

Executive Summary

BFL has been categorized as a Category B project, as the potential adverse environmental and social impacts on population within the Protected Areas or those living around who depend on the PA for their livelihoods or environmentally important areas are site-specific, reversible and can be readily mitigated.

Therefore, to ensure that all BFL funded projects and programs are environmentally and socially sustainable as well as in line with BFL's policies and guidelines, an Environmental and Social Management Plan (ESMP) involving stakeholder participation and timely public disclosure is required.

An Environmental and Social Management Plan (ESMP) for Biological Corridor (BC) 8-Bumthang describes mitigation measures/good practices at activity level which are required as per the screening protocol. All the screened activities which has potential risks to environment and social management have to prepare ESMP which include environment management and mitigation plans during pre-activity, activity implementation and closing phases. Hence, it contains description of the detailed actions including communities, roles, communication and reporting and monitoring processes required as part of the implementation. In order to ensure that the issues of all stakeholders are taken into account, it includes a stakeholder engagement plan. The plan includes identification of stakeholders, method of engagement, timing and logistics. It is a requirement for all parks and biological corridors to keep record, reporting, review, auditing and update ESMP yearly as per the planned activities.

The activities that required ESMPs for the year 2025 under BC 8 are:

1. Maintenance of Forest Range Office, Trongsa

པོད་ཆུབ་ཐབས་དཔེ།

འབྲུག་རྒྱལ་ཡོངས་སྤྱི་དཀར་ཆོ་སྒྲིག་མ་དངུལ་འདི་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཐུད་འོས་འབབ་ཅན་གྱི་ལས་འགུལ་གྱི་དཔྱད་ཁག་

(Category B) ནང་ལུ་ཚུད་ཡོད་པ་ཡིན། དེ་ཡང་ལས་འགལ་འདི་ལས་བརྟེན་ཏེ་སྤང་སྟོབ་ས་ཁོངས་ནང་སྟོང་མེད་མི་སེར་དང་ ཡང་ན་ སྤང་སྟོབ་ས་ཁོངས་ཀྱི་མཐའ་སྐོར་ཏེ་འཛོལ་སྤང་སྟོབ་ས་ཁོངས་ལུ་བརྟེན་སྟོང་མེད་མི་སེར་ ཡང་ན་ གཤམ་ཅན་གྱི་མཐའ་སྐོར་གནས་སྡངས་ཀྱི་ས་ཁོངས་ཚུ་ལུ་གནོད་པ་འབྱུང་ནིའི་ཉེན་ཁ་ཡོད་པ་ད་ གཤམ་སྤོང་གནོད་པ་འབྱུང་པ་ཅིན་ གནོད་ཉེན་ཚུ་དམིགས་གསལ་པ་གནས་ནང་རྒྱུང་མེད་འབྱུང་ནི་དང་ གནོད་ཉེན་མར་སཔ་རྒྱུ་ནི་དང་ཚ་མེད་ཡང་གཏང་ཚུགས་པ་ཡིན།

དེ་འབདཝ་ལས་ འབྲུག་རྒྱལ་ཡོངས་སྤྱི་ཁྲིའི་ཚེ་སློག་མ་དངལ་ཚོག་ལུ་ རྒྱུ་རྒྱུར་འབད་ཡོད་པའི་ལས་འབྲུལ་དང་ལས་རྒྱ་ཚུ་ མཐའ་འཁོར་གནས་
རྟཨས་དང་ མི་ཕྱེ་གནེས་ལུ་ཡུན་པརྟན་གྱི་ཕན་པ་ཡོད་པ་བཟོ་བགི་མ་ཆད་ འབྲུག་རྒྱལ་ཡོངས་སྤྱི་ཁྲིའི་ཚེ་སློག་མ་དངལ་གྱི་ཤིང་བྱུས་ལས་རྩོན་དང་
འབྲིལ་ཐབས་ལུ་ མཐའ་འཁོར་གནས་རྟཨས་དང་མི་ཕྱེ་འཛོན་རྒྱུར་འཆར་གཞི་འདི་དགོན་དང་ མི་དམངས་ལྟོས་པརྟན་དང་ ཏུས་དང་ཏུས་སུ་མི་དམངས་ལུ་
གསང་བ་བཤད་ནི་འདི་དགོས་ཡིན།

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དེ་འབད་ལཱ་ལས་འཛིན་ཚུང་འཆར་གཞི་འདི་ནང་ ལས་ལྷན་མི་ཟླེ་ལཱ་འགན། བདེ་ཚུན་དང་སྐར་ལྷ། དེ་ལས་ལྷ་རྟོག་ལམ་ལྷགས་ཚུ་གི་སྐོར་ལས་འབྲེལ་བཟང་ཁ་གསལ་ཚུང་དགོས་ཨིན། འཛིན་ཚུང་འཆར་གཞི་འདི་ནང་ལཱ་གསལ་གཏོགས་འབད་དགོ་པའི་ཁེ་གུང་ཡོད་མི་ཚུ་གི་རྟོག་བཟང་ཚུ་ཚུང་དགོ་པའི་ཁར་ ཁེ་གུང་ཡོད་པའི་མི་ཚུ་གི་དོན་ལཱ་གསལ་གཏོགས་འཆར་གཞི་དགོ། ལཱ་གསལ་གཏོགས་འཆར་གཞི་འདི་ནང་ ཁེ་གུང་ཡོད་མི་དོས་འཛིན་འབད་ནི་དང་ལཱ་གསལ་གཏོགས་འབད་ནིའི་ལམ་ལྷགས་ དེ་ལས་ལཱ་གསལ་གཏོགས་ཀྱི་དུས་ཚོང་དང་བཅའ་ལྷན་ཚུ་ཚུང་དགོས་ཨིན། སྤྱིང་ཀྱང་སྟོན་ཆགས་རྒྱུ་ལམ་ཡིག་ཚང་ཚུ་གི་མཆར་གཞི་ལས་སྐར་དང་འབྲེལ་ཏེ་ དྲན་ཐོ་དང་སྐར་ལྷ། བསྐྱར་ཞིབ་ཚུམ་དང་ལཱ་གསལ་འབྲེལ་ཏེ་ དེ་ལས་མཐའ་འཁོར་གནས་སྟངས་དང་མི་ཟླེ་འཛིན་ཚུང་འཆར་གཞི་འདི་ལོ་བསྐྱར་བཞིན་དུ་དུས་མཐུན་བཟང་དགོས་ཨིན།

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Bhutan for Life

Environmental and Social Management Plan for Biological Corridor 8 (2025)

1. Introduction

(A) Project Background

The Bhutan for Life (BFL) project aims to ensure a robust network of protected areas and biological corridors that secures human well-being, biodiversity conservation and increase climate resilience in Bhutan. The project provides a 14 year financial bridge that allows for immediate improvement in the management of Bhutan's protected areas for climate resilience, and the prompt delivery of mitigation, adaptation and biodiversity gains, while the country gradually ratchets up its own financing resources.

BFL seeks to achieve the following objectives:

- Help Bhutan remain carbon neutral by increasing forest and vegetative cover within the Protected Area System;
- Enhance the socio-economic wellbeing of communities in and in the vicinity of the PAS through climate-informed natural resources management;
- Maintain stable, thriving and diverse populations of key species contributing toward national and global biodiversity goals;
- Strengthen organizational, institutional, and financial capacity for effective management of PAS.

BFL includes five components that reflect these goals, divided into 16 milestones (or outputs) and over 80 detailed activities.

