

Semi-Annual Social Monitoring Report

Project Number: 44240-013
October 2018

BHU: Urban Infrastructure Project- Component A, B and C

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

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

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Document Stage: Draft for Consultation

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EXECUTIVE SUMMARY

The Project will improve urban infrastructure, planning, and management; enhance urban livelihoods; and increase capacity for administering urban infrastructure supply and maintenance works through four project outputs: (i) water supply and sanitation infrastructure in Samdrup Jongkhar and Thimphu thromdes improved; (ii) mobility in Phuentsholing thromde improved; (iii) urban management strengthened; (iv) capacity of urban public officials strengthened for public awareness in health and hygiene and project management and implementation. Of these Outputs (i) and (ii) involve the construction of three infrastructure investments: (i) construction of a 12 million liter per day (MLD) waste water treatment plant in Thimphu (Component A); (ii) construction of water intake and 2.5 MLD water treatment plant in Samdrup Jongkhar (Component B); and (iii) construction of a bridge over the river Om Chhu in Phuentsholing (Component C). Component C also includes the construction of 0.17kms of approach road, roundabout and upgrading of 0.2 kms of existing road. Semi-annual environment monitoring reports are prepared to monitor the environmental compliances of these three infrastructures (Components A, B and C).

This Semi-annual Social Monitoring Report has been prepared for the period April-October 2018.

Methodology for report preparation:

- Conducted several rounds of consultations with the key personnel of Thimphu Thromde (municipality), Phuentsholing Thromde and SamdrupJongkhar Thromde to avoid and minimize resettlement impacts; and
- Several rounds of one-on-one discussions with the people and stakeholder consultations were carried out to address displaced persons especially under Component B in Phuentsholing Thromde. During baseline survey works in three PIUs, it has been observed that the Project has not affected privately owned assets except for the issue of three staff working with Phuentsholing Thromde who were displaced. Consistent with the SPS 2009, the Resettlement Planning (RP) document was prepared and submitted which has been uploaded in ADB website. The detail of the displaced persons is provided in the subsequent page below with matrix and social profile stating their 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, complaint receiver and driver with Phuentsholing Thromde on muster roll basis except for the driver who is a permanent staff and were not available during the time of public Consultation. Therefore, after the Public Consultation the option was to discuss on one on one discussion and make clear the entitlement matrix with all the three displaced persons.

I. INTRODUCTION

A. Project Background and Description

1. 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 Rinchenhang (Nganglam) where Nganglam was later dropped. Accordingly, a proposed Urban Infrastructure Project (UIP) was framed up by ADB in the year 2011. It was conceptualized and planned that UIP would follow the on-going Urban Infrastructure Development Project (UIDP). The basis for urban infrastructure investment is the Government's Structural Plans and Local Area Plans (LAPs) and 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.

2. The title of the Project is "Urban Infrastructure Project" under ADB Loan 2816-BHU. The loan was approved by ADB on 29 November 2011. The loan became effective on 27 April 2012. The initial loan closing was 14 August 2018, which was extended to 30 June 2020 due to initial procurement delays. The total Project cost is estimated at \$23.38 million, of which ADB financing \$19.87 million and the government financing \$3.51 million.

B. Project Objectives

3. The Project will support government's efforts toward ensuring balanced and sustainable development of human settlements in Phuentsholing, Samdrup Jongkhar and Thimphu. The Project outcome is 'Improved urban infrastructure for the residents of Phuentsholing, Samdrup Jongkhar and Thimphu municipalities (thromdes) provided. The Project has four outputs: (i) water supply and sanitation infrastructure in Samdrup Jongkhar and Thimphu thromdes improved; (ii) mobility in Phuentsholing thromde improved; (iii) urban management strengthened and Capacity of urban public officials strengthened for public awareness in health and hygiene and project management and implementation. The Project's design and monitoring framework was updated through a minor-change in scope approved in October 2018, to better reflect the ongoing activities. Of these Outputs (i) and (ii) involve the construction of three infrastructure investments: (i) construction of a 12 million liter per day (MLD) waste water treatment plant in Thimphu (Component A); (ii) construction of water intake and 1.2 MLD water treatment plant in Samdrup Jongkhar (Component B); and (iii) construction of a bridge over the river Om Chhu in Phuentsholing (Component C). Component C also includes the construction of 0.17 kms of approach road, roundabout and upgrading of 0.2 kms of existing road. Semi-annual environment monitoring reports are prepared to monitor the environmental compliances of these three infrastructures (Components A, B and C). This Semi-annual Social Monitoring Report has been prepared for the period April-October 2018.

Table 1: Description of performance indicators (infrastructure investments) under Outputs 1 and 2

Output 1: Water supply and sanitation infrastructure in Samdrup	By 2020: In Samdrup Jongkhar: <ul style="list-style-type: none">• 1,000 households served with improved quality and quantity of water• Five public schools and one general hospital served with improved quality and quantity of water
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Jongkhar and Thimphu thromdes improved	<p>In Thimphu</p> <ul style="list-style-type: none"> • 10 MLD of treated wastewater capacity provided • 4,285 households served by centralized sewerage system • 13 public schools and 6 health centers served by centralized sewerage system
Output 2: Mobility in Phuentsholing thromde improved	<p>By 2020:</p> <ul style="list-style-type: none"> • 0.17 kms of road constructed • One bridge built over the river Om-Chhu • 0.2 kms of roads upgraded; and • Road maintenance equipment provided.

C. Safeguard Categorization

4. According to SPS 2009, the Project is Category B for involuntary resettlement and Category C for indigenous people safeguards. Output 1 and 2 have some involuntary resettlement impacts. Out of 3 displaced staff in Phuentsholing Thromde, two staff are currently working on muster roll considered as temporary staff and one as a permanent staff. While updating the Semi-annual Social Monitoring Report (SSMR), the displaced staff were briefed one-on-one on the Grievance Redressal Mechanism (GRM) during the month of January 2018.

II. IMPLEMENTATION PROGRESS OF PROJECT ACTIVITIES

A. Component A: Construction of a 12 million liter per day (MLD) waste water treatment plant in Thimphu (Output 1)

5. The contract was awarded to M/s Technofab-Vishwa JV on 20 October 2016 by Thimphu Thromde. The implementing Agency (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 October 2016. A copy of Contract Agreement is attached in Annex 1.

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

7. The WWTP site was visited on 20 August 2018 guided by the Project Manager, PIU and Project Engineer, Technofab-Vishwa JV. During site visit, two units were under construction namely (i) Staff quarter building and (ii) Administration laboratory building. The rest of the construction works were also observed to be a continuous process.

8. During recent site visit in 20 August 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 staff was residing in the camp along with their family members. The basic amenities such as supply of clean drinking water, toilets (8 nos.) and an electricity connection are also facilitated.

9. Currently, there are 31 Bhutanese staff of which 4 are female staff. As far as Indian laborers are concerned, there are 140 laborers from India. The staff list of Technofab-Vishwa is attached in Annex 3.

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



During last site visit in January 2018 and recent visit in the month of August 2018, it was noted that one staff (Lab In-charge) from Thimphu Thromde working for 17 years as In-charge cum Lab technician was affected and was displaced from the government quarter. He was allotted similar type of government quarter for his accommodation free of cost. During that time, an assurance was provided by the Project Manager, PIU, Thimphu Thromde that the affected staff will be further relocated once the construction of new staff quarter is complete. However, since the Project is categorized as “Category B” Project, Resettlement Planning (RP) document is being prepared.

11. During recent site visit in the month of Aug 2018, the staff quarter was observed 98% complete. The photograph of the recent location of the staff (Lab In-charge) is as shown below.



Photograph 1: Lab In-charge quarter

Table 2: Details of Displaced Persons (DPs) under ThimphuThromde

Sl. No	Name of Displaced	Age	Sex	Education	Designation	No. of years served in WWTP, Babesa, Thimphu Thromde	Family	Salary (Nu)	Nationality	Pictures (latest pictures of DPs taken on 24th Jan 2017)	Remarks
1	Mr. Pema Khandu	43	Male	Certificate level (CI viiiand with additional 4 yrs course completed from RTC, Kharbandi)	Lab In-charge	18 years (Since 2001)	5	600/day (18,000/month)	Bhutanese	 Mr. Pema Khandu  New residence	Currently working with Thimphu Thromde as Lab In-charge at WWTP, Babesa.

Explanatory note :(i) The displaced person (DP) Mr. Pema Khandu is a lab In-charge at the WWTP, Babesa since 2001. His monthly salary is Nu. 18,000 per month which means his daily earning is Nu. 600/day. His spouse (wife) is currently working as a sweeper at the same site at WWTP earning Nu. 8,580/month. He has two daughters and one son and two are students and one daughter enrolled at VTI for tailoring course. (ii) As far as Relocation and Rehabilitation is concerned, no transitional allowances were paid instead transportation was provided by the Thimphu Thromde (TT) for shifting of belongings to his new location which is hardly 0.5 km from his original place. In the process, no daily wages were cut which as a result no temporary economic impact during relocation were foreseen. After shifting to his new place of accommodation, he was able to continue with his previous job. Since the relocation happened within 0,5 km, children were able to access the same school without any hurdles.

