m at WWTP Project Sites at Babesa.</p> <p>Thank you for your kind cooperation and continued support.</p> <p>Yours Sincerely,</p> <p> Project Manager, Project Implementation Unit (ADB) Thimphu Thromde</p> <p>CC:</p> <ul style="list-style-type: none"><li>1. Executive Secretary, Thimphu Thromde for information</li><li>2. Project Manager, PMU, DES, MoWHIS for arrangement of refreshment.</li><li>3. Social and Safeguard Specialist, DMSC, UI</li><li>✓ 4. Project Manager, M/s Technofab Engineering and Vishwa JV., for necessary actions</li><li>5. Counselor, HISC, Thimphu</li><li>6. Office Copy</li></ul>		



**Annex 6: The Minutes of meeting and the list of the participants during HIV/AIDS awareness campaign, TT.**

**Minutes of the Meeting (HIV/AIDS awareness Program)**

Venue: Thimphu Project site office

Date: 13. 02. 2018

Participants: (83) Male: 79, Female: 4.

Time	Activities	Resource Persons
10:00 to 10:30 AM	Registration of the Participants	PIU and HISC staff
10:30 to 11:00 AM	Introduction and Briefing on the purpose of the meetings.	Social Safeguard Consultant, ADB 2816 BHU /Safety Engineer (Env/Health and Safety), Technofab.
11:00 to 11:45 AM	Introduction and deliverables of HIV/AIDS awareness and on other related sexually transmitted diseases.	Head, HISC staff, Thimphu
11:45 to 12:00 PM	Discussions and feed back	HISC staff
12:00 to 12:30 PM	Blood test	HISC staff
12: 30 to 12: 50 PM	Serving refreshments	PIU staff

**Briefing:** Prior to convening of the HIV/AIDS awareness Campaign, detail registration of the participants was carried out. The Safeguard Consultant briefly highlighted on the purpose of the meeting. The Safety Engineer (Env/Health and Safety) from M/s Technofab briefed the participants on the general aspects on why HIV/AIDS awareness these days is so imperative. Following the briefing made by the Safety Engineer, the floor was then handed over to the Head, HISC, Thimphu to put across the significance of STD mainly HIV/AIDS and other related diseases such as Syphilis and Gonorrhea.

The HISC staffs took over the floor and explained the importance of the diseases to the participants mainly laborers from India and Bhutan and Bhutanese Contractor staff. The HISC staff briefed the laborers on all aspects of how and when the HIV/AIDS can take place. A range of demonstrations on the use of protective and preventive measures were exhibited through use of the advocacy materials such as dildo. Proper use of contraceptives/prophylactic device and its disposal, and pictures showing the types of sexually transmitted diseases such as Syphilis and Gonorrhea through flipcharts and pamphlets were also put on display for better understanding of the diseases. Towards the end of the session, free contraceptives/prophylactic devices were distributed to the laborers. Those interested laborers on voluntary basis were requested to come forward for the blood test for HIV/AIDS and STD. About 40 laborers including staff members volunteered for blood test on HIV/AIDS.

### Feedback after the briefing:

- ✓ All the participants acknowledged getting aware of the HIV/AIDS risks through awareness workshop and thanked the HISC and the Project staff for sharing them with the priceless knowledge's on STD such as HIV/AIDS, Gonorrhoea and Syphilis; and
- ✓ The HIV/AIDS awareness campaign ended with some refreshment such as soft drinks and snacks to the participants.



Photograph 5: HIV/AIDS awareness campaign with the contractor and laborers,



Photograph 6: Laborers volunteered for HIV/AIDS blood test.

The list of the Participants (Indian and Bhutanese laborers includes staffs)

**HIV/AIDS AWARENESS CAMPAIGN**  
ADR TA-2816 BHUTAN  
URBAN INFRASTRUCTURE PROJECT

ATTENDANCE SHEET

VENUE: WGPB Poyang 2nd Office: Parang Date: 13.07.2018

	PRINTED NAME	SEX M/F	AGE	VILLAGE/ORGANIZATION & DESIGNATION	SIGNATURE	THUMB PRINT
1	Monard Am	M	40			
2	Shahid Alam	M	21			
3	Rasmit	M	22			
4	Bikram	M	23			
5	Abdul Hake	M	24			
6	Shamit Ali	M	28			
7	Torment Alam	M	23			
8	Faridat Talam	M	40			
9	Hassan Ali	M	35			
10	Shahid Ali	M	25			
11	Sayed	M	24			
12	Aslam Ali	M	35			
13	Fajrat Ali	M	34			
14	Abdul Kadir	M	51			
15	Jim Karl	M	20			
16	Ala das	M	22			
17	Matalab Hussain	M	32			

18	Abdul Hameed	M	24			
19	Rafiqul	M	28			
20	Galam Mustafa	M	28			
21	Abdul Sajid	M	20			
22	Sakir Anand	M	19			
23	Zakir Ahmad	M	20			
24	Farid Ahmad	M	20			
25	Saleem Bhagat	M	24			
26	Fazal Ahmad	M	28			
27	Mohammad Rasool	M	24			
28	Shafiq	M	23			
29	Abdul Rashid	M	20			
30	Amir Ali	M	24			
31	Saleem Hussain	M	23			
32	Sakir Hussain	M	20			
33	Mohammad Hussain	M	25			
34	Nazir Hussain	M	30			
35	Aslam Hussain	M	35			
36	Rafiqul Hussain	M	31			
37	Rafiqul Hussain	M	22			
38	Rafiqul Hussain	M	23			
39	Rafiqul Hussain	M	21			

40	Asif Khan	M	23		17010101
41	Sajid Khan	M	23		17010101
42	Sajid Khan	M	24		17010101
43	Ajit Panna	M	20		17010101
44	Tasbir Ahmed	M	31		17010101
45	Abul Ghafoor Dargi	M	47		17010101
46	Samir Tariq	M	45		17010101
47	Harun Haque	M	40		17010101
48	Abdul Hussain	M	35		17010101
49	Ram Baidar	M	40	17702388	17010101
50	Tasir Khan	M	60	17037074	17010101
51	Dan Raj	M	24		17010101
52	Khaleel Dargi Tanning	M	27	17868978	17010101
53	Khaleel Tanning	M	19	17414059	17010101
54	Ram Baidar	M	203	17515885	17010101
55	Samir Tariq Dargi	M	25	179080180	17010101
56	Khaleel Dargi	M	30	17517141	17010101
57	Bikash Gargi	M	33	1780168006	17010101
58	Bikash Gargi	M	27	17989208	17010101
59	Niraj Dargi	M	23	17480570	17010101
60	Samir Tariq	M	21	17397461	17010101
61	Abulhasan Siddique	M	48		17010101

62	Samir Tariq	F	20	77747557	17010101
63	Shahid Haque	M	20		17010101
64	Abdul Kader	M	20		17010101
65	Sachin Urao	M	26		17010101
66	Abdul Haque Jaman	M	23		17010101
67	M. B. B. B.	M	28	Staff	17010101
68	M. B. B. B.	M	42	Staff	17010101
69	M. B. B. B.	M	29	Staff	17010101
70	S. B. B. B.	M	53	Staff	17010101
71	M. B. B. B.	M	45		17010101
72	ATUL GAUR	M	44	77200385	17010101
73	ANET KUMAR BHAIRAV	M	25	77200385	17010101
74	Tasim Gargi Dargi	M	25	Sing.	17010101
75	TASIM DARGI	M	31	PIU, ADB, 77	17010101
76	Ram Dargi	M	40	17010101	17010101
77	Samir Tariq	M	45	17010101	17010101
78	Dargi	M	47	17010101	17010101
79	Ngawang Choida	M	56	17010101	17010101
80	Tasim	M	42	17010101	17010101
81	Dargi Dargi (P.R.C.)	M	47	17010101	17010101
82	Dargi Dargi	M	20	17010101	17010101
83	Rajesh Baidar	M	33	17010101	17010101



Project Site Map



Aerial map showing the project site. Key features labeled include:

- New 12th Camps displaced from the Washburn Site
- Lodging Camps
- Water Storage
- Power Plant
- Open Area

Google Earth  
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 All rights reserved.

## Annex 8: Contract Work Order (PT)

[illegible]

འབྲུག་རྒྱལ་ཁབ་གཞི  
ལྷན་ཁྲིམས་ཀྱི་འཕྲིན་པུ


Royal Government of Bhutan  
Phuensholding Thimphu

Address: Lam, Post Box No. 02

11. You are requested to provide, in the joint names of the employer and contractor, insurance cover for the work (including manpower, machineries 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 (B.1).

Yours Sincerely,

  
(Wangchuk Thupha)  
Executive Director (DES)




འབྲུག་རྒྱལ་ཁབ་གཞི  
ལྷན་ཁྲིམས་ཀྱི་འཕྲིན་པུ

Copy to:

1. Hon'ble Zhabang Lyonpo, MoWHS, Thimphu for kind information.
2. Hon'ble Secretary, MoWHS, Thimphu for kind information.
3. Project Director, I.R.S. MoWHS, Thimphu.
4. Executive Director, CIDR, MoWHS, Thimphu.
5. Project Manager, PMU, DES, MoWHS, Thimphu.
6. Project Manager, PHU, PT.
7. Works File.

Phone: 03105 25114/5/25114/5/25114/5/25114/5, Fax: 03105 25114/5, Telegrams: 03105 25114/5, Email: [secretary@mohs.gov.bt](mailto:secretary@mohs.gov.bt), 25112 (ext. 124),  
Alt. S. 031 25117 (ext. 130), Accounts: 03105 25114/5, Sec. 1447423, Water Supply: 031 25117, Sewerage: 031 25118, Town Maintenance:  
031 25118/5, [www.mohs.gov.bt](http://www.mohs.gov.bt)

**Annex 9: Land Confirmation of the Project sites (PT)**

	<p>འབྲུག་རྒྱལ་ཁབ་ཀྱི་རྒྱུ་རྒྱུ་</p> <p>ཕུན་ཚོགས་ཐིམ་ཏེ།</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 10: Google map of 46.8 meter PC Girder Bridge and Approach Roads (PT)**





## Annex 11: Bridge construction Safeguard clauses, Phuentsholing Thromde

65	Section 8 Particular Conditions of Contract
GCC 75.1	The percentage to apply to the value of the work not completed, representing the Employer's additional cost for completing the Works, is 128% of the Contract Amount.
PCC 80	<p>"The Contractor shall comply with all applicable national, provincial, and local environmental laws and regulations.</p> <p>The Contractor shall (a) establish an operational system for managing environmental impacts; (b) carry out all of the monitoring and mitigation measures set forth in (i) the Initial Environmental Examination; (ii) the Environmental Management Plan attached hereto as Appendix [1]; (iii) Appendix [2]; and (c) allocate the budget required to ensure that such measures are carried out. The Contractor shall submit (quarterly) (semi-annual) reports on the carrying out of such measures to the Employer.</p> <p>More particularly, the Contractor shall comply with (i) the measures and requirements set forth in the Initial Environmental Examination and the environmental management plan attached hereto as Appendix [1] and Appendix [2]; and (ii) any corrective or preventative actions set out in safeguards monitoring reports that the Employer will prepare from time to time to monitor implementation of the Initial Environmental Examination and the environmental management plan.</p> <p>The Contractor shall allocate a budget for compliance with these measures, requirements and actions."</p>
PCC 81	"The Contractor shall provide the Employer with quarterly reports of its activities, including each of its obligations in GCC Clauses 75 and 76, and PCC Clauses 80, 85, 86, and 87."
PCC 82	<p>The Contractor shall comply with all relevant (a) labour laws and regulations applicable to the Contractor's personnel, including staff, consultants, contractors, and agents; and (b) workplace health and safety laws.</p> <p>discriminate with The Contractor shall not make employment decisions based upon personal characteristics unrelated to job requirements. The Contractor shall base the employment relationship upon equal opportunity and fair treatment, and shall not discriminate with respect to aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment or retirement, and discipline.</p> <p>The Contractor shall (a) provide equal wages and benefits to men and women for work of equal value or type; (b) provide appropriate facilities (latrines, etc.) for workers at construction sites.</p>
PCC 83	The Contractor shall not employ "forced or compulsory labour" in any form. "Forced or compulsory labour" consists of all work or service, not voluntarily performed, that is extracted from an individual under threat of force or penalty.
PCC 84	The Contractor shall not employ any child to perform any work, including work that is economically exploitative, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development. "Child" means a child below the statutory minimum age of 18 specified under applicable
 	Section 9 Particular Conditions of Contract
67	national law."
PCC 85	<p>"The Contractor shall comply with (i) the measures relevant to the Contractor which are in the Resettlement Plan ("RP") and Indigenous People's Plan ("IPP") attached hereto as Appendices [3] approved by the Employer (if any), to the extent it concerns impacts on affected people during construction; and (ii) any corrective or preventive actions set out in safeguards monitoring reports that the Employer will prepare from time to time to monitor implementation of the resettlement plan.</p> <p>The Contractor shall allocate a budget for compliance with these measures, requirements and actions."</p>
Σ	 

**Annex 12: Sign post erected at strategic place on right bank of Omchu at the Project site, Phuentsholing Thromde**



## **Annex 13: Minutes of meetings and the name list of the FHHs, Phuentsholing Thromde**

### **Minutes of the Meeting (Consultation Meeting with the FHHs)**

Venue: Mini Conference Hall, PIU, Phuentsholing

Date: 30. 01. 2018

Participants: (12) Male: 0, Female: 12.