(B) Scope of ESMP

The preparation of this Environmental and Social Management Plan (ESMP) was required in order to manage the environmental and social impacts through and specific mitigation actions required to implement the project in accordance with the requirements of WWF's SIPP, the project's Environmental and Social Management Framework (ESMF), and applicable national legislation and regulations.

The ESMP provides an overview of the environmental and social baseline conditions on the routes of the proposed second segment of the project, summarizes the potential impacts associated with the proposed activities and sets out the management measures required to mitigate any potential negative impacts.

This ESMP will be implemented by BFL focal person in each park authority (PA) and biological corridor (BC), and by the contractor to be commissioned by each PA/BC for the project.

(C) Purpose of ESMP

This Site-Specific ESMP is a project-specific source document detailing the environmental and social protection requirements to mitigate and minimize the adverse impacts. The ESMP's primary purpose is to ensure that the environmental requirements and social commitments associated with the project are carried forward into implementation and operational phases of the project and are effectively managed. The specific objectives of this ESMP are as hereunder:

- Minimizing any adverse environmental, social and health impacts resulting from the project activities;
- Conducting all project activities in accordance with the relevant RGoB Laws and WWF's safeguard operational policies and guidelines;
- Preventing environmental degradation as a result of either individual subprojects or their cumulative effects;
- Enhancing the positive environmental and social outcomes of project activities;
- Ensuring that the proposed mitigation measures are feasible and cost-efficient;
- Providing an Action Plan to ensure that the project impact mitigation measures are properly implemented and monitored;
- Ensuring that all stakeholders are engaged in the project activities' preparation and implementation, and their concerns are fully addressed.

(D) Applicable law, policies, and regulation

This ESMP is developed by following the guidelines as set forth in the BFL's ESMF.

Applicable RGoB laws and policies include the Constitution of the Kingdom of Bhutan, 2008; legislation on land and moveable property (Land Act of Bhutan 2007; Land Rules, 2007; The

Moveable Cultural Property act of Bhutan, 2005); legislation and regulations on forests and protected areas (National Environment Protection Act, 2007; Forest and Nature Conservation Act of Bhutan, 2023; Forest and Nature Conservation Rules and Regulations of Bhutan, 2023; National Forest Policy, 2011); legislation on water and waste prevention (Water Act of Bhutan, 2011; Waste Prevention and Management Act, 2009); legislative requirements on environmental assessment (Environmental Assessment Act, 2000 and Regulations on the Environmental Clearance of Projects, 2001); and other relevant laws (The Local Government Act of Bhutan, 2009; Livestock Act of Bhutan, 2001; The Biodiversity Act of Bhutan, 2003; The Pesticides Act of Bhutan, 2000; The Penal Code of Bhutan, 2004; National Access and Benefit Sharing (ABS) Policy (Draft), 2014).

WWF's safeguards policies that are relevant to this project are as follows: Policy on Environment and Social Risk Management; Policy on Protection of Natural Habitats; Policy on Involuntary Resettlement; Policy on Indigenous Peoples; Standard on Pest Management; Policy on Accountability and Grievance System; Standard on Physical Cultural Resources; as well as general standards on occupational and community health and safety and on energy efficiency.

In general, RGoB's laws, policies, and guidelines are in line with the WWF's environmental and social safeguards requirements. However, there are a few differences between the two systems. With regard to environmental impacts, there are no direct contradictions between the RGoB laws and regulations and the WWF's SIPP, but the requirements of the latter are more extensive. All project activities should fully comply both with the RGoB's Regulations on the Environmental Clearance of Projects, and with the procedures and mitigation measures prescribed in this ESMF. In case that the WWF's SIPP requirements are more extensive, strict, or detailed than the RGoB legislation and policies, the former will apply to all project activities.

With regard to social impacts, the primary discrepancies between the RGoB laws and regulations and the WWF's SIPP refer to the status of non-title holders and informal land use, and the commitment to participatory decision-making processes. First, according to the WWF's SIPP, all users of land and natural resources (including people that lack any formal legal ownership title or usage rights) are eligible to some form of assistance or compensation if the project adversely affects their livelihoods. The RGoB laws only recognize the eligibility of land owners or formal users to receive compensation in such cases. Second, the WWF's SIPP require extensive community consultations as part of the development of various safeguards

documents and during project activities. RGoB legislation does not include similar requirements. For the purposes of the BFL project, the provisions of the WWF's SIPP shall prevail over the RGoB legislation in all cases of discrepancy.

1. Environmental and Socio-Economic Conditions:

BC 08 landscape (577.90 km²) is one of the largest protected areas among 9 BCs in the country and home to several flora and fauna given a wide altitudinal range and forest types. Strategically located in central part of Bhutan, BC 08 plays significant ecological functions in the Bhutan Biological Conservation Complex. It interconnects Jigme Dorji National Park (JDNP) in the north, Wangchuck Centennial National Park (WCNP) in the north, and Jigme Singye Wangchuck National Park (JSWNP) in the south by three distinct strands that traverse across administrative jurisdiction of Wangdue and Bumthang Dzongkhags. BC 08's connectivity with JSWNP, which share its southeastern boundary with Royal Manas National Park (RMNP) in the tropics, therefore, is expected to facilitate the movement of fauna and shift or dispersal of flora in response to changing pattern of climate.

Besides ecological benefit to wildlife, BC 08 also provides space and it is a source of forest resources for more than 7928 people residing in and around it from Wangdue and Trongsa Dzongkhags. Given a maximum area (469.10 km²) under Wangdue Dzongkhag, it hosts Phobji, Gangtey, Bjena, Dangchu, Sephu Kazhi and Athang Geogs while 108.80 km² under Trongsa Dzongkhag is home for people of Tangsibji and Nubi Geogs. There are 423 households in and around the BC 08 under Trongsa Dzongkhag, and 466 households in and around the BC 08 under Wangdue Dzongkhag (Geog, 2018). Figure 1 shows the BC 8 connecting the different parks.