In terms of Income and Expenditure pattern, the total earning by both husband and wife total monthly combined income is Nu. 26,580/month. The total family members are 5 and per person per head monthly income is Nu. 5,316.00 which is way above than the poverty line which according to the World Bank 2017 Bhutan Living Standards Survey (BLSS) Report and 2017 Poverty Analysis Report (PAR) is Nu. 2,195.95 per person per month. The poverty line, representing the level of consumption needed to secure the necessities of life, is obtained by adding estimated food and non-food requirements of Nu.1, 473.45 and Nu.722.50, respectively.

12. The Technofab-Vishwa JV has erected one signpost near to the site office and one extra at a strategic place along the Thimphu-Babesa highway. The existing signpost near to the site office and at Thimphu -Babesa highway is in photograph below;



Photograph 2: Sign post at the Project site



Photograph 3: Sign post at the Babesa highway

13. The present on-going construction works such as Pedestal ductile iron Pipe lay out (50% complete); Sequential Bio-Reactor (SBR) (70%complete); Chlorination Contact Tank (CCT) (98%complete); Electrical building (40% complete); Pump House (60% complete) and Adm. building (99% complete) are as follows;

Photograph 4: Details of on-going Infrastructure progress at the WWTP site, Babesa



Pedestal DI Pipe lay out (50%complete) Sequential Bio-Reactor (SBR) (70%complete)



Chlorination Contact Tank (CCT) (98%complete) Electrical building (40% complete)



Pump House (60% complete) Adm building (99% complete)



Staff quarter (98% complete)

14. According to project administration manual (PAM), the HIV/AIDS awareness raising campaign to the laborers and contractor was one of the mandates and the workshop was conducted on 13 February 2018 at the Project site. The head of the Health Information Service Center (HISC) was requested to be a resource person and an official letter addressing to the Head, HISC as reference is attached in Annex 5. During HIV/AIDS awareness campaign, a group of professional HISC team members also arrived to perform the blood test and about 40 laborers including staff members volunteered blood test for HIV/AIDS.

15. The HIV/AIDS awareness campaign with the contractor and the laborers (irrespective of nationality) was conducted at the Project site and the resource persons were requested from HISC, Thimphu. The Minutes of meeting/the list of the participants and Photographs of the participants during HIV/AIDS awareness campaign is attached in Annex 6. Only one HIV/AIDS awareness campaign shall be carried out and hence not required for further awareness campaign. This is in reference to the PAM.

16. The previous Google map indicating area for the construction of 12MLD WWTP at Babesa, Thimphu thromde is attached in Annex 7. However, the current Google map is not available as the Google has not updated hence could not retrieve the present site map.

B. Component B- Construction of water intake and 2.5 MLD water treatment plant in Samdrup Jongkhar (Output 1)

17. 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 Samdrup Jongkhar Thromde on 18 April 2016. The site

visit accompanied by the Project Manager, PIU, SJT was made on 19 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 then total of 31 laborers (23 male laborers from India, 5 Bhutanese male laborers and 3 Bhutanese female laborers).

18. A copy of work order dated 18 April 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.

19. The list of Participants during FGDs in the month of November 2014 is also attached in Annex 23. The previous Google map of the Project location indicating sites is attached in Annex 24. It is understood that the present Google map is not available as the Google has not updated the current status.

20. The PIU Samdrup Jongkhar was advised to update the FHHs roster and document their willingness to work in the Project sites. The PIU, Samdrup Jongkhar Thromde (SJT) reported that out of 39 FHHs, only 3 FHHs showed interest to work in the Project sites. During previous site visit to Samdrup Jongkhar 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.

21. 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 a strategic site. In January 2017, the signpost was erected near to the Police check point which is visible to the people.

22. The site was visited on 5 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 complete by November 2017.

23. There were then 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, with equal daily wage for male and female.

24. According to PAM, under Community & Participation 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 in mid-September 2017.

25. 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.

26. 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.

27. The HIV/AIDS awareness campaign was conducted on 25 January 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. No further HIV/AIDS campaign is required.

28. During site visit at Samdrup Jongkhar on 23 January 2018, the WTP site was visited along with the Project Engineer, PIU, SJT and observed the construction of Intake weir was 100% complete except for the installation of water pump. In terms of civil works in the WTP, 80% work was complete and remaining 20% is expected to be completed by end of April 2018. The earlier completion deadline was end of October 2017 and a time extension of six months i.e., 30 April 2018 was considered by the Thromde.

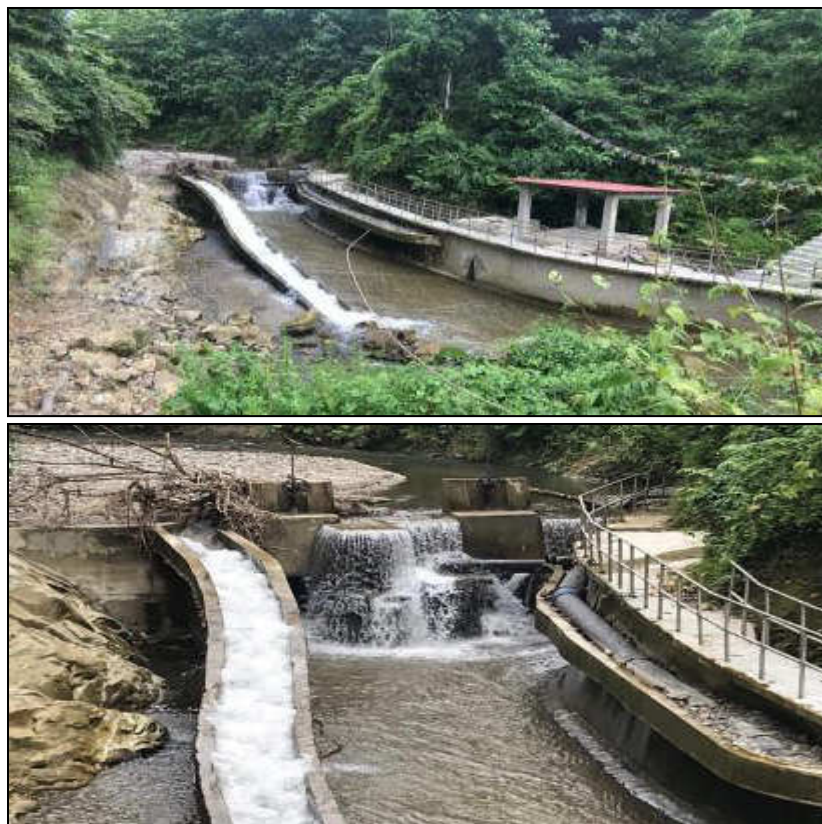
29. At the site, it was observed that the children from the nearby residence were found entering the Project site which according to the Project Engineer has been a frequent and great concern. These issues related to safety of children were brought to the notice of the Project Engineer and laborers that they be cautious and avoid mishaps on the site. It was suggested a proper fencing to be put in place.



Photograph 5: Intake weir at Rikichuu in January 2018, 100% complete

30. The site was visited in the month of August 2018 and observed the following at the Intake site.

- Water flowing above the intake weir due to blockage by the log;
- Gate was blocked by the debris resulting in overflow of the water;
- Clearing the debris requires mechanical equipment (excavator) and presently no access road to the site resulting difficulty in removing debris and logs; and
- Construction of the check dam and an access road would have been the overall solution.



Photograph 6: Situation of Intake weir at Rikichuu in Aug2018.

31. The civil work for the construction of WTP observed 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, works pending are the chemical house, sludge dumping yard and the construction of internal roads.



Photograph 7: An overview of the present WTP civil work which is 80% complete.

C. Component C (Construction of a bridge over the river Om Chhu in Phuentsholing - Output 2)

32. 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 April 2015.

33. The site was then visited on 12 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 previous status of the site indicated on Google map of the Project site is attached in Annex 10. For Phuentsholing thromde, the second phase for the construction of Bridge Safeguard clauses is appended as Annex 11.

34. On 23 January 2017 site visit, the following observation were outlined below;

- (a) The approach road work was towards completion i.e., the completion of approach road work on the left bank of Omchu river is 140 m and 300 m on the right bank;
- (b) The contractor had requested the Ministry Level Tender Committee for time extension till January 2017 and was accepted; and
- (c) The Site Engineer reported that 3 female laborers who were recruited earlier have left the job.

35. The contractor had erected two Signposts at the 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.

36. During site visit on 10 July 2017, the approach road works on both banks of Omchu have been completed and handed over to the Phuentsholing Thromde.

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

38. During recent site visit in the month of Aug 2018, there were few Bhutanese workers seen at the Project site. No Indian workers were seen due to freezing of construction work due to peak monsoon season. The site Engineer reported that the construction work will be commenced after the end of Aug 2018 provided there will be less rainfall. The work progress till June 2018 is 55.04% complete.

39. On 30 January 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 female headed households (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 GAP. The contractor had agreed to recruit as many FHHs interested to work in the Project sites. The contractor had 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.

40. The then 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.

41. On 30 January 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 February 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.

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

43. 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 reference.

