

Social Monitoring Report

PUBLIC

Project No. 42173-017
Semi-Annual Report (January-June 2025)
July 2025

Bhutan: Water Flagship Program Support Project

Prepared by the Project Management Unit, WFPSP, MOIT, Royal Government of Bhutan for the Asian Development Bank (ADB).

This 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. Your attention is directed to the "terms of use" section of ADB's website.

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

ABBREVIATIONS

ADB	-	Asian Development Bank
BHU	-	Basic Health Unit
CDCL	-	Construction Development Cooperation Limited
CSO	-	Civil Society Organization
DDR	-	Due Diligence Report
DMS	-	Detail Measurement Survey
DOID	-	Department of Infrastructure Development
GESI	-	Gender Equality and Social Inclusion
GRM	-	Grievance Redressal Mechanism
MOAL	-	Ministry of Agriculture and Livestock
MOIT	-	Ministry of Infrastructure and Transport
O&M	-	Operation and Maintenance
PAVA	-	Poverty Assessment Valuation Agency
PIU	-	Project implementation Unit
PMSC	-	Project Management Supervision Consultant
PMU	-	Project Management Unit
QPR	-	Quarterly Progress Report
RGOB	-	Royal Government of Bhutan
RP	-	Resettlement Plan
SSMR	-	Semi-Annual Social Monitoring Report
WFPSP	-	Water Flagship Program Support Project
WSD	-	Water and Sanitation Division
WTP	-	Water Treatment Plant

Dzongkha Terminologies

Dzong	-	Fortress or castle
Dzongkhag	-	District
Gewog	-	Block
Gup	-	Block Head
Thromde	-	Municipality
Lhakhang	-	Temple

Table of Contents

Section I: Introduction (Background, Implementation Status, and Progress in the past 6 months from January to June 2025)	1
A. Overall Project Description and Objectives	1
B. Social Safeguards Category of Projects	2
C. Scope of the Report	2
D. Status of Project and Sub-project Implementation	2
E. Institutional Arrangement for Social Safeguard Implementation.....	3
F. Project Management Unit.....	4
G. Project Implementation Unit	5
H. Project Management and Supervision Consultant.....	5
I. Civil Works Contracts and Contractors	6
J. Status of RP/DDR	7
Section II: Social Safeguards monitoring-Scope of Impact and Mitigation Measures	9
A. Scope of Impact and status update for the Reporting period	9
B. Scale and scope of the project’s safeguards impacts, and mitigation measures proposed	10
C. Status of recruitment/mobilization of the safeguard team	10
D. Status of entitlements matrix and other rehabilitation measures, as applicable, and as described in the approved final resettlement plan(s).....	11
E. Status on Compensation and Rehabilitation	11
F. Grievance Redress Mechanism	11
G. Institutional arrangement for GRM.....	11
H. Grievance redress status at the project site CW-01 is maintained by the PIU	11
I. Grievances received during the reporting period and how it was addressed.....	12
J. Compliance status of loan covenants	13
K. Update on compliance with mission recommendations for social safeguards.....	21
Section III: Other Safeguards Compliance Issues	24
A. Consultation Meetings.....	24
B. Capacity development training activities on safeguards compliance.....	24
Conclusions and Recommendations	24

List of tables

Table 1: Project Loan Details.....	1
Table 2: Status of Implementation of Project Components	3
Table 3: Details of WFPSP-Project Implementing and Monitoring & Supervision Staff	4
Table 4: Details of WFPSP-Project Implementing and Monitoring & Supervision Staff	4
Table 5: Incumbent Safeguards Officers by Project Site.....	5
Table 6: WFPSP: Composition of the PMSC.....	5

Table 7: Social Safeguards focal points identified and nominated at PMU and PIUs	6
Table 8: Summary & status of Project packages: Physical progress rate and financial progress	6
Table 9: Safeguards documents and links for access from ADB and the Project website.....	8
Table 10: Compliance status by loan covenant item (Schedule 4)	13
Table 11: Corrective Action Plan based on SSMR (January-June 2025)	22
Table 12: Recommendations for taking up social safeguard’s activities.....	26

Photographs

Photograph 1: Pamtsho Hotel Area under CW-01	8
Photograph 2: Pamtsho Hotel Area under CW-01	9
Photograph 3: Boundary wall and Grievances recorded and maintained under CW-01	12
Photograph 4: Grievances maintained under CW-02.....	13
Photograph 5: HIV/AIDS awareness campaign under CW-02.....	23
Photograph 6: Toolbox talk under CW-02.....	23

Appendixes

Appendix 1: Identified & designated personnel for WFPSP Project Management Unit.....	28
Appendix 2: Identified and designated focal persons for Social Safeguards.....	29
Appendix 3: Minutes of Meetings during Public Consultation at Dhangkhar Lhakhang, Zhemgang on 8 July 2025, ADB TA-Project No. 42173-017.....	30
Appendix 4: List of Participants of the command areas during consultation meeting held on 8 July 2025 at Dhangkhar Lhakhang, Zhemgang Dzongkhag under WFPSP	32
Appendix 5: PowerPoint Presentation at Dhangkhar Lhakhang on 8 July 2025, Trong Gewog, Zhemgang Dzongkhag for WFPSP, ADB TA Project No. 42173-017.....	34
Appendix 6: Group Photograph after Public Consultation held at Dhangkhar Lhakhang on 8 July 2025, Trong Gewog, Zhemgang	36
Appendix 7: Photographs of meetings and site visit at Zhemgang CW-02.....	37
Appendix 8: Labour camp Inspection under CW-02.....	38
Appendix 9: Signage at the CW-02 sites	39
Appendix 10: Site office record keeping of CW-02 (Sample).....	40
Appendix 11: Public Consultation meeting at Dhangkhar Lhakhang, Trong Gewog, Zhemgang	41
Appendix 12: Code of Conduct handed over to CW-02 Contractor	42

Section I: Introduction (Background, Implementation Status, and Progress in the past 6 months from January to June 2025)

A. Overall Project Description and Objectives

1. ADB is supporting the Royal Government of Bhutan (RGOB) to develop climate-resilient agriculture and water supply schemes in Zhemgang, Wangduephodrang (Gasetsho-Wom and Gasetsho-Gom gewogs), and extend water supply in a newly developing area in Pamtsho, Thimphu, under the RGOB's Water Flagship Programme Support Project (WFPSP).
2. The WFPSP will strengthen the climate resilience of about 11,000 residents and/or farmers who suffer from water insecurity in Zhemgang and Wangduephodrang *dzongkhags* (districts) and Thimphu *thromde* (municipality), because of inadequate capacity to cope with climate variability. The project will build climate-and disaster-resilient systems through infrastructure development, digital technology, and capacity support of local communities and institutions.
3. The following are the project outputs of the WFPSP:
 - (i) Output-1: Climate and disaster-resilient drinking water supply and irrigation infrastructure developed.
 - (ii) Output-2: Climate-smart water management systems established.
 - (iii) Output-3: Capacity, governance, and awareness of inclusive, resilient, and sustainable water management strengthened.
 - (iv) Output-4: Solutions for improved and climate-resilient farmers' livelihoods introduced.
4. The WFPSP has a concessional loan and a Grant component. Summary details of the Project Loan and Grant component are summarized in Table 1.

Table 1: Project Loan Details

Sl. No	Description	Amount ¹	Remarks
1	Project Cost	\$23.8 million	Project Number: 42173-017
2	Concessional loan	\$ 14.0 million	ADB Loan 4281
3	Grant-Asian Development Fund	\$ 6 million	ADF Grant-0874
4	Grant-JFPR	\$ 2 million	To be administered by ADB
5	Government contribution ²	\$ 1.8 million	
6	Loan and Grant signing	12 December 2022	
7	Loan effectiveness	14 January 2023	
8	Loan and Grant Closing	30 June 2030	Time Elapsed: 23%
9	Field Mission reporting period/quarter	1	6-10 March, 2023

Source: Project Administration Manual

5. As part of the reporting mechanism, to monitor the effective implementation of the Project. Semi-annual Social Safeguard Monitoring Report (SSMR) is prepared to ensure the project conforms to social safeguards principles and best practices translated in Resettlement Plans (RP) or Due Diligence Reports (DDR) prepared before project implementation. The present SSMR, for the first half year, from January to June 2025, is prepared to report on the activities undertaken,

¹ Exchange Rate: 1 \$ US = 79.82 Nu

² Government contribution will finance (i) taxes and duties, (ii) land acquisition, resettlement costs, (iii) incremental administration costs, and (iv) contingencies.

work progress, and follow-up actions, and will be continually reported in subsequent SSMRs under the Project.

B. Social Safeguards Category of Projects

6. The project was initially categorized as "Category B" for involuntary resettlement under ADB safeguard policies under CW-01. This implied potential restrictions to shop access during pipe laying, temporary income loss due to access disruption, and potential unanticipated impacts such as damage to private property. Therefore, good practices during construction, aligned with the CW-01 Resettlement Plan (RP), were deemed necessary.

7. The Resettlement Plan, prepared in October 2022, identified 45 households (180 members) as potentially impacted, primarily due to possible effects on business income from disrupted access to shops by excavated trenches. It noted that 20 of these shops were closed during a May 2022 socio-economic survey, and the contractor was to provide planks for customer access. However, a field visit on 10 July 2025, to the CW-01 sites at Pamtsho Hotel area, including cross-examination of shop owners, confirmed no business impacts. As suggested, the contractor installed sturdy planks over trenches, and restoration work was completed on the same day as pipe laying. This ensured no disruption to business operations during trenching in front of shops. In addition, many shop owners had changed, and their whereabouts were untraceable.

8. Furthermore, shop owners mentioned in the Resettlement Plan along the Jungshina Taba Highway were not impacted as pipes were laid underneath ducts, as evidenced by Photograph 1. Therefore, the compensation for 7 days (maximum period of disruption) totals Nu. 754,740.00 and the one-time vulnerability assistance of Nu. 455,240.00, as mentioned in the Resettlement Budget, is no longer required.

9. The project CW-01, CW-02, and DB-01 is classified as "Category C" for indigenous peoples as per ADB's Safeguards Policy Statement (2009). The survey, field visits, and consultations do not reveal the presence of any distinctive and separate indigenous people living in the project areas. Due diligence till this reporting period for Zhemgang CW-02 further confirms that the project will not have any impacts on indigenous peoples.

C. Scope of the Report

10. This is the 5th series of SSMR, which has been prepared semi-annually for submission and disclosure to ADB. The SSMR contains progress achieved in the reporting period spanning 6 months (January to June 2025). The project where access issues and unanticipated impacts to property during construction have been anticipated, especially under the Zhemgang CW-02 distributions network at the command areas, namely, (i) Dhankhar, (ii) Dungbe, (iii) Wangdigang, (iv) Crespaipam, (v) Tarala, and (vi) Tingdipam, implementation and monitoring practices are imperative to achieve sound social development outcomes.