Time	Activities	Resource Persons
10:30 to 11:00 AM	Registration of the Participants	PIU staff
11:00 to 12:00 PM	Introduction and Briefing on the on-going ADB Project	Social Safeguard Consultant and Project Manager, PIU
12:00 to 12:30 PM	Discussions and feed back	Social Safeguard Consultant and the Project Manager, PIU
12:30 to 12:45 PM	Serving refreshments	PIU Staff

**Briefing:** The Social Safeguard Consultant thanked the participants and briefed on the purpose of the meetings. The main purpose of the meetings was to convey the participants on the updates of the Project activities currently on-going. The participants were asked if anyone is willing to work on the Project site. The participants were conveyed that the contractor is willing to pay Nu. 350 per person per day for those who are unskilled labors be it male or female. The Safeguard Consultant also briefed the participants if they are willing to work at the Project site which will directly or indirectly uplift the socio economic status of the households.

#### **Feedback after the briefing:**

#### **The feedbacks received from the participants were as follows;**

- ✓ Almost 70% of the participant responded they are willing to work at the Project sites provided the wage offered Nu. 350/day however the participants expressed some unwillingness to work due to prevailing and never ending household chores such as cleaning, cooking and maintaining of house;
- ✓ 50% responded they are already aged and hence unable to perform physical works at the site;
- ✓ Few participants requested whether their dependents would be permitted to substitute them to work at the Project site;
- ✓ Participants responded, it would be unsafe to work at the Project site since they are working for the first time;
- ✓ The Safeguard Consultant took note of the feedback and thanked the participants for attending the meeting. The participants who have attended the meeting were also requested to inform other FHHs to report to the Project manager, PIU in the event if they are interested and willing to work at the Project site. The Project Manager PIU was requested to direct those interested FHHs to work at the Project site and introduce them to the Contractor. The meeting with the FHHs ended with some refreshment such as soft drinks and snacks; and

- ✓ The detail progress of the FHHs working in the Project site shall be reflected while updating the SSMR during the month of July-Aug 2018.



Photograph 7: Discussion with the FHHs on the Project and their willingness to work.

The name list of the Participants

Public Consultation for Social and Environment Safeguards and Assessment.  
(FHHs Meeting)  
ADB TA-2816 BHUTAN:  
URBAN INFRASTRUCTURE PROJECT

Venue: Mim Gyagawa Hk, P.V. PT Date: 30.01.2019

**ATTENDANCE SHEET**

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBERS & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
1	Sharmila Limbu	F	36	Kabli, tar	17569774	
2	Dorji Dawa	F	65		17620789	
3	Sangye Dawa	F	72		17642300	
4	Tshering Chonu	F	48	Dhambara	17679557	
5	Karna Dawa	"	20	"	17383592	
6	Bisnu Khyar	"	52	"	17906637	
7	Dawa Khyar Rai	"	32	"	17218060	
8	Sharmila Rai	"	29	"	17481216	
9	Raja Rai	"	17	"	17611541	
10	Raj Man Rai	"	32	"	17236920	

Page 1 of 4



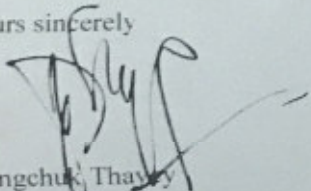
Public Consultation for Social and Environment Safeguards and Assessment.

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBERS & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
11	Changlu Dawa	F	39	Phip Rai	17475517	
12	Santa Rai	F	40	Dhambara	17523468	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						

Page 2 of 4



**Annex 14: Letter to council members for public consultation meeting, Phuentsholing Thromde**

	<p>དཔལ་ལྷན་འབྲུག་གཞུང་། ཕུན་ཚོགས་གླིང་ ཁྲིམ་ཞེ།</p> <p>Royal Government of Bhutan Phuentsholing Thromde</p>	
	<p>Pelkhil Lam, Post Box No. 02</p>	
<hr/>		
PT/ADB-UIP/2017-2018/PIU-02/ 786	Date: 30/01/2018	
<p>The Tshogpas/Thuemis, Maed, Toed Constituency, Phuentsholing, Thromde.</p>		
<p>● Subject: Consultation Meeting on the Ongoing ADB Project</p>		
<p>Sir/Madam,</p>		
<p>This is to inform and request you all to attend the Consultation Meeting on the ongoing ADB Project along with 10 nos. of residents from each Constituency on 02/02/2018.</p>		
<p>Venue: Project Site office near Youth Building Toorsa (Amo Chu) Previous Wangthang.</p>		
<p>Time: 10AM Sharp.</p>		
<p>Yours sincerely</p>		
		
<p>Wangchuk Thaygy Executive Secretary</p>		
<p>Copy to:</p>		
<p>1. Dasho Thrompon, PT for kind information</p>		
<p>2. The PM.ADB-2816, MoWHS, Thimphu for kind information</p>		
<p>3. All Staff of PIU.ADB,PT for information and necessary follow up action.</p>		
<p>4. Office Copy</p>		
<hr/>		
<p>Phone: EPABX # 00975-05-252160/252759/254645, Fax # 252882, Thrompon # 252495 (ext. 148), Executive Secretary # 254312 (ext. 124).</p>		

## **Annex 15: Public Consultation meeting with name list, Phuentsholing Thromde.**

### **Minutes of the Meeting (Public Consultation meeting)**

Venue: Phuentsholing Project site office

Date: 02. 02. 2018

Participants: (17) Male: 6, Female: 11.

Time	Activities	Resource Persons
10:30 to 11:00 AM	Registration of the Participants	PIU staff
11:00 to 11:45 AM	Introduction and Briefing on the on-going Project	Social Safeguard Consultant and Project Manager, PIU
11:45 AM to 12:30 PM	Discussions and feed back	Social Safeguard Consultant, DTL and the Project Manager, PIU
12:30 to 12:45 PM	Serving refreshments	PIU staff

**Briefing:** The briefing on the Construction of Bridge Project was highlighted by the Social Safeguard Consultant and the Project Manager, PIU, Phuentsholing supplemented on it. On the updates of the Project activities, the Dy. Team leader, DMSC briefed the participants about the on-going 46.8 m span bridge construction activities and the progress achieved so far. The Safeguard Consultant also explained on the Grievance Redressal Mechanism (GRM) to the participants. The participants were also informed that the construction work of 46.8 m span Girder Bridge will not affect any privately owned assets such as private lands/structures etc.

#### **Feedback after the briefing: Awareness and Support of the Proposed Project;**

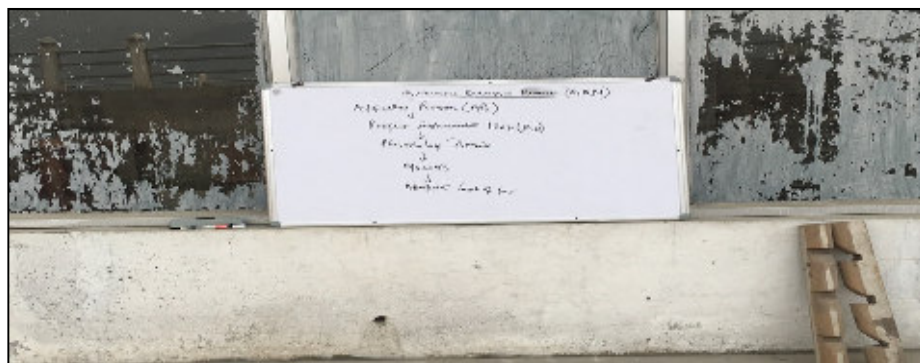
- ✓ Out of 17 respondents, 100% responded they are aware and would support the Project. The respondents also reported that they learnt about the Project from the Thromde officials and their neighbours;
- ✓ All the respondents (100%) supported the Project since the present situation related to traffic congestions within the Phuentsholing town is expected to drastically improve. More so, the participants also responded that there would be less noise and dust pollution which is now being created, especially by the heavy vehicles; and
- ✓ The participants responded that the Project would result increment of employment to the Bhutanese people.

Name / Organization	Question	Response
Consultant	Do you all support the proposed Project?	All the participants pledged to extend their full support to the said Project in the interest of everybody's welfare.
Consultant	Any critical issue or concern by the local people regarding the Project?	No issues or concerns were raised.
Consultant	Any loss of residential or commercial structures due to the Project?	None
Consultant	Any loss of Community life (like market place, public playground) or Community activities that will be affected?	None
Consultant	Would there be land acquisition that would result in resettlement, or would affect parks, forest, etc.?	None
Consultant	Will the Project location adversely affect the traffic situation?	None
Consultant	Any other issues you want to share (security, cooperation from local communities)?	The participants were happy to cooperate.

Summary of additional topics discussed during public consultation



Photograph 8: Participants during Public Consultation at the Project sites



Photograph 9: Grievance Redressal Mechanism explained to the Participants.

The name list of the Participants

Public Consultation for Social and Environment Safeguards and Assessment.  
Public Consultation  
ADB TA-2816 BHUTAN:  
URBAN INFRASTRUCTURE PROJECT

**ATTENDANCE SHEET**

Venue: Project Coord. Office, P/11/17 Date: 02.02.2018

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
1	Sarita Rai	F	40		17523468	
2	Chunken Dorra	F	35		17479517	
3	Dechen	F	49		17669845	
4	Sangay Dorra	F	72		175642566	
5	Shirana L. Lamber	F	36		17569994	
6	Reganti Rai	F	32		17236920	
7	Ganga Kunga Rai	F	29		17470630	
8	Bishnu Maya	F	52		17906637	
9	Anu Gurung	F	23		77641256	
10	Besyi Ghallay	F	22		17490008	

Page 1 of 4



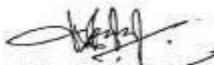

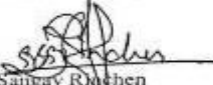

Public Consultation for Social and Environment Safeguards and Assessment.