44. Following the Public consultation, the HIV/AIDS awareness campaign with the contractor and the laborers was conducted where the resource persons were requested from the 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.

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

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

47. The Public consultations shall be a continued process throughout the project cycle. During recent site visit in the month of August 2018, no laborers were observed working at the Project sites due to peak monsoon and also due to festival. The construction work was observed to be totally closed and according to the Project Manager, PIU and the Site Engineer from M/s Bhutan Builders, the construction work will commence immediately after the end of August 2018. The contractor was focusing on procurement of materials. According to the site engineer from Bhutan builders, their staff current strength is as follows.

- Indian labors: 45 nos. (all male)
- Bhutanese labors: 16 (1 female and 15 male)

Table 3: Summary table of identified impacts and mitigation actions




SI no	Thimphu Thromde	Phuentsholing Thromde	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 provided with all the basic amenities. The Resettlement Planning (RP) document is being prepared since the Project is categorized B Project.	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 2018 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.




48. In terms of vulnerability status of the affected people/communities, under output 1 a, one staff is affected and under output 1b, three staff working on muster roll (temporary employment) and one as permanent staff were affected and relocated to better housing. The three displaced staff were interviewed on 12 August 2016 and no grievances reported. During visit to Phuentsholing Thromde on 24 January 2017, the three displaced persons were interviewed, and their details reflected in Resettlement Planning document and in Table 4. During previous site visit in Feb 2018, all three displaced persons were found residing in their previous location and Grievance Redressal Mechanism (GRM) was explained to each of the displaced persons. An additional interview survey with the displaced persons (DPs) was carried out in August 2018 and their detail socio-economic profile as explanatory note is reported.

Table 4: List of sub-Projects with resettlement and /or Indigenous Peoples (IP) impacts

	Project activities			Remarks
	Component A (WWTP Output 1)	Component B (WTP- Output 1)	Component C (Bridge- 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.	No resettlement impacts have been observed.	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.	
Indigenous Peoples (IP) impacts	None	None	None	The Project will not have any impact on Indigenous Peoples (IPs).

Table 5: Details of Displaced Persons (DPs) under PhuentsholingThromde

Sl. No	Name of Displaced	Age	Sex	Education	Designation	No. of years served in P/ling Thromde	Family	Salary (Nu)	Nationality	Pictures (latest pictures of DPs taken on 24th Jan2017)	Remarks
1	Mr. NeedupDorji	34	Male	Cl. XII pass	Customer service cell (water)	13 years (Since 2005)	1	234/day (7,254/month)	Bhutanese	 Mr. NeedupDorji  New residence	Currently working with PT as temporary staff.
2	Mr. Santa Bir Tamang	56	Male	Cl. II	Previously: Security night guard. Currently: Nurturing flowers in and around Thromde office and Park area.	18 years (since 2000)	3	253/day (7,600/month)	Bhutanese	 Mr. Santa B. Tamang	Currently working with PT working as Temporary staff.

										 New residence	
3	Mr. Sangay Rinchen	35	Male	Cl. X	Driver	9 years (since 2009)	4	333/day (10,000/month)	Bhutanese	 Mr. Sangay Rinchen  New residence	Currently Working with PT as a Permanent staff.

(a) Explanatory note: Displaced Person: Mr. Needup Dorji (34 yrs) is currently working at customer service cell (Water) with the Phuentsholing Thromde (PT). His monthly salary is Nu. 7,254 and his daily earning is Nu. 241/day. (i) As far as socio-economic status is concerned, he mentioned it is better than before in terms of housing (ii) Regarding marital status, he is unmarried and single. (iii) As far as Relocation and Rehabilitation is concerned, he was provided with office utility vehicle to shift his belonging to the current residence place which is about 1.5 km from his original place. In the process, no daily wages were cut which as a result no temporary economic impact during relocation were foreseen. (iv) After shifting to his new place of accommodation, he was able to continue with his previous job. (v) Earlier he had to travel to report to the Thromde office which was about 1.5 km but now it is just 5 minutes walk to the Thromde office. (vi) In terms of his total monthly income it is just the salary he depends on and manages his livelihood from what he gets as salary.

(b) Explanatory note: Displaced Person: Mr. Santa B. Tamang (56 yrs), previously working as a security night guard and now transferred to different section to nurture flowers at the office and park premises which is under the jurisdiction of PT. The reason for his placement to other section is mainly due to the appointment of new G4S guard system by Phuentsholing Thromde. His present salary is Nu. 7,600 per month which means his daily earning is Nu. 241/day. In order to meet his monthly expenses, he does part time jobs elsewhere as his present monthly salary is insufficient. (i) As far as socio-economic status is concerned, he reported it is better than before in terms of housing (ii) Regarding marital status, he is married and survived with his wife and a son who is presently studying at Gedu College. (iii) As far as Relocation and Rehabilitation is concerned, no transitional allowances were paid instead he was provided free transportation (tractor) to shift his belongings to the current residential place which is about 1.5 km from his original place. In the process, no daily wages were cut which as a result no temporary economic impact during relocation were noted. (iv) After shifting to his new place of accommodation, he was able to continue with his previous job. Earlier he had to travel to report to the Thromde office which was about 1.5 km but now it is just 5 minutes walk to the Thromde office.

(c) Explanatory note: Displaced Person: Mr. Sangay Rinchen (35 yrs) is currently working as a full time permanent driver working with the Phuentsholing Thromde (PT). His salary is Nu. 10,000 per month which means his daily earning is Nu. 333/day. (i) As far as his socio-economic status is concerned, he reported it is better than before in terms of housing (ii) Regarding marital status, he is married and survived with his wife and a son (4 months) and daughter (12 yrs) and in grade VI. (iii) As far as Relocation and Rehabilitation is concerned, no transitional allowances were paid instead he was provided with free transportation to shift his belongings to the current residential place which is about 1.5 km from his original place. In the process, no daily wages were cut which as a result no temporary economic impact during relocation were foreseen. (iii) After shifting to his new place of accommodation, he was able to continue with his previous job. Earlier he had to travel to report to the Thromde office which was about 1.5 km and now the distance wise is almost the same. (iv) His daughter was able to access the same school without any hurdles.

III. TYPES OF LOSSES AND MITIGATION MEASURES

49. 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). The proposed mitigation measure was on provision of alternate accommodation with the requisite infrastructure facilities to the affected staff.

A. Relocation and Rehabilitation

50. The Project will not affect any private property and no compensation and rehabilitation is required although under output 1, three staff working with Phuentsholing Thromde (output 2) 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.

B. Public participation and Consultation

51. Public consultation and information disclosure is an integral part of the environmental and social assessment process. During project preparatory technical assistance (PPTA) study, detail socio-economic survey was conducted followed by public consultation. The follow-up public consultation was carried out in Phuentsholing and Samdrup Jongkhar thromde although majority of the people residing in Samdrup Jongkhar and Phuentsholing Thromde are well aware of the upcoming ADB Project. Nevertheless, public information on HIV/AIDS awareness raising campaigns on the importance of the Project linking it to health, gender, social empowerment has been conducted in all the PIUs in the beginning 2018. The focal agencies to conduct the awareness campaign were PMU, PIUs of Thimphu, Phuentsholing and Samdrup Jongkhar Thromde. The health and hygiene awareness and Consultation Participation in all the three PIUs were conducted by the recently recruited Price Waterhouse Coopers 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. Table 6 below has the Consultations detail conducted in the three towns.

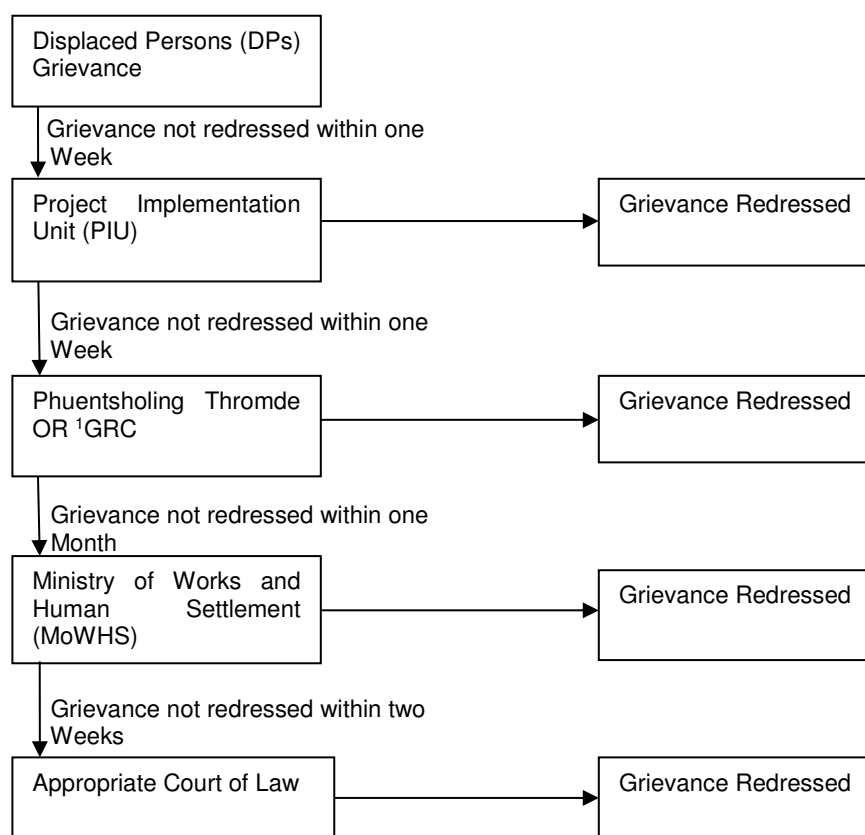
Table 6: Details of Consultation and Participations (C & P) under Thimphu, Samdrup Jongkhar and Phuentsholing thromdes

[illegible]

NA	NA	NA	NA	NA	NA	Contractor work order awarded on 20 th October 2016.
Output 2. Phuentsholing Thromde						
9 th 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 nd 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 th 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 th Aug201 6	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 1. SamdrupJongkhar, Thromde						
24 th Jan 2018	Announcement letter on the Consultation meeting to be held on 26 th Jan 2018	2	Only 2 nos. of male participants attended the meeting on 26 th 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 Annex 26.
Output 2. Phuentsholing Thromde						
30 th 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 nd 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 nd 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 1. Thimphu Thromde						
13 th 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.