D. Status of Project and Sub-project Implementation

11. A description of the status of implementation of Project Components is presented in Table 2.

Table 2: Status of Implementation of Project Components

No.	Package No. and Description	Status
1	CW-01-Construction of Distribution Network for Pamtsho	Commenced on 18 August 2023 and ends on 18 April 2025 (20 months Project duration). The Contractor Bhutan Engineering Construction Pvt. Ltd. commenced work effective 4 September 2023. As of the end of June 2025, it was 100% complete.
2	DB-01-Design, build, and Operate of Water Treatment Plant for Thimphu Pamtsho with 2-year O&M	For Pamtsho, Thimphu, DB-01-Design, build, and Operate of Water Treatment Plant for Thimphu Pamtsho with a 2-year O&M sub-project. The project was awarded to EW Construction Pvt. Ltd and Granus Water and Environmental Solution Pvt. Ltd commenced on 16/8/2023. The Contractor (East-West Construction and Granus Water & Environmental Solutions Pvt. Ltd.) commenced work effective 16 August 2023. By the second half of 2024, construction work on the administrative building and staff quarters component was 100% complete. The project activities have been implemented for over 18 months, and currently, it is 100% complete.
3	CW-02: Construction of an Integrated drinking water and irrigation system for Zhemgang, including 2 years of O&M	CDCL has been awarded the contract work for the Zhemgang package, and the work was awarded on 12 August 2024, with a work order issued on 19 August 2024. The contractor has fully mobilized manpower and machinery for the task.
4	DB-02: Construction of an integrated drinking water and irrigation system for Hetsotsamchu, including 3 years O&M	Bid documents are being prepared. The Contracting modalities are under discussion. This was initially required to be completed by 15 October 2023, but was delayed. Planning to float the tender in Q4-2025.
5	CW-04: Efficiency and resilience improvement for irrigation and drinking water supply (distribution) in the Hetsotsamchu scheme	Designs and preparation of Bid Documents are underway. Planning to float the tender in Q4-2025.

Source: WFPSP, Project Management Unit, Ministry of Infrastructure and Transport (MOIT)

12. For the sub-project in Zhemgang CW-02, construction of an integrated drinking water and irrigation system for Zhemgang, including 2 years O&M, the designs and bid documents have been evaluated, and the letter of work award and issued to the winning contractor. For the Wangduephodrang Hetsotsamchu sub-project DB-02, construction of an integrated drinking water and irrigation system including 3 years O&M, the date of submission of the Bid Document was revised to 15 October 2023, but it is still under preparation. For sub-project CW-04, Efficiency and resilience improvement for irrigation and drinking water supply (distribution) in Wangduephodrang Hetsotsamchu scheme, the survey, data, and design have not commenced yet.

E. Institutional Arrangement for Social Safeguard Implementation

13. This section describes the actual implementation arrangement or any adjustments made to the institutional arrangement for managing the social safeguards issues in the projects. This includes the establishment of a safeguards unit/team and appointment of staff in the executing agency/implementing agency; implementation of the Grievance Redressal Committee (GRM) and its committee; supervision and coordination between institutions involved in the management and safeguards monitoring.

14. The updated institutional arrangements for project implementation, Table 3, include the Project Management Unit (PMU), Project Implementation Unit (PIU), Project Management and Supervision Consultants (PMSC), and designated staff for the implementation and monitoring of the project.

Social Safeguards Officers who are currently the focal persons for environmental and social, and gender safeguards for the project. Some of the personnel designated for this project have changed since the last reporting period. The PMSC Consultants, consisting of social safeguards, environmental safeguards, and a gender expert, have been recruited.

Table 3: Details of WFPSP-Project Implementing and Monitoring & Supervision Staff

Sl. No	Position / Designation	Name
1	Project Director	Director General, Department of Infrastructure Development
2	Project Coordinator	Officiating Chief Engineer, Water and Sanitation Division
3	Project Manager	Dy. EE, Water and Sanitation Division
4	Irrigation	Specialist
5	Agriculture focal	Dy. Chief Agriculture Officer
6	Accountant	Accountant, Finance Section
7	Focal for Thimphu	Assistant Engineer, Water and Sanitation Division
8	Focal for Zhemgang	Principal Engineer, Water and Sanitation Division
9	Focal for Wangduephodrang	Principal Engineer, Water and Sanitation Division
10	Irrigation Focal, Zhemgang & Social Safeguards	Engineer, Irrigation Division
11	Irrigation focal, Hetsotsamchu & Environmental Safeguards Officer	Engineer, Irrigation Division
12	Project Management & Supervision Consultants	Safeguards experts, consisting of Social, Gender Expert and Environmental Safeguards have been recruited.

Source: PMU, WFPSP, MOIT

F. Project Management Unit

15. The PMU is located at the central level in Thimphu at the Ministry of Infrastructure and Transport (MOIT). A dedicated Project Manager for the project has been assigned since project commencement and continues to coordinate the project. Table 4 shows that the position/designation of personnel in the two ministries represented in the PMU, namely the MOIT and the Ministry of Agriculture and Livestock (MOAL), has remained the same as in the last reporting period, with no changes reported during the current reporting period.

Table 4: Details of WFPSP-Project Implementing and Monitoring & Supervision Staff

Sl. No	Position / Designation	Name
1	Project Director	Director General, DOID, MOIT
2	Project Coordinator	Officiating Chief Engineer, Water and Sanitation Division
3	Project Manager	Dy. Executive Engineer, Water and Sanitation Division
4	Irrigation	Specialist
5	Agriculture focal	Deputy Chief Agriculture Officer
6	Accountant	Accountant, Finance Section
7	Focal for Thimphu	Assistant Engineer, Water and Sanitation Division
8	Focal for Zhemgang	Project Engineer, Water and Sanitation Division
9	Focal for Wangduephodrang	Principal Engineer, Water and Sanitation Division

Source: PMU, WFPSP, MOIT

G. Project Implementation Unit

16. There are two PIUs established in each of the project Dzongkhags. In Thimphu, for the Pamtshosub-project, the PIU is based at Thimphu Thromde (Municipality). The PIU in Zhemgang is based at the Dzongkhag Administration, while the PIU for the Hetsotsamchu sub-project will be operated from the Engineering sector of the Wangduephodrang Dzongkhag Administration. The focal persons have been appointed for the implementation of the environmental, social, and gender safeguards presented in Table 5. Appendix 1 presents the identified and designated personnel for the WFPSP project management unit.

Table 5: Incumbent Safeguards Officers by Project Site

No.	Position / Designation	Designation
1	<i>Project Implementation Unit-Thimphu</i>	
1.1	Project Manager	Chief Engineer, Infrastructure Division
1.2	Project Engineer	Engineer
1.3	Gender Equality and Social Inclusion (GESI) focal	Legal Officer
1.4	Environment Officer	Officiating Chief Environment Officer
1.5	Social Safeguard Focal	Senior Urban Planner
2	<i>Project Implementation Unit-Zhemgang</i>	
2.1	Project Manager	Project Engineer-Dzongkhag (responsible as a PIU Head for overall safeguards implementation)
2.2	Project Engineer	Assistant Engineer

Source: PMU, WFPSP, MOIT

H. Project Management and Supervision Consultant

17. The PMSC has been recruited, and Table 6 presents the expertise that the PMSC comprises based at the PMU in the MOIT, and the social point focal points are presented in Table 7. The Social Safeguards focal points identified and nominated at PMU and PIUs are appended in Appendix 2.

Table 6: WFPSP: Composition of the PMSC

Position/Area of Expertise		Name	Contact Details
International Key Experts			
1	Irrigation Specialist	Purushottam Timilsina	purutim@gmail.com
2	Drinking Water Supply Specialist	Prashant Malla	pmalla@yahoo.com
3	Instrumentation/Climate Smart Water Management Specialist	Amaresh Kumar Jha	jamresh@gmail.com
4	Procurement Specialist	Rakesh Regmi	rakeshregmi60@gmail.com
5	Disaster- and Climate-Change Resilience Specialist	Keshav Prasad Sharma	k_p_sharma@hotmail.com
6	Financial Management Specialist (tariff and user charges)	Phanindra Raj Regmi	phanindraregmi@gmail.com
National Key Experts			
7	Monitoring & Evaluation Specialist (<i>Team Leader</i>)	Jiwan Nath Siwakoti	prcsbhatan@gmail.com
8	Geotechnical Engineer	Nar Bdr. Dhital	nbdhital@druknet.bt
9	Environmental Safeguards Specialist	Karma Choegyel	cleanbhatan@gmail.com
10	Social Safeguards Specialist	Rajesh Pradhan	rajpradhan2008@gmail.com

11	Social Development and Gender Specialist	Manju Giri	manjugiribhutan@gmail.com
12	Financial Management Specialist	Bishnupal Gurung	blgurung2010@gmail.com
Non-Key Experts (National)			
13	Support Engineers- Construction Supervision (Civil)-1	Shabir Gurung	sahabirgurung02@gmail.com
14	Support Engineers- Construction Supervision (Civil)-2	Kamal Thapa	thapakam@gmail.com
15	Support Engineers- Construction Supervision (Civil)-3	Tek Bahadur Rai	teebeerai@yahoo.com
16	GIS specialist	Druk Tshering	

Table 7: Social Safeguards focal points identified and nominated at PMU and PIUs

No.	Position / Designation (Safeguard Implementation)	Designation
1	<i>Project Management Unit (MOIT and MOAL), Thimphu</i>	
1.1	Social Safeguards Focal Person	Dy. Executive Engineer, Irrigation Division
2	<i>Project Implementation Unit-Thimphu</i>	
2.1	Social Safeguard Focal	Senior Urban Planner
2.2	GESI focal	Legal Officer
3	<i>Project Implementation Unit-Zhemgang</i>	
3.1	Social Safeguards Focal	Dzongkhag Project Engineer
3.2	GESI focal	Dzongkhag Health Supervising Officer
4	<i>Project Implementation Unit-Wangdue Phodrang</i>	
4.1	Social Safeguards Focal	Dzongkhag Planning Officer
4.2	GESI focal	Economic Development Officer

I. Civil Works Contracts and Contractors

18. A summary of the work packages and consultancy packages that have been progressing during the reporting period is presented in Table 8. While the second column title 'Status' shows the overall physical progress of the sub-project, the last column under "Actual Completion date" shows the utilization rate of project funds. The reporting period saw two work packages under Pamtsho, Thimphu, under completion, while the Zhemgang project has been awarded to CDCL on 9 September 2024, and the Hetsotsamchu sub-project is still in the bid preparation phase.

Table 8: Summary & status of Project packages: Physical progress rate and financial progress

Sl. No.	Package No.	Package Name	Status	Date of Commencement	Actual Completiondate	Consultant
1	CS-01	Project Management and Supervision Consultant (PMSC)	Recruited	22/2/2024	22/8/2027	Joint Venture of Environment Resources and Management Consultancy (P) Ltd. (ERMC) Nepal, Udaya Consultancy (P) Ltd. Nepal, and Progressive Research and Consultancy Services (PRCS) Bhutan

2	CW-01	Construction of Distribution Network for Pamtsho, Thimphu	100% Progress	5/9/2023	5/6/2025	M/S Bhutan Engineering Corporation Pvt. Ltd
3	DB-01	Design, build, and Operate of Water Treatment Plant for Thimphu Pamtsho with 2 years O&M	100% Progress except for the installation of SCADA	16/8/2023	4/6/2025	EW Construction Pvt. Ltd and Granus Water and Environmental Solution Pvt. Ltd.
4	CW-02	Construction of an Integrated drinking water and irrigation system for Zhemgang, including 2 years of O&M	DMS 11.3% complete	Awarded on 9 September 2024 to CDCL	As per the contract is 27/9/2026	Construction Development Corporation Ltd.
5	DB-02	Construction of an integrated drinking water and irrigation system for Hetsotsamchu, including 3 years O&M	Bid Document and Procurement Modalities to be Finalized	To be taken up in Q4, 2025	Not awarded	Not awarded
6	G-01	G-01-Design, Supply and Install, and Operation of Climate Smart Water Management system, including 3-year O&M	Design and Bid Documents under preparation	To be taken up in Q4, 2025		

J. Status of RP/DDR

19. The Resettlement Plan for Pamtsho, Thimphu, and DDRs for Zhemgang and Wangduephodrang, and a Resettlement Framework have been prepared for the projects. All these documents will serve as guiding documents for the implementation of social safeguards during implementation of the construction work. The safeguards documents, however, will be revised if the detailed measurement surveys (DMS) reveal involuntary resettlement impacts for CW-02 and DB-02 entailing acquisition of land, impact on assets or livelihoods, individually or in conjunction with each other. The Project Safeguards team will revise the documents for review, acceptance by ADB, and disclosure of these on the websites of ADB and the MOIT.