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
11	Babin Pradhan	M	24	House to Camp	17922910	
12	Om Bharati	M	50	DTL, DMLC P/11/17	17125594	
13	Anu Pradhan	F		Project Manager PIU, P/11/17		
14	Bikash Sharma	M		Project Manager PIU, P/11/17		
15	Rajesh Pradhan	M		ADB, Project Manager P/11/17	17603661	
16	Hari Thapa	M	40	Bhutan Builders Pvt. Ltd.	7776078/17130050	
17	Karma Tenzin	M	42	BBL, Project Manager	77115443	
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22						
23						




Page 2 of 4





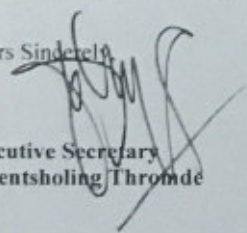
Annex 16: No Objection from the Displaced Persons (DPs) (PT)

	<p>དབལ་ཕྱན་འབྲུག་གཞུང་། ཐུན་ཐོག་ཐིང་ ཐིང་ཐུ། Royal Government of Bhutan Phuentsholing Thromde</p>	
	Pelikhil Lam, Post Box No. 02	
PT/ADB/2015-2016/PIU-08/14.		15 <sup>th</sup> August 2016 17.
<b>To Whom It May Concern</b>		
<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 Thapa Offg. PM</p>		

**Annex 17: Assurance letter regarding no further relocations of the displaced staff PT**

	<p>དཔལ་ལྷན་འབྲུག་གཞུང་། ཕུན་ཚུགས་ཐྲོང་། ཁྲོམ་ཐེ། Royal Government of Bhutan Pauentsholing Thromde</p>	 <p>Phuentsholing Thromde Pelchul Lam, Post Box No. 82</p>
PT/ADB/2017-2018/PIU-06/ <b>མཇུག་ཐེ།</b>		13/07/2017
<p>The Project Director, Urban Infrastructure Project (BHU- 2816), Department of Engineering Services, MoWHS, Thimphu.</p>		
<p><b>Sub: Letter of Assurance for ADB 2816 Project work</b></p>		
<p>Sir,</p>		
<p>This has reference to the relocation exercise that was carried out under the ADB Project No.BHU 2816 to facilitate the construction of the approach roads and Bridge within Phuentsholing Thromde during which three families working with the Phuentsholing Thromde were involuntarily relocated to new locations which was consequently accepted by the ADB.</p>		
<p>Indeed, the new locations to which they have been relocated are better compared to the previous ones in terms of availability of additional facilities and other conveniences. We are pleased to inform that they readily agreed to be relocated which helped us implement the Project work without any delay.</p>		
<p>In this regard, we wish to submit our assurance to the ADB that the three affected persons will not be displaced or relocated till they resign from the service (Thromde) or transferred in the interest of the public services by the Government.</p>		
<p>The details of the affected persons including the newly relocated locations are presented in the following page.</p>		
<p>Yours sincerely,</p>		
<p></p>		
<p>(Wangchuk Dorjee) Executive Secretary <b>Executive Secretary</b> <b>Phuentsholing Thromde</b></p>		
<p>1. The Team Leader, DMSC, UIP-ADB 2816 for information, please. 2. The Project Manager, PIU, PT.</p>		
<p><small>Phone: (PABX) 4 0975-05-252168/252159/254643, Fax # 252882, Thimphu # 252495 (ext.148), Executive Secretary # 25430, 2 (ext.124).</small></p>		

**Annex 18: An official letter requesting Head HISC for HIV/AIDS awareness campaign PT**

	<p>དཔལ་ལྷན་འབྲུག་གཞི་རྒྱུ་ ཕུན་སྡེག་གི་ཐིམ་རྫོང་།</p> <p>Royal Government of Bhutan Phuentsholing Thromde</p> <p>Pelkhil Lam, Post Box No. 02</p>	
<hr/>		
PT/ADB-UIP/2017-2018/PIU/01 788		31 January 2018
<p>To, The Chief Medical Officer Phuentsholing General Hospital Phuentsholing, Bhutan</p>		
<p>Subject: <u>Awareness Program on HIV/AIDS for project work force</u></p>		
<p>Sir,</p> <p>Phuentsholing Thromde is one of the implementing agencies for Urban Infrastructure Project (UIP) funded by Asian Development Bank under Loan No. BHU-2816, and the project involves the construction of 46.8m span PSC Box Girder Bridge over river Om Chu (near YDF Hall) in Phuentsholing. The project has been awarded to M/s Bhutan Builders Pvt. Ltd. at a contract price of Nu. 75,128,624.00, and the civil works have started from 18<sup>th</sup> August 2017 and will be completed by 18<sup>th</sup> February 2019.</p> <p>The Project Administration Manual mandates that an awareness program on HIV/AIDS be conducted annually to the laborers employed in the project who are at risk of getting infected. Since Phuentsholing Thromde does not have the resources, we would like to request your kind self to depute one of your counsellors from HISC, Phuentsholing, to conduct the awareness program. The program has been scheduled for 2<sup>nd</sup> February 2018, 02.00 p.m, at Project Site located beside YDF hall.</p> <p>Thank you for your kind cooperation and continued support.</p> <p>Yours Sincerely,</p> <p> Executive Secretary Phuentsholing Thromde</p> <p>CC:</p> <ol style="list-style-type: none"><li>1. Project Manager, PIU/ADB/PT</li><li>2. Social and Safeguard Specialist, DMSC, PT</li><li>3. Project Manager, M/s Bhutan Builders Pvt. Ltd., for necessary arrangements</li><li>4. Office Copy</li></ol> <p><small>Phone: EPABX # 00975-05-252168/252759/254645, Fax # 252082, Thrompon # 252495 (ext. 148), Executive Secretary # 254312 (ext. 124), Adm. # 148 # 252497 (ext. 150), Accounts # 254436 (ext. 144/143), Water Supply (D) # 252077, Sewerage (D) # 252306, Town Manager # 252077.</small></p>		

**Annex 19: Minutes of meeting, the list of participants during HIV/AIDS Awareness campaign PT.**

**Minutes of the Meeting (HIV/AIDS awareness Program)**

Venue: Phuentsholing Project site office

Date: 02. 02. 2018

Participants: (58) Male: 56, Female: 2.

Time	Activities	Resource Persons
2:00 to 2:30 PM	Registration of the Participants	PIU staff
2:30 to 2:45 PM	Introduction and Briefing on the purpose of the meetings.	Social Safeguard Consultant, ADB 2816 BHU
2:45 to 3:15 PM	Introduction and deliverable of HIV/AIDS awareness and on other related sexually transmitted diseases.	HISC staff
3:15 to 3:45 PM	Discussions and feed back	HISC staff
3:45 to 4:00 PM	Serving refreshments	PIU staff

**Briefing:** Prior to convening of the HIV/AIDS awareness campaign, detail registration of the participants was carried out. The Social Safeguards Consultant briefed the participants on the overall background as to why HIV/AIDS awareness program was being initiated and the significance of knowing about the disease. Following the briefing, the floor was then handed over to the Head, HISC, Phuentsholing to highlight on the significance of HIV/AIDS and other related STD diseases such as Syphilis and Gonorrhea. The HISC staffs took over the floor and explicitly explained to the participants on the importance of the diseases to the laborers from India and Bhutanese Contractors' staff.

The HISC staff briefed the laborers on all aspects of the disease including as to how and when the HIV/AIDS will take place. Detail demonstrations on the use of protective and preventive measures were exhibited through advocacy materials. The advocacy materials such as dildo, proper use of contraceptives/prophylactic devices and its disposal were also explained. The pictures through flipcharts and pamphlets on the type of other sexually transmitted diseases such as Syphilis and Gonorrhea were put on display for better understanding of the diseases. Towards the end of the session, free contraceptives were distributed to the laborers.

**Feedback after the briefing:**

- ✓ All the participants responded awareness on the HIV/AIDS and thanked the HISC and the Project staff for sharing them with the valuable knowledge on STD; and
- ✓ The Social Safeguard Consultant thanked the participants for attending the meeting. The HIV/AIDS awareness campaign ended with serving of light refreshment such as soft drinks and snacks to the participants.



Photograph 10: Participants during HIV/AIDS awareness Campaign at the Project site Office, PT

The name lists of the Participants

Public Consultation for Social and Environment Safeguards and Assessment.  
HIV/AIDS awareness Campaign  
ADB PPTA-2816 BHUTAN:  
URBAN INFRASTRUCTURE PROJECT

Venue: Project Site Office, PT **ATTENDANCE SHEET** Date: 22.02.2018

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
1	Karma Tenzin	M	42	Bhutan Building Pvt Ltd	77115443	
2	Hein Lal Thapa	M	40	Bhutan Building Pvt Ltd	13150056 / 7706098	
3	Om Nath Bhatta	M	50	DMCC, DTL, Phg.	17125594	
4	Rajesh Pradhan	M	52	Engineer of ADB	17603461	
5	Babin Pandey	M	24		17422910	
6	Karma Choden	F	50	MOH, HISC	17629937	
7	Dorji Zangmo	F	25	" "	17432560	
8	Sangay Wangdi	M	44	" "	17538617	
9	Bikash Sharma	M	28	Phuentsholing Thru	17572162	
10	Dorji Phuntsho	ggm	49	PRCS, Thimphu	77614744	

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## Public Consultation for Social and Environment Safeguards and Assessment.

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
11	Bhimat	M	31		851496895	Bhimat
12	Anirudh	M	42		"	Anirudh
13	Anirudh Datta	M	20		"	Anirudh
14	Rupakant	M	26			Rupakant
15	Abdul Aziz	M	27			Abdul Aziz
16	Shankar	M	25			Shankar
17	Hazrat Hake	M	55			Hazrat Hake
18	Inna	M	20			EMRAN
19	Zohar	M	18			Zohar
20	Abu baka	M	45			Abu baka
21	Ridwan Amin	M	26			Ridwan Amin
22	Krishna Ray	M	25			Krishna Ray
23	Babbar Kumar	M	29			Babbar

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## Public Consultation for Social and Environment Safeguards and Assessment.

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
37	Nitish Sharma	M	40			Nitish Sharma
38	Sudanta Ray	M	22			Sudanta Ray
39	Kamanta Ray	M	20			Kamanta Ray
40	Oshangit	M	22			Oshangit
41	Pat Abhis Ray	M	20			Pat Abhis Ray
42	Batal Ray	M	38			Batal Ray
43	Gopal Ray	M	43			Gopal Ray
44	Bhobani Ray	M	18			Bhobani Ray
45	Bhupen Dangi	M	18			Bhupen Dangi
46	Kinga Wanjohi	M	21	Bhutan	17564098	Kinga Wanjohi
47	Kintay	M	47	"	17563537	Kintay
48	Mak Gdr Rai	M	38	"	77285484	Mak Gdr Rai

Page 4 of 4

## Public Consultation for Social and Environment Safeguards and Assessment.

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
49	24 Sanku Kumar Rai	M	23	Bhutan	72422006	Sanku Kumar Rai
50	25 Ching Dangi	M	32	"	17642244	Ching Dangi
51	26 Santa bin Hg.	M	25	"	177301352	Santa bin Hg.
52	27 Sanga Dangi	M	66	"	176422501	Sanga Dangi
53	28 Thapata	M	47	"	17608191	Thapata
54	29 Tshering Wangy	M	33	"	17575087	Tshering Wangy
55	30 Ray Bhudun	M	50	Bhutan		Ray Bhudun
56	31 20 Rangar Ray	M	19	"		Rangar Ray
57	32 Sabdar Sharma	M	17	"		Sabdar Sharma
58	33 Tigre	M	45	Bhutan		Tigre
	34					
	35					
	36					

Page 3 of 4

Date: 18/4/2016

The Thromde Administration Samdrup Jongkhar is pleased to award the work "Construction of 2.5 MLD WTP & 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. NIBI and License No. 1000643 and CDB No. 2001 respectively at your Contract Amount Nu.89, 575,499.30 (Ngultsum Eight hundred ninety five Lakhs Seventy Five thousand Four Hundred Ninety Nine & Chetram Thirty) only (2years O & M Cost and Capital Cost) which is 9.71 % above Agency Estimate as corrected and modified in accordance with the instructions to Bidders.