Figure 1: Grievance Redressal Mechanisms (GRM)

IV. CONSULTATION AND DISCLOSURE ACTIVITIES AND GRIEVANCE MECHANISMS

52. 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 ¹(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. No grievances were received during the reporting period.

53. 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 displaced persons to the Ministry of Works and Human Settlement (MoWHS) and if not satisfied with the decision may further approach to the appropriate court of law if at all necessary. As far as component A and B are concerned, so far, no complaint/grievances from any project affected persons have been reported to the PM, PIUs.

¹ Grievance Redressal Committee

V. INSTITUTIONAL ARRANGEMENT

54. 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, 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 Samdrup Jongkhar Thromdes.

VI. MONITORING

A. Component A- WWTP, Thimphu: Output 1

55. 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 BHU- 2816 ADB Project on 13 July 2017. The discussion was followed by thorough site visit guided by the Project Engineer, Technofab-Vishwa JV and Project Engineer, PIU Thimphu.

56. Following the site visit, the Project was categorized as “*Category B*” Project as one staff working as a lab in-charge cum care taker was displaced and has been properly relocated within the premises besides being provided with all basic amenities.

Findings

The findings are outlined below;

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

- (a) The construction work on staff quarter and Administrative building is on-going and now 98-99% complete;
- (b) The site office accommodating PIU and Technofab staff is well set-up constructed by the Technofab-Vishwa JV near construction site;
- (c) There are 140 Indian laborers and 31 laborers (includes staff) from Bhutan both skilled and non-skilled working at the Project sites;
- (d) 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 separate for Bhutanese workers and staff. The reason being that the three Bhutanese staff are residing with families and facilitated with attached toilet;
- (e) The labor camps are supplied with clean drinking water with separate toilets (8 Nos.) and free electricity;
- (f) There are 4 Bhutanese female staff working in the capacity of store keepers (2) and office assistant (2);
- (g) Every month, Technofab conducts promotional activities and some gift given to the best workers; and

- (h) Every month, house cleaning such as cleaning of the surroundings is made mandatory.
- (i) As of June 2018, the overall work progress according to the Project Engineer is 45.26% complete.

58. According to the Project Engineer, Technofab-Vishwa JV, additional laborers from India shall be recruited to expedite the work in progress if necessary.

B. Component B, WTP, Samdrup Jongkhar: Output 1

59. The design, monitoring and supervision consultant (DMSC) 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 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 February 2014 to confirm and validate/document any social issues. After the fact findings and validation on 19 January 2017, the Social Due Diligence Report for Samdrup Jongkhar Thromde was prepared ensuring that there is no impact on any private assets.

60. After site visit and verification, it was confirmed that the does not have any 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.

61. The layout of the trunk main from the WTP up to the reservoir tank and distribution sites will be implemented under Package 2 under the Secondary towns Urban Development Project (ADB financed, approved in June 2018] and needs detail survey work to ensure no private lands and assets are affected.

Findings

62. The contract work for Construction of 2.5 MLD Water Treatment Plant and Water Supply Works for Samdrup Jongkhar Thromde 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 Samdrup Jongkhar Thromde and mobilization work commenced from 1 May 2016. The site was visited with Env. Specialist, Project Manager and Project Engineer of PIU SJT on 9 August 2016 and observed that no construction work was mobilized. On 19 January 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 site visit in Jan 2018, the intake weir was found 100% complete while it was 80% (civil works) complete at the WTP. During recent site visit in the month of August 2018 observed that the water at the intake weir was overflowing above the gate due to blockage made by log and debris.

C. Component C: Bridge in Phunetsholing Output 2

63. During preliminary design phase in August 2013, site visits and several rounds of stakeholders' consultations was 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 staff 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 January 2017, the displaced staffs were interviewed, and the Resettlement Planning document was prepared. On 1 Feb 2018, the displaced staff were met and explained about the Grievance Redressal Mechanisms (GRM) on a 'one-on-one basis.

Findings

64. 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 April 2016. The site was visited in August 2016 and the civil works were mobilized. There are non-Bhutanese (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 complete and only skilled laborers were mobilized by the Contractor. During site visit on 10 July 2017, the approach roads at both right and left bank of Omchu river was complete 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 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. Recent site visit in the month of Aug 2018 observed no Indian laborers seen working at the Project site due to heavy monsoon. The Project Engineer reported that the construction work will start beginning of Sept 2018. The contractor was working on procurement of materials.

VII. STATUS OF CONTRACT AWARDS AND RESETTLEMENT PLAN IMPLEMENTATION

A. Component A (WWTP): Output 1

65. The contract work was awarded to M/s Technofab-Vishwa JV on 20 October 2016 and the construction work of staff quarter bldg. and administrative laboratory building was progressing which is now 98% 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.

B. Component B (WTP): Output 1

66. 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 April 2016. The site visit accompanied by the Project Manager, PIU, SJT was made on 19 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.

C. Component C (Bridge): Output 2

67. The contract work was awarded to M/s Tundi Construction Pvt. Ltd, Nepal for the construction of 46.8mspan PC Girder Bridge and Approach Road on 10 April 2015. The site was visited on 12 August 2016 and observed the civil works were 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 the contractors and accepted according to core labor standard. The contract for the bridge portion was terminated due to design changes and had to be re-bid. It was awarded to M/s Bhutan Builders Pvt. Ltd in June 2017, at which point the social safeguards issues were already resolved. There are no pending social safeguards issues at this site.

VIII. FOLLOW UP ACTIONS, RECOMMENDATION AND DISCLOSURE

A. Component A: Output 1

68. Follow up actions on updating 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/discrimination in employment, especially on providing equal pay for work of equal value and elimination of child labor was recently conducted on 24 January 2018 and thus no follow-up action is required on HIV/AIDS awareness campaign.

Recommendations:

(a) 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.

(b) 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. Later, it was agreed that the PMIS shall be maintained by the NCWC for all the PIUs.

(c) The contractor established labor camps adjacent to the Project sites and the land is confirmed as government land. As on 23 January 2017, there were no female workers at the Project site as the work was nearing completion and 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.

B. Component B: Output 1

69. During recent site visit in Aug 2018, the status of the construction work was found to be 80% complete at the WTP while it was 100% complete at the Intake weir. The overall work was scheduled to be complete by end October 2017 but was extended until the end of April 2018. An additional time extension was given to the contractor till 15 November 2018.

Contract Agreement between M/s Technofab-Vishwa JV and Thimphu Thromde

Thimphu Thromde
Building Number: 08
Gongdzin 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, Gongdzin Lam Thimphu, Bhutan (hereinafter called "the Employer"),

and

M/s Technofab-Vishwa JV having its principal place of business at 507, Eros 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/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 (DLP) and remedying 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 28th September, 2016
 - the letter of Bid dated June 29, 2016
 - the Addenda 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,

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Phone : +975-2-338310/322797/322286 Fax: +975-2-323662/340415/338991/334203
www.thimphucity.bt

Thimphu Thromde
Building Number: 08
Gongdzin 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 remedying 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 Operation Service Period.
- The Contract Amount is Nu. 84,600,000.10 (Ngultrum 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:

Witness:

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

Witness:

Mr. Kinley Penjor
Project Manager (ADP 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

Thromdon : +975-2-323665 Executive Secretary +975-2-340355

Safeguard Conditions and Clauses of Contract (Thimphu WWTP)

8-14 Section 8 – Special Conditions of Contract (SCC)

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




List of staff of Technofab - Vishwa JV.ThimphuThromde

TECHNOFAB-VISHWA JV



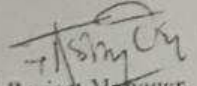
DESIGN, BUILD, OPERATE AND TRANSFER 12MLD WASTEWATER TREATMENT PLANT AT THIMPHU, BHUTAN
LIST OF HUMAN RESOURCES/MANPOWER

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 Brushan	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

Land Certification for the construction of 12 MLD WWTP (Thimphu Thromde)