20. The 100% DMS has been completed by the contractor for the Thimphu package CW-01, as it was explicitly mentioned as a recommendation in the last SSMR. The DMS for the Zhemgang CW-02 under the urban center is 100% complete, the Main transmission is 70% complete, and the overall measurement survey is approximately 11.3% complete till this reporting period.

21. The ADB website links to the documents for this and previous periods are disclosed in Table 9.

Table 9: Safeguards documents and links for access from ADB and the Project website

No.	Report	Link on the ADB website	MOIT website
1	Resettlement Framework for WFPSP	https://www.adb.org/projects/documents/bhu-42173-017-rf	https://www.moit.gov.bt/en/disclosure-of-environmental-and-social-
2	Resettlement Plan, Pamtsho (CW-01)	https://www.adb.org/projects/documents/bhu-42173-017-rp	
3	DDR, Zhemgang (CW-02)	https://www.adb.org/projects/documents/bhu-42173-017-sddr	safeguard-reports-under-the-water-flagship-program-support-project/
4	DDR, Wangduephodrang Hetsotsamchu sub-project DB-02	https://www.adb.org/projects/documents/bhu-42173-017-sddr-0	
5	WFPSP Project Administration Manual	https://www.adb.org/projects/documents/bhu-42173-017-pam	

K. Summary of impacts identified and resettlement budget

22. Under CW-01, the original Resettlement Plan included a budget of Nu. 754,740.00 for compensation due to temporary income loss (for a seven-day disruption) and Nu. 455,240.00 for one-time vulnerability assistance (equivalent to five days' net income). However, a field survey conducted on 10 July 2025 with shop owners in the Pamtsho Hotel area confirmed that there were no significant disruptions. This was due to effective mitigation measures by the contractor, who installed sturdy planks to maintain customer access to the shops, as shown in Photograph 2. Similarly, in the Jungshina Highway area, the contractor laid the pipes underneath existing ducts, avoiding any impact on shop operations. As a result, no compensation is deemed necessary, and the previously allocated resettlement budget is no longer valid.

Photograph 1: Pamtsho Hotel Area under CW-01



Note: Pamtsho Hotel area, where trenching was done and restoration work was completed within the same day



Note: The pipe was laid in the existing duct along the Jungshina Taba Highway on both sides of the highway, so no issue or disruption to the customers; hence, no compensation is required.

Section II: Social Safeguards monitoring-Scope of Impact and Mitigation Measures

A. Scope of Impact and status update for the Reporting period

23. The potential involuntary resettlement impacts (temporary income loss) were anticipated to arise from the implementation of the project proponents, as stated in the Resettlement Plan of October 2022. Corresponding avoidance and/or mitigation measures have been proposed in the social safeguard documents contingent on the magnitude and nature of the impact.³ The entitlement matrix developed during project preparation, which is also reflected in the Resettlement Plan documents for CW-01, will not be applied in guiding eligibility and entitlements for compensation or other rehabilitation measures.

24. To minimize disruption to local businesses, trenches in commercial areas were excavated and pipes laid within a single day. The Contractor's decision to use manual excavation was particularly beneficial, as it prevented the accumulation of spoil and ensured unhindered access to shops. Furthermore, following the recommendations of the Resettlement Plan under CW-01, Contractors implemented temporary access solutions, including sturdy wooden walkways over trenches, to ensure continuous customer access and prevent loss of income for businesses.

Photograph 2: Pamtsho Hotel Area under CW-01



Note: In the Pamtsho Hotel area, sturdy planks were laid for customer access to the shops to ensure continuous customer access and prevent loss of income for businesses.

25. Under the project CW-01 and DB-01 in Thimphu, there was no land acquired, nor will any land be acquired during implementation. Hence, no compensations for the loss of assets such as lands were required. However, possible impacts on businesses at Pamtsho were foreseen as stated in the Resettlement Plan document, and a walk-through survey was carried out during project preparation of affected businesses. During this reporting period, no involuntary resettlement impact due to project implementation has occurred along the water supply pipeline

³ One Resettlement Plan was prepared for WFPSP. A draft resettlement plan was prepared for the Thimphu water supply project and draft due diligence reports are prepared for the main transmission lines, bulk water supply, and irrigation subprojects in Zhemgang and Hetsotsamchu, in line with ADB's Safeguard Policy Statement, 2009.

stretches in Pamtsho. The realignment of the main trunk line in two sections was done, and the sections are on government land, so there are no concerns about involuntary resettlement impacts. These government lands are vacant, and no private entities use these government lands for any purpose.

26. Under Zhemgang CW-02, the irrigation distribution network design mainly involves sprinkling and drip irrigation is still at the surveying stage, which is currently 11.3% at the time of site inspection, so impacts on farmers' land will have to be assessed as soon as the contractor completes the survey of the distribution network in the command area. The PIU and the contractor will continue conducting a DMS and meaningful consultations with the beneficiaries of the projects, as well as stakeholders. In the Wangduephodrang Hetsotsamchu sub-project DB-02, if sections of the pipeline are realigned, the Contractor will ensure to avoid impacts on private land and locate the alignment on government land. Such avoidance measures will ensure that land acquisition and impact on private assets are avoided/minimized, and no compensation will be required. Screening, assessment, and planning of these components will follow the resettlement framework prepared for the project. ⁴As per the resettlement framework, subprojects screened and assessed to have significant involuntary resettlement impacts as per the ADB Safeguard Policy Statement (SPS), 2009, will not be considered under the project.

B. Scale and scope of the project's safeguards impacts, and mitigation measures proposed

27. During the reporting period (January to June 2025), under CW-01, the construction work for the Pamtsho project in Thimphu (Construction of Distribution Network for Pamtsho, Thimphu-CW-01) was completed, except for the laying of 100 mm diameter ductile iron (DI) pipes and trench excavation for the distribution and transmission pipeline network, which stood at 91.98% completion as per the June 2025 Progress Report. For DB-01 (Design, Build, and Operate of the Water Treatment Plant for Thimphu Pamtsho with a 2-year operation period-DB-01), the contractor reported 100% completion except installation of SCADA.

28. Through this reporting period, there have been no involuntary resettlement impacts on either people's land or properties. Furthermore, during field visit in July 2025 to the Zhemgang CW-02 site, the PIU and the Contractor were advised to conduct a DMS. The purpose of this survey is to accurately reflect and record any impacts on private properties/assets, should they occur. Any such impacts on private land and other assets would be transitory and restorable, aligning with the provisions of the entitlement matrix. The Contractor has also been diligent in ensuring minimal disruption to public access facilities such as roads and footpaths. The main pipeline sections completed in a few areas during this reporting period were entirely situated on government land.

C. Status of recruitment/mobilization of the safeguard team

29. The social safeguard personnel have continued to be assigned to the project implementation. The safeguards focal persons identified for the project will be responsible for monitoring the social safeguards related to the project and will work closely with the PMSC Social Safeguards Expert and Gender Expert.

⁴ <https://www.adb.org/sites/default/files/linked-documents/42173-017-rfab.pdf>

D. Status of entitlements matrix and other rehabilitation measures, as applicable, and as described in the approved final resettlement plan(s)

30. The entitlement matrix prepared as part of project preparation is still binding and will be used during project implementation in determining the eligibility and mode of compensation as they occur during implementation.

E. Status on Compensation and Rehabilitation

31. During this project reporting period, no compensations were paid to any affected persons since no impacts were identified, especially under CW-01 and DB-01 sub-projects, namely the distribution network and Water Treatment Plant (WTP) construction, which are 100% complete.

F. Grievance Redress Mechanism

32. This section describes the implementation of the project GRM as designed in the approved resettlement plan and due diligence documents. The SSMR will evaluate GRM effectiveness, procedures, complaints received, timeliness to resolve issues/complaints, and resources provided to solve the complaints. Special attention will be given if complaints are received from the affected people or communities.

G. Institutional arrangement for GRM

33. The central-level GRM Committee under CW-02 was established, and the GRM format was provided to the CW-02 contractor, coordinated by the PIU. For CW-01 and DB-01, a community consultative meeting on 10 September 2023 informed the public about the GRM, the complaint-filing process, and relevant contact persons for project-related grievances.

34. During this reporting period, a community consultation for CW-02 was conducted on 8 July 2025 with residents from the command areas under Trong Gewog at Zhemgang. The meeting included discussions on the GRM procedures and provided contact details for residents across all command areas. Further details of the consultation minutes of the meeting are presented in Appendix 3. Although the consultation took place shortly after the reporting period, the concerns raised by the public were deemed highly significant and are therefore included in this report. Many of these issues require immediate attention and follow-up by the PIU and the contractor. The list of participants during the consultation meeting is presented in Appendix 4. The PPT presentation during the consultation meeting is presented in Appendix 5, and the group photograph after the consultation meeting is presented in Appendix 6. The photographs of meetings and site visits at CW-02 (refer to Appendix 7), labour camp inspection (refer to Appendix 8), signage at the CW-02 sites (refer to Appendix 9), and site office record keeping of CW-02 (refer to Appendix 10).

H. Grievance redress status at the project site CW-01 is maintained by the PIU

35. GRM at the CW-01, for the water supply distribution sub-project, was instituted. A person has been identified among the Contractor's personnel responsible for receiving the grievance and coordinating the complaint redressal at the site and within the stipulated time frame mentioned in the GRM section in the Resettlement Plan or DDR. The Contractor has opened up a register at the site for recording grievances for both CW-01, DB-01, and CW-02.

36. The site configuration for the WTP (DB-01), which is a fenced and self-contained area, has no settlements proximate to the area, and the WTP sub-component has no grievances to date. However, if the GRM instituted is applicable for the remaining hired labour and staff who may have

grievances for the Contractor, the management should maintain them at the site under CW-01 and DB-01. The Contractor for CW-01, CW-02, and DB-01 was advised to continue maintaining a register to record any grievances from their labour and staff.