The other conditions are as follows:-

1. You should execute the works as per the terms, conditions, specification and clause entered in the contract for the work.
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.
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.
4. You should post all the key personnel at work site starting from the commencement of the work.
5. You should deploy all the equipment required for the work site from starting to enable the work to complete on time.

*Donji*  
(Minjur Dorji)  
Executive Secretary

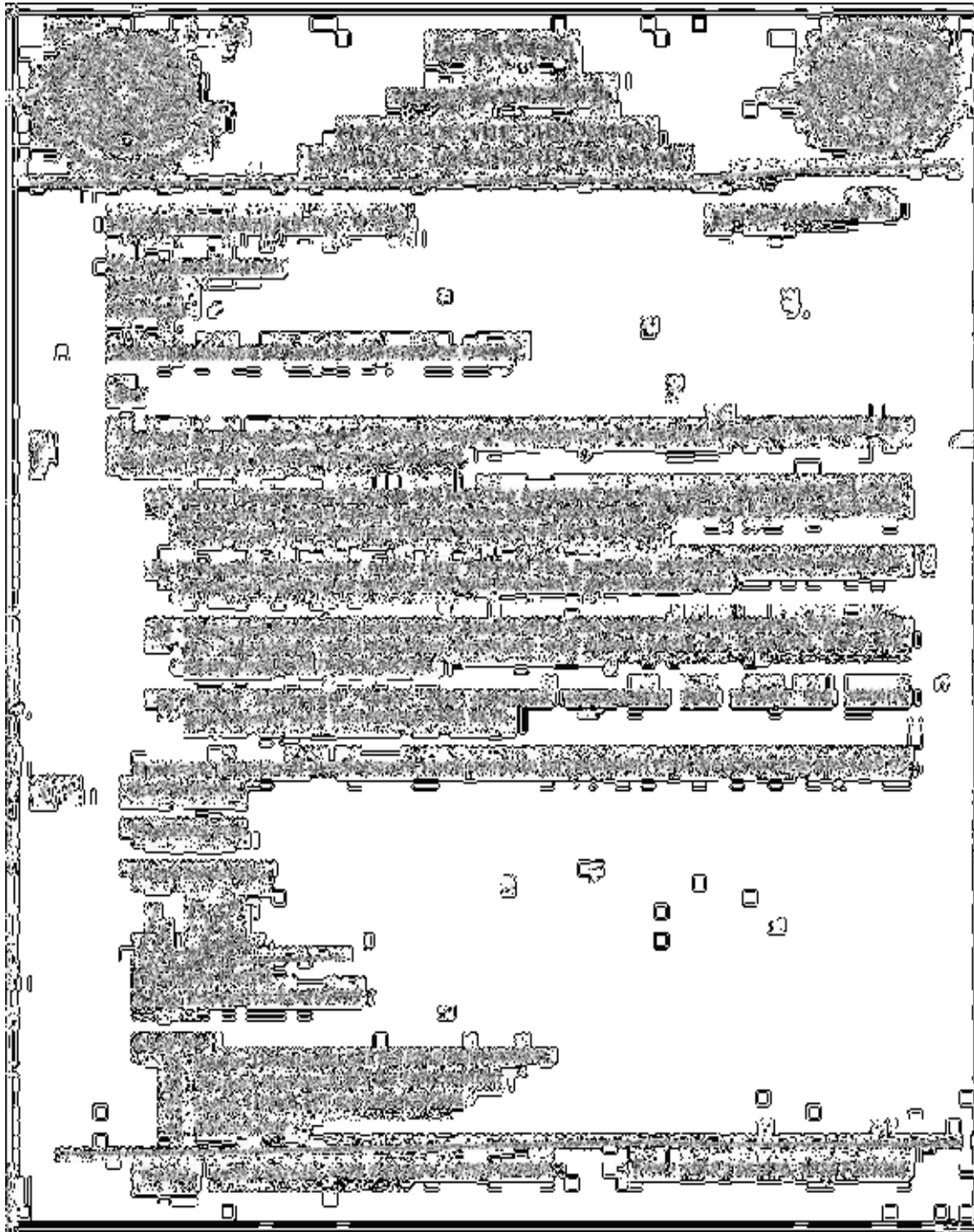
C4 102

1. Dasho Thrompon, Thromde Administration, S/ Jongkhar, for kind information please.
2. The Project Director, ADB, DES, MoWIS, Thimphu for kind information
3. Mr. Sekhar Bonu, Director, Urban Development and Water Division, Manila.
4. The Project Coordinator, PMU, Thimphu
5. The Account Officer, SJT for information
6. Head, ED, SJT, for information
7. The Project Manager, PIU, SJT, for information and necessary follow up
8. Concern Site Engineer, Thromde Administration, S/ Jongkhar, for follow up action and for maintaining of record.
9. Office copy.

PAHX: +975 2 251616, 251619, 251629 Fax: +975 2 251605 Website: [www.sjthromide.gov.tr](http://www.sjthromide.gov.tr)

Adm. File Prop.


**Annex 21: Land Confirmation of the Project sites (SJT)**



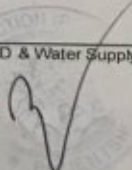


## Annex 22: Safeguard Conditions and Clauses of Contract (SJT)

Section 7: General Conditions of Contract		Single-Stage: One-Envelope	Page 13 of 28
<p>within 28 days of the Adjudicator's written decision. If neither party refers the dispute to arbitration within the above 28 days, the Adjudicator's decision shall be final and binding.</p>			
30.4 The arbitration shall be conducted in accordance with the arbitration procedures published by the institution named and in the place specified in the PCC.			
<b>B. Staff and Labor</b>			
31. Forced Labor	31.1	The Contractor shall not employ forced labor, which consists of any work or service, not voluntarily performed, that is exacted from an individual under threat of force or penalty. This covers any kind of involuntary or compulsory labor, such as indentured labor, bonded labor or similar labor-contracting arrangements.	
32. Child Labor	32.1	The Contractor shall not employ children in a manner that is economically exploitative, or is likely to be hazardous, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development. Where national laws have provisions for employment of minors, the Contractor shall follow those laws applicable to the Contractor. Children below the age of 18 years shall not be employed in dangerous work.	
33. Workers' Organizations	33.1	In countries where national law recognizes workers' rights to form and to join workers' organizations of their choosing without interference and to bargain collectively, the Contractor shall comply with national law. Where national law substantially restricts workers' organizations, the Contractor shall enable alternative means for the Contractor's Personnel to express their grievances and protect their rights regarding working conditions and terms of employment. In either case described above, and where national law is silent, the Contractor shall not discourage the Contractor's Personnel from forming or joining workers' organizations of their choosing or from bargaining collectively, and shall not discriminate or retaliate against the Contractor's Personnel who participate, or seek to participate, in such organizations and bargain collectively. The Contractor shall engage with such workers representatives. Worker organizations are expected to fairly represent the workers in the workforce.	
34. Non-Discrimination and Equal Opportunity	34.1	The Contractor shall not make employment decisions on the basis of personal characteristics unrelated to inherent job requirements. The Contractor shall base the employment relationship on the principle of equal opportunity and fair treatment, and shall not discriminate with respect to aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, promotion, termination of employment or retirement, and discipline. In countries where national law provides for non-discrimination in employment, the Contractor shall comply with national law. When national laws are silent on non-discrimination in employment, the Contractor shall meet this Sub-Clause's requirements. Special measures of protection or assistance to remedy past discrimination or selection for a particular job based on the inherent requirements of the job shall not be deemed discrimination.	

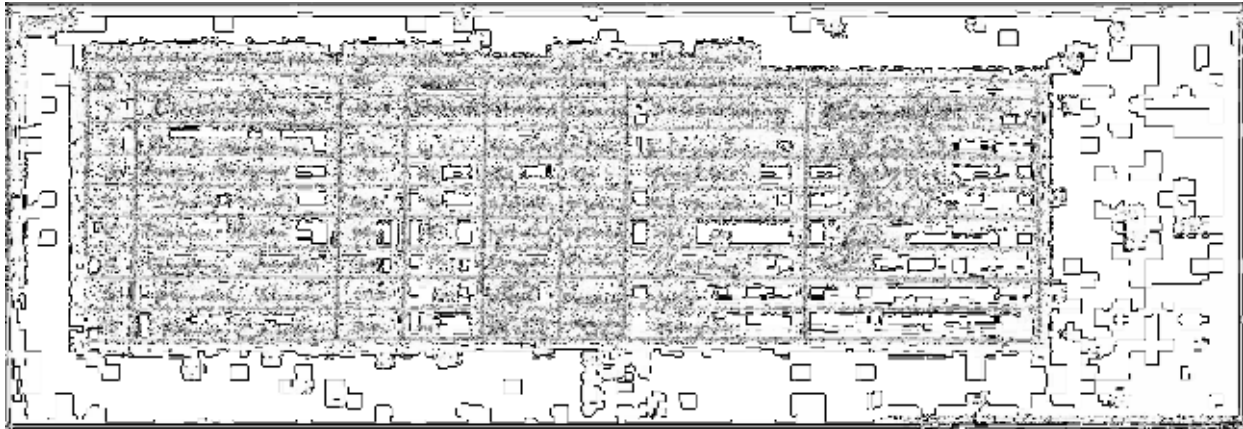


SBD for Construction of Water Treatment Plant 2.5 MLD & Water Supply Works under Samdrup Jongkhar