	ཐིམ་ཕུག་ ཁྲིམ་ཐོང་ རྒྱལ་ཁྲིམ་ཐོང་ལས་ 08 ལོང་ཐོང་ལའ་ ཐིམ་ཕུག་ ༡༡༠༠༡ རྒྱལ་ཁྲིམ་ཐོང་		Thimphu Thromde Building Number: 08 Gongdzin Lam Thimphu-11001: Bhutan
TT/PIU/ADB/1/2017-18/ 03		25 July 2017	
TO WHOM IT MAY CONCERN			
<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 style="margin-left: 10px;"> THROMPON THIMPHU THROMDE Thrompon Thimphu Thromde </div> </div>			
Dasho Thrompon: +975-2-323665, Executive Secretary: +975-2-340355			

**An official letter requesting the head HISC for providing HIV/AIDS awareness campaign
(Thimphu Thromde)**

	<p>ཐིམ་ཕུ་ཐ་རྩེ་ Thimphu Thromde Building No: 08 Gongdzin lam Thimphu -11001: Bhutan</p>	
<div style="display: flex; justify-content: space-between;"> <div> <p>TT/ADB/PIU/2816/2018/ <i>Gr</i></p> <p>Incharge HISC Thimphu, Bhutan</p> </div> <div> <p>Dated 9th Feb 2018</p> </div> </div>		
<p>Subject: <u>Awareness Program on HIV/AIDS for Project work force and Contractors</u></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. BHU-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 13th 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> <div style="text-align: center;">  Project Manager, Project Implementation Unit (ADB) Thimphu Thromde </div> <p>CC:</p> <ol style="list-style-type: none"> 1. Executive Secretary, Thimphu Thromde for information 2. Project Manager, PMU, DES, MoWHIS for arrangement of refreshment. 3. Social and Safeguard Specialist, DMSC, T1 ✓ 4. Project Manager, M/s Technofab Engineering and Vishwa JV., for necessary actions 5. Counselor, HISC, Thimphu 6. Office Copy 		

The Minutes of meeting and the list of the participants during HIV/AIDS awareness campaign, Thimphu Thromde.

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 staff 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 Scan takes 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 8: HIV/AIDS awareness campaign with the contractor and laborers,



Photograph 9: Laborers volunteered for HIV/AIDS blood test.

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

	PRINTED NAME	SEX M/F	AGE	VILLAGE/ORGANIZATION & DESIGNATION	SIGNATURE THUMP PRINT
1	Monaad Ali	M	40		
2	Shahid Ali	M	21		
3	Rezaul	M	22		
4	Bishnu	M	25		
5	Mohad Ali	M	24		
6	Shahid Ali	M	28		
7	Irshad Ali	M	23		
8	Faridat Zahid	M	40		
9	Hameed Ali	M	35		
10	Shahid Ali	M	25		Shahid Ali
11	Sajad	M	24		Sajad
12	Askar Ali	M	55		
13	Faizul Ali	M	34		
14	Abdul Kadir	M	51		Abdul Kadir
15	Tin Rai	M	30		Tin Rai
16	Mai Das	M	28		Mai Das
17	Mahabub Hussain	M	32		Mahabub Hussain

18	Nasir Hakeem	M	24		
19	Rafique	M	28		
20	Gulam Mustafa	M	28		Mustafa
21	Abdul Majid	M	30		
22	Sabir Ahmad	M	19		
23	Zahir R. Ahmad	M	20		
24	Farid Ahmad	M	20		
25	Saikat Bhagat	M	24		Saikat Bhagat
26	Faiz Ahmad	M	28		Faiz
27	Mohammad Razaan	M	24		Mohd Razaan
28	M. Shafiq	M	23		Mohd. Shafiq
29	Abdul Rashid	M	20		Abd. Rashid
30	Amir Ali	M	20		Imtiyaz Ali
31	Saidur Hussain	M	23		Saidur Hussain
32	Sakir Hussain	M	20		SHAKIR
33	Mohammad Hussain	M	25		
34	Nazir Hussain	M	30		
35	Ashiq Raza	M	35		ASHIQ
36	Rafiq R. Sa. Hakeem	M	31		Rafiq Hakeem
37	Ranjit R. Urao	M	22		Ranjit Urao
38	Preston Ekka	M	23		
39	Banab Urao	M	21		


40	Mithun Mia	M	23		Ullha-40
41	Safikat Mia	M	23		Safikat Mia
42	Sujit Panna	M	24		Sujit Panna
43	Ajit Panna	M	20		Ajit Panna
44	Tanvir Ahmed	M	35		Tanvir
45	Bhram Gyem Dorji	M	47		17096911
46	Sonam Tashi	M	45		17117722
47	Kamrul Haque	M	40		Kamrul Haque
48	Abjal Hussain	M	35		
49	Ran Bhador	M	40	17702398	Ran
50	Tancho	M	60	17037074	Tancho
51	Deo Raj	M	27		Deo Raj
52	Lhakpa Dorji Tenzin	M	27	17868978	Lhakpa
53	Kinley Tenzin	M	19	17414699	Kinley
54	Rewas Kharka	M	203	17515886	Rewas
55	Santa Harbu Dorji	M	25	17908480	Santa
56	Passang Dorji	M	30	17517145	Passang
57	Bikash Gurung	M	33	178968006	Bikash
58	Bikash Gurung	M	27	17989208	Bikash
59	Nima Zangmo	F	23	17490570	Nima
60	Sonam Choden	F	21	17397461	Sonam
61	Abubakar Siddique	M	45		Abubakar

62	Sonam Choden	F	29	77777557	Sonam
63	Ilias Haque	M	20		Ilias Haque
64	Abdul Kader	M	20		Abdul Kader
65	Sushil Urao	M	23		Sushil Urao
66	Bhadrir Monyaur jaman	M	23		Bhadrir
67	M. RAJESH	M	28	Staff	M. Rajesh
68	Hithick Kumar	M	42	Staff	Hithick
69	Santosh Kumar	M	29	Staff	Santosh
70	SMIRISH BHARWAT	M	53	Staff	SMIRISH
71	Musab Ali	M	45		Musab
72	ARUL GAUR	M	44	77200985	ARUL
73	AMIT KUMAR SARKAR	M	25	FHS ENGL	AMIT
74	Tenzin Gyatsho Dorji	M	25	Sng.	Tenzin
75	TASHI DORJI	M	37	PIO, ADS, TT	TASHI
76	Pema Dorji	M	25	PMRABT (HSC)	Pema
77	Sonam Choden	M	25	17320972 (HSC)	Sonam
78	Dochan	F	29	17114495 (HSC)	Dochan
79	Ngawang Choida	M	56	17613553 (HSC)	Ngawang
80	Tenzin	M	47	17803753	Tenzin
81	Duph Phunts ho (PRCS)	M	49	77614714	Duph
82	Babur Poudel	M	24	17422410	Babur
83	Rajesh Prustan	M	53	17603661	Rajesh

Google map indicating 2.5 acres land for the construction of 12 MLD WWTP (Thimphu Thromde) during Jan 2018.




Contract Work Order (Phuentsholing Thromde)



འབྲུག་རྒྱལ་ཁབ་ཀྱི་འཕུལ་གྲུབ་ལྷན་ཁག་

Royal Government of Bhutan
Phuentsholing Thromde



Pelkhil Lam, Post Box No. 02

PT/ADB/2017-2018/PH-408 **493** 20th July 2017

To,
Mr. Sonam Wangchen Ongdi
Managing Director
M/s. Bhutan Builders Private Limited,
Thon Lam, Post Box No. 525, Thimphu
Tel: +323462
Fax: +326924
Email: songdi1958@gmail.com


Subject: Work Order for "Construction of 46.8meter span PSC Box Girder Bridge over river Om Chu in Phuentsholing"

Sir,

In pursuant to the contract signing on 20th July 2017, Phuentsholing Thromde is pleased to award the work to your firm, i.e., M/s Bhutan Builders Pvt. Ltd., and the work shall be carried out as follows:-


1. Work shall be carried out as per the terms and conditions, clauses attached with the agreement of the work.
2. Your tender amount for doing this work is **Nu.75,128,624.00** (Ngultrum Seventy Five Million One Hundred Twenty Eight Thousand Six Hundred Twenty Four) Only.
3. The time allowed for completion of this work is Eighteen (18) months as reflected in the tender documents, and shall be reckoned from **1st August 2017**.
4. The work must be executed in accordance with the Technical Specifications.
5. Sample of the materials to be used at site shall need prior approval of the Project Manager Engineer.
6. You are not allowed to subcontract the work.
7. You will post your manpower as mentioned in section-4 (PER-1: Proposed Personnel) of the bidding documents to the site from the date of commencement of the works.
8. Cost for all the test (field and lab tests) recommended shall borne by your firm.
9. All work shall be carried out in accordance to NEC clearance issued from Ministry of Work & Human Settlement/National Environment Commission.
10. Prior to commencement of work you are requested to submit the work plan along with quality assurance Plan clearly stating the working procedures.