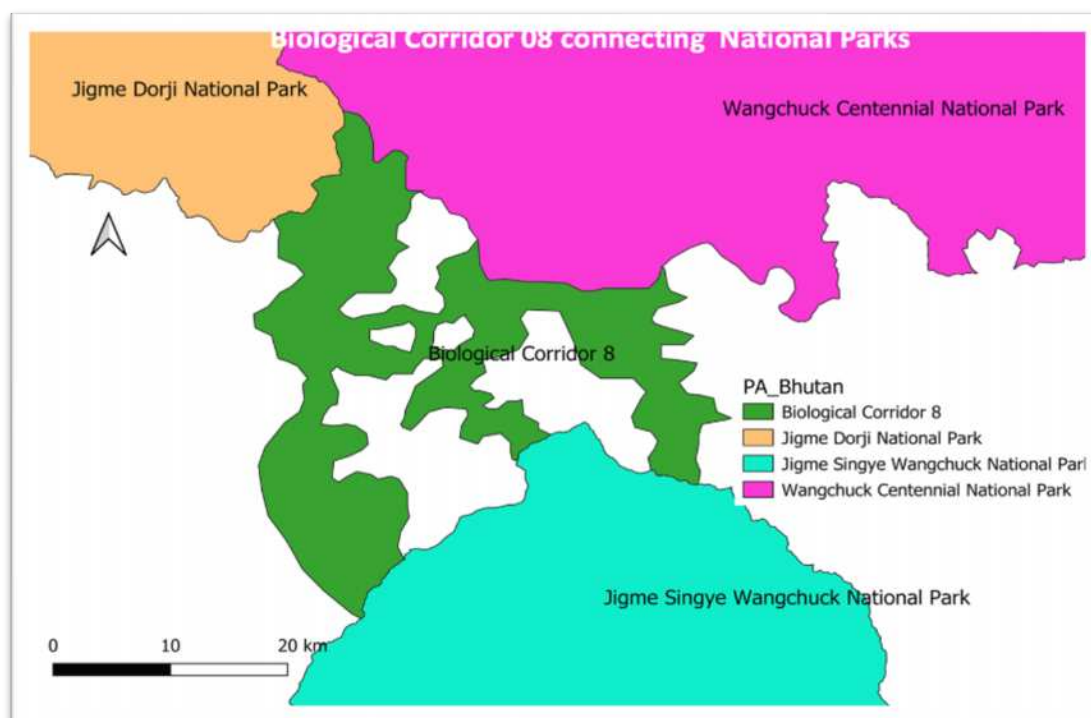


Figure 1: Northern Biological Corridor interconnecting Protected Areas

1.1 Land cover

Biological Corridor 08 landscape has large forest coverage with more than 99% of its total area 577.90 km² including shrubs and alpine scrubs. Snow glacier and other geomorphological features that includes built up (settlements, roads, transmission line) and rocky areas form 0.30% of the total area of the BC 08 (fig. 7 below). The land cover distribution is shown in Figure 2.

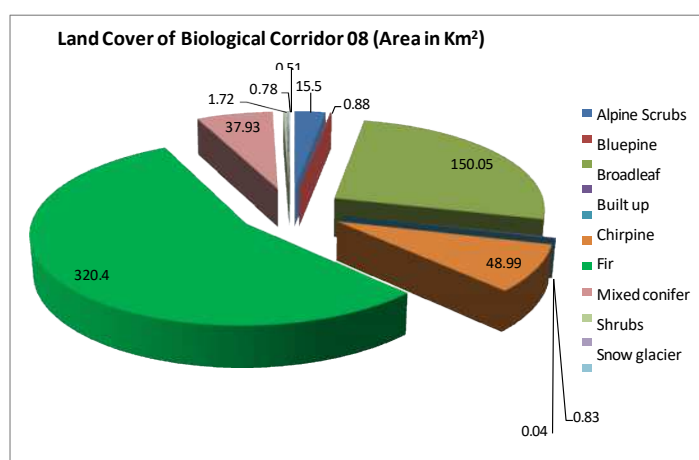


Figure 2. Land cover of BC8

The vegetation of the BC 08 was classified into various forest types in order to give better picture about it and forming heterogeneous habitats for wildlife. The classifications of the forest types were based on the ordination of Rapid Biodiversity Assessment (RBA%) of the entire tree and shrub species in each Geog and also on the cluster dendrogram arbitrarily marked at 50% similarity threshold (refer fig. 8 for detail as shown below). Three types of forests in the Biological Corridor 08 chiefly included Hemlock and Fir forest, Cool broad-leaved forest and Evergreen oak forest respectively.

1.1.1 Cool broad-leaved forest (2000-2900 masl)

The cool broad-leaved forest of Nubi, Athang and Dangchu were classified under forest type I and this type of forest occurred on moist exposed slopes above the Warm broad-leaved forests. On the drier site the species composition was dominated by *Castanopsis* or *Quercus* species and in wetter site, oak-laurel was mostly associated with dense shrubs, climbers and many epiphytes. The two types of forest intergrades with each other and the characteristic species were *Acer* spp., *Exbucklandia populnea*, *Quercus* spp., *Betula alnoides* etc. The annual rainfall reported in such forest types is about 250-500 cm.

a. Hemlock & Fir Forest (2800-3800 masl)

The Hemlock and Fir forests of Tansibji, Kazhi, Phobji, Bjena, Gangteng and Sephu were classified under forest type II and this type of forest occurred at a higher altitude on the main mountain ridges. Fir forest formed the highest tree line forested ridges throughout Bhutan, where dominant stands of fir with dense canopy provided humid environment for luxurious undergrowth of *Rhododendron* and other shrubs. The formation of considerable mist-precipitation harbors mossy forest floor with so many small herbs, e.g. *Primula* species, *Bryocarpum himalaicum*, epiphytic and terrestrial ferns, lichens and bryophytes etc. The Characteristic species recorded were *Tsuga dumosa*, *Abies densa*, *Juniperus* spp., *Rhododendron* spp. and *Viburnum* spp. etc. The annual precipitation is about 130-200 cm in this forest type of forests.

b. Evergreen oak forest (1800-2600)

The evergreen oak forests of Nyisho were classified under forest type III and these forests apparently received a rainfall of 200-300 cm in a year. At lower elevation *Castanopsis hystrix* and *C. tribuloides* were often dominant, while in higher elevation *Quercus lamellosa* were most common. On the drier site more xerophytic *Quercus* species were the characteristic species and with occasional appearance of *Pinus wallichiana* species and *Acer* spp.

2.1.2. Floral diversity

Endowed with wide altitudinal range the BC 08 was reported for rich diversity of flora that were distributed across warm broadleaf through alpine scrub. During the survey that was conducted between May to June 2019, we recorded at least 297 species of plants (Appendix I). Out of these many plant species, there were 10 species of conifer evergreen trees; 30 species of broadleaf evergreen trees; 68 species of deciduous trees; 27 evergreen shrub species and 11 deciduous shrub species. Rest of the list included herbaceous plants, bamboo, and orchids.

a. Floral species composition

In the BC 08, five live form compositions vastly included ever green conifer tree, deciduous tree, evergreen tree, evergreen shrubs, and deciduous shrubs. The overall life-form composition appeared to be considerable proportion of evergreen conifer trees with 50.51 %, evergreen trees 28.47%, deciduous trees 19.99%, evergreen shrub 0.93 % and deciduous shrub 0.11 % for 17 Geogs as shown in Table 1.

Phobji Geog forest was predominantly composed of evergreen conifer trees with more than 93% while Athang and Dangchu Geogs forests hosted relatively more deciduous trees that was composed of *Prunus species*, *Betula alnoides*, *Betula utilities*, *Acer species*, *Juglans regia*, *Alnus nepalensis*, *Sorbus insignia*, etc. Nubi and Nyisho Geogs were dominated by evergreen tree that largely included various *Rhododendron species*, *Symplocas species*, *Quercus lamellosa*, *Quercus lanata*, *Quercus semicarpifolia*, *Quercus glauca*, *Lyonia ovalifolia*, *Persea species*, etc. While deciduous shrubs were barely recorded across all 10 Geogs while evergreen shrubs were recorded in warmer region from the forests of Nyisho and Sephu Geogs.