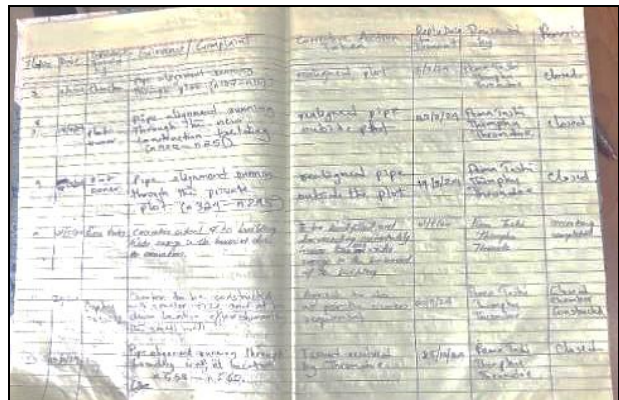
I. Grievances received during the reporting period and how it was addressed

37. The GRM is crucial for addressing grievances and complaints related to social, gender, and environmental issues in a timely and satisfactory manner. During the eighth and ninth quarters, one complaint was received under CW-01. The Contractor confronted situations such as pipeline alignment running through the boundary wall at locations n558-n560 under CW-01. This grievance was amicably resolved through consultation with the owners by the PIU, Thimphu Thromde. A grievance was recorded on 15 October 2024 under CW-01, as documented in the GRM register maintained by the contractor and the PIU. The complaint concerned a pipeline passing through a stone boundary wall of one property owner. Following a consultation with the property owner, consent was granted to allow the pipeline installation through the wall. Restoration work was immediately carried out by Thimphu Thromde, and the issue was resolved amicably on 25 October 2024. Photographic evidence of grievances received under both CW-01 in their register maintained is attached in Photograph 3.

Photograph 3: Boundary wall and Grievances recorded and maintained under CW-01



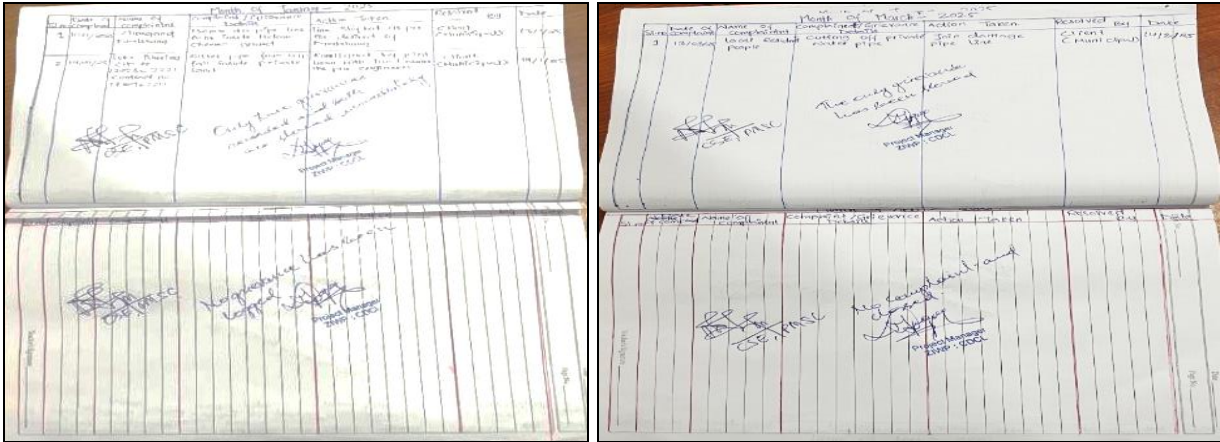
Boundary wall under CW-01



Grievance Redressed under CW-01

38. Three grievances were recorded under CW-02, two in January 2025 and one in March 2025, as documented in the GRM register maintained by the contractor and PIU. All grievances were addressed and resolved immediately within one day, as apparent from Photograph 4.

Photograph 4: Grievances maintained under CW-02



Note: Compliance with National Statutes and Regulations

39. All works under CW-01 and DB-01 have been executed in full compliance with national regulations and standards governing urban planning and the development of infrastructure such as drainage, water supply, and other civil structures. As a result, no legal provisions such as those under the Land Act of Bhutan 2007 or the Land and Crop Compensation Rules 2022 were triggered, since no impacts occurred that required assessment, compensation, or rehabilitation. However, a baseline survey scheduled for the fourth quarter of 2025 across all command areas under CW-02 may detect potential land-related issues, particularly in areas where trenching and pipeline installation will be carried out to connect end-users. The “Code of Conduct” jointly prepared by the PMSC team and handed over to the CW-02 contractor is presented in Appendix 12.

J. Compliance status of loan covenants

40. This section in Table 10 summarizes the compliance status of the project activities with the loan covenants, ADB SPS (2009) on SSMR, and the approved final resettlement plan.

Table 10: Compliance status by loan covenant item (Schedule 4)

No.	Loan Covenants (Social safeguards and Gender)	Status of Compliance	Action Required
Para 5	<p>Conditions for Award of Contract</p> <p>The Borrower shall not award any Works contract involving involuntary resettlement impacts until the Borrower has prepared and submitted to ADB the final RP for such Works based on the Project's detailed design and obtained ADB's clearance of such RP.</p>	<p>There are no involuntary resettlement impacts in any of the sub-projects.</p> <p>For works which have been awarded, namely Pamtsho (CW-01-Construction of Distribution Network), Thimphu, the Contractor was recommended to carry out the DMS and submit to the PIU, Thimphu thromde.</p>	<p>DMS (100%) has been completed and submitted to the PIU, Thimphu thromde, for CW-01 and DB-01 sub-projects.</p>
Para 6	<p>Notwithstanding paragraph 5 above, the Borrower may award a Works contract involving involuntary resettlement impacts before the final</p>	<p>As ascertained during project preparation, there are no involuntary resettlement impacts in any of the sub-projects.</p>	<p>The Social assessment is to be conducted following the completion of the survey and finalization of the</p>

No.	Loan Covenants (Social safeguards and Gender)	Status of Compliance	Action Required
	<p>RP for such Works contract, having been submitted to and cleared by ADB, if the contract:</p> <p>(a) Is of a "design and build" or "turnkey" type under which the design must be completed for the Works contract before the relevant RP is updated to reflect the final project design; and</p> <p>(b) Expressly provides that the installation and construction phase (and commencement thereof) is conditional upon: (i) a final RP for the Works contract based on the Works contract's detailed design having been submitted, and cleared by, ADB, and (ii) the Borrower having notified ADB and the contractor in writing that due consultation has been carried out, all required physical and/or economic displacement has been completed, and compensation and other entitlements have been provided to affected people following the RP.</p>	<p>It is expected that the contract work will be awarded after bidding for the Wangduephodrang Hetsotsamchu sub-project (DB-02: Construction of integrated drinking water and irrigation system for Hetsotsamchu, including 3 years O&M). The contractor will survey and design works, and implement a new alignment for a section of the pipe alignment. The PMSC Social Safeguards Expert will assess the changed alignment for involuntary resettlement impacts and update the DDR. The same will be carried out after the survey and design of the irrigation distribution network is completed for the sub-project (CW-02-Construction of an Integrated drinking water and irrigation system for Zhemgang, including 2 years (O&M).</p>	<p>distribution network alignment at Zhemgang CW-02. The same will be conducted for Wangduephodrang Hetsotsamchu sub-project (DB-02) once the contract work is awarded to the contractor.</p>
Para 8	Land Acquisition and Involuntary Resettlement.	No land acquisition is required under the project as ascertained during project preparation.	<p>The DMS for Pamtsho (CW-01), Thimphu, has been 100% completed, with no cases of land acquisition or involuntary resettlement identified.</p> <p>For Zhemgang CW-02, the DMS is 11.3% complete as of this reporting period, and no instances of land acquisition or involuntary resettlement have emerged to date.</p>
	Para 8. The Borrower shall ensure, or cause each Subnational Government to ensure, that all land and all rights-of-way required for the Project and all Project facilities are made available to the Works contractor following the schedule agreed under the related Works contract, and that all land acquisition and resettlement activities are implemented in compliance with (a) all applicable laws and regulations of the Borrower relating to land	<p>Under CW-01, the pipeline was realigned to avoid impacts on private property. The realignment decision was based on a joint assessment conducted by the Contractor and the PIU, and the new alignment was shifted to government land.</p> <p>For the Wangduephodrang Hetsotsamchu sub-project (DB-02: Construction of Integrated Drinking Water and Irrigation System,</p>	

No.	Loan Covenants (Social safeguards and Gender)	Status of Compliance	Action Required
	<p>acquisition and involuntary resettlement; (b) the Involuntary Resettlement Safeguards; (c) the RF; (d) all measures and requirements outlined in the respective RP; and (e) any corrective or preventative actions outlined in a Safeguards Monitoring Report.</p>	<p>including 3 years of Operation and Maintenance), the Contractor will be required to resurvey a section of the pipeline alignment and revise the design accordingly. The Contractor will be instructed to ensure that the revised alignment avoids any private land acquisition and remains strictly within government-owned land.</p> <p>For Zhemgang CW-02, documentation of Involuntary Resettlement will only be possible upon completion of the survey for the distribution network. Currently, there are no impacts on private property along the main trunk line from the water source.</p> <p>In the case of the drinking water and irrigation distribution network within the six command areas under Trong Gewog, potential impacts on private land have yet to be determined, as the survey is still ongoing, i.e., 11.3%. However, for the urban (municipality) area within Trong Gewog, no impacts on private property were observed, as the distribution alignment follows the existing network located entirely on government land. Involuntary Resettlement safeguards are being duly considered during planning and assessment to ensure the avoidance of impacts and to provide compensation where applicable.</p>	

No.	Loan Covenants (Social safeguards and Gender)	Status of Compliance	Action Required
Para 9	<p>Without limiting the application of the Involuntary Resettlement Safeguards, the RF or the RP, the Borrower shall ensure, or cause each Subnational Government to ensure, that no physical or economic displacement takes place in connection with the Project until:</p> <p>(a) Compensation and other entitlements have been provided to affected people following the RP; and</p> <p>(b) A comprehensive income and livelihood restoration program has been established following the RP.</p>	<p>During the project period, in none of the sub-projects were involuntary resettlement impacts noted/taken place.</p> <p>The compensation and entitlements outlined in the Resettlement Plan for CW-01 were not required, as the contractor complied with the stipulated conditions by providing temporary access, such as laying sturdy planks to ensure uninterrupted access to shops during trenching works for pipe installation.</p> <p>The DDR for Zhemgang CW-02 will be updated once the distribution network to end users in the command areas is finalized. Once updated, the DDRs for CW-02 and DB-02 will undergo review, approval, and public disclosure on the ADB and MOIT websites.</p>	<p>The DDR for Zhemgang CW-02 will be updated once the distribution networks to end users of command areas are finalized.</p> <p>Similarly, the DDR for Wangduephodrang Hetsotsamchu sub-project DB-02 will be updated before the contract work is awarded.</p>
Para 10	<p>The Borrower shall ensure that the project does not have any indigenous peoples. If the Project does have such an impact, the Borrower shall take all steps required to ensure that the Project complies with the applicable laws and regulations of the Borrower and with the SPS 2009.</p>	<p>The category for Indigenous People is "C" for the project.</p>	
Para 11	<p>The Borrower shall make available necessary budgetary and human resources to fully implement each EMP and RP.</p>	<p>The implementing agency has identified the focal persons for social, gender, and environmental safeguards implementation at the PIUs and PMU.</p>	<p>The PIUs, PMU, and PMSC will continue to monitor safeguards compliance.</p>