Phone: 08488 * 897545-252160/252709/254645; Fax: +323082, Thromphu * 252495 (ext. 140), Executive Secretary * 254312 (ext. 124), Admin & HR * 252497 (ext. 150), Accounts * 254430 (ext. 140, 142), Water Supply (0) * 252877, Sewerage (0) * 253306, Town Maintenance (0) * 253336, Website: www.dzongkhag.gov.bt



འབྲུག་རྒྱལ་ཁབ་ཀྱི་འཕུལ་གྲུབ་ལྷན་ཁག་

Royal Government of Bhutan
Phuentsholing Thromde



Pelkhil 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 18.1.

Yours Sincerely,

(Wangchuk Tharley)

Executive Secretary




འབྲུག་རྒྱལ་ཁབ་ཀྱི་འཕུལ་གྲུབ་ལྷན་ཁག་

Copies to:

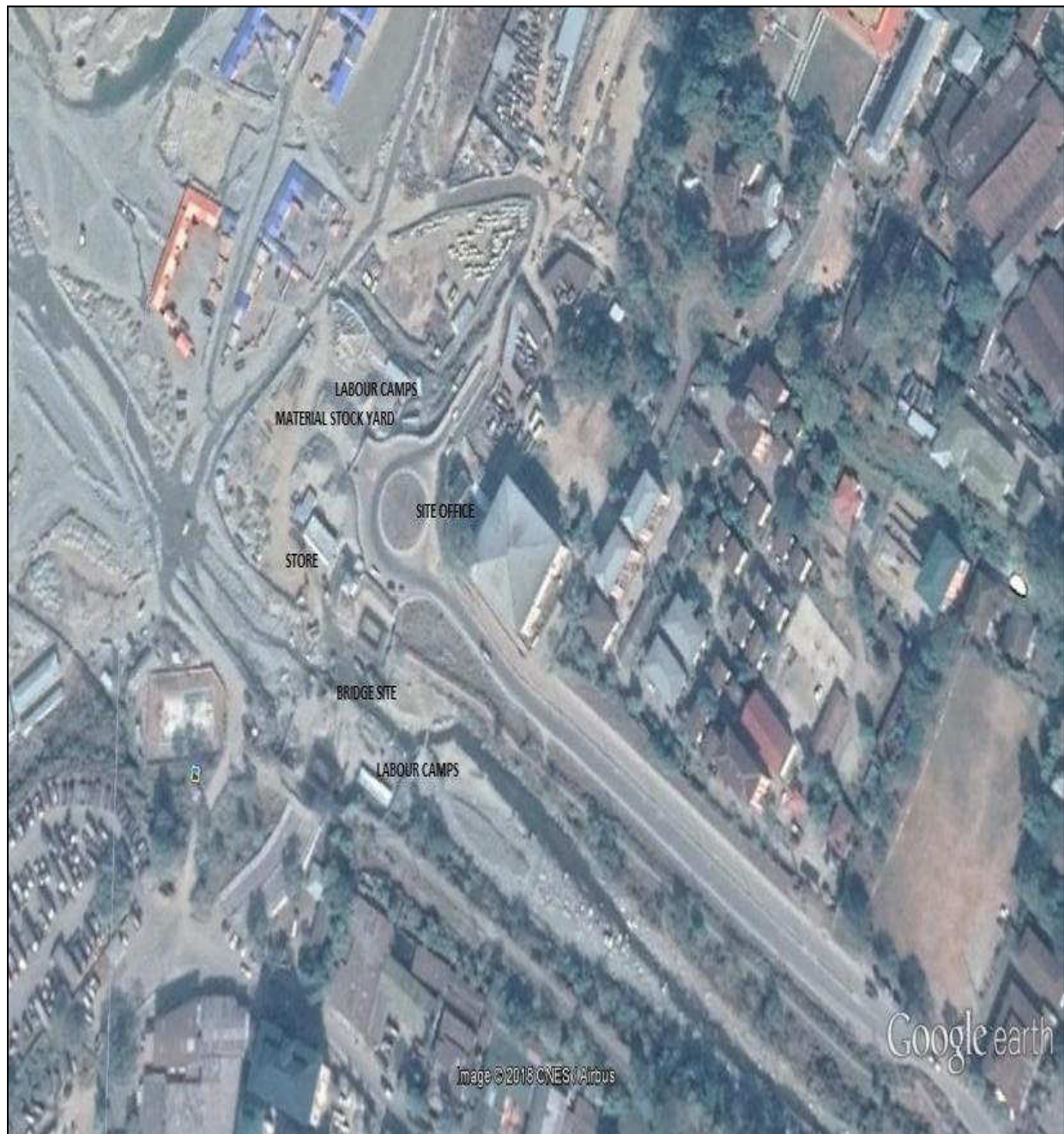
1. Hon'ble Zhabtog Lyanpo, MoWHS, Thimphu for kind information.
2. Hon'ble Secretary, MoWHS, Thimphu for kind information.
3. Project Director, DES, MoWHS, Thimphu.
4. Executive Director, CTR, MoWHS, Thimphu.
5. Project Manager, PMU, DES, MoWHS, Thimphu.
6. Project Manager, PH, PI
7. Works File

Phone: 08488 * 897545-252160/252709/254645; Fax: +323082, Thromphu * 252495 (ext. 140), Executive Secretary * 254312 (ext. 124), Admin & HR * 252497 (ext. 150), Accounts * 254430 (ext. 140, 142), Water Supply (0) * 252877, Sewerage (0) * 253306, Town Maintenance (0) * 253336, Website: www.dzongkhag.gov.bt

Land Confirmation of the Project sites (Phuentsholing Thromde)

	<p>འབྲུག་རྒྱལ་ཁབ་གཞི་རྒྱུ་། ཡུན་རྒྱལ་གྱི་རྒྱུ་རྒྱུ། Royal Government of Bhutan Phuentsholing Thromde</p>	
		Pelkhil Lam, Post Box No. 02
<hr/>		
PT/ADB/2015-2016/PIU-08 / 13		15 th August 2016 16
No Objection		
<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>		
		
Offg. Executive Secretary Phuentsholing Thromde		

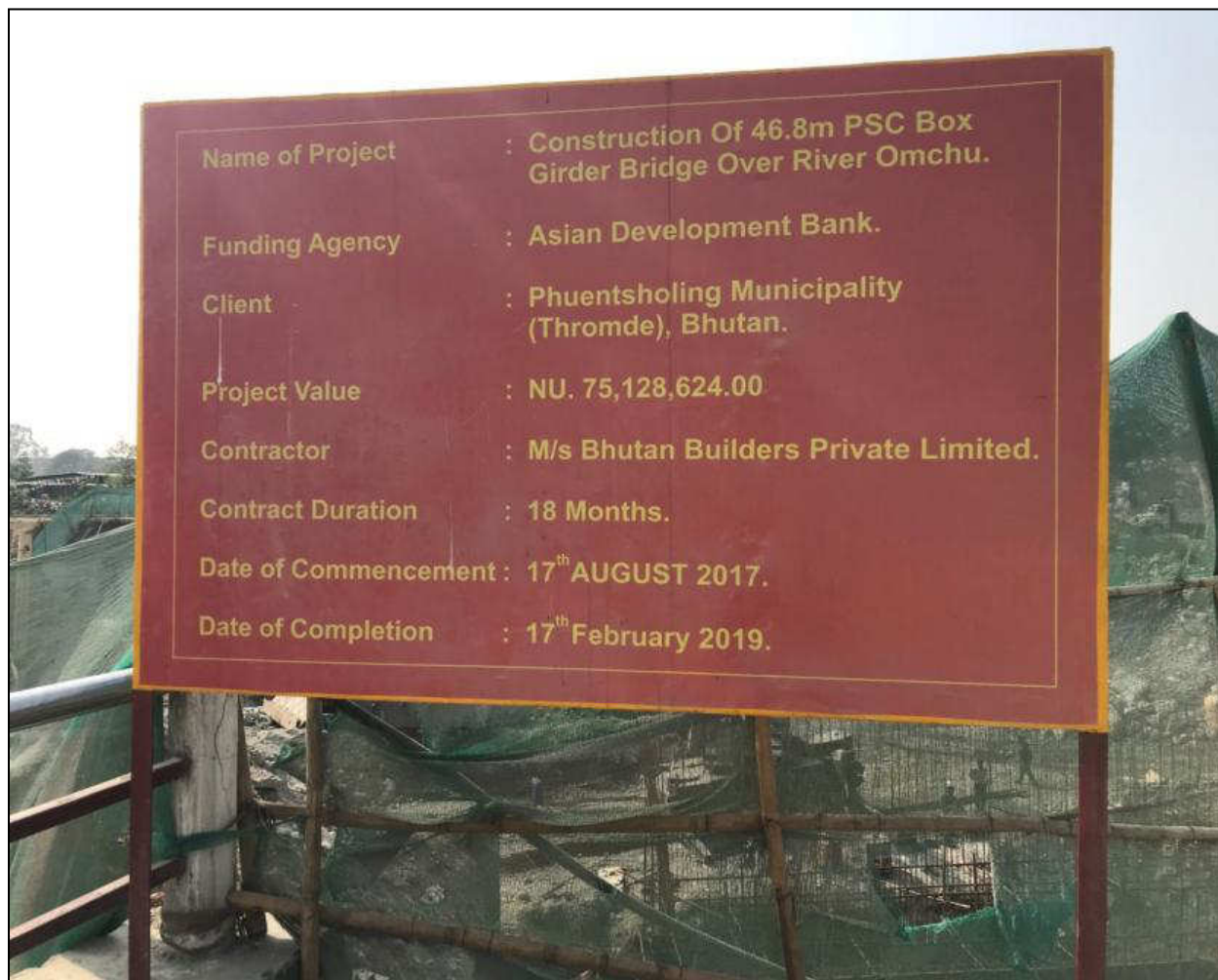
**Google map of 46.8 meter PC Girder Bridge and Approach Roads (Phuentsholing
Thromde) during Jan 2018.**



Bridge construction Safeguard clauses, Phuentsholing Thromde

5.6	Section 8 Particular Conditions of Contract	Section 8 Particular Conditions of Contract	5.7
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 120% of the Contract Amount.	national law."	PCC 85
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>"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		

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



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 that their socio economic would improve if they worked in the project.