Table 1: Geog-wise life form composition derived from the sum of RBA

Geogs	Evergreen Conifer Tree	Deciduous Tree	Evergreen Tree	Evergreen Shrub	Deciduous Shrub
Nubi	2.40	15.52	82.09	0.00	0.00
Tangsibji	57.53	9.19	33.28	0.00	0.00
Athang	0.00	60.70	39.30	0.00	0.00
Bjena	90.26	0.58	9.16	0.00	0.00
Dangchu	8.48	54.34	36.91	0.00	0.26
Gangteng	84.36	8.14	7.50	0.00	0.00
Kazhi	72.35	8.01	19.64	0.00	0.00
Nysho	27.26	0.71	69.71	2.31	0.00
Phobji	93.30	1.70	5.00	0.00	0.00
Sephu	75.90	14.46	9.31	0.52	0.25

2.1.3 Faunal diversity

Information about faunal diversity was exclusively on mammals and avifauna in the BC 08. From the camera trap survey (May July 2019), 5 felid species such as Asiatic golden cat (*Catopuma temmincki*), clouded leopard (*Neofelis nebulosa*), tiger (*Panthera tigris*), leopard cat (*Prionailurus bengalensis*) and marbled cat (*Pardofelis marmorata*); 3 canid species – wild dog (*Cuon alpinus*), red fox (*Vulpes vulpes*) and domestic dog (*Canis lupus famaliaris*); 1 viverrid species (Weasel) which was unidentified, 1 ursid- Himalayan black bear (*Ursus thibetanus*); 2 cervid species – barking deer or muntjak (*Muntiacus muntjak*) and sambar (*Rusa unicolor*); 2 caprine species under bovid family – Himalayan serow (*Capricornis thar*), Himalayan goral (*Naemorhedus goral*); 2 bovid species - yak (*Bos grunniens*) and other cattle (local and mithun breed); 1 equid – domestic horse (*Equus caballus*); 1 moschid – Himalayan

musk deer (*Moschus chrysogaster*); 1 ailurid (*Ailurus fulgens*); 1 primate species–

Assamese macaque (*Macaca assamensis*), 1 mustelid – Himalayan yellow throated marten (*Martes flavigula*); 1 suid – wild pig (*Sus scrofa*), and 3 rodents – Indian porcupine (*Hysterix indica*) including squirrel and rat were recorded.

Not even a single image of common leopard was captured from the area under both the divisions for unknown reason during the survey that was carried out in the summer. Mammal species of conservation significance in the Biological Corridor 08 are as shown in the table below with IUCN status.

Table 2: Species of conservation significance in Biological Corridor

Sl No.	Common name	Scientific name	IUCN status	Image captured (June -August 2019)
1	Tiger	<i>Panthera tigris</i>	Endangered	Recorded in both the divisions
2	Dhole (wild dog)	<i>Cuon alpinus</i>	Endangered	Recorded in both the divisions
3	Red panda	<i>Ailurus fulgens</i>	Endangered	Recorded in Wangdue division
4	Himalayan musk deer	<i>Moschus chrysogaster</i>	Endangered	Recorded in both the divisions
5	Clouded leopard	<i>Neofelis nebulosa</i>	Vulnerable	Recorded in Bumthang division
6	Sambar deer	<i>Rusa unicolor</i>	Vulnerable	Recorded in both the divisions
7	Asiatic golden cat	<i>Catopuma temminckii</i>	Near threatened	Recorded in both the divisions
8	Marbled cat	<i>Pardofelis marmorata</i>	Near threatened	Recorded in Wangdue division
9	Himalayan serow	<i>Capricornis thar</i>	Near threatened	Recorded in both the divisions

Total of 264 bird species, including four near threatened species like Himalayan vulture, Satyr tragopan, Ward's trogon and Yellow-rumped honey guide were recorded during the survey

carried out in June and July 2019 across two divisions in the BC 08. The highest number of species recorded was in Wangdue division as presented in table below.

Table 3: Total bird species recorded under respective territorial division

Sl.#	Division	Total species
1	Wangdue	189
2	Bumthang	118

At least four globally threatened bird species were recorded during the short span of survey time. The survey might have overlooked other avifauna species including the species of conservation significance due to weather condition in summer despite time and effort dedicated by the survey team. Table 4 shows the details of significant avifauna recorded across two divisions in the Biological Corridor.

Table 4: Birds of conservation significance in BC 08

Common name	Count	IUCN status	Name of place recorded	Habitat/forest type
Himalayan Vulture	9	Near threatened	Tshelatop & Sephu under Wangdue division	Mixed conifer, meadows and cool broad-leaved forest
Satyr Tragopan	37	Near threatened	Phobjikha, Sephu, Tshelatop, Gogona, Shobla and Longmey under Wangdue division; Drangichu top under Bumthang division	Mixed conifer, Alpine Cool broad-leaved forest and Meadows
Ward's Trogon	4	Near threatened	Nobding under Wangdue	Cool broad-leaved forest
Yellow-rumped Honeyguide	7	Near threatened	Nobding under Wangdue division	Cool broad-leaved forest

2.2 Socio-economic characteristic:

Agriculture and livestock farming practices are integral components of socio-economic characteristic of 423 households in and around the BC 08 under Trongsa Dzongkhag, and 466 households in and around the BC 08 under Wangdue Dzongkhag (Geog, 2018). Some households in BC 08 were found engaged in private entrepreneurship or small-scale business. Almost all the villages were reported for having government employees including military personnel that attributes in forming a diverse composition of socio- economic characteristic. Dependence on forest resources was unavoidable, and farmers living in and around biological corridor were reported to utilize timber, firewood, and non-wood forest products. For instance, Cordyceps and *Paris polyphylla* appeared to contribute significantly for the livelihood of people in BC 08.

1.1.2 Agriculture farming

Most commonly cultivated cereal crops across two divisions were found to be paddy and maize in the lower elevation while wheat was found largely in highland. Maize was barely cultivated while rice as a staple food was vastly cultivated by farmers of Trongsa. Wheat and barley were grown across two Dzongkhags and used to brew local beverage and as a feed for cattle. Farmers also cultivated potato as cash crop while radish and turnips were grown both for consumption and to feed the cattle. Increasing chili cultivation was largely known for consumption and commercial purpose. Tseri or shifting cultivation was not reported in the biological corridor. Therefore, local extinction of some agriculture crop variety was reported by people due to a discontinued shifting cultivation practice over the last two decades.

2.2.2. Livestock farming

Livestock farming was reported as one of the key components of agriculture and, thus being a main source of livelihood for subsistence of farmers in this biological corridor. Farmers across two Dzongkhags reported rearing various types of livestock for food (butter and cheese), means of fertilizers, raw materials for clothes, and transportation. As a result, livestock farming appeared to form an integral part of rural poverty reduction strategies (RNR statistics, 2015). Largely, farmers reared traditional cattle breed across thus forming 52% of livestock composition in general. Farmers of Wangdue reared huge number of local cattle compared to

farmers of Trongsa. The reason for rearing the local cattle was reported for rugged terrain that is very difficult to adapt by the improved breed.

Farmers from Trongsa were seen to take pace in rearing Brown Swiss and Jersey breed due to warm climatic condition. Thus, improved breed appeared to attribute 25% of livestock composition across two Dzongkhags. Yak and mithun breeds were reported to be diminishing year after year in Wangdue dzongkhag due to rising alternative livelihood sources. In the highland, brown Swiss cattle were reported as taking a faster pace to replace local cattle. Some farmers from Wangdue reared caprine (sheep) for wool production and which was largely used for weaving yathra. Table 5 shows the number of farmers rearing different cattle and breed in Wangdue phodrang and Bumthang.

Table 5: Livestock composition (number of heads) across BC

Division	Traditional cattle	Improved breed	Mithun breed	Yak	Equine	Caprine
Wangdue	613	76	26	476	32	121
Bumthang	324	457	5	0	9	0

2.2.3. Livelihoods of people

About 70% of the respondents under Wangdue division reported that agriculture crop cultivation in their own land was a main source of livelihood composition and therefore a top priority. For less than 5% respondents, agriculture farming was secondary while more than 15% respondents reported Cordyceps and weaving yathra were main livelihood sources. At least, 10% respondents asserted that livestock farming was their integral component of livelihood composition. Farmers under this Dzongkhag division never went out for casual labor and therefore it was not a part of their livelihood composition.