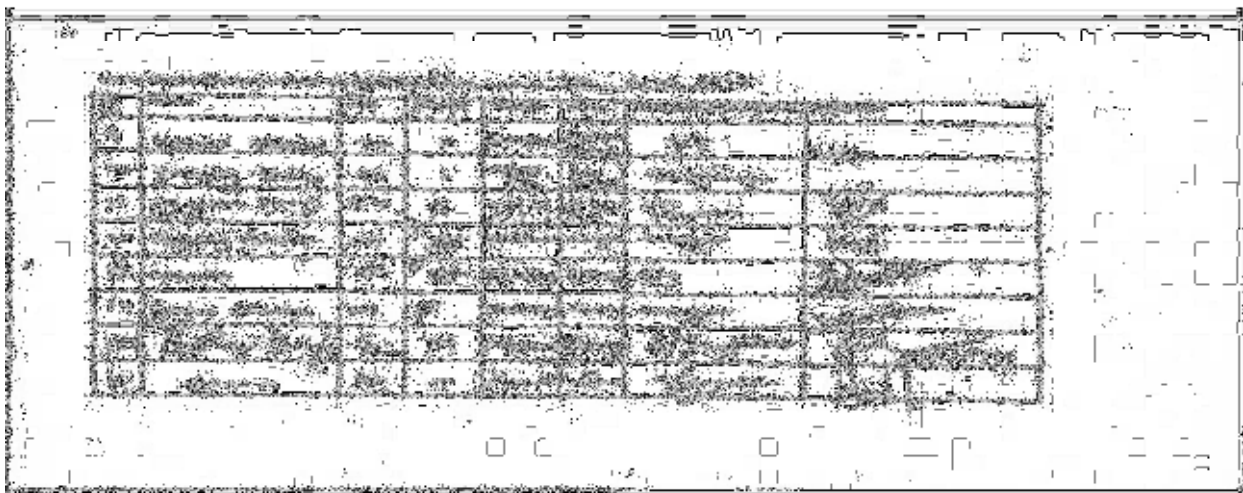


Executive Secretary  
Samdrup Jongkhar Thromde

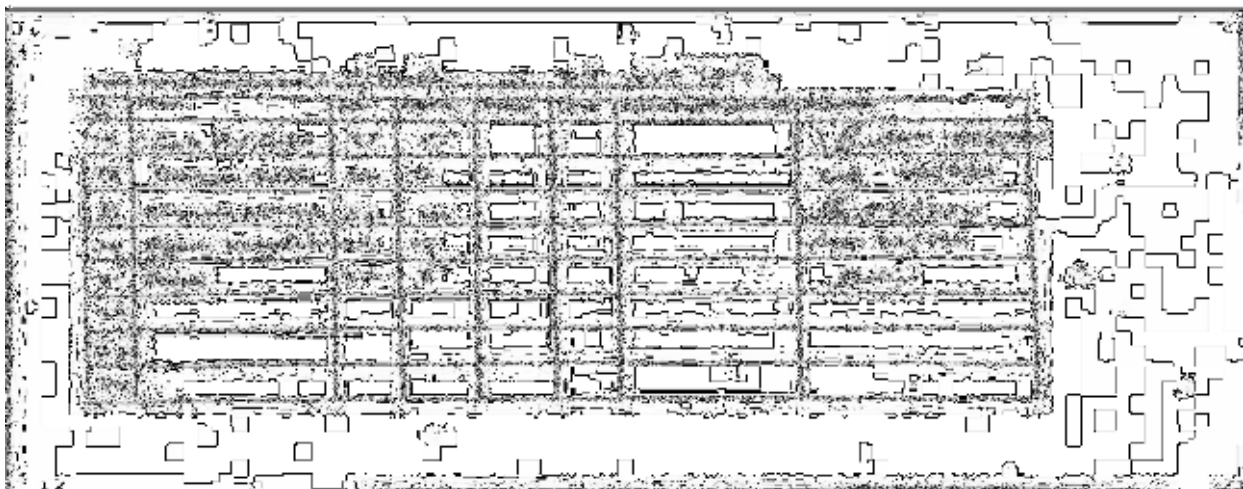
## Annex 23: List of Participants during FGD (SJT)



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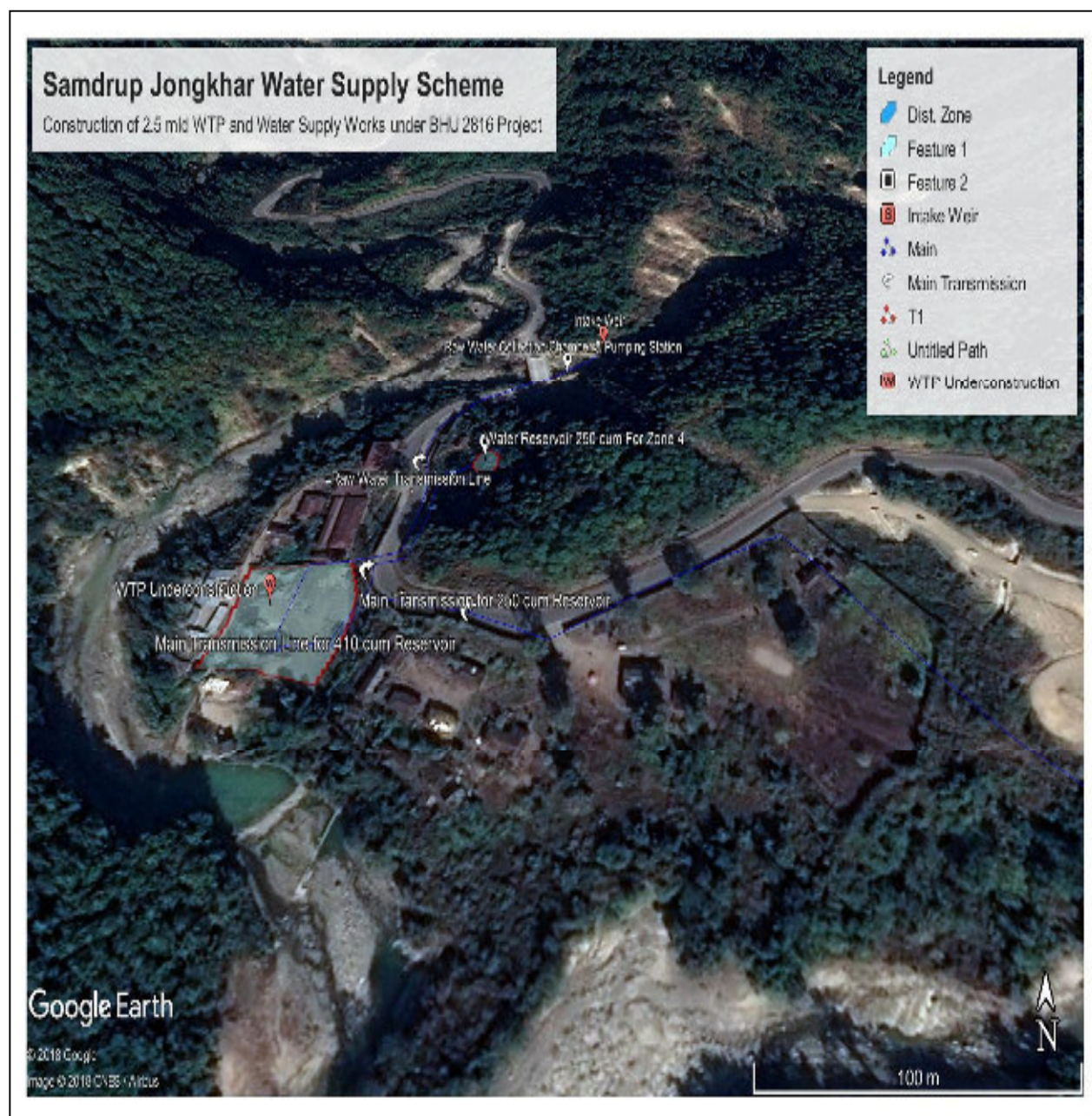
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## Annex 24: Google map indicating the construction of the 2.5 MLD WTP SJT



## **Annex 25: Minutes of meeting and the list of participants during HIV/AIDS Awareness campaign SJT**

### **Minutes of the Meeting (HIV/AIDS awareness Program)**

Venue: WTP Project site office, SamdrupJongkhar

Date: 25. 01. 2018

Participants: (34) Male: 34, Female: 0.

Time	Activities	Resource Persons
10:15 to 10:45 AM	Registration of the Participants	PIU and HISC staff
10:45 to 11:00 AM	Introduction and briefing on the purpose of the meetings.	Social Safeguard Consultant, ADB 2816 BHU
11:00 to 12:00 PM	Introduction and deliverables of HIV/AIDS awareness and on other related sexually transmitted diseases.	Head, HISC staff, SamdrupJongkhar
12:00 to 12:30 PM	Discussions and feed back	HISC staff
12:30 to 12: 45 PM	Serving refreshments	PIU staff

**Briefing:** Prior to convening of the HIV/AIDS awareness campaign, detail registration of the participants was carried out. The Safeguard Consultant briefly highlighted on the purpose of the gathering. The participants were briefed on the overall aspects as to why the HIV/AIDS awareness programs are very essential these days. Right after the briefing, the floor was then handed over to the Head, HISC, SamdrupJongkhar to highlight on the significance of STD mainly on HIV/AIDS and other related diseases such as Syphilis and Gonorrhea. The HISC staffs took over the floor and explicitly explained about the importance of the diseases to the participants mainly the laborers from India and Bhutan and Bhutanese Contractors' staff.

The HISC staff briefed the laborers on all aspects such as how and when the HIV/AIDS would take place. Some demonstrations on the use of protective and preventive measures were exhibited through use of the advocacy materials such as dildo etc. Proper use of contraceptives and its disposal and pictures showing the types of sexually transmitted diseases such as Syphilis and Gonorrhea through flipcharts and pamphlets were also put on display for better understanding of the diseases.

#### **Feedback after the briefing:**

- ✓ All the participants responded overall awareness on the HIV/AIDS and thanked the HISC and the Project staff for sharing them the valuable knowledge's related to the disease; and
- ✓ The HIV/AIDS awareness campaign ended with serving light refreshment such as soft drinks and snacks to the participants.



Signpost of HISC SJT



HISC Head preparing for the briefing



Photograph 11: HIV/AIDS awareness Campaign conducted at the WTP Project site office, SJT



# The name lists of the Participants

Public Consultation for Social and Environment Safeguards and Assessment.

ADB PPTA-2816 BHUTAN:  
URBAN INFRASTRUCTURE PROJECT

Attendance Sheet

Venue: WPT, 40 km, S/T Date: 25.01.2019

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBERS & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
1	Karma Kauling	M	45	M/S. Tinkal, JV.	Karma Kauling 979916 17113516	
2	Vijay Tami	M	50	MOH, Computer	Vijay Tami 979916 17463100	
3	Babin Pradhan	M	74	Arzt.	Babin Pradhan 979916 17463100	
4	Jyoti Waghela	M	27	Chowk, At.	Jyoti Waghela 979916 17463100	
5	Rajesh Pradhan	M	51	ADB, CS, ADWIS.	Rajesh Pradhan 979916 17463100	
6	Hema Ratan	M	28		17463100	
7	Anil Rai	M	27			
8	Mustafa Ali	M	36		77479751	
9	Tapan Ray	M	23			
10	Anil Ray	M	22			

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Public Consultation for Social and Environment Safeguards and Assessment.

PRINTED NAME

SEX  
F/M

AGE

VILLAGE/  
ORGANIZATION/FIRM &  
DESIGNATION

CONTACT NUMBERS &  
EMAIL ADDRESS

SIGNATURE/  
THUMB PRINT

11	Bikash Ray	M	25			
12	Manoj Ray	M	20			
13	Dhijan Ray	M	21			
14	Dharmender Ray	M	22			
15	Jainal Islam	M	37			
16	Gavinda Barchang	M	20			
17	Sangay Chantser	M	30			
18	Milan Ray	M	45			
19	Riza Hui	M	30			
20	Khitish Ray	M	26			
21	Nurulam	M	21			
22	Mamuel	M	22			
23	Anilam Islam	M	30			

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Public Consultation for Social and Environment Safeguards and Assessment.

PRINTED NAME

SEX  
F/M

AGE

VILLAGE/  
ORGANIZATION/FIRM &  
DESIGNATION




CONTACT NUMBERS &  
EMAIL ADDRESS

SIGNATURE/  
THUMB PRINT

24	Ruphi Kant Islam	M	37			
25	Hakant Ali	M	23			
26	Majit Ali	M	27			
27	Zarobul Kanta	M	20			
28	Janki Nandan	M	52			
29	Daphi Huan	M	23			
30	Shawon Ray	M	21			
31	Tazimul Islam	M	24			
32	Shawon Alam	M	22			
33	Karma Dorji	M	53	Teach. Thul print		
34	Biny Dorji	M	27	" "		
35						
36						

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**Annex 26: Public announcement SJT**

	<p><b>ཐརམ་ཐུང་མ་མཐར་ཁྲོམ་ཁྱེ།</b> <b>THROMDE ADMINISTRATION</b> <b>SAMDRUP JONGKHAR</b></p>	
SJT/IDD/01/2017-2018/15/D		Date: 24/01/2018
The Tshogpas Maed/Bar/Toed Constituency Samdrup Jongkhar		
Subject: Consultation Meeting on the Ongoing ADB Project		
Sir/Madam,		
This is to inform and request you all to attend the Consultation Meeting on the ongoing ADB Project along with 10 nos. residents from each Constituency on 26/1/2018.		
Venue: Thromde Conference Hall Time : 10 AM Sharp		
Yours sincerely		
 (Therbum Phuntsho) Offtg. Executive Secretary		
Copy to:		
<ol style="list-style-type: none"><li>1. Dasho Thrompon, SJT for kind information</li><li>2. The PM, ADB - 2816, MoWHS, Thimphu for kind information</li><li>3. Engineer, Water Supply Section to attend the meeting</li><li>4. All staffs, PIU, ADB for information and necessary follow up action.</li><li>5. Office Copy</li></ol>		
<hr/> <p>PABX: +975 7 251616, 251619, 251629 Fax: +975 7 251305 Website: <a href="http://www.sjthromde.gov.bt">www.sjthromde.gov.bt</a></p>		

