

**AMENDMENT No.1 to Performance-Based Maintenance Contract on Wangdue Zam -Chuserbu (PNH01) & Lawala - Gangtey - Phobjikha
Dzongkhag Road (Including 2.23 km Tabading Access Road)**

Ref No. ACCESS/DOST/W-4/53

Date: 01/10/2026

Sl.No.	Reference to RFB	Existing Provision	Amendments
1	Section II- Bid Data Sheet (Pg. 44)	The MSIP shall include the following four elements	Replaced with; “The MSIP shall include the following elements.”
2	Section VII- Annex 4: SEA/SH Requirements, Section 3: SEA/SH Risk Context in PBMC Implementation (Pg. 184)	All project workers engaged in BMP implementation -including contracted workers, daily wage laborers, gardeners, nursery staff, guards, and consultants – shall comply with SEA/SH obligations as a condition of employment or engagement.	Replaced with; “ All project workers engaged in PBMC implementation including contracted workers, daily wage laborers, guards, and consultants – shall comply with SEA/SH obligations as a condition of employment or engagement.”



3	Section VII-Annex 2, Clause 11: Code of Conduct (Pg.180)	"Do not participate in sexual activity with community members."	Replaced with; "Do not participate in SEA/SH, including coercion, abuse of vulnerability, differential power or trust, and sexual activity with anyone under 18."
4	Section VII- Annex 4, clause 2: Definitions of SEA/SH (Pg. 182).	For the purpose of this Annex, and consistent with the World Bank guidance and the project SEA/SH SOP, the following definitions apply;	Replaced with; For the purpose of this Annex, in consistent with the applicable Bhutanese Law and the project SEA/SH SOP, the following definitions apply;
5	Section VII- Annex 4, clause 4 (Pg.183)	Zero Tolerance: Sexual Exploitation, Sexual Abuse, and Sexual Harassment are unacceptable under any circumstances. SEA/SH constitutes serious misconduct and is a criminal offense under the Penal Code of Bhutan (2004) and subsequent amendments.	Replaced with; Zero Tolerance: Sexual Exploitation, Sexual Abuse and Sexual Harassment are unacceptable. SEA/SH constitutes serious contractual misconducts and constitutes an offence under applicable Bhutanese laws.



6	Section VII-Annex 2, clause 10: Grievance Mechanism (Pg. 180)	No existing provision	Added new sub-section “SEA/SH Grievance” SEA/SH complaints are distinct from ordinary worker grievances and shall not be processed through the ordinary PMU/PIU investigation pathway. Where a worker grievance or other general grievance indicates a possible SEA/SH matter, the recipient shall promptly refer the matter through the specialized SEA/SH SOP/pathway to the designated SEA/SH focal. Detailed case information, consent and referral documentation shall be handled only by designated focal in accordance with the SEA/SH SOP. Survivor-identifying information shall not be recorded in the general Worker GM register but in the dedicated SEA/SH grievance register.
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7	Section VII-Annex 4, clause 9: Response and Referral Procedure (Pg. 186)	Immediate steps are taken to ensure survivor safety, including separating the survivor from the alleged perpetrator, preventing further contact or intimidation, and addressing any urgent protection needs in accordance with the immediate response procedures set out in the SEA/SH SOP.	Replaced with; Immediate survivor-informed safety measures shall be taken, in consultation with the survivor and consistent with the SEA/SH SOP, to prevent further contact, intimidation or retaliation and to address urgent protection needs. Any work, reporting or personnel arrangements shall be managed so that the survivor is not disadvantaged, penalized, displaced from employment or otherwise adversely affected because of the safety measures taken.
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8	Section VII- Annex 5, Section I.1: Worker's Grievance (4) (Pg. 193)	Nature of grievances (wages / OHS / working conditions / SEA/SH / other – describe briefly)	Revised as; Nature of grievances (wages / OHS / working conditions / other – describe briefly)
9	Section IV- Bidding Form, ITB 11.2 (Pg. 80)	This form provides the outline for the Management Strategies and Implementation Plan (MSIP) required under ITB 11.2(h). The MSIP will be evaluated and scored by the Evaluation Committee under Item 2.3 of the Technical Evaluation Table in Section II (Bid Data Sheet).	Replaced as; This form provides the outline for the Management Strategies and Implementation Plan (MSIP) required under ITB 11.2 (i). The MSIP will be evaluated and scored by the Evaluation Committee under the Table in Section III - Evaluation and Qualification Criteria, Item 2-'Method Statements for Works and Services (including environment)' which also includes SEA/SH.



10	Section IV- Implementation Methodology, Section F: SEA/SH Prevention (Pg.82)	Describe the proposed approach to preventing and responding to SEA/SH incidents, including: how the Code of Conduct will be introduced To all workers; the proposed SEA/SH sensitization training approach; and how the SEA/SH Focal Person will be accessible to workers and community members.	Replaced as; Describe the proposed approach to preventing and responding to SEA/SH, including implementation of the SEA/SH Plan/ ARF, use and roll-out of the Section IV Code of Conduct, SEA/SH induction and refresher training, worker and community reporting pathways, confidential referral arrangements, subcontractor obligations, and the proposed SEA/SH focal person and technical capacity. The methodology shall demonstrate how these arrangements will function at remote work fronts and in roadside communities.
11	Section VII- Work's requirement (Table 6) 1.4.4: Start of Management Services Payment Reductions- 6. Management Services (Pg. 157)	Outputs completed for Social and Gender Awareness Plan, Health and Safety Program, HIV/ AIDs Awareness Program, Emergency Procedures Plan.	Revised as; Outputs completed for Social and Gender Awareness Plan including SEA/SH, Health and Safety Program, HIV/ AIDs Awareness Program, Emergency Procedures Plan.



12	Section III - Evaluation and Qualification Criteria, 1.4 Qualification Criteria, Criteria # 2.6: Bank's SEA and/or SH Disqualification (Pg. 56 & 57) and Section IV: Bidding Forms (Pg.103)	SEA/SH Performance Declaration: Please retain the Sexual Exploitation and Abuse (SEA) and/or Sexual Harassment Performance Declaration to screen whether the bidder, JV members or proposed subcontractors are already subject to Bank SEA/SH disqualification. The separate High-risk contractual disqualification mechanism is not applicable to this Substantial-risk project.	Amended as; Not Applicable for both the criteria 2.6 and Form CON - 4 (Sexual Exploitation and Abuse (SEA) and/or Sexual Harassment Performance Declaration)
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