

**Addendum no. 2:**  
**“Developing a strategy and management framework for Human Resources for Health (HRH)”**

Clause Ref.	Original clause	Amended clause
Section 2. Instructions to Consultants E. Data Sheet; C- Submission, Opening and Evaluation, Clause 17.7 and 17.9	<p><b>The Proposals must be submitted no later than:</b>  <b>Date:</b> 3rd March, 2021  <b>Time:</b> 1500 Hrs  <b>The Proposal submission address is:</b>  <b>Meghalaya Health Systems Strengthening Project (MHSSP)</b>  <b>Health Complex, Red Hills, Laitumkhrach</b>  <b>Shillong – 793003</b>  <b>Meghalaya</b>  <b>Email:</b> <a href="mailto:procurement.megh@meghssp.org">procurement.megh@meghssp.org</a></p>	<p><b>The Proposals must be submitted no later than:</b>  <b>Date:</b> 30<sup>th</sup> March, 2021  <b>Time:</b> 1300 Hrs. (Indian Standard Time)  <b>The Proposal submission address is:</b>  <b>Meghalaya Health Systems Strengthening Project (MHSSP)</b>  <b>Health Complex, Red Hills, Laitumkhrach</b>  <b>Shillong – 793003</b>  <b>Meghalaya</b>  <b>Email:</b> <a href="mailto:procurement.megh@meghssp.org">procurement.megh@meghssp.org</a></p>
Section 2. Instructions to Consultants E. Data Sheet; C- Submission, Opening and Evaluation, Clause No 19.1	<p><b>An online option of the opening of the Technical Proposals is offered: Yes.</b>  <b>The opening shall take place at:</b>  <b>“same as the Proposal submission address via Zoom”.</b>  <i>(The link for the opening will be uploaded in the department’s website on 3<sup>rd</sup> March, 2021 by 1400 Hrs, i.e, <a href="http://www.nhmmeghalaya.nic.in">www.nhmmeghalaya.nic.in</a> however access to the opening will be provided only to the firms whose proposal reached before/on the submission timeline)</i>  <b>Date:</b> same as the submission deadline indicated in 17.7.  <b>Time:</b> 1530 Hrs  <b>In the event of the specified date of proposal opening being declared a holiday for the Client, the proposals will be opened at the appointed time and location on the next working day</b></p>	<p><b>An online option of the opening of the Technical Proposals is offered: Yes.</b>  <b>The opening shall take place at:</b>  <b>“same as the Proposal submission address via Zoom”.</b>  <i>(The link for the opening will be uploaded in the department’s website on 30<sup>th</sup> March, 2021 by 1200 Hrs, i.e, <a href="http://www.nhmmeghalaya.nic.in">www.nhmmeghalaya.nic.in</a> however access to the opening will be provided only to the firms whose proposal reached before/on the submission timeline)</i>  <b>Date:</b> same as the submission deadline indicated in 17.7.  <b>Time:</b> 1330 Hrs  <b>In the event of the specified date of proposal opening being declared a holiday for the Client, the proposals will be opened at the appointed time and location on the next working day</b></p>
Section 7. Terms of Reference. Sl. 11: Environmental and Social Policy	<p><i>The Works’ policy goal, as a minimum, should be stated to integrate environmental protection, occupational and community health and safety, gender, equality, child protection, vulnerable people (including those with disabilities), gender-based violence (GBV), HIV/AIDS awareness and prevention and wide stakeholder engagement in the planning processes, programs, and activities of the parties involved in the execution of the</i></p>	<p>Adherence to World Bank's Environmental and Social policies and guidelines: To meet the Objective of the Services and in conducting the activities mentioned as part of Scope of Work, the consultant will factor compliance of World Bank’s environmental and social policies and relevant guidelines. Key aspects related to health care including, but not limited to, health, safety, hygiene, safe disposal of medical waste, and WASH practices shall be duly factored. In addition, the</p>

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	<p><i>Works. The Client is advised to consult with the World Bank to agree the issues to be included which may also address: climate adaptation, land acquisition and resettlement, indigenous people, etc. The policy should set the frame for monitoring, continuously improving processes and activities and for reporting on the compliance with the policy.</i></p> <p><i>The policy should, as far as possible, be brief but specific and explicit, and measurable, to enable reporting of compliance with the policy.</i></p> <p><i>As a minimum, the policy is set out to the commitments to:</i></p> <ol style="list-style-type: none"> <li><i>1. apply good international industry practice to protect and conserve the natural environment and to minimize unavoidable impacts;</i></li> <li><i>2. provide and maintain a healthy and safe work environment and safe systems of work;</i></li> <li><i>3. protect the health and safety of local communities and users, with particular concern for those who are disabled, elderly, or otherwise vulnerable;</i></li> <li><i>4. ensure that terms of employment and working conditions of all workers engaged in the Works meet the requirements of the ILO labour conventions to which the host country is a signatory;</i></li> <li><i>5. be intolerant of, and enforce disciplinary measures for illegal activities. To be intolerant of, and enforce disciplinary measures for GBV, child sacrifice, child defilement, and sexual harassment;</i></li> <li><i>6. incorporate a gender perspective and provide an</i></li> </ol>	<p>attention towards needs and concerns of the vulnerable groups; inclusion of vulnerable groups (e.g. women, elderly people, people living in hard to reach areas, ethnic minorities, people with disabilities) will need to be considered. These aspects will need to be incorporated in the study design. Wider stakeholder consultations are expected following the WHO COVID-19 guidelines. The Project's Environmental and Social Management Framework (ESMF) and the Stakeholder Engagement Plan (SEP) shall be referred and followed which will be made available at <a href="http://www.nhmmeghalaya.nic.in">www.nhmmeghalaya.nic.in</a> soon</p>

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	<p><i>enabling environment where women and men have equal opportunity to participate in, and benefit from, planning and development of the Works;</i></p> <p><i>7.work co-operatively, including with end users of the Works, relevant authorities, contractors and local communities;</i></p> <p><i>8.engage with and listen to affected persons and organizations and be responsive to their concerns, with special regard for vulnerable, disabled, and elderly people;</i></p> <p><i>9.provide an environment that fosters the exchange of information, views, and ideas that is free of any fear of retaliation;</i></p> <p><i>10.minimize the risk of HIV transmission and to mitigate the effects of HIV/AIDS associated with the execution of the Works;</i></p> <p><i>The policy should be signed by the senior manager of the Client. This is to signal the intent that it will be applied rigorously.</i></p>	

**Sd/-**  
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**Department of Health & Family Welfare, GoM**