**GAP Implementation Monitoring Report**  
**Kingdom of Bhutan: Urban Infrastructure Project (Loan 2816)**

**Evaluation Period: Jan-Feb 2018**

**Date Prepared: 09 to 14<sup>th</sup> March 2018**

Date Prepared: 05 to 14 March 2018

GAP Activities and Targets/Indicators	Progress to Date		Issues, Challenges, Remarks (Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)
	Progress for the Quarter (Activities and achievements – quantitative and qualitative for the current quarter)	Cumulative Progress (Activities and achievements – quantitative and qualitative for the past and current quarters)	
Output 1. Water supply infrastructure rehabilitated in SamdrupJongkhar Municipality and wastewater treatment plant constructed in Thimphu Municipality			
Activity 1.1 Conduct public information awareness-raising campaigns on the importance of the project by linking it to health, gender, social empowerment, and environmental conservation	Workshops on the importance of the project by linking it to health, gender, social empowerment, and environmental conservation were conducted by the Social Consultant in Aug 2014 & Nov. 2014 in S/Jongkhar; March 2016 & Feb 2018 in Phuentsholing.  The follow-up Public Consultation was planned and discussed with PM, PIU, SJT.	People residing are well aware of the Project.          No Progress as only two participants attended the meeting.	No issues          The letter dated 24 <sup>th</sup> Jan 2018 was circulated signed by the Executive Secretary, SJT. The challenges here is that very difficult to gather people for the consultation meeting as there were only two participants. The reason unknown.
• Develop audio visual presentation (educational video) on: (i) the importance of health and hygiene; (ii) women’s special roles in maintaining the household’s health, and the means by which they ensure access to clean water and sanitation, and (iii) how the project contributes to achieving health and hygiene by ensuring clean water and sanitation.	Videos on how to dispose off solid waste and how to keep septic tank operational for regular desludging was carried out by PwC Consultants.	Workshop on health and hygiene carried out in Aug-Sept 2017 by PwC.	Difficulty in identifying FHHs to participate in the meeting.
Target/Indicator 1.1.2 Educational video on the social/gender-related aspects of access to water supply and sanitation produced			
• Organize and conduct community seminars/meetings in Thimphu and Samdrup Jongkhar Municipalities		Aug 2015 Report: • Awareness raising campaign with the FHHs of P/ling conducted by the Social Consultant. Jan 2018 Report:	Difficulties in identifying FHHs in Thimphu as most of the FHHs are transient in nature and difficult to trace their whereabouts.
Target/Indicator 1.1.1 Project awareness raising seminars/meetings in			



GAP Activities and Targets/Indicators	Progress to Date		Issues, Challenges, Remarks (Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)
	Progress for the Quarter (Activities and achievements – quantitative and qualitative for the current quarter)	Cumulative Progress (Activities and achievements – quantitative and qualitative for the past and current quarters)	
SamdrupJongkhar and Thimphu Municipalities (Target: 2 seminars with total of 50 participants, at least 50% women, per municipality)		<ul style="list-style-type: none"> <li>Awareness raising campaign with the FHHs of P/ling conducted by the Social Consultant.</li> </ul>	
<b>Activity 1.2</b> Prepare and post educational signposts focusing on the project and on its health and sanitation benefits <b>Target/Indicator 1.2.1</b> At least one educational signpost posted in a strategic place in each municipality		May 2016: <ul style="list-style-type: none"> <li>One educational signpost erected at 4.0 km distance from WTP Project site at S/Jongkhar.</li> <li>Two educational signposts erected adjacent to the Project site at P/ling.</li> <li>One educational signpost erected at the WWTP Project site at Thimphu.</li> </ul>	No issues.
<b>Activity 1.3</b> Identify the FHHs and their average income <b>Target/Indicator 1.3.1</b> Roster of FHHs developed for project-covered areas in Samdrup Jongkhar and Thimphu	Identified FFHs at S/Jongkhar and P/ling.	August 2014: 37 FHHs in SJM and PT identified in Oct 2014: <ul style="list-style-type: none"> <li>Roster of 37 FHHs in SJM and 17 FHHs in PT were developed.</li> </ul> January 2018 <ul style="list-style-type: none"> <li>Identified additional 7 FHHs at S/Jongkhar totalling to 44 FHHs.</li> </ul> There are 3 FHHs having Low income whose monthly income is less than Nu. 2,195.95/person/month as reflected in the Roster. This is calculated based on the dependents. January 2018 <ul style="list-style-type: none"> <li>Identified additional 8 FHHs at P/ling totalling to 25 FHHs.</li> </ul> <b>FHHs having low income:</b>  In Phuentsholing Thromde, there are 6 FHHs having low income whose monthly income is less than Nu. 2,195.95/person/month as reflected in the Roster. In SamdrupJongkhar Thromde, there are 3 FHHs having low monthly income. This is	Oct 2014: <ul style="list-style-type: none"> <li>As the roster is based on the records of LRO/Census Office, not all the registered FHHs were included in the roster. Most of the registered FHHs were not physically present as they reside either in Thimphu or other parts of the country. However, through the assistance of the National Council and local shop keepers, the roster was developed.</li> <li>Roster of FHHs residing in Changjiji housing colony (Thimphu) could not be developed as all of them are working with the Government.</li> </ul>

GAP Activities and Targets/Indicators	Progress to Date		Issues, Challenges, Remarks (Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)
	Progress for the Quarter (Activities and achievements – quantitative and qualitative for the current quarter)	Cumulative Progress (Activities and achievements – quantitative and qualitative for the past and current quarters)	
		calculated based on the dependents (family members). According to the World Bank “ <b>The Poverty Analysis Report 2017</b> ”, A person consuming less than the total poverty line, of Nu. 2,195.95 per month is considered poor.	
<b>Activity 1.4</b> Ensure individual water connections, water meters per household, and sewerage connections to low-income households and low-income FHHs in SamdrupJongkhar and Thimphu	No progress to report as the Project is on-going.	This shall be discussed with the respective Thromde officials during next visit i.e., in the month of July-August 2018.	Needs high level discussions and approval. Waiting for completion of WTP in SamdrupJongkhar and WWTP in Thimphu. Until such time, no connection can be done.
<b>Target/Indicator 1.4.1:</b> Low-income FHHs in Samdrup Jongkhar and Thimphu provided with water supply (with meters) and sewerage connections			
<b>Activity 1.5</b> Ensure implementation of core labour standards for all workers employed in construction and rehabilitation work in water supply and sanitation infrastructure in SamdrupJongkhar and Thimphu, especially the provision on equal wages for both men and women		March 2016: <ul style="list-style-type: none"><li>Complied with SBD Clause which is attached below.</li></ul> Jan - Feb 2018: <ul style="list-style-type: none"><li>No child labourers were seen engaged at the Project sites in all the PIUs. This is considered as a good practice.</li></ul>	Overall, no issues as the Contractor had complied with the core labour standards, especially the provision of the standards on equal pay for equal work for both men and women.
<b>Target/Indicator 1.5.1:</b> Implementation of core labor standards, especially equal wages for equal of men and women included in subproject contracts			
<b>Output 2. Mobility improved in Phuentsholing Municipality</b>			
<b>Activity 2.1</b> Ensure implementation of core labor standards for all workers of the project’s roads and bridges construction and rehabilitation in Phuentsholing, especially the provision of the standards on equal pay for equal work of men and women		Sept 2017: <ul style="list-style-type: none"><li>Complied with SBD Clause which is attached below.</li><li>No issues as the Contractor had complied by following the core labour standards, especially the provision of the standards on equal pay for equal work for both men and women.</li></ul>	Overall, no issues.
<b>Target/Indicator 2.1.1:</b> Implementation of core labour standards, especially equal wages for equal of men and women included in subproject contracts			
<b>Outputs 3. Urban management is strengthened</b>			
<b>Activity 3.1</b> Employ at least 25% women in project management and implementation	Current Staff strength of the PIUs; <b>SamdrupJongkhar:</b> Male: 3, Female:2 (60:40 ratio) <b>Phuentsholing:</b>	<b>PIU, SamdrupJongkhar:</b> 40% female staff. ( <i>complied</i> ) <b>PIU, Phuentsholing:</b> 50% female staff.( <i>complied</i> ) <b>PIU, Thimphu:</b> 100% male staff ( <i>not complied</i> )	Staffs recruited in PIUs are transferred elsewhere.
<b>Target/Indicator 3.1:</b> At least 25% of the PMU staff and the staff of each PIU are women			

GAP Activities and Targets/Indicators	Progress to Date		Issues, Challenges, Remarks (Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)
	Progress for the Quarter (Activities and achievements – quantitative and qualitative for the current quarter)	Cumulative Progress (Activities and achievements – quantitative and qualitative for the past and current quarters)	
	Male: 1, Female:1 (50:50 ratio) <b>Thimphu:</b> Male: 4, Female: 0 (Ratio: 100% male)		
<b>Activity 3.2</b> Ensure participation of women staff in the training on urban management and O&M of urban infrastructure			
<b>Target/Indicator 3.2</b> At least 25% of trained staff are women			
<b>Output 4: Capacity strengthened for public awareness in health and hygiene; project management and implementation is strengthened</b>			
<b>Activity 4.1</b> Engage the NCWC as a member of the Project Steering Committee (PSC) to ensure that gender is sustainably mainstreamed in the project		August 2014: NCWC is already engaged as a PSC member.	No progress.
<b>Target/Indicator 4.1.1:</b> NCWC engaged as a members of the PSC		In mid 2017: Discussion with the Project Manager (Consultant) TA-9016, NCWC on the issue of inclusion of GAP progress ADB TA 2816 in the PMIS.	
<b>Target/Indicator 4.1.2</b> NCWC represented in regular meetings of the PSC			
<b>Activity 4.2</b> Incorporate basic social and gender sensitivity concepts in the training modules developed for technical/ professional, vocational and project management training courses		No progress as this requires further discussion with the PM, PMU.	
<b>Target/Indicator 4.2.1:</b> Technical/professional, vocational and project management training modules incorporated with gender sensitivity concepts and approaches			
<b>Target/Indicator 4.2.2</b> At least 25% of 140 staff trained on project planning, design, and implementation are women	About 250 or more staff has been trained in 2016-2017 FY on various fields.	Capacity building/Training conducted in 2016-2017 FY.	Trained staff of Thromdes, Dzongkhags and MoWHS. Considerable no. of Females attended the training.
<b>Activity 4.3</b> Integrate GESI considerations in the public health and hygiene awareness campaign modules	Hired PwC consultants by the MoWHS on 15 <sup>th</sup> July 2017.	Workshop conducted by the PwC Consultants in the three PIUs.	According to PwC, the constraint reported was in identifying the FHHs to participate in the Workshop.
<b>Target/Indicator 4.3.1</b> GESI considerations integrated in the public health and hygiene awareness campaign modules		Thimphu: 18 <sup>th</sup> August 2017 with 15 Participants. Phuentsholing: 22 <sup>nd</sup> August 2017 with 15 participants. SamdrupJongkhar: 12 Sept 2017 with 25 participants.  The updates on the Progress can be obtained once the PwC finalizes the Report for Hygiene	