For the farmers of Trongsa, agriculture farming was an integral part of livelihood composition. About 40% of the respondents ranked agriculture farming as top priority while for 14% respondents it was secondary. At least 20% respondents asserted that livestock farming was their top priority while it was tertiary for about 17% respondents. Unlike farmers of Wangdue, at least 7% respondents asserted that the main source of livelihood was casual labor for farmers of Trongsa.

2.2.4 Food security

Farmers are worried about the food grain self-sufficiency in the two Dzongkhags in the biological corridor. Almost 99% respondents from Wangdue and 84% from Trongsa reported the purchase of food grains. Only less than 1% respondents from Wangdue and 16% respondents from Trongsa reported for self-sufficient grain production from their own land. Places where rice was not grown for unfavorable climatic conditions like Phobji, Gangtey and Sephu, farmers have to purchase the grains.

Food security was also determined from the perspective of vegetable, cheese and butter self-sufficiency for a household. In this regard, 90% respondents from Wangdue reported that they largely produce vegetables from their own garden for home consumption and same was the case with butter and cheese production. Purchase of cheese and butter is reported by about 30% of respondents from Wangdue.

In case of farmers of Trongsa, they produced sufficient vegetables for their home consumption according to about 95% respondents while primary source of vegetables were forest and shops for at least 5% respondents. About 65% of respondents reported that their secondary source of vegetable was shop. More than 65% of respondents from Trongsa reported for self-sufficient butter and cheese production while more than 8% respondents said that they purchased from other farmers in the village.

2.2.5 Cash income sources

Cash income sources of the farmers in BC 08 varied from labor for agriculture, sale of forest products, sale of livestock products, casual labor, business, weaving, salary of employee, and house rent and. Out of these many sources, in case of Wangdue farmers, sale of agriculture products was predominant income source for 55% respondents. For about 30% respondent's livestock product was secondary cash income source, and forest products that vastly included Cordyceps was reported as primary income source for more than 15% respondents from Sephu and Dangchu Geogs. The agriculture labor and casual labor were absolutely insignificant income sources for this segment of people. Overall, agriculture products were a main source of cash income followed by livestock products, which include butter, cheese and milk, and forest products for the farmers of Wangdue.

Farmers of Trongsa generated cash income predominantly from agriculture and livestock products as well. More than 48% respondents reported agriculture products as primary cash income source while about 26% asserted it as secondary income source. More than 39% respondents reported livestock as primary and secondary income source. In general, livestock product (basically a sale of butter and cheese) is inarguably a vital cash income source according to assertion made by 79% respondents followed by agriculture products and casual labor with 74% and 22% respectively in case of farmers of Trongsa. Non-Wood Forest Products (NWFPs) was tertiary cash income source according to less than 1% respondents from Trongsa. Only 2% respondents from Trongsa reported forest products as one of the cash income sources.

2. Planned activities in 2025

Activities that are planned in BC 8 in 2025 include the following;

Activity 3.1. Maintenance of Trongsa Range Office cum staff quarter.

Budget: Nu. 4,00,000

Timeline: October - December 2025

Location: Loushong, Trongsa

Activity Description: The office is strategically located in the Trongsa municipal area. The office area is 0.27ac registered on the name of this office. The activity is between Oct-Dec 2025, and the budget is approximately Nu.0.4m. The renovation work includes modifying and changing the plinth area of the Range Office to enhance its structure and functionality. Additionally, the staff quarter will undergo reroofing with new CGI sheets to improve durability and weather resistance. The plumbing system in the Range Office will be replaced to ensure better efficiency and reliability. Furthermore, electrification work will be carried out for both the staff quarter and the Range Office to enhance safety and provide a stable power supply for timely service delivery.

The requirements for the maintenance are 20000L water for daily usage and approximately 2000 cft of timber will be procured from authorized agency. Moreover, all the CGI sheets and other electrical materials will be procured based on dzongkhag quotation rate or any quoted rate based on the estimates. Approximately 10 workers will be engaged mainly local people from the Nubi Gewog as the site is within the gewog. Since local workers will be involved in the

activities, they will commute from their home to go to the work site. The workers will be commuting for about 3 months. The work will be directly awarded to a certified community contractor following the standard process of selection. There are about 50 households nearby the current renovation sites. They are almost 100 to some 300 meters away from the activity site. All the nearby resident includes civil servants and royal Bhutan police. The residents residing nearby the activity site do not access natural resources from the proposed sites and there will be no hindrance to daily activities. Moreover, the area falls within municipal areas and there is no record of wildlife presence.



Figure 3. Location of renovation site

The potential environmental and social impacts of the renovation work include the following:

- Waste related to workers and construction materials on site
- Workers' health and safety
- Minor dust pollution

3. Mitigation Measures for Environmental and Social Impacts.

1. Maintenance of existing Range Office cum staff quarter.

Potential impact	Impact scale	Proposed mitigation measures	Responsible party	Costs
Activity	<i>Maintenance of Range Office cum staff quarter</i>			0.400
<i>Waste:</i> generation of waste as a result of maintenance activities	Short term Minor	<p><i>Pre-construction:</i> requirements for appropriate waste management should be included in the bidding documents, as a precondition for the contractor's selection</p> <p><i>During construction:</i></p> <p>Identification of the different waste types at the project site (CGI sheet, food, plastics, etc.);</p> <p>Proper containers/waste bins should be provided at the project site;</p> <p>Dumping of waste on the sides of the road, on</p>	<p>BFL focal person in [BC 8]</p> <p>Contractor</p>	To be incorporated in the bidding document from the activity cost.

		<p>private land, or in other non-designated places should be prohibited;</p> <p>Dumping waste shall be prohibited on fragile slopes, forests, religious or other culturally sensitive areas or areas where livelihood is derived;</p> <p>Collection, transportation and final disposal of all waste should be undertaken regularly [weekly];</p> <p>Possible hazardous waste such as glass and old iron should be collected separately and authorized collector and transporter should be sub-contracted to transport and finally dispose;</p> <p>The options for reuse/recycling of the generated waste streams should be taken into consideration (e.g. excavated soil, etc.).</p> <p>Burning of construction waste should be prohibited.</p>		
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Workers' health and safety		<p>Follow the workers' health and safety guidelines as attached to the ESMP;</p> <p>Safety gears and first aid kit to be provided to the workers;</p> <p>Ensure that no underage workers, or children are engaged;</p> <p>Decent work conditions, including an appropriate salary, working hours, accommodation and food shall be provided to all workers;</p> <p>Workers are employed on the principle of equal opportunity and fair treatment, and there is no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to job assignment, termination of</p>	<p>BFL focal point in [BC 8]</p> <p>Contractor</p>	<p>To be incorporated in the bidding document from the activity cost.</p>
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		<p>employment or retirement, and disciplinary practices;</p> <p>A grievance mechanism for workers (and their organizations, where they exist) to raise workplace concerns should be in place.</p>		
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6. ESMP Implementation arrangements

The implementation of project activities will be carried out by the BFL focal person in BC 8. The focal person will be responsible for compliance with all procedures outlined in this ESMP, as well as compliance with any requirements to obtain clearance, permits, approvals, or consent documents from relevant authorities and stakeholders.