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

Letter to council members for public consultation meeting, Phuentsholing Thromde



དཔལ་ལྷན་འབྲུག་གཞུང་།
ཕུན་ཚོགས་སྒྲིང་ ཁྲོམ་སྡེ།



Royal Government of Bhutan
Phuentsholing Thromde

Pelkhil Lam, Post Box No. 02

PT/ADB-UIP/2017-2018/PIU-02/ 786

Date: 30/01/2018

The Tshogpas/Thuemis,
Maed, Toed Constituency,
Phuentsholing, Thromde.

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. of residents from each Constituency on 02/02/2018.

Venue: Project Site office near Youth Building Toorsa (Amo Chu) Previous Wangthang.

Time: 10AM Sharp.

Yours sincerely

Wangchuk Thavay
Executive Secretary

Copy to:

1. Dashed Thrompon, PT for kind information
2. The PM, ADB-2816, MoWHS, Thimphu for kind information
3. All Staff of PIU, ADB, PT for information and necessary follow up action.
4. Office Copy

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;

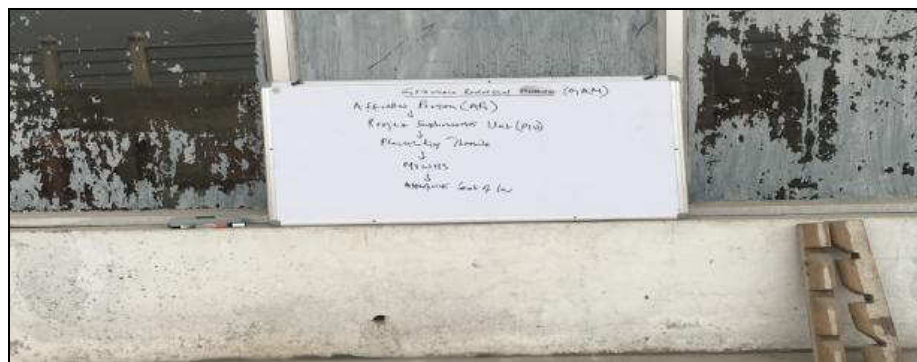
- ✓ Out of 17 respondents, 100% responded they are aware and would support the Project. The respondents also reported that they learnt about the Project from the Thromde officials and their neighbours;
- ✓ All the respondents (100%) supported the Project since the present situation related to traffic 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 in creation 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 11: Participants during Public Consultation at the Project sites



Photograph 12: 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 Const. Site, Gasa, P/L* 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	<i>[Signature]</i>
2	Chunkei Dawa	F	35		17475117	<i>[Signature]</i>
3	Dechen	F	49		17669845	<i>[Signature]</i>
4	Sangay Dawa	F	72		17642566	<i>[Signature]</i>
5	Shirana L. Limbu	F	36		17569994	<i>[Signature]</i>
6	Reganti Rai	F	32		17236920	<i>[Signature]</i>
7	Ganga Kunga Rai	F	29		17470638	<i>[Signature]</i>
8	Bishnu Maya	F	52		17906637	<i>[Signature]</i>
9	Ana Gurung	F	23		77641246	<i>[Signature]</i>
10	Besni Ghallay	F	22		17490008	<i>[Signature]</i>

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	<i>Const. to Const.</i>	17922910	<i>[Signature]</i>
12	Om Bhavati	M	50	<i>DTL, DMLC P/L</i>	17125594	<i>[Signature]</i>
13	Anu Pradhan	F		<i>Project Manager P/L, P/L</i>		<i>[Signature]</i>
14	Bikash Sharma	M		<i>Project Mgr. P/L/ P/L</i>		<i>[Signature]</i>
15	Rajesh Pradhan	M		<i>Asst. Secy. of P/L, DMLC</i>	17603661	<i>[Signature]</i>
16	Hari Thapa	M	40	<i>Bhutan Builders. Co. Ltd.</i>	7776078/17150050	<i>[Signature]</i>
17	Karma Tenzin	M	42	<i>BBL, Project Manager</i>	77115443	<i>[Signature]</i>
18						
19						
20						
21						
22						
23						

Page 2 of 4

No Objection from the Displaced Persons (Phuentsholing Thromde)



དཔལ་ལྷན་འབྲུག་གཞི་རྒྱུད།
ལྷན་ཚོགས་ཁྲིའུ་
Royal Government of Bhutan
Phuentsholing Thromde



Peikhil Lam, Post Box No. 02

PT/ADB/2015-2016/PIU-08/14.

15th August 2016
17.

To Whom It May Concern

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.

Nidup Dorji
Customer Service Cell



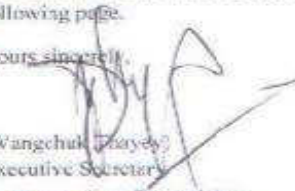
Santabr Tamang
Security Guard

Sangay Rachen
Driver



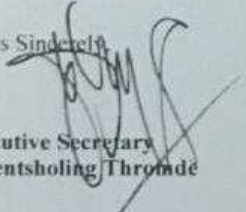
17/08/16

Endorsed by: Bikes T Sharma
Offg. PM

**Assurance letter regarding no further relocations of the displaced staff
Phuentsholing Thromde**

	<p>དཔལ་ལྷན་འབྲུག་གཞུང་།</p> <p>ཕུན་སེལ་ལྷོ་ཁོང་ལྷེ།</p> <p>Royal Government of Bhutan Phuentsholing Thromde</p>	
	Pelshil Lam, Post Box No. 02	
PT/ADB/2017-2018/PIU-06/ 4718		13/07/2017
<p>The Project Director, Urban Infrastructure Project (BHU- 2816), Department of Engineering Services, MoWHS, Thimphu.</p>		
<p>Sub: Letter of Assurance for ADB 2816 Project work</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 align="center"></p> <p>(Wangchuk Dorjee) Executive Secretary Phuentsholing Thromde</p>		
<p>1. The Team Leader, DMSC, UIP-ADB 2816 for information, please. 2. The Project Manager, PIU, PT.</p>		
<p><small>Phone: (0975-05-252166/252159/254643, Fax # 2521662, Thimphu # 252495 (ext. 146), Executive Secretary # 254352 (ext. 124).</small></p>		

**An official letter requesting Head HISC for HIV/AIDS awareness campaign
Phuentsholing Thromde**

	<p>དངལ་ལྷན་འབྲུག་གཞུང་། ཡུན་རྒྱུག་ཐིམ་ཐོང་།</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 18th August 2017 and will be completed by 18th 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 2nd 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></p> <p>Executive Secretary Phuentsholing Thromde</p> <p>CC:</p> <ol style="list-style-type: none"> 1. Project Manager, PIU/ADB/PT 2. Social and Safeguard Specialist, DMSC, PT 3. Project Manager, M/s Bhutan Builders Pvt. Ltd., for necessary arrangements 4. Office Copy 		
<p><small>Phone: EPANX # 00975-05-252160/252759/254645, Fax # 252882, Thrompon # 252495 (ext. 148), Executive Secretary # 254312 (ext. 124), Adm. & HR # 252497 (ext. 150), Accounts # 254436 (ext. 144/142), Water Supply (O) # 252877, Sewerage (O) # 253306, Town Maintenance</small></p>		

Minutes of meeting, the list of participants during HIV/AIDS Awareness campaign Phuentsholing Thromde.