GAP Activities and Targets/Indicators	Progress to Date		Issues, Challenges, Remarks (Please include reasons why an activity was not fully implemented, or if targets fall short, or reasons for delay, etc.)
	Progress for the Quarter (Activities and achievements – quantitative and qualitative for the current quarter)	Cumulative Progress (Activities and achievements – quantitative and qualitative for the past and current quarters)	
		Awareness and Consultation Participation-BHU 2816.	
<b>Activity 4.4</b> Incorporate gender indicator in the project management information systems <b>Target/Indicator 3.4:</b> PMIS developed with gender indicators and populated with sex-disaggregated data	Discussed this issue with the PM (Consultant) TA-9016, NCWC	The updated GAP prepared for ADB TA 2816 shall be forwarded to the PM, (Consultant), TA-9016, NCWC to update the progress on GAP in PMIS.	
<b>Activity 3.5</b> Monitor GAP implementation <b>Target/Indicator 3.5</b> Semi-annual report on progress of GAP implementation	The GAP is updated bi-annually.	GAP updated for the three PIUs.	Difficulty in identifying the FHHs in the PIUs.
	January 2018: The GAP was updated in two PIUs.	Complied for two PIUs.	<ul style="list-style-type: none"> <li>For Thimphu PIU: it is impossible to identify the FHHs as most of the FHHs are not registered in Thimphu Thromde. More so, the FHHs are transient in nature.</li> <li>Even if the FHHs are identified, tracing of their whereabouts is cumbersome.</li> </ul>

**Table 1. Roster on Female Headed Households (FHHs) Phuentsholing Municipality**

SI No.	Name	Age	Total member in the family	Education Level attained	Occupation	Monthly income (Nu)	Monthly Expenditure (Nu)	Diseases mostly occurred in the family	Level of Water supply satisfaction	Level of Waste Clearance satisfaction	Project awareness	Willingness to work		Expected daily wage (Nu)	Contact number  (this is felt required to call them to attend Seminar)	Remarks
												YES	NO			
1	Ms. Suk Maya Limbu	57	6	Higher Secondary	Others	15,000	10,000	Nil	Satisfied	Satisfied	No	✓		450	77328074	(i) She is willing to pay more for improved Solid waste management. (ii) She wants her daughter to be employed.
2	Ms. Santi Maya Raini	48	3	Primary	Others	13,000	10,000	Nil	-do-	Not satisfied	No	✓		400	17689414	(i) She is willing to pay more for improved Solid waste management. (ii) Willing to work if transportation is provided.
3	Ms. Maya Lamgel	50	3	illiterate	Others	10,000+	7000	None	Not satisfied	Not satisfied	No	✓		350	17565794	She is residing in Jaigaon (Indian border town) as the house rent is cheaper but water supply is poor.
4	Ms. Kausila Kami	54	4	illiterate	Pvt. sector	8000	5500	None	Not satisfied	Not satisfied	No	✓		350	17256051	She is residing in Jaigaon (Indian border town) as the house rent is cheaper but poor water supply.
5	Ms. Phul Maya Biswakarma	44	1	illiterate	Pvt. sector	10,000+	8500	None	Satisfied	Satisfied	No	✓		400	17743049	Currently she is working in Hotel Orchid
												✓				-

6	Ms. Dil Maya Biswa	46	7	illiterate	Others	15,000	10,000+	None	Not satisfied	Not satisfied	No			400	17898156	
7	Ms. Samten Dema	36	3	illiterate	Pvt. sector	8000	7000	None	Satisfied	Satisfied	No	✓		350	17633364	If given an opportunity, she is willing to work in the project BUT she demands Nu 350/day.
8	Ms. Khandu Wangmo	29	3	Secondary	Others	10,000+	8500	None	Satisfied	Satisfied	No	✓		300	17663412	She is looking for a job and if opportunity is given, she is willing to work.
9	Ms. Karma Lham	39	7	Lower Secondary	Others	15,000+	8500	None	Satisfied	Satisfied	No	✓		300	17589228	She is looking for a job and if opportunity is given, she is willing to work.
10	Ms. Tshewang Zangmo	48	3	illiterate	Pvt. sector	10,000+	7000	None	Satisfied	Satisfied	No	✓		350	17726951	If wages is better then she is willing to work.
11	Ms. Kabita Kami	34	6	Primary	Others	13,000+	8500	None	Not satisfied	Not satisfied	No	✓		250	17735967	-do-
12	Ms. Dema Choki	35	4	illiterate	Others	7000	7000	None	Not satisfied	Not satisfied	No	✓		200	17597739	She is residing in Jaigaon (Indian border town) as the house rent is cheaper BUT water supply is poor.
13	Ms. Padma Biswa	24	1`	illiterate	Others	9000	5500	None	Satisfied	Satisfied	No	✓		250	17597739	-do-
14	Ms. Kausila Sarki	47	4	illiterate	Pvt. sector	7000	7000	None	Not satisfied	Not satisfied	No	✓		180	17711297	-do-
																-

15	Ms. Pabi Maya Kami	49	5	illiterate	Others	8000	5500	None	Not satisfied	Not satisfied	No	✓		250	77221166	
16	Ms. Chameli Tamang	35	4	illiterate	Pvt. sector	8000	5500	None	Not satisfied	Not satisfied	No	✓		200	17910250	She is residing in Jaigaon (Indian border town) as the house rent is cheaper BUT water supply is poor.
17	Ms. Dema	31	6	Primary	Others	6000	5000	None	Not satisfied	Not satisfied	No	✓		200	17679526	She is residing in Jaigaon (Indian border town) as the house rent is cheaper BUT water supply is poor.

#### Recently updated in the Month of JANUARY 2018

1	Ms. Rasmoto Rai	32	6	others	Small Business (self employed)	7000	7650	None	Satisfied	Satisfied	No	✓		600	17236920	Working in Gov't service.
2	Ms. Sangay Dema	72	3	illiterate	Other	2000	15550	None	Satisfied	Satisfied	Yes	✓		150	17642366	-
3	Ms. Dorji Dema	65	3	Other	None	14500	12750	None	Satisfied	Satisfied	Yes	✓		500	17620789	
4	Ms. Tshering Lhamo	48	1	Other	None	20000	11250	None	Satisfied	Satisfied	No	✓		500	17679557	
5	Ms. Bishnu Maya Rai	52	7	Primary	Agriculture	20000	17000	None	Satisfied	Satisfied	No	✓		500	17906637	Farmer



6	Ms. Chungku Dawa	34	3	Graduate	Gov Service	15700	14900	None	Satisfied	Satisfied	Yes	✓		500	17475517	Working in Gov't Service
7	Ms. Dew Maya Raine	32	7	illiterate	Daily Wage Labourer	21000	12500	None	Satisfied	Satisfied	Yes		✓		77218060	Daily Wage Labourer
8	Ms. Santa Rai	40	7	illiterate	None	41000	20720	None	Satisfied	Satisfied	No	✓		500	17523468	

According to World Bank Poverty Analysis 2017, the Poverty line of Bhutan is Nu. 2,195.95 per person/month.

**Table 1. Roster on Female Headed Households (FHHs) SamdrupJongkhar Municipality**

SI No.	Name	Age	Total member in the family	Education Level attained	Occupation	Monthly income (Nu)	Monthly Expenditure (Nu)	Diseases mostly occurred in the family	Level of Water supply satisfaction	Level of Waste Clearance satisfaction	Project awareness	Willingness to work		Expected daily wage (Nu)	Contact number (s)	Remarks
												YES	NO			
1	Ms. Sangay Zangmo	40	4	Secondary	Small business	17,000	10,000+	Diarrhoea/ Dysentery /Fever	Not satisfied (Inadequate water supply)	Satisfied	Yes		✓	NA	17632709	Income source from the business is sufficient
2	Ms. Deki	42	5	Primary	Small business	25,000	10,000+	Diarrhoea/ Dysentery /Fever	Not satisfied (contaminated water supply)	Satisfied	Yes		✓	NA	17673747	Income source is sufficient
3	Ms. Dema	35	5	illiterate	None	2000-4000	9000	Others	Satisfied	Satisfied	No	✓		250	17559434	NA

4	Ms. Jambay Lhamo	42	4	illiterate	Pvt. sector	2000-4000	10,000+	Diarrhoea/ Dysentery /Fever	Not satisfied (Inadequate water supply)	Satisfied	No	✓		250	17914780	NA
5	Ms. Sonam Zangmo	-	5	Professional	Gov't service	45,000	10,000+	Diarrhoeal/ Dysentery	Not satisfied (contaminated water supply)	Not satisfied	No		✓	-	-	Willing to pay more if water supply is adequate
6	Ms. Ashita Gurung	-	5	illiterate	Pvt. sector	-	7500	Cough & Cold	Satisfied	Satisfied	No		✓	-	16938872	Income source is sufficient
7	Ms. Sangay Wangmo	-	7	Secondary	Pvt. sector	9600	6500	Fever/Asthma	-do-	Satisfied	No		✓	-	17837334	Income source is sufficient
8	Ms. Sumtshop	64	2	illiterate	Small business	-	10,000+	Old age sickness	-do-	Satisfied	Yes	✓	-	No idea	17596668	Willing to pay more if water supply is adequate
9	Ms. Dhan Maya Rai	47	5	illiterate	Small business	-	10,000+	Old age sickness	-do-	Satisfied	Yes	✓	-	300	17862878	-do-
10	Ms. Jigme Choeden	38	4	Primary	Small business	-	10,000+	-	Not satisfied (Inadequate water supply)	Satisfied	Yes		✓	-	17737301	-do-
11	Ms. Yeshey Choeden	53	4	illiterate	Small business	-	10,000+	-	Not satisfied (Inadequate water supply)	Satisfied	Yes		✓	-	17616059	Willing to pay more if water supply is adequate
						-		Fever/								

12	Ms. Pema Choeden	34	3	illiterate	Small business		8500	Asthma	Satisfied	Satisfied	Yes	✓		300	17318782	-do-
13	Ms. Tara Devi	27	7	Secondary	Small business	-	5500	-	Not satisfied (Inadequate water supply)	Satisfied	Yes	✓		300	17517594	-do-
14	Ms. Kunzang	30	3	illiterate	Small business	-	5500	-	-do-	Satisfied	Yes	✓		200	17833425	-do-
15	Ms. Ugyen Dema	40	4	illiterate	Small business	-	10,000+	Diarrhoea/ Dysentery	Satisfied	Satisfied	Yes	✓		200	17663553	-do-
16	Ms. Kelzang	48	2	illiterate	Small business	-	10,000+	-	-do-	Satisfied	Yes	✓		200	17755477	-do-
17	Ms. Choeki	-	6	illiterate	None	-	10,000+	-	Not satisfied (Inadequate water supply)	Satisfied	Yes		✓		17115180	-do-
18	Ms. Sangay Choeden	31	5	illiterate	None	13,500	4000-7000	Diarrhoea/ Dysentery /Fever	Satisfied	Satisfied	No	✓		300	17407875	1. Livelihood is through the remittance and rent. 2. Diseases occurrences are due to impure water.
19	Ms. Dechen Peldon	36	6	Primary	Small business	14,000	5500	-do-	Not satisfied (Inadequate water supply)	-do-	No	✓		300	17688565	-do-
20		73	2	illiterate	None	NA	10,000 +	NA	-do-	Not satisfied due to lack of	No		✓	NA	17876273	Willing to pay more if water supply is adequate

	Ms. Sonam Lhamu									proper dustbin						
21	Ms. Sonam Lhaden	44	6	Primary	Small business	NA	10,000 +	NA	-do-	Satisfied	Yes	✓		300	17773579	-do-
22	Ms. Damcho Zangmo	39	5	Secondary	-do-	NA	10,000 +	NA	-do-	Not satisfied	Yes	✓		300	17432908	-do-
23	Ms. Sherab Dema	46	5	illiterate	-do-	NA	10,000 +	NA	Satisfied	Satisfied	Yes	✓		300	17847915	-do-
24	Ms. Yeshe Choezom	35	4	Primary	-do-	NA	8,500	NA	-do-	-do-	No	✓		350	17610608	-do-
25	Ms. Ugyen Zangmo	50	5	illiterate	-do-	NA	10,000 +	NA	-do-	-do-	Yes	✓		300	17678809	-do-
26	Ms. Brokpa Lhamo	58	4	illiterate	None	NA	5500	NA	-do-	-do-	No		✓	NA	17534040	-do-
27	Ms. Jigme Lhuden	40	5	illiterate	Small business	NA	10,000 +	NA	-do-	-do-	Yes	✓		300	17722797	-do-
28	Ms. Yangchen Lhamo	40	6	illiterate	-do-	NA	10,000 +	NA	-do-	-do-	Yes	✓		300	17880764	-do-
29	Ms. Yangden Lhagay	51	3	Secondary	-do-	NA	10,000 +	Eye problem	-do-	Not satisfied	Yes		✓	NA	251214 (lane line)	Running business enough livelihood her and for