This ESMP should be part of the contract that the PA will sign with the Contractor(s) for implementation of the planned activities in BC 8 in 2025. The Contractor is obligated to perform all proposed preventive or mitigation environmental and social measures in this plan and to keep the evidence of any documents related to applying these measures (e.g., letter asking the municipality for disposal of inert waste, records on OHS information session performed for all workers before start of activities, all developed EHS plans, etc.). An OHS information session should be organized by the Contractor for all workers prior to start the project activities and prior any specific tasks with high health risks.

The Supervising Engineer in BC 8 needs to monitor the implementation of proposed measures by the Contractor and Contractor's subcontractors with visual checking, reviewing the records of evidence that the measures have been applied and ask the contractor to apply the measures as soon as possible. Non-compliances should be recorded and the report on any non-compliances should be reported to the ESS officers immediately, and the ESS officer will report it to the PCU (M&E Officer). Each non-compliance should be closed with appropriate measure/s and the evidence should be kept. Disbursement of project funds to the PA will be contingent upon their full compliance with the safeguards requirements.

4. ESMP monitoring arrangements

The BFL focal person in BC 8 will closely monitor the implementation of all planned activities and the required mitigation measures and ensure that they fully comply with this ESMP and with the terms and conditions included in the environment clearances issued by RGoB's national authorities.

BC 8 is also fully responsible for the compliance of all external contractors and service providers working in BC 8 with the safeguards requirements outlined in the ESMP.

The monitoring of activities under this ESMP will be carried out in the following manner:

Sl.No	Activities	Monitoring team	Timeline		Location	Means of Verification
			Start	Complete		
1	Maintenance of Trongsa Range Office cum staff quarter.	BFL focal	October, 2025	Dec, 2025	Loushong	Monitoring reports and pictures
2		ESS focal/BFL-PCU	Nov 2025	Dec 2025	Loushong	

5. Capacity Need and Budget

Activities under this ESMP will be implemented by the BFL focal person, supervising engineer, and a contractor that will employ workers as mentioned in the contract agreement. And BFL Focal Officer will monitor the site monthly, while the Concerned Range Officer of Trongsa Range will monitor daily.

The budget for the activities is:	Activity	Amount (Nu.)	Budget for ESS mitigation
Sl. No			
1	Maintenance of Trongsa Range Office cum staff quarter.	4,00,000	Covered by the activity budget?

6. Consultation and Disclosure Mechanisms

This ESMP has been prepared in a participatory manner, and a community consultation will be carried out as mentioned in section 9 to inform local communities regarding the planned project activities, solicit their opinions, and enable them to question proposed mitigation measures. The detailed minutes of the consultation meeting will be kept, along with a full list of participants (disaggregated by gender and age). The full English version of this ESMP, as well

as an executive summary in dzongkha, shall be disclosed on the website of MoENR, BFL and WWF, Bhutan Program. Hard copies of the ESMP should also be available at the PA Management Office and at the PCU Office.

7. Stakeholder engagement plan

The local community that resides in the vicinity of the planned BFL activities in BC 8 will be engaged throughout the implementation of these activities.

1. Construction of office
2. Dates of consultation: 15 September, 2025
3. Agenda: Information on renovation of office including conservation awareness.
4. Location: Loushong, Trongsa

The BFL focal person has to submit the official minutes of consultation meetings (along with a list of participants, disaggregated by gender and age) to ESS consultants within one week after the completion of the consultation. The ESS consultants will submit the consultation reports to the PCU (M&E officer) one week after their receipt. The PCU (M&E officer) will report to the Secretariat on a semi-annual basis.

10. Grievance Redressal Mechanisms

This ESMP and its mitigation measures are required to be disclosed to communities for 30 days prior to the start of implementation of activities.

In addition, the BFL focal point is responsible for making local communities aware of the grievance mechanisms: the BFL-specific grievance mechanism, WWF's Grievance Mechanism, and the GCF Independent Review Mechanism.

BFL-specific Grievance Mechanism

A grievance redressal mechanism (GRM) is in place to address any grievances arising from the implementation of BFL activities, on resources, non-performances of project obligation including safeguards, violation of law and/or corruption, project governance and implementation, fair access and benefit sharing, stakeholder engagement, labor-related issues and incidents, gender related issues and others.

If the stakeholders have any grievances related to the BLF project they can report their grievances via letter, phone call or verbally to nearby gewog or forest offices. The report can also be sent to the BFL PCU office or WWF office. The specific brochure for the GRM is attached in the annexure for any grievance related to implementation of the project activities.

WWF Grievance Mechanism

A grievance can be filed with the Project Complaints Officer (PCO), a WWF staff member fully independent from the Project Team, who is responsible for the WWF Grievance Mechanism and who can be reached at:

Email: SafeguardsComplaint@wwfus.org

Mailing address:

Project Complaints Officer

Safeguards Complaints,

World Wildlife Fund

1250 24th Street NW

Washington, DC 20037

Stakeholders may also submit a complaint online through an independent third-party platform at <https://secure.ethicspoint.com/domain/media/en/gui/59041/index.html>.

GCF Independent Review Mechanism

The Independent Review Mechanism (IRM) provides recourse to those affected or who may be affected by GCF projects. Complainants can find information on filing a complaint and proceed to file a complaint on the GCF IRM website: <https://irm.greenclimate.fund/case-register/file-complaint>.

Annexure 1

BFL: Suggested Occupational Health and Safety Standards

Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers. Implementing entities should hire contractors that have the technical capability to manage the occupational health and safety issues of their workers, extending the application of the hazard management activities through formal procurement agreements.

This section provides guidance and examples of reasonable precautions to implement in managing principal risks to occupational health and safety. It is based on the IFC's Environmental, Health, and Safety Guidelines (April 30, 2007) and the Occupational Health and Safety Guidelines of Bhutan's Construction Development Corporation Ltd., which relies on the national Regulation on Occupational Health, Safety and Welfare 2012, Regulation on Working Conditions 2012 and Labour Act 2007, and in compliance to Sl. No. 21 of Regulation on Occupational Health, Safety and Welfare 2012.

1. General Facility Design and Operation

Integrity of Workplace Structures

Permanent and recurrent places of work should be designed and equipped to protect occupational health and safety:

- Surfaces, structures and installations should be easy to clean and maintain, and not allow for accumulation of hazardous compounds.
- Buildings should be structurally safe, provide appropriate protection against the climate, and have acceptable light and noise conditions.
- Fire resistant, noise-absorbing materials should, to the extent feasible, be used for cladding on ceilings and walls.
- Floors should be level, even, and non-skid.
- Heavy oscillating, rotating or alternating equipment should be located in dedicated buildings or structurally isolated sections.

Severe Weather and Facility Shutdown

- Workplace structures should be designed and constructed to withstand the expected

elements for the region and have an area designated for safe refuge (e.g., in case of earthquake).

Workspace and Exit

- The space provided for each worker, and in total, should be adequate for safe execution of all activities, including transport and interim storage of materials and products.