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 13: Participants during HIV/AIDS awareness Campaign at the Project site Office, Phuentsholing Thromde

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, Phuentsholing Date: 22.02.2018

ATTENDANCE SHEET

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
1	Karma Tenzin	M	42	Bhutan Butlers Pvt. Ltd.	77115443	[Signature]
2	Hein Lal Thapa	M	40	Bhutan Butlers Pvt. Ltd.	17150056 / 77706078	[Signature]
3	Omnath Dorji	M	50	DMSC, DTL, Phg.	17125594	[Signature]
4	Rajesh Pradhan	M	52	Integr. & ADB	17603661	[Signature]
5	Babin Poudel	M	24		17922910	[Signature]
6	Karma Choden	F	50	MOH, HISC	17629933	[Signature]
7	Dorji Zangmo	F	35	"	12432560	[Signature]
8	Sangay Wangdi	M	44	"	17538171	[Signature]
9	Bidul Sharma	M	28	Phuentsholing Thromde	17572162	[Signature]
10	Dorji Phuentsho	Sign	69	PRCS, Thimphu	77614714	[Signature]






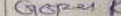






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Public Consultation for Social and Environment Safeguards and Assessment

	PRINTED NAME	SEX F/M	AGE	VILLAGE/ ORGANIZATION/FIRM & DESIGNATION	CONTACT NUMBER/S & EMAIL ADDRESS	SIGNATURE/ THUMB PRINT
11	Bhimant	M	31		85 14750395	Bhimant
12	Anant	M	42		"	Anant
13	Anant Dahan	M	20		"	Anant
14	Rajendra	M	26			Rajendra
15	Abdul Aziz	M	27		-	Abdul Aziz
16	Shankar	M	25		-	Shankar
17	Harendra Hada	M	35			Harendra Hada
18	Jagan	M	20			Jagan
19	Zaid	M	18			Zaid
20	Asa batar	M	45			Asa batar
21	Bidhan An	M	26			Bidhan An
22	Krishna Ray	M	23			Krishna Ray
23	Rajendra Kumar	M	29			Rajendra Kumar

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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	Nitasha Shukla	M	40			
38	Sachinendra Ray	M	22			
39	Kannan Ray	M	20			
40	Ostrangit	M	22			
41	Pat Alaka Ray	M	20			
42	Batal Ray	M	30			
43	Gopal Ray	M	43			
44	Bhubani Ray	M	18			
45	Bhupen Dasgupta	M	18			
46	Kinga Wangchuk	M	21	Bantawan	17564098	
47	Kuntay	M	47	"	17663557	
48	Mate Gato Rai	M	35	"	77285484	


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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
49	24 Sanku Kumar Rai	M	23	Bhatara	77422006	
50	25 Ching Dangi	M	32	"	17642244	
51	26 Santa Bin Mgyi	M	53	"	17754532	
52	27 Sang Dangi	M	66	"	17694834	
53	28 Thapala	M	47	"	17608191	
54	29 Tshering Khuying	M	33	"	17895087	
55	30 Ray Bhadrans	M	56	Ladon		
56	31 Zang Rangas Ray	M	18	"		
57	32 Subrata Shrestha	M	19	"		
58	33 Jigme	M	45	Bhatara		
	34					
	35					
	36					

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Contract Work Order (Samdrup Jongkhar Thromde)



ཐ་རྩེ་འཕྲུལ་ཁྲིམས་མཁར་ཁྲིམ་ཁྲེ།

THROMDE ADMINISTRATION

SAMDRUP JONGKHAR



SJT/ED/08/2015-2016/55


Date: 18/4/2016

Work Order

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.N1101 and License No.1000643 and CDB No.2001 respectively at your Contract Amount No.89, 575,499.30 (Ngultrum Eight hundred ninety five Lakhs Seventy Five thousand Four Hundred Ninety Nine & Chetrum 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 personal 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.



(Minjug Dorji)
Executive Secretary




CC to:

1. Dasho Thrompon, Thromde Administration, S/ Jongkhar, for kind information please.
2. The Project Director, ADB, DES, MoWHS, Thimphu for kind information
3. Mr. Sekhar Bora, 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, PMU, 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.

PABX: +975 7 251616, 251619, 251629 Fax: +975 7 251605 Website: www.sjthromde.gov.bt

Adm
File Properly

Land Confirmation of the Project sites (Samdrup Jongkhar Thromde)

	<p style="margin: 0;">ཨ་མ་རྒྱལ་ཁོང་མཁའ་ལྷན་ཁྲུང་པོ་</p> <p style="margin: 0;">འཕེལ་རྒྱུ་ལྟོང་མཁའ་ལྷན་ཁྲུང་པོ་</p> <p style="margin: 0;">OFFICE OF THE THROMPON</p> <p style="margin: 0;">SAMDRUP JONGKHAR THROMDE</p>	
<div style="display: flex; justify-content: space-between;"> 18/SJT/UPDD/ADB/13-14/ 473 25th September 2014 </div>		
<p>The Project Director MOWHS Thimphu</p>		
<p>Sub: Submission of Land Confirmation report</p>		
<p>Sir,</p>		
<p>The land conformation report of water supply development of Samdrup Jongkhar Thromde by the ADB Project BHU-2816 are as follows:</p>		
<ol style="list-style-type: none"> 1) Water Treatment Plant at 4.0 km: The proposed site falls within the registered area of municipal pump house (government land) measuring 92,782 sq.ft (plot no.G-56 and G-57) as per the Thromde Thram Records and Survey data. 2) Transmission water main pipe layout: The proposed network stretches along the proposed highway as per the LAP and the area is government land. 3) Proposed footpath near water intake site: The proposed development falls within the dzongkhag administration boundary and hence needs an approval from the dzongkhag land record sector. 4) Water Reservoir Tank: The proposed construction falls within the vacant government land measuring 7840 sq.ft. 		
<p>However, the overall development work needs to be consistent with the Structural and LAP of the Thromde.</p>		
<p>Thanking you.</p>		
<p>Yours Sincerely,</p>		
<div style="text-align: center;">  (Wangda Dorji) Offg. Executive Secretary </div>		
<p>Copy to:</p> <ol style="list-style-type: none"> 1) Dashu Thrompon, SJT for kind information 2) Project manager, SJT for information 3) Head, UPDD, SJT for information 4) Office Copy 		
<div style="display: flex; justify-content: space-between; font-size: small;"> PABX: +975 7 251616, +975 7 251619, +975 7 251629 Fax: +975 7 251770, +975 7 251305 </div>		

Safeguard Conditions and Clauses of Contract (Samdrup Jongkhar Thromde)

Section 7: General Conditions of Contract

Single-Stage: One-Envelope

Page 13 of 28

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

- 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

List of Participants during Focus Group Discussion (Samdrup Jongkhar Thromde)

Focus Group Discussion held at S/Thromde Date: 21 Nov 2014

Sl. no.	Name	Age	Gender	Village	Group	Dangkhag/Dangkhag	Signature
1	Linzin Chomo	29	Female	Chenen	Chenen	Dewathang	[Signature]
2	Pinde Dorjha	31	"	Kyute	Nadi	Wangchuk	[Signature]
3	Samgya Rangmo	29	F	W/S	W/S	Wangchuk	[Signature]
4	Tawa Dain	27	F	S/Chang	S/Chang	S/Chang	[Signature]
5	Dorjee Peltan	26	F	S/Chang	S/Chang	W/S	[Signature]
6	Sigam Choden	30	F	Dorjee	W/S	Thang	[Signature]
7	Phelema Chomo	20	"	W/S	W/S	W/S	
8	Pema Choden	34	"	W/S	W/S	W/S	

Focus Group Discussion held at S/Thromde Date: 21 Nov 2014

Sl. no.	Name	Age	Gender	Village	Group	Dangkhag/Dangkhag	Signature
9	Ugyen Dorje	40	F	Dorjee	W/S	W/S	[Signature]
10	Samgya Rangmo	42	"	W/S	W/S	W/S	
11	Ugyen Dorje	54	M	W/S	W/S	W/S	[Signature]
12	Kelgang Aschen	26	F	W/S	W/S	W/S	[Signature]
13	Ameka	22	F	W/S	W/S	W/S	[Signature]
14	Sigam Choden	24	F	W/S	W/S	W/S	[Signature]
15	Pelgy Dorje	41	M	W/S	W/S	W/S	[Signature]
16	Samgya	34	"	W/S	W/S	W/S	[Signature]

Focus Group Discussion held at S/Thromde Date: 26 Nov 2014

Sl. no.	Name	Age	Gender	Village	Group	Dangkhag/Dangkhag	Signature
17	Lhakpa Rai Dorje	25	M				[Signature] PE/DIU
18	Songam Choki	22	F				[Signature] PE/DIU
19	Shirata Wangchuk	23	M				[Signature] PE/DIU
20	Dorjee Wangchuk	25	M				[Signature] PE/DIU
21	Dema	32	F				[Signature]
22							
23							
24							

Google map indicating the construction of the 2.5 MLD WTP Samdrup Jongkhar Thromde



Minutes of meeting and the list of participants during HIV/AIDS Awareness campaign Samdrup Jongkhar Thromde

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, Samdrup Jongkhar 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.



Photograph 14: Signpost of HISC SJT

Photograph 15: HISC Head preparing for the briefing



Photograph 16: HIV/AIDS awareness Campaign conducted at the WTP Project site office, SJT

Public announcement Samdrup Jongkhar Thromde



བསམ་གཏུག་ཕྱོད་སྐོར་མཁའ་ཁྲིའི་ཁྲིའི་

THROMDE ADMINISTRATION
SAMDRUP JONGKHAR



SJT/IDD/01/2017-2018/1510

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:

1. Dasho Thrompon, SJT for kind information
2. The PM, ADB - 2816, MoWHS, Thimphu for kind information
3. Engineer, Water Supply Section to attend the meeting
4. All staffs, PIU, ADB for information and necessary follow up action.
5. Office Copy