30	Ms. Sonam Choeden	30	3	Secondary	Working in Pvt. sector	NA	10,000 +	NA	-do-	Satisfied	Yes	✓		700	17632026	Willing to pay more if water supply is adequate
31	Ms. Karma Yangzom	69	3	illiterate	-do-	NA	5500	NA	-do-	-do-	Yes	✓		500	17641013	-do-
32	Ms. Tshering Choeden	28	3	illiterate	-do-	NA	5500	NA	-do-	-do-	Yes	✓		300	17948025	-do-
33	Ms. Kinley Pem	33	3	Secondary	Gov't service	4001-7000	10,000+	NA	Not satisfied (Inadequate water supply)	Satisfied	Yes		✓	NA	17383703	Enough salary for livelihood
34	Ms. Yeshe Wangmo	62	4	Illiterate	None	24,000	10,000+	NA	Satisfied	Satisfied	Yes		✓	NA	17614696	1. Willing to pay more if water supply is adequate. 2. She owns building in SJ town
35	Ms. Pema	53	4	Illiterate	None	Remittance (NA the amount)	10,000+	NA	Not satisfied (Inadequate water supply)	Satisfied	Yes		✓	NA	17647306	Willing to pay more if water supply is adequate
36	Ms. Ugyen Yuden	40	6	Illiterate	Pvt. Sector	50,000	10,000+	NA	-do-	Satisfied	Yes		✓	NA	17613550	-do-
37	Ms. Pema Tshomo	53	5	Illiterate	Small business	77,000	10,000+	NA	-do-	Satisfied	Yes	✓		250	17720500	Willing to pay more if water supply is adequate

Recently updated in the Month of JANUARY 2018

1	Ms. Deki Yangzom	42	4	illiterate	Small business (self employed)	15000	9850	None	Satisfied	Satisfied	No		✓		17880747	Runs Business
2	Ms. Phuntsho Wangmo	63	7	illiterate	Other	40000	37850	None	Satisfied	Satisfied	Yes	✓		400	17784637	Own Business
3	Ms. Yeshey Chden	50	2	illiterate	Other	15000	14700	None	Satisfied	Satisfied	No		✓		17616059	Family responsibilities/ domestic work
4	Aum Choden	54	5	illiterate	None	20000	5000	None	Satisfied	Satisfied	No		✓		17744090	Lack of care support.
5	Ms. Kinley Wangmo	47	5	illiterate	None	8500	7700	None	Satisfied	Satisfied	No	✓		500	16938076	
6	Ms. Karma Yangzom	72	3	illiterate	None	55000	12700	None	Satisfied	Satisfied	No	✓		500	17641013	Family responsibilities/ domestic work
7	Ms. Lamo	54	4	illiterate	Other	4000	1650	None	Not Satisfied	Satisfied	No	✓		500	17318974	

The Poverty line of Bhutan according to World Bank Poverty Analysis 2017 is Nu. 2,195.95 per person/month.



## Safeguard Clauses of TT, PT and SJT

### Safeguard Conditions and Clauses of Contract (TT)

8-14	Section 8 – Special Conditions of Contract (SCC)
	indentured labor, bonded labor or similar labor contracting arrangements.
6.21	<p><b>Child Labor</b></p> <p>The Contractor shall not employ any child to perform any work, including work that is economically exploitative, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development. "Child" means a child below the statutory minimum age specified under applicable national laws. The contractor shall put in place a procedure to verify the ages of young workers.</p>
6.22	<p><b>Employment Records of Workers</b></p> <p>The Contractor shall keep complete and accurate records of the employment of labor at the Site. The records shall include the names, ages, genders, hours worked and wages paid to all workers. These records shall be summarized on a monthly basis and submitted to the Employer's Representative, and these records shall be available for inspection by the Bank's auditors during normal working hours. These records shall be made available to the Employer and the Bank's auditors upon request.</p>
6.23	<p><b>Workers' Organizations</b></p> <p>In countries where the relevant labor laws recognize workers' rights to form and to join workers' organizations of their choosing without interference and to bargain collectively, the Contractor shall comply with such laws. Where the relevant labor laws substantially restrict workers' organizations, the Contractor shall enable alternative means for the Contractor's Personnel to express their grievances and protect their rights regarding working conditions and terms of employment. In either case described above, and where the relevant labor laws are silent, the Contractor shall not discourage the Contractor's Personnel from forming or joining workers' organizations of their choosing or from bargaining collectively, and shall not discriminate or retaliate against the Contractor's Personnel who participate, or seek to participate, in such organizations and bargain collectively. The Contractor shall engage with such workers' representatives. Workers' organizations are expected to fairly represent the workers in the workforce.</p>
6.24	<p><b>Non-Discrimination and Equal Opportunity</b></p> <p>The Contractor shall not make employment decisions on the basis of personal characteristics unrelated to inherent job requirements. The Contractor shall base the employment relationship on the principle of equal opportunity and fair treatment, and shall not discriminate with respect to aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, promotion, termination of employment or retirement, and discipline. In countries where the relevant labor laws provide for non-discrimination in employment, the Contractor shall comply with such laws. When the relevant labor laws are silent on nondiscrimination in employment, the Contractor shall meet this Sub-Clause's requirements. Special measures of protection or assistance to remedy past discrimination or selection for a particular job based on the inherent requirements of the job shall not be deemed discrimination.</p>
6.25	<p><b>Compliance with ADB's Safeguards Policy Statement</b></p>
Bid Document for the "Design, Build & Operate a 12MLD Wastewater Treatment Plant at Thimphu, Bhutan"	

## Bridge construction Safeguard clauses, Phuentsholing Thromde

8-6	Section 8 Particular Conditions of Contract	Section 8 Particular Conditions of Contract	8-7
GCC 75.1	The percentage to apply to the value of the work not completed, representing the Employer's additional cost for completing the Works, is <b>120% of the Contract Amount.</b>	national law."	
PCC 80	<p>"The Contractor shall comply with all applicable national, provincial, and local environmental laws and regulations.</p> <p>The Contractor shall (a) establish an operational system for managing environmental impacts, (b) carry out all of the monitoring and mitigation measures set forth in [the Initial Environmental Examination] [the Environmental Management Plan] attached hereto as Appendix [1][Appendix 2], and (c) allocate the budget required to ensure that such measures are carried out. The Contractor shall submit [quarterly][semi-annual] reports on the carrying out of such measures to the Employer.</p> <p>More particularly, the Contractor shall comply with (i) the measures and requirements set forth in the initial environmental examination and the environmental management plan attached hereto as Appendix [1] and Appendix [2]; and (ii) any corrective or preventative actions set out in safeguards monitoring reports that the Employer will prepare from time to time to monitor implementation of the initial environmental examination and the environmental management plan.</p> <p>The Contractor shall allocate a budget for compliance with these measures, requirements and actions."</p>	<p>PCC 85</p> <p>"The Contractor shall comply with (i) the measures relevant to the Contractor which are in the Resettlement Plan ("RP") and Indigenous People's Plan ("IPP") attached hereto as Appendices [3] approved by the Employer (if any), to the extent it concerns impacts on affected people during construction; and (ii) any corrective or preventive actions set out in safeguards monitoring reports that the Employer will prepare from time to time to monitor implementation of the resettlement plan.</p> <p>The Contractor shall allocate a budget for compliance with these measures, requirements and actions."</p>	
PCC 81	"The Contractor shall provide the Employer with quarterly reports of its activities, including each of its obligations in GCC Clauses 16 and 18, and PCC Clauses 63, 65, 66, and 67."		
PCC 82	<p>The Contractor shall comply with all relevant (a) labour laws and regulations applicable to the Contractors' personnel, including staff, consultants, contractors, and agents; and (b) workplace health and safety laws.</p> <p>discriminate with The Contractor shall not make employment decisions based upon personal characteristics unrelated to job requirements. The Contractor shall base the employment relationship upon equal opportunity and fair treatment, and shall not discriminate with respect to aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment or retirement, and discipline.</p> <p>The Contractor shall (a) provide equal wages and benefits to men and women for work of equal value or type; (b) provide appropriate facilities (latrines, etc.) for workers at construction sites.</p>		
PCC 83	The Contractor shall not employ "forced or compulsory labour" in any form. "Forced or compulsory labour" consists of all work or service, not voluntarily performed, that is extracted from an individual under threat of force or penalty.		
PCC 84	The Contractor shall not employ any child to perform any work, including work that is economically exploitative, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development. "Child" means a child below the statutory minimum age of 18 specified under applicable		

**Safeguard Conditions and Clauses of Contract (SJT)**


Section 7: General Conditions of Contract		Single-Stage: One-Envelope	Page 13 of 28
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within 28 days of the Adjudicator's written decision. If neither party refers the dispute to arbitration within the above 28 days, the Adjudicator's decision shall be final and binding.

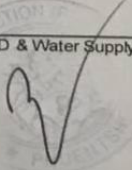
30.4 The arbitration shall be conducted in accordance with the arbitration procedures published by the institution named and in the place specified in the PCC.

**B. Staff and Labor**

<b>31. Forced Labor</b>	31.1 The Contractor shall not employ forced labor, which consists of any work or service, not voluntarily performed, that is exacted from an individual under threat of force or penalty. This covers any kind of involuntary or compulsory labor, such as indentured labor, bonded labor or similar labor-contracting arrangements.
<b>32. Child Labor</b>	32.1 The Contractor shall not employ children in a manner that is economically exploitative, or is likely to be hazardous, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development. Where national laws have provisions for employment of minors, the Contractor shall follow those laws applicable to the Contractor. Children below the age of 18 years shall not be employed in dangerous work.
<b>33. Workers' Organizations</b>	33.1 In countries where national law recognizes workers' rights to form and to join workers' organizations of their choosing without interference and to bargain collectively, the Contractor shall comply with national law. Where national law substantially restricts workers' organizations, the Contractor shall enable alternative means for the Contractor's Personnel to express their grievances and protect their rights regarding working conditions and terms of employment. In either case described above, and where national law is silent, the Contractor shall not discourage the Contractor's Personnel from forming or joining workers' organizations of their choosing or from bargaining collectively, and shall not discriminate or retaliate against the Contractor's Personnel who participate, or seek to participate, in such organizations and bargain collectively. The Contractor shall engage with such workers representatives. Worker organizations are expected to fairly represent the workers in the workforce.
<b>34. Non-Discrimination and Equal Opportunity</b>	34.1 The Contractor shall not make employment decisions on the basis of personal characteristics unrelated to inherent job requirements. The Contractor shall base the employment relationship on the principle of equal opportunity and fair treatment, and shall not discriminate with respect to aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, promotion, termination of employment or retirement, and discipline. In countries where national law provides for non-discrimination in employment, the Contractor shall comply with national law. When national laws are silent on non-discrimination in employment, the Contractor shall meet this Sub-Clause's requirements. Special measures of protection or assistance to remedy past discrimination or selection for a particular job based on the inherent requirements of the job shall not be deemed discrimination.



SBD for Construction of Water Treatment Plant 2.5 MLD & Water Supply Works under Samdrup Jongkhar



Executive Secretary  
Samdrup Jongkhar Thrombol