Fire Precautions

The workplace should be designed to prevent the start of fires through the implementation of fire codes applicable to industrial settings. Other essential measures include:

- The workplace shall be provided with adequate means of protection and escape in case of fire.
 - The workplace shall be provided with adequate number of relevant fire extinguishers.
 - Workers shall wear shoes without iron or steel nails or any other exposed ferrous materials which is likely to cause sparks by friction.
 - Smoking, lightening, or carrying of matches, lighters or smoking materials shall be prohibited.
 - All other precautions, as are reasonably practicable, shall be taken to prevent initiation of ignition from all other possible sources such as open flames, frictional sparks, overheated surfaces of machinery or plant, chemical or physical, chemical reaction and radiant heat.
 - At every workplace adequate provision of water supply for firefighting shall be provided and maintained.
 - Equipping facilities with firefighting equipment (e.g., fire extinguishing bottle). The equipment should be maintained in good working order and be readily accessible. It should be adequate for the dimensions and use of the premises, equipment installed, physical and chemical properties of substances present, and the maximum number of people present.
 - Manual firefighting equipment shall be easily accessible and simple to use.
 - Fire extinguishers and emergency alarm systems that are both audible and visible should be in place.
- #### Lavatories and Showers
- Adequate lavatory facilities (toilets and washing areas) should be provided for the number of people expected to work in the facility (at least one for every 20 workers). Toilet facilities should also be provided with adequate supplies of hot and cold running

water and soap.

Potable Water Supply

- Adequate supplies of potable drinking water should be provided to workers at the work site. Clean Eating Area
 - Where there is potential for exposure to substances poisonous by ingestion, suitable arrangements are to be made for provision of clean eating areas where workers are not exposed to the hazardous or noxious substances.

Lighting

- Workplaces should, to the degree feasible, receive natural light and be supplemented with sufficient artificial illumination to promote workers' safety and health, and enable safe equipment operation. Supplemental 'task lighting' may be required where specific visual acuity requirements should be met.
- Emergency lighting of adequate intensity should be installed upon failure of the principal artificial light source to ensure safe shut-down, evacuation, etc.

Safe Access

- Passageways for pedestrians and vehicles within and outside buildings should be segregated and provide for easy, safe, and appropriate access.
- Equipment and installations requiring servicing, inspection, and/or cleaning should have unobstructed, unrestricted, and ready access.
- Covers should, if feasible, be installed to protect against falling items.
- Measures to prevent unauthorized access to dangerous areas should be in place.

First Aid

- The employer should ensure that qualified first-aid can be provided at all times. A sufficient number of first aid boxes or cupboards shall be provided and maintained so as to be readily available during all working hours, provided that the distance of the nearest first aid box or a cupboard shall be not more than 200m from any working place.
- First aid kits include all equipment outlined in Annex 1 to these Guidelines.
 - Remote sites should have written emergency procedures in place for dealing with cases of trauma or serious illness up to the point at which patient care can be transferred to an appropriate medical facility. Work Uniform
 - The contractor shall provide a working uniform to each worker.
 - All workers shall be required to attend the duty in proper uniform unless otherwise

instructed by the Contractor.

Air Supply

- Sufficient fresh air should be supplied for indoor and confined workspaces. Factors to be considered in ventilation design include physical activity, substances in use, and process related emissions. Air distribution systems should be designed so as not to expose workers to draughts.
- Re-circulation of contaminated air is not acceptable. Heating, ventilation and air conditioning (HVAC) systems should be equipped, maintained and operated so as to prevent growth and spreading of disease agents (e.g. Legionella pneumophila) or breeding of vectors (e.g. mosquitoes and flies) of public health concern.

2. Information Provision on Occupational Health and Safety (OHS)

- The Contractor is responsible to hold an information session to familiarize all workers with the OHS procedures specified in these guidelines, in order to ensure they are apprised of the basic site rules of work at / on the site and of personal protection and preventing injury to fellow workers.
- The information session should consist of basic hazard awareness, site-specific hazards, safe work practices, and emergency procedures for fire, evacuation, and natural disaster, as appropriate. Any site-specific hazard or color coding in use should be thoroughly reviewed as part of orientation training.

3. Physical Hazards

- Physical hazards represent potential for accident or injury or illness due to repetitive exposure to mechanical action or work activity.

Rotating and Moving Equipment

Injury or death can occur from being trapped, entangled, or struck by machinery parts due to unexpected starting of equipment or unobvious movement during operations. Recommended protective measures include:

- Designing machines to eliminate trap hazards and ensuring that extremities are kept out of harm's way under normal operating conditions. Examples of proper design considerations include two-hand operated machines to prevent amputations or the availability of emergency stops dedicated to the machine and placed in strategic locations.
- Where a machine or equipment has an exposed moving part or exposed pinch point that may endanger the safety of any worker, the machine or equipment should be equipped with,

and protected by, a guard or other device that prevents access to the moving part or pinch point. Guards should be designed and installed in conformance with appropriate machine safety standards.

Noise

- No worker should be exposed to a noise level greater than 85 dB(A) for a duration of more than 8 hours per day without hearing protection. In addition, no unprotected ear should be exposed to a peak sound pressure level (instantaneous) of more than 140 dB(C).
- The use of hearing protection should be enforced actively when the equivalent sound level over 8 hours reaches 85 dB(A), the peak sound levels reach 140 dB(C), or the average maximum sound level reaches 110dB(A). Hearing protective devices provided should be capable of reducing sound levels at the ear to at least 85 dB(A).
- Although hearing protection is preferred for any period of noise exposure in excess of 85 dB(A), an equivalent level of protection can be obtained, but less easily managed, by limiting the duration of noise exposure. For every 3 dB(A) increase in sound levels, the 'allowed' exposure period or duration should be reduced by 50 percent.
- Prior to the issuance of hearing protective devices as the final control mechanism, use of acoustic insulating materials, isolation of the noise source, and other engineering controls should be investigated and implemented, where feasible.
- Periodic medical hearing checks should be performed on workers exposed to high noise levels.

Vibration
Exposure to hand-arm vibration from equipment such as hand and power tools, or whole-body vibrations from surfaces on which the worker stands or sits, should be controlled through choice of equipment, installation of vibration dampening pads or devices, and limiting the duration of exposure. Electrical Exposed or faulty electrical devices, such as circuit breakers, panels, cables, cords and hand tools, can pose a serious risk to workers. Overhead wires can be struck by metal devices, such as poles or ladders, and by vehicles with metal booms. Vehicles or grounded metal objects brought into close proximity with overhead wires can result in arcing between the wires and the object, without actual contact. Recommended actions include:

- Marking all energized electrical devices and lines with warning signs
- Locking out (de-charging and leaving open with a controlled locking device) and tagging-out (warning sign placed on the lock) devices during service or maintenance
- Checking all electrical cords, cables, and hand power tools for frayed or exposed cords and following manufacturer recommendations for maximum permitted operating voltage of the portable hand tools

- Double insulating / grounding all electrical equipment used in environments that are, or may become, wet; using equipment with ground fault interrupter (GFI) protected circuits
- Protecting power cords and extension cords against damage from traffic by shielding or suspending above traffic areas
- Appropriate labeling of service rooms housing high voltage equipment ('electrical hazard') and where entry is controlled or prohibited
- Establishing "No Approach" zones around or under high voltage power lines
- Rubber tired construction or other vehicles that come into direct contact with, or arcing between, high voltage wires may need to be taken out of service for periods of 48 hours and have the tires replaced to prevent catastrophic tire and wheel assembly failure, potentially causing serious injury or death.
- Conducting detailed identification and marking of all buried electrical wiring prior to any excavation work

Eye Hazards

Solid particles from a wide variety of industrial operations, and/or a liquid chemical spray may strike a worker in the eye causing an eye injury or permanent blindness. Recommended measures include:

- Use of machine guards or splash shields and/or face and eye protection devices, such as safety glasses with side shields, goggles, and/or a full-face shield. Frequent checks of these types of equipment prior to use to ensure mechanical integrity is also good practice.
- Where machine or work fragments could present a hazard to transient workers or passers-by, extra area guarding or proximity restricting systems should be implemented, or PPE required for transients and visitors.
- Provisions should be made for persons who have to wear prescription glasses either through the use overglasses or prescription hardened glasses.
- Welding / Hot Work Welding creates an extremely bright and intense light that may seriously injure a worker's eyesight. In extreme cases, blindness may result. Additionally, welding may produce noxious fumes to which prolonged exposure can cause serious chronic diseases.

Recommended measures include:

Provision of proper eye protection such as welder goggles and/or a full-face eye shield for all personnel involved in, or assisting, welding operations. Additional methods may include the use of welding barrier screens around the specific work station (a solid piece of light metal, canvas, or plywood designed to block welding light from others). Devices to extract and remove noxious fumes at the source may also be required.

Working Environment Temperature

Exposure to hot or cold working conditions in indoor or outdoor environments can result in temperature stress-related injury or death. Use of personal protective equipment (PPE) to protect against other occupational hazards can accentuate and aggravate heat-related illnesses. Extreme temperatures in permanent work environments should be avoided through implementation of engineering controls and ventilation. Where this is not possible, such as during short-term outdoor work, temperature-related stress management procedures should be implemented which include:

Monitoring weather forecasts for outdoor work to provide advance warning of extreme weather and scheduling work accordingly

- Providing temporary shelters to protect against the elements during working activities or for use as rest areas
- Use of protective clothing
- Providing easy access to adequate hydration such as drinking water or electrolyte drinks, and avoiding consumption of alcoholic beverages

Ergonomics, Repetitive Motion, Manual Handling

Injuries due to ergonomic factors, such as repetitive motion, overexertion, and manual handling, take prolonged and repeated exposures to develop, and typically require periods of weeks to months for recovery. These OHS problems should be minimized or eliminated to maintain a productive workplace. Controls may include:

- Facility and workstation design with 5th to 95th percentile operational and maintenance workers in mind
- Use of mechanical assists to eliminate or reduce exertions required to lift materials, hold tools and work objects, and requiring multi-person lifts if weights exceed thresholds
- Selecting and designing tools that reduce force requirements and holding times, and improve postures.
- Incorporating rest and stretch breaks into work processes, and conducting job rotation.
- Implementing quality control and maintenance programs that reduce unnecessary forces and exertions

Working at Heights
Fall prevention and protection measures should be implemented whenever a worker is exposed to the hazard of falling more than two meters; into operating machinery; into water or other liquid; into hazardous substances; or through an opening in a work surface. Fall prevention / protection measures may also be warranted on a case-specific basis when there are risks of falling from lesser heights. Fall prevention may include:

- Installation of guardrails with mid-rails and toe boards at the edge of any fall hazard area
- Proper use of ladders and scaffolds by trained workers
- Use of fall prevention devices, including safety belt and lanyard travel limiting devices to prevent access to fall hazard area, or fall protection devices such as full body harnesses used in conjunction with shock absorbing lanyards or self-retracting inertial fall arrest devices attached to fixed anchor point or horizontal life-lines
- Appropriate training in use, serviceability, and integrity of the necessary PPE
- Inclusion of rescue and/or recovery plans, and equipment to respond to workers after an arrested fall

Illumination

Work area light intensity should be adequate for the general purpose of the location and type of activity, and should be supplemented with dedicated work station illumination, as needed.

Controls should include:

- Use of energy efficient light sources with minimum heat emission
- Undertaking measures to eliminate glare / reflections and flickering of lights
- Taking precautions to minimize and control optical radiation including direct sunlight.
- Exposure to high intensity UV and IR radiation and high intensity visible light should also be controlled
- Controlling laser hazards in accordance with equipment specifications, certifications, and recognized safety standards. The lowest feasible class Laser should be applied to minimize risks.

Personal safety equipment for workers

All workers are equipped with the following personal safety equipment: helmet, gloves, ordinary boots and reflective vest.

Workers that are exposed to dust should also be provided with eye protection glasses and face mask. Workers that are exposed to noise should be provided with ear plugs. Workers that need to work in the dark should be provided with hand and cap lamps. Workers are instructed regarding safety equipment as follows:

- Always wear complete set of protective wear.
- Do not wear loose clothing, such as overhang shirt, jackets, mufflers etc.
- Tuck shirt and jacket well.
- Secure helmet with belt under the chin.
- Tuck the bottom sleeves of trouser inside safety boot.
- Dress with reflector

5. Standards for workers' accommodation

1. General living facilities

- The location of the facilities is designed to avoid flooding or other natural hazards
- The living facilities are located within a reasonable distance from the worksite.
- Transport is provided to worksite safe and free.
- The living facilities are built using adequate materials, kept in good repair and kept clean and free from rubbish and other refuse.

2. Drainage

- The site is adequately drained.

3. Heating, air conditioning, ventilation and light

- Living facilities are provided with adequate heating, ventilation, and light systems including emergency lighting.

4. Water

- Workers have easy access to a supply of clean/ potable water in adequate quantities.
- The quality of the water complies with national/local requirements or WHO standards.
- Tanks used for the storage of drinking water are constructed and covered to prevent water stored therein from becoming polluted or contaminated.
- The quality of the drinking water is regularly monitored.

5. Wastewater and solid waste

Wastewater, sewage, food and any other waste materials are adequately discharged in compliance with national and/or international standards and without causing any significant impacts on camp residents, the environment or surrounding communities.

- Specific containers for rubbish collection are provided and emptied on a regular basis.
- Pest extermination, vector control and disinfection are undertaken throughout the living facilities at least once.

6. Rooms/dormitories facilities

- Rooms/dormitories are kept in good condition.
- Rooms/dormitories are aired and cleaned at regular intervals.
- Rooms/dormitories are built with easily cleanable flooring material.
- Rooms/dormitories and sanitary facilities are located in the same buildings.
- Residents are provided with enough space.
- The number of workers sharing the same room/dormitory is minimized.
- Doors and windows are lockable and provided with mosquito screens when necessary.
- Mobile partitions or curtains are provided.

- Adequate number of furniture such as table, chair, mirror, and lamps are provided for all workers.
- Separate sleeping areas are provided for men and women.

7. Bed arrangements and storage facilities

A separate bed is provided for every worker. 18

- The practice of “hot-bedding” is prohibited.
- There is a minimum space of 1 meter between beds.
- The use of double deck bunks is minimized.
- If double deck bunks are in use, there is enough clear space between the lower and upper bunk of the bed.
- Workers are provided with comfortable mattresses. Workers may be expected to use their own pillows and bed linens.
- Workers wash bed linen frequently and applied with adequate repellents and disinfectants (where conditions warrant).
- Adequate facilities for the storage of personal belongings are provided.
- Separate storages for work clothes and PPE and depending on condition, drying/airing areas are provided.

8. Sanitary and toilet facilities

- Sanitary and toilet facilities are constructed from materials that are easily cleanable.
- Sanitary and toilet facilities are cleaned frequently and kept in working condition.
Toilets, showers/bathrooms and other sanitary facilities are designed to provide workers with adequate privacy including ceiling to floor partitions and lockable doors.
- Separate sanitary and toilet facilities are provided for men and women.
- Toilet facilities are conveniently located and easily accessible.
- Toilet facilities are environmentally friendly (e.g., pit toilet) and sewage is not disposed into the worksite.
- Open defecation in the vicinity of project sites should be prohibited.
- An adequate number of hand wash basins and showers/bathrooms facilities are provided.
- Shower facilities are provided with