No.	Loan Covenants (Social safeguards and Gender)	Status of Compliance	Action Required
Para 12	<p>Safeguards-Related Provisions in Bidding Documents and Works Contracts.</p> <p>The Borrower shall ensure, or cause each Subnational Government to ensure, that all bidding documents and contracts for Works contain provisions that require contractors to:</p> <p>(a) comply with the measures and requirements relevant to the contractor outlined in each IEE, EMP, and RP (to the extent that concern impacts on affected people during construction), and any corrective or preventative actions set out in a Safeguards Monitoring Report.</p> <p>(b) make available a budget for all such environmental and social measures.</p> <p>(c) provide the Borrower and the relevant Subnational Government with a written notice of any unanticipated environmental, resettlement, or indigenous peoples risks or impacts that arise during construction, implementation, or operation of the Project that were not considered in the relevant IEE, EMP, or RP.</p> <p>(d) adequately record the condition of roads, agricultural land, and other infrastructure before starting to transport materials and construction.</p> <p>(e) fully reinstate pathways, other local infrastructure, and agricultural land to at least the pre-project condition upon the completion of construction.</p>	<p>Safeguards provisions have been included in the bidding documents, and contracts have been signed with contractors. The provisions were further discussed and clarified for contractors during the safeguards orientation/training carried out for Contractors of CW-01, DB-01, and CW-02 by the PMSC.</p>	<p>Training to be conducted for the Contractor and PIU for Wangduephodrang Hetsotsamchu sub-project DB-02 once the contract work is awarded.</p>

No.	Loan Covenants (Social Safeguards and Gender)	Status of Compliance	Action Required
Para 13	<p>Safeguards Monitoring and Reporting: The Borrower shall do the following, or shall cause each Subnational Government to do the following:</p> <p>(a) submit Semi-annual Social Monitoring Reports to ADB and disclose relevant information from such reports to affected persons promptly upon submission;</p> <p>(b) if any unanticipated environmental and/or social risks and impacts arise during construction, implementation, or operation of the Project that were not considered in any IEE, EMP, or RP, promptly inform ADB of the occurrence of such risks or impacts, with a detailed description of the event and proposed corrective action plan; and</p> <p>(c) report any actual or potential breach of compliance with the measures and requirements outlined in any EMP or RP promptly after becoming aware of the breach.</p>	<p>The SSMR for the period January to June 2025 has been prepared. The PIU will continue to carry out regular consultations with residents in the Zhemgang CW-02 project area. All consultations will be documented with meeting minutes, signed attendance sheets, and photographs.</p> <p>The PIUs and PMSC will closely monitor safeguards implementation according to the EMPs and DDR/s prepared for each sub-project. Risks and impacts identified during implementation will be addressed along with any actual or potential breach of compliance through corrective action plans, as applicable.</p>	<p>Public consultation has been conducted for CW-02 on 8 July 2025. Continuous consultations will be carried out in all sites.</p> <p>Safeguards training to the PIU and contractor team of CW-02 has been conducted on 20 November 2024 during the field visit. Similar safeguards training orientation to the PIU and contractor shall be conducted for Wangduephodrang Hetsotsamchu sub-project DB-02 once the contract work is awarded.</p>
Para 14	<p>Prohibited List of Investments The Borrower shall ensure, or cause each Subnational Government to ensure that no proceeds of the Loan are used to finance any activity included in the list of prohibited investment activities.</p>	<p>This has been complied with. The PIU and PMU are aware of the prohibited investments.</p>	

No.	Loan Covenants (Social Safeguards and Gender)	Status of Compliance	Action Required
Para 15	<p>Labor Standards, Health and Safety: The Borrower shall ensure, or cause each Subnational Government to ensure, that the core labor standards, the Borrower's applicable laws and regulations, and any applicable laws and regulations of any Subnational Government, are complied with during Project implementation. The Borrower shall include specific provisions in the bidding documents and contracts financed by ADB under the Project requiring that the contractors, among other things:</p> <ul style="list-style-type: none"> (a) comply with the Borrower's applicable labor law and regulations and incorporate applicable workplace occupational safety norms; (b) do not use child labor; (c) do not discriminate against workers in respect of employment and occupation; (d) do not use forced labor; (e) allow freedom of association and effectively recognize the right to collective bargaining; and (f) disseminate, or engage appropriate service providers to disseminate, information on the risks of sexually transmitted diseases, including HIV/AIDS, to the employees of contractors engaged under the Project and to members of the local communities surrounding the Project area, particularly for women. 	<p>Clauses have been included in the contract agreement as per the Bhutan Labor and Employment Act 2007 for compliance, which will be monitored during implementation by the PIU, contractor OHS, and the PMSC during site visits.</p> <p>The PIU will also coordinate awareness programs on sexually transmitted diseases (STDs) and HIV/AIDS for contractors' workers during the implementation of Wangduephodrang Hetsotsamchu sub-project DB-02, once the contract is awarded.</p>	<p>PIUs of CW-02 and DB-02 to monitor these and provide data to the Consultants for preparing the periodic QPRs and SSMRs, and GAPs.</p> <p>For the Zhemgang CW-02, the core labor standards and safety and health orientation were discussed during the field visit in July 2025.</p> <p>For the Wangduephodrang Hetsotsamchu sub-project DB-02 package, core labor standards orientation, along with safety and health training, will be conducted once the contract is awarded and work begins.</p>
Para 16	<p>The Borrower shall strictly monitor compliance with the requirements outlined in Paragraph 15 above and provide ADB with regular reports.</p>	<p>The work, when started by the Contractors in each of the sub-components, will be monitored for compliance and reported in the subsequent QPR and SSMR.</p> <p>In the Pamtsho, Thimphu sub-project CW-01, currently there are six expatriate workers, all of whom are male, and six national staff at the project work site. Under DB-01, there are currently two permanent (1 male and 1 female) national staff. There are</p>	

		<p>no children employed at the project site. (Source: <i>Contractors of CW-01 and DB-01</i>).</p> <p>For Zhemgang CW-02, a total of eight national staff (7 male and 1 female) have been engaged. The team includes a site engineer, site supervisor, project engineer, driver, OHS officer, operators and blaster, storekeeper, and office assistant. In addition, the contractor has recruited labourers on a muster roll basis, comprising 15 males and 7 females. (Source: CW-02 Contractor)</p>	
Para 17	<p>Gender and Development</p> <p>The Borrower shall ensure that:</p> <p>(a) the GAP is implemented in accordance with its terms.</p>	<p>The implementation of the activities under the GESI Action Plan will be the responsibility of the CSO, which will be hired by the PMU. The Social Development and Gender Expert representing the PMSC will closely oversee the implementation and monitoring of the Action Plan in collaboration with the GESI Focal persons in the PMU and PIUs.</p>	<p>CSO support should be mobilized promptly to ensure effective and timely implementation of all the proposed actions under the GESI AP at the project sites in Zhemgang and Wangduephodrang.</p>
	<p>(b) the bidding documents and contracts include relevant provisions for contractors to comply with the measures outlined in the GAP.</p>	<p>Most of the GESI clauses have been incorporated into the bidding documents of the Thimphu and Zhemgang project sites. Registers recording workers' names and genders are maintained, equal pay for equal work is ensured, and separate toilet and sanitation facilities are provided for women and men.</p>	<p>The bidding documents for Wangduephodrang must incorporate GESI provisions in the tendering process for all civil works. Importantly, the following clauses are to be incorporated:</p> <p>i. Adherence to core labour standards, focusing on safeguarding workers' rights and well-being by ensuring protection against exploitation, promoting equal pay for equal work, providing safe working conditions, appropriate leave entitlements, equal opportunities, and upholding the dignity of all workers.</p> <p>ii. Include a provision to give priority in employment, both skilled and unskilled, to female-headed households and other</p>

			<p>vulnerable groups.</p> <p>iii. Ensure that the contractors are mandated to consistently report on their progress in achieving gender-related targets.</p> <p>iv. Highlight the importance of fostering a safe and inclusive work environment for women at the contractor's site.</p> <p>Ensure the PIU GESI focal person actively oversees the implementation of the GAP across all sub-projects.</p>
	(c) adequate resources are allocated for the implementation of the GAP.	The Project has allocated funds specifically for the implementation of the Gender Action Plan (GAP).	
	(d) progress on implementation of the GAP, including progress toward achieving key gender outcome and output targets, is regularly monitored and reported to ADB.	<p>The Social Development and Gender Expert of the PMSC, in coordination with the PIU Gender Focal Persons, ensures effective monitoring of progress and the achievement of outputs and outcomes.</p> <p>The implementation progress of the GESI Action Plan will be regularly captured in quarterly progress reports and thoroughly reviewed during each ADB review mission.</p> <p>Additionally, the PMU will submit GAP monitoring reports to ADB on a semi-annual basis.</p>	

K. Update on compliance with mission recommendations for social safeguards

41. ADB Review Missions provide recommendations for the implementation and monitoring of safeguards, which are carried out by the PIU, PMU, PMSC and the Contractor. With the recruitment of the PMSC, which includes a Social Safeguards Specialist, Gender Expert, and Environmental Expert, the project now has dedicated support for the implementation of social safeguards, environmental safeguards, as well as the Gender Action Plan. On 16 June 2025, the ADB mission conducted site visits to CW-01 and DB-01, the aide-mémoire is awaited to confirm compliance and follow-up actions.

42. For Zhemgang CW-02, the package comprises a combination of item rate and design-build contract modalities. The mission has requested an update to the DDR to reflect the item rate components and to incorporate any formal approvals on the scope, contract type, and related aspects, if available. The DDR will be finalized upon completion of the DMS, which is currently

11.3% complete. In addition, the DDR will only be considered complete once the baseline survey covering all six command areas of Trong Gewog has been conducted. This baseline survey is scheduled for the 4th quarter of 2025. The corrective action plan based on SSMR (Jan-June 2025) is presented in Table 11.

Table 11: Corrective Action Plan based on SSMR (January-June 2025)

Package No.	Package Description	Social Safeguards Compliance Issue	Correction Action to be taken	Responsible	Timeline	Compliance Status*
CW-01	Construction of Distribution Network for Pamtsho, Thimphu	100% DMS carried out. Owing to this, the Contractor confronted situations such as pipeline alignment running through the boundary wall at locations n558-n560 under CW-01.	All necessary safeguard measures were implemented to avoid any adverse impacts on private assets. The grievance raised was amicably resolved by Thimphu Thromde.	PIU and Contractors	May-June 2024	Complied
DB-01	Design, build, and Operate of Water Treatment Plant for Thimphu Pamtsho for 2 years O&M	No issue thus far.	Not required	Not required	NA	NA
CW-02	Construction of an Integrated drinking water and irrigation system for Zhemgang, including 2 years of O&M	In the month of January 2025, there were two grievances received. (i) Complaint received from Zhemgang Dratshang on 10 January 2025 about the 150mm diameter pipeline falling inside Melam Chemo Ground. (ii) Complaint received from Ms. Leki Tshomo holding CID no. 11200802221 on 14 January 2025 about the pipe outlet from WTP falling inside Private Land. In the month of March 2025, there was one grievance received. (i) Complaint received from residents on 13 March 2025 about the cutting off private water pipe.	(i) Line shifted as per the desire of Dratshang. (ii) Realigned by the joint team with land owners and the PIU engineers. (i) The damaged pipeline has been successfully restored.	(i) Zhemgang Municipality office (ii) Zhemgang Municipality office (i) Zhemgang Municipality office		Complied on 13 January 2025. Complied on 14 January 2025. Complied on 14 March 2025.

43. Under Zhemgang CW-02, an HIV/AIDS awareness campaign was conducted on 27 February 2025 for project staff and laborers. The session was facilitated by seven resource personnel from the BHU-2 health sector, Zhemgang. In addition to the awareness session, voluntary HIV/AIDS testing was also provided to the laborers and staff as presented in Photograph 5.

Photograph 5: HIV/AIDS awareness campaign under CW-02



44. Toolbox talks are being practiced every day except during weekends and government holidays, as evidenced by Photograph 6. A toolbox talk is a short, informal safety meeting held at a job site, often before a work shift or task, to discuss specific safety topics relevant to the work being performed. These talks are designed to raise awareness of potential hazards, reinforce safe work practices, and encourage open communication about safety among workers and supervisors.

Photograph 6: Toolbox talk under CW-02



Section III: Other Safeguards Compliance Issues

A. Consultation Meetings

45. For the CW-01 and DB-01 projects, an initial consultation meeting for the Pamtsho, Thimphu sub-project was conducted on 10 September 2023 at Zilukha Middle Secondary School. During this event, the PIU presented project details, the contractor elaborated on the components, expected work, impacts, and timeline, while ADB's environmental and social consultants discussed potential impacts, mitigation measures, and the GRM. No further formal consultations were held thereafter.

46. Consultations will continue throughout the project implementation and may include community meetings, focus group discussions, one-on-one meetings, interviews, and informal interactions with PIU staff and site engineers at project locations.

47. An update on the one-to-one consultation held on 10 July 2025 with four shop owners stated in the Resettlement Plan affected by trenching work near the Pamtsho Hotel area confirms that none of them reported any grievances. The shop owners stated that the trenching activities did not affect their income or disrupt customer access, as the contractor ensured safe entry by placing sturdy planks. Furthermore, no dust pollution was observed at the site.

48. For the Zhemgang CW-02, public consultation was conducted at Dhankhar Lhakhang (temple) on 8 July 2025. There was a total of 86 participants (Male:35 and Female:51). The issues on project awareness were disseminated. The resource persons consist of the PMSC team (Social, Gender, Environmental experts, and Construction Supervisor Engineer) and the contractor. The detailed photographs during public consultation are attached in Appendix 11.

B. Capacity development training activities on safeguards compliance

49. During the previous project period, an Environmental and Social Safeguards Orientation was conducted for the PIU and contractors on 24 August 2023. In addition, a training session was held on 30 August 2023 for PIU and contractor representatives involved in the Pamtsho, Thimphu sub-projects, which include the water supply distribution network and WTP construction. Further, on 20 November 2024, the PMSC Social Safeguards and Gender Expert, along with the Environmental Expert, conducted induction training for the Zhemgang CW-02 contractor and their team. This session covered Social Safeguards and Gender Equality and Social Inclusion (GESI), and environmental aspects incorporated the 12 principles of the ADB SPS, 2009.

Conclusions and Recommendations

50. As of the reporting period (January to June 2025), construction work under the CW-01 and DB-01 sub-projects in Thimphu have been completed. Two contractors were involved: Bhutan Engineering Construction Pvt. Ltd. for the water supply distribution network (CW-01), and East-West Construction Pvt. Ltd. for the Water Treatment Plant development (DB-01).

51. For the Zhemgang CW-02, the contract was awarded to Construction Development Corporation Limited (CDCL) on 9 September 2024. The contractor has since fully mobilized, with survey and related activities underway at peak levels.

52. Regarding institutional arrangements for safeguards, focal persons have been designated at the central, Dzongkhag, and PIU levels to carry out their respective responsibilities. Since the initial appointments, some personnel changes have occurred in the safeguards' coordination team.

53. The Resettlement Plan and DDRs have been prepared following ADB's SPS, 2009, and relevant national policies to guide the implementation of social safeguards. These documents are based on the entitlement matrix and safeguard measures developed during the project preparation phase. In addition, a Resettlement Framework has been developed to support the preparation of future social safeguard documents, including Resettlement Plans and DDRs. These documents will be revised and updated as necessary, depending on whether any impacts are identified during implementation. To date, no involuntary resettlement impacts have been reported in the Pamtsho, Thimphu sub-projects. For the Zhemgang CW-02, a detailed survey is currently underway, with progress at 11.3% as of this reporting period.

54. The GRM developed for the project is operational at the CW-1, DB-01 at Thimphu, and the Zhemgang CW-02 sub-project site. The GRM Committees have been instituted at the central and PIU in Zhemgang. Contractors and PIUs for the Thimphu and Zhemgang sub-projects have been oriented and trained on social safeguards, of which GRM is an important component. Grievances have been documented and maintained by the contractor. The PMU will ensure that Contractors, PIUs, and PMSC receive grievances/complaints proactively and, more importantly, address grievances in a relatively short turnaround time. Induction training for the remaining PIU, i.e., Wangduephodrang Hetsotsamchu sub-project DB-02, will follow on recruitment of the Contractor.

55. The social safeguards implementation should fully comply with existing national laws (Land Act 2007) and PAVA Compensation Rates 2022 for land and crop compensation. Where inadequate, the Entitlement Matrix specifying measures for redressal should be used. The loan covenants concerning social safeguards should also be complied with the core labour standards. Health and safety measures at the work site and community, ensuring that communicable diseases such as HIV/AIDS need to be closely followed according to established protocols. However, awareness programs for all project personnel, namely, Contractors and workers at the site, have to be executed by the PIUs.

56. It is the responsibility of the project implementation staff, particularly those at the site level and within the PIUs, to provide accurate and timely information to the PMU and PMSC as needed to meet the project's quarterly and semi-annual reporting requirements. While the PMSC, through the PMU, will continue to make timely data requests, the PIUs must ensure that the requested information is submitted without delay. In addition, the PIUs will continue to engage in consultations with community members, beneficiaries, potentially affected persons, and other relevant stakeholders within the project areas.

57. The training and orientation of Contractors and PIU staff are important to ensure that all implementing staff are well informed of the safeguard requirements of ADB and are adequately prepared to apply the principles and practices of social safeguards under the project during implementation. During the project period, training for the Zhemgang Integrated Water Supply and Irrigation Scheme staff has been provided. The same should be followed for the Wangduephodrang Hetsotsamchu sub-project DB-02. The following are the recommendations to be considered for implementation by the PMU and PIUs. The recommendations for taking up social safeguard activities are presented in Table 12.

Table 12: Recommendations for taking up social safeguard's activities

No.	Actions	Responsibility	Target Date	Status
1	Mission requested the names of designated focal persons for social safeguards	MOIT, DOID		Social safeguards focal persons identified.
2	Issuance of Government Order on GRM	PMU		The GRM Committee at MOIT was identified. Committees at PIU have also been identified. Office Order for the central GRC was issued and is in place.
3	Updating of documents	PMU	End of 2nd quarter 2025	<p>The DMS for CW-01 and DB-01 was prepared by the contractor during May–June 2024 and has been submitted to the PIU at Thimphu Thromde. Upon completion of the DMS, it was confirmed that there were no impacts on private land or assets.</p> <p>As such, updating the Resettlement Plan under CW-01 is not required. This decision is supported by sufficient justification provided in this report, particularly regarding the determination not to offer compensation to shop owners initially anticipated to be affected by trenching works.</p> <p>Under Zhemgang CW-02, works have commenced at the site, and a detailed survey is currently underway. The DDR will be updated upon completion of the baseline survey for the command areas, which is scheduled to be conducted in the 4th quarter of 2025.</p> <p>A similar approach will be applied to the Wangduephodrang Hetsotsamchu sub-project DB-02, with the DDR to be updated before the contractor is mobilized and baseline survey activities begin.</p>
4	The CAPP has been prepared and submitted to ADB for approval	PMU/PMSC	2025	The Community Awareness Participation Plan (CAPP) has been prepared and submitted to ADB.

58. The socioeconomic survey, field visits, and consultations do not reveal the presence of any distinctive and separate indigenous people living in the project areas under CW-01 and DB-01. The project will not have any impact on indigenous peoples. The project for indigenous people is categorized as “C,” and this remains the same at the onset of commencement of the project.

59. Similarly, the Zhemgang CW-02 also does not reveal the presence of any distinctive and separate indigenous people living in the project areas. The baseline survey is planned to be conducted in the 4th quarter of 2025 on all command areas of Trong gewog under Zhemgang CW-02. The field visits and consultations do not reveal the presence of any distinctive and separate indigenous people living in the project area.

60. The PIU and contractor are expected to address and act upon the requests made by participants from the command area under Zhemgang CW-02 during the consultation meeting held on 8 July 2025, and make efforts to resolve the issues raised.

Appendix 1: Identified & designated personnel for WFPSP Project Management Unit

Sl. No	Position / Designation	Name	Contact
1	Project Director	Karma Dupchuk, Director General, DOID	kdupchuk@mowhs.gov.bt
2	Project Coordinator	Tshering Choden, Officiating Chief Engineer, WSD	tsheringchoden@moit.gov.bt
3	Project Manager	Chimi Dema, Dy. EE, WSD	cdema@moit.gov.bt
4	Irrigation	Thinley Gyamtsho,	tgyamtsho@moal.gov.bt
5	Agriculture focal	Tsheltrim, Dy. Chief Agriculture Officer	tshetrim@moal.gov.bt
6	Accountant	Yad Bdr. Rai, Accountant, Finance Section	yadrai@moit.gov.bt
7	Focal for Zhemgang	Kharka Bahadur Rana, EE, WSD	kbrana@moit.gov.bt
8	Focal for Wangdue Phodrang	Karma, Principal Engineer, WSD	karma1@moit.gov.bt
9	Irrigation Focal, Zhemgang & Social Safeguards	Sonam Gyeltshen, Engineer, Irrigation Division	sgyeltshen@moit.gov.bt
10	Irrigation focal, Hetsotsamchu & Environmental Safeguards Officer	Ugyen Dema, Engineer, Irrigation Division	udema@moit.gov.bt
11	Project Management and Supervision Consultants	Recruited	

Appendix 2: Identified and designated focal persons for Social Safeguards

Project Management Unit

Sl. No	Position / Designation (Safeguard Implementation)	Name	Contact
1.	<i>Project Management Unit (MOIT & MOAL), Thimphu</i>		
1.1	Social Safeguards Focal Person	Sonam Gyeltshen, Engineer, Irrigation Division	sgyeltshen@moal.gov.bt
2.	<i>Project Implementation Unit-Thimphu</i>		
2.1	Social Safeguard Focal	Kezang Dorji, Urban Planner	kezangd@thimphucity.gov.bt
2.2	GESI focal	Phub Dem, Legal Officer	pdema@thimphucity.gov.bt
3.	<i>Project Implementation Unit-Zhemgang</i>		
3.1	Social Safeguards Focal	Yeshey Rinzin, Assistant Engineer	yesheeyrigzaay55@gmail.com
3.2	GESI focal	Gopal Hingmang, Dzongkhag Public Health Officer (Officiating Gender Focal Person)	Ghingmang@zhemgang.gov.bt
4.	<i>Project Implementation Unit-Wangduephodrang</i>		
4.1	Social Safeguards Focal	Jigme Dorji, Dzongkhag Planning Officer	tashid@wangduephodrang.gov.bt
4.2	GESI focal	Dechen Wangmo, Economic Development Officer	dechenwangmo@wangduephodrang.gov.bt

Appendix 3: Minutes of Meetings during Public Consultation at Dhangkhar Lhakhang, Zhemgang on 8 July 2025, ADB TA-Project No. 42173-017

A consultation meeting was convened to discuss the status and community engagement aspects of the Water Flagship Project Support Program. The meeting drew active participation from a total of 86 attendees, comprising 35 male and 51 female participants. Among them were key stakeholders, including technical experts and field representatives from the Project Management and Supervision Consultant (PMSC) team, and the contractor's site personnel.

The event commenced with a formal opening ceremony, where Dasho Thrizin, the Trong Gup, extended a warm welcome to all participants and the resource persons. In his address, he presented a comprehensive overview of the Water Flagship Project, underscoring its strategic importance in enhancing access to clean and reliable water sources. He provided in-depth insights into the Integrated Water Supply Project, elaborating on the dual objectives of ensuring adequate drinking water and irrigation supply to all six command areas within Trong Gewog. His remarks emphasized the project's long-term benefits for rural livelihoods, agricultural productivity, and public health.



Following the opening address, the Environmental Expert from the PMSC team took the floor. He welcomed participants and delivered a detailed PowerPoint presentation on the project's technical scope, implementation timeline, environmental, social, and gender considerations, and community roles. The presentation, which is annexed to the meeting documentation, aimed to enhance public understanding of the project's framework and promote stakeholder cooperation throughout its lifecycle.

Discussion Highlights and Key Issues and Responses: During the question-and-answer session, participants voiced several concerns and sought clarification on ongoing activities and infrastructure components. The following key issues were discussed:

Villagers from Dhangkhar and Crespaipam raised a pressing concern that the project, while supplying irrigation water, overlooks their longstanding need for reliable drinking water, particularly as traditional spring sources continue to dry up. They emphasized past efforts, including self-funded surveys, and felt underserved compared to Zhemgang municipality, which is scheduled to receive treated water. To avoid project delays, the PIU/PMSC team clarified that the current scope offers raw water for rural use and proposed a feasible solution: delivering high-quality raw water identical to that destined for the treatment plant via the irrigation pipeline, with the option for villages to render it potable using simple sand filtration. In response, the Trong Gup (Thrizin/DYT Chairman) supported the approach and proposed leveraging Gewog resources to finance final filtration and village-level connections, provided the project integrates design provisions to link the irrigation pipeline with local reservoir tanks. He concluded by encouraging community cooperation, highlighting that with pipeline access secured, achieving safe drinking water remains an attainable outcome.



To avoid project delays, the PIU/PMSC team clarified that the current scope offers raw water for rural use and proposed a feasible solution: delivering high-quality raw water identical to that destined for the treatment plant via the irrigation pipeline, with the option for villages to render it potable using simple sand filtration. In response, the Trong Gup (Thrizin/DYT Chairman) supported the approach and proposed leveraging Gewog resources to finance final filtration and village-level connections, provided the project integrates design provisions to link the irrigation pipeline with local reservoir tanks. He concluded by encouraging community cooperation, highlighting that with pipeline access secured, achieving safe drinking water remains an attainable outcome.

Water Distribution and Pipelines: A common concern among community members was the lack of visible water pipelines, despite the installation of large water tanks. Many questioned how the water would ultimately be delivered to households and farmland. In response, the

project team clarified that trenching and pipe-laying works have not yet started, as the detailed engineering designs for the distribution network are still being finalized. Once finalized, physical trenching activities will begin, and the layout of the pipeline routes will become apparent to the public.

Existing Water Tanks Without Water Supply:

Participants also raised questions about non-functional water tanks, which currently remain dry and unusable for drinking or irrigation. The project team explained that this is due to the ongoing pipe-laying works along the main trunk line. Once this critical phase is completed and the main line is connected, water will begin to flow into the tanks, enabling the intended water supply services to commence.



Pit Toilet Near a Drinking Water Source: A serious environmental and public health concern was brought up regarding a pit toilet used by laborers, which was constructed directly above (about 230m) a spring water source that supplies drinking water to several households behind the Zhemgang Dzong. Recognizing the gravity of the issue, the contractor apologized for the oversight and assured participants that immediate action would be taken. The pit toilet will be relocated to a safer and more appropriate location, away from the water source, to prevent contamination and protect community health.

This meeting served as a critical platform for information sharing, clarification, and community feedback, ensuring transparency and accountability in the implementation of the Water Flagship Project. Community concerns were acknowledged and addressed with clear action points, reinforcing the project's commitment to inclusive and sustainable development. The closing ceremony was conducted by the Trong Gup, accompanied by serving refreshments to the participants.



Appendix 4: List of Participants of the command areas during consultation meeting held on 8 July 2025 at Dhangkhar Lhakhang, Zhemgang Dzongkhag under WFPSP

ADB TA-Project No. 42173-017

Public Participants List

Troy Gewog, DZONGKHAG, Zhemgang

ADB TA-42173-017 Water Flagship Project Support Program L-4281-BHU G-0874/G9233- BHU

Venue: Dhangkhar Lhakhang Date: 8 July 2025

Sl#	Name	Age	Sex	CID Number	Village	Contact Number	Signature/ Thumb Impression
1	Tashi/a	1948	Male	1200800032	Dangkhaz	Nil	
2	Yangden	1977	Female	1200800050	"	77792307	
3	Sangay la	1989	M	12008000473	"	17677388	
4	Jangula Uamo	1975	F	12008000549	"	77392263	
5	ham Dazgi	1954	M	12008000421	"	-	
6	Deben Yangzom	1997	F	12008000524	"	-	
7	Richen Uamo	1984	M	12008000436	"	7493094	
8	Terhi Chozon	1966	M	12008000520	"	-	
9	Chay Chay	1980	M	12008000520	"	-	
10	Tshering Gyeltshen	1989	M	11702001226	"	1797527	

Rud Jangin

Sl#	Name	Age	Sex	CID Number	Village	Contact Number	Signature/ Thumb Impression
22	Songay Letho	1974	M	120080002545	Dumangchu		
23	Dorji Uamo	38	F	12008002413	Dangkhar	17496766	
24	Uygen choden	43	F	12008000280	"	17521044	
25	Chimi Wangmo	44	F	12008000177	Dangkhar photo	77489938	
26	Bukhimo	1944	F	12008000454	Dangkhar	17750313	
27	Tunley Zangmo	1974	F	12007002095	Dangkhar	17991539	
28	Yesu Uamo	47	F	12008000217	Dangkhar	17613405	
29	Khenari Handa	41	F	12008002319	Troy	1766153	
30	Tashi Uamo	37	F	12008002033	Troy	17800999	
31	Sunmi Wangmo	37	F	1200800108	Troy	17505547	
32	Karma Tshomo	40	F	12008002412	Troy	17898800	

Rud Jangin

Sl#	Name	Age	Sex	CID Number	Village	Contact Number	Signature/ Thumb Impression
11	Sonam Dema	1988	F	12008000072	Crespy pam	17259885	
12	Songmo	1978	M	120080002454	Tingbi pam	17505996	
13	Napon	1983	F	11702000368	Dangkhar	17586668	
14	Wangmo	1973	F	12008000360	Dangkhar	17414313	
15	Wangmo	1980	F	12008002597	Pam	17682699	
16	Sonamma	1984	F	12008000530	Wangdang	17826895	
17	Tshewang Uamo	1990	F	12008000515	Pam	17513335	
18	Wangchuk Uamo	2000	F	12008000331	Dangkhar	17704267	
19	Dorji Dema	1980	F	12008000495	Trashupel pam	17796851	
20	Songmo		F	12008002513	"	"	
21	Nima Sangay		M	12008002518	"	"	

Rud Jangin

Sl#	Name	Age	Sex	CID Number	Village	Contact Number	Signature/ Thumb Impression
33	Roden Dema	19	F	12008003497	Pam	17307645	
34	Khula Dorji	48	M	11302000684	Troy	17348884	
35	Kunley Wang	48	M	12008000239	pam	17801953	
36	Rogin	60	f	12008002102	Prong	17958811	
37	Aslomo	82	f	12008002119	"	17958882	
38	Lemo	60	f	12008002462	"	17958852	
39	Rachin	45	f	12000		Nil	
40	Uygen Uamo	50	f	12008002155	"	Nil	
41	Cheki	56	f	12008002269	Troy	17528809	
42	Karma Dechen	55	f	12008002366	Troy	17733326	
43	Sonam Yangzom	23	f	12008002232	"	77958498	

Rud Jangin

SI #	Name	Age	Sex	CID Number	Village	Contact Number	Signature/Thumb Impression
44	Tuden	24	F	12008002205	Treng	17803344	
45	Dorji	63	M	120080080	Dangkhlar	-	
46	Dangkhlar	76	M	120080080	-	-	
47	Shang Rinpo	63	M	12009000312	-	-	
48	Yigun Rinpo	34	F	1200800409	-	-	
49	Zangla	-	M	12004001018	-	-	
50	Samplal	1961	M	12008009367	-	-	
51	Pana Rinzin	70	M	12008002598	Aishu/Dang	17704983	
52	Lam Dorji	61	M	12008002598	Shingtsakha	17696912	
53	Karma Ma Dem	40	M	1200800376	Dunphi	17826809	
54	Japha	59	F	12008002093	Treng	17656895	

SI #	Name	Age	Sex	CID Number	Village	Contact Number	Signature/Thumb Impression
66	Kinley Wangmo	45	F	12008002424	Tinni Perm	77354233	
67	Tinklen Thamo	51	F	12008002394	Tinni Perm	77303604	
68	Tashi Choki	58	F	12008002029	Treng	17704764	
69	Karma Jimba	64	M	1201000850 1200800	Wambokpa	77792234	
70	Sonam Pelden	24	F	1200800802	Dangkhlar	17886290	
71	Deki Choden	39	F	12008002027	Dangkhlar	17860893	
72	Jamlay Lama	41	F	1200800273	Dangkhlar	17677686	
73	Dorji Jema	-	F	1200800202	Dangkhlar	17880954	
74	Jigme Norzer	20	M	1200800341	Dangkhlar	17818944	
75	Wangyang	48	M	12008002030	Gup	17886875	
76	Thunwa	41	M	1200800335	Pe	17936791	

SI #	Name	Age	Sex	CID Number	Village	Contact Number	Signature/Thumb Impression
55	Phub Chamo	61	F	12008000311	Dangkhlar	-	
56	Sithen Dorji	55	M	12008000422	-	17733161	
57	Netila	70	M	12008000345	-	17889859	
58	Bum Tashi	82	M	12008002537	Dispay	-	
59	Nadola	75	M	12008000658	Chabakang	-	
60	Gopal Tamay	60	M	11504001346	"	17704927	
61	Leke Dor	75	M	11812001319	-	-	
62	Nashi Gupelkha	35	M	12008002357	-	17496212	
63	Rinzin Thamo	32	F	12008002421	Tinni Perm	17545142	
64	Sonam Thamo	30	F	12008000391	Dunphi	77489879	
65	Shuzata Zangmo	40	F	12008002405	Tinni Perm	77361518	

SI #	Name	Age	Sex	CID Number	Village	Contact Number	Signature/Thumb Impression
77	KARSAK NAWO	55	M	1140001736	COCC	17602493	
80	Kamal Thapa	40	M	11008005308	RMSL	17409044	
81	Phulay Zangpo	52	M	12004004271	Agri-Treng	17655540	
82	Nashi Gupelkha	53	M	12008002357	Tinlingpa	17891622	
83	Singye Wangchuk	44	M	1150002041	Phac, Thangpa	77711809	
84	Karma Chogyel	52	M	11604001585 1203004195 12032667	Phac, Thangpa	17765489	
85	Rajin Pradhan	61	M	1203004195	Phac, Thangpa	17603661	
86	Nashi Jini	-	F	11214001213	Phac, Thangpa	17715987	

Appendix 5: PowerPoint Presentation at Dhangkhar Lhaxhang on 8 July 2025, Trong Gewog, Zhemgang Dzongkhag for WFPSP, ADB TA Project No. 42173-017

Public Consultation

མི་མང་གི་ཐོབ་སྐྱོན་འཕྲུལ་

Zhemgang Integrated Drinking Water and Irrigation Distribution Scheme

Serving the Command Areas of **Yinghpam, Craspa/pam, Wangdigang, Tarala, Dangkhar, and Dunge**

Presented by PMSC Subguard Team in association with Project Implementation Unit (PIU), Zhemgang and the Contractor – CDCL

Welcome and Agenda ལྷོ་ལོ་འགྲུལ་

Kuzuzangpo Lo, a warm welcome to all community members, the Gup, Mangmi, and other esteemed local leaders. We are the project team from the PIU, joined by our contractor CDCL.

- 1 Project Goal Reminder **ལས་འགུལ་དཔེ་ལྟར་འཕྲུལ་རྒྱུ་**
- 2 Final Pipeline Route Map **མཐའ་བཟང་མཐུག་ལ་འཕྲུལ་**
- 3 Construction Process **བཟོ་སྐྱོད་ཀྱི་བརྒྱུད་ལུགས་**
- 4 Community Benefits **མི་ལྗོངས་ཀྱི་འཕུལ་**
- 5 Problem Resolution **དགྲ་བོ་དང་ལོ་ལོ་འབྲེལ་**
- 6 Project Timeline **ལས་འགུལ་དུས་ཚིག་**
- 7 Questions & Feedback **ཇི་བཏང་བཤམ་འཇམ་**

ལས་འགུལ་གྱི་ལུང་ལུང་། ང་བཅས་ལྷོ་ལོ་འགྲུལ་གྱི་ལྷན་ཁུངས་།

Project Background: Why We Are Here

This initiative is part of the larger Zhemgang Water Flagship Program, dedicated to enhancing lives through reliable water access. In previous discussions, you highlighted challenges with the old irrigation system, including dry season shortages and leaky canals.

Leveraging your invaluable feedback and extensive technical studies, we have finalized the design for the new irrigation pipeline network. Our goal today is to present this plan, ensuring seamless collaboration throughout the construction phase.

ལྷོ་ལོ་འགྲུལ་ལྷན་ཁུངས་ཀྱི་འགྲུལ་ལུགས་།

The Final Alignment: Where the Pipes Will Go

This map illustrates the confirmed route for the new pipelines. The primary pipeline will predominantly follow the existing road to minimize land disruption. From this main line, smaller pipes will extend to deliver water directly to your command areas.

This route has been meticulously selected for safety and efficiency, prioritizing the avoidance of private property interference wherever possible.

How We Will Build It: The Construction Process

ལྷོ་ལོ་འགྲུལ་ ལྷོ་ལོ་འགྲུལ་ལས་ཁུངས་ ལྷོ་ལོ་འགྲུལ་



We will use strong, modern HDPE pipes, designed for leak-free and long-lasting service.

Main line trenching - 1.8x1.0m Depth by Widths, being carefully dug through the center of the road.

Municipal Waterpipe line trenching

The contractor, CDCL, will perform the work under the close supervision of our PMSC and PIU team.

Sprinkle Irrigation ལྷོ་ལོ་འགྲུལ་ ལྷོ་ལོ་འགྲུལ་

Drip Irrigation ལྷོ་ལོ་འགྲུལ་



Sprinkle Irrigation System

Drip Irrigation System

Managing Impacts: Working Safely and Safely and Respectfully ལས་ཁུངས་ཀྱི་འཕུལ་ལུགས་ལྷོ་ལོ་འགྲུལ་

- Property Damage ལྷོ་ལོ་འགྲུལ་ལས་ཁུངས་ཀྱི་འཕུལ་ལུགས་**
We will work in coordination with the affected households to minimize the impacts.
- Traffic & Access ལྷོ་ལོ་འགྲུལ་དགོངས་ལུགས་**
We will work in short sections, using flagmen and safety signs to ensure safe passage and access to homes and fields.
- Noise & Dust ལྷོ་ལོ་འགྲུལ་དགོངས་ལུགས་**
Work will be limited to daytime hours (8:00 AM - 5:00 PM), and roads will be sprayed with water to control dust.
- Workers and Community Safety ལྷོ་ལོ་འགྲུལ་**
Please advise children to stay clear of construction areas. Your safety remains our utmost priority.

ལྷོ་ལོ་འགྲུལ་ ལྷོ་ལོ་འགྲུལ་

Ensuring Everyone Benefits: Our Commitment to Women, Youth, and All Community Members

Why is this important?

- We recognize that women have a special relationship with water – as collectors, managers of household health, and family caregivers.
- Projects work best when everyone, including women, youth, and vulnerable groups, has a voice and an opportunity.

Our Project's Promise (EGM & GESI Plan):

- Equal Opportunity:** Encouraging CDCL (the contractor) to hire local women and youth for suitable jobs.
- Equal Pay:** Ensuring equal pay for equal work, regardless of gender.
- Safe Workplace:** Strict rules against child labor and any form of harassment.
- Your Voice Matters:** Actively inviting women to all meetings, trainings, and decision-making processes.

Future Steps: Water User Associations (WUAs)

- After the system is built, Water User Associations will be formed to manage it.
- We will strongly encourage women to join and take on leadership roles.
- This ensures women's needs are part of long-term water management.

Appendix 6: Group Photograph after Public Consultation held at Dhangkhar Lhakhang on 8 July 2025, Trong Gewog, Zhemgang

ADB TA Project No. 42173-017



Appendix 7: Photographs of meetings and site visit at Zhemgang CW-02



Meetings and discussions with the contractor CW-02



Group photo after adjournment of the meeting



Site visit to the sedimentation tank



Trenching at the roadside visit



BPT-1 visit



BPT-2 visit



Gender Expert briefing Female staff/labourers



Trenching at the roadside.



Backfilling of trenching in front of shops

Appendix 8: Labour camp Inspection under CW-02



Appendix 9: Signage at the CW-02 sites



Appendix 10: Site office record keeping of CW-02 (Sample)



Appendix 11: Public Consultation meeting at Dhangkhar Lhakhang, Trong Gewog, Zhemgang



Appendix 12: Code of Conduct handed over to CW-02 Contractor

Code of Conduct for All Personnel

Project: Zhemgang Integrated Drinking Water and Irrigation Scheme (CW-02)
Contractor: Construction Development Corporation Limited (CDCL)

This Code of Conduct applies to every person working on this project, including all staff, employees, operators, officers, and workers of CDCL and all its Subcontractors. Adherence to these rules is a condition of your employment.

- Respect for People and Communities**
 - Treat Everyone with Respect:** You must treat members of the local communities of Trong Gewog, your colleagues, and project supervisors with respect and courtesy at all times. Harassment, intimidation, discrimination, fighting, or abusive language will not be tolerated.
 - Zero Tolerance for SEA/SH:** This project has a zero-tolerance policy for Sexual Exploitation, Abuse, and Harassment (SEA/SH). Any form of unwanted sexual comments, advances, or actions towards community members or colleagues is strictly forbidden and will lead to immediate termination and potential legal action.
 - Respect Local Customs:** You must respect the local traditions, customs, and culture of the Zhemgang area. Dress and behave in a way that does not offend the local community. Do not enter homes, private property, or community/religious event sites without permission.
 - Prohibited Substances:** You are not allowed to be under the influence of, consume, or sell alcohol or illegal drugs at any worksite or during working hours.
- Your Health and Safety is Our Priority**
 - Follow Safety Rules:** You must follow all project health and safety rules and instructions from your supervisor.
 - Use Your PPE:** You must always wear the correct Personal Protective Equipment (PPE) for your task (e.g., helmet, boots, high-visibility vest).
 - Report Unsafe Conditions:** If you see anything unsafe, you must report it to your supervisor immediately. You have the right to stop work if you believe it is unsafe to continue.
 - Report All Accidents:** All accidents, injuries, or near-misses, no matter how small, must be reported to the CDCL Environmental, Health and Safety (EHS) Officer or your supervisor immediately.
 - Keep Your Workplace Tidy:** Maintain a clean and organized worksite. Put tools away after use and dispose of all waste in the correct bins. This includes worksites and your living quarters/camp.
- Protecting Our Environment**
 - Prevent All Pollution:** You are forbidden from dumping any waste (construction debris, personal trash, chemicals, oils) into rivers, streams, drains, or on public or private land. This includes preventing excavated soil from washing into streams. All waste must go into designated project bins.

- Protect Nature:** This project is near sensitive forest areas. Poaching, hunting, fishing, and the collection or harming of any wildlife or plants are strictly forbidden. If you see wildlife near the worksite, maintain a safe distance, do not disturb it, and inform your supervisor.
- Conserve Resources:** Do not waste water or electricity at the worksite or in your accommodation. Report any leaks immediately.

- Protecting Bhutan's Cultural Heritage**
 - "Chance Finds" Procedure - STOP, SECURE, NOTIFY:** If you are excavating and find anything that looks odd or unusual (e.g., pottery, old tools, bones, old foundations, religious items), you must:
 - STOP:** Immediately stop all work in that area.
 - SECURE:** Do not touch or move the object. Inform your supervisor to secure the area.
 - NOTIFY:** Your supervisor will notify the Project Manager and relevant authorities. Work will only restart after official permission is given.

- Project Property and Community Relations**
 - Use of Equipment:** Use all tools and machinery safely and only for their intended purpose, as you have been trained. Report any damage immediately.
 - Driving Safety:** All project drivers must have a valid license, obey all traffic laws and project speed limits. Drive with extra care and awareness on the narrow gewog roads, watching for pedestrians, children, and livestock. Driving under influence of alcohol is strictly prohibited.
 - Public Access:** Do not block public access to homes, fields, or community routes unless it is a planned and approved part of the Traffic Management Plan. Always be courteous to people needing to pass through or near the work area.
- Reporting and Grievances**
 - You have the right to report any concerns, complaints, or violations of this Code of Conduct without fear of punishment.
 - You can report issues to the following people. Their contact details will be posted at the worksite and in your camp.
 - Your direct Supervisor.
 - The CDCL EHS/Social Officer:
 - Name: _____
 - Phone Number: _____
 - The Project's Community Liaison Officer (from PIU/PMSC):
 - Name: _____
 - Phone Number: _____

Consequences of Violation

Failure to comply with this Code of Conduct will result in disciplinary action, which may include verbal or written warnings, suspension, or immediate termination of employment. Serious violations, such as theft or SEA/SH, will be reported to the Royal Bhutan Police.

Worker Acknowledgement

This section must be signed by each worker and kept in their file by the contractor.

I, _____ bearing CID No. _____ have received a copy of this Code of Conduct for the Zhemgang Integrated Drinking Water and Irrigation Scheme Project. It has been read and explained to me in a language I understand, and I agree to follow these rules as a condition of my employment with CDCL or its subcontractors.

Worker's Signature: _____
 Date: _____

Supervisor/Witness Signature: _____
 Name: _____
 Designation: _____

<p>Prepared jointly by:</p> <ul style="list-style-type: none"> Karma Chhupel, Environmental Expert Rajesh Pradhan, Social Safeguard Expert Manju Giri, Gender Expert Thukar, PE 	<p>Received by:</p> <ul style="list-style-type: none"> Karong Namgyal, Project Manager, CDCL Kamal Thapa, Resident Engineer, PMSC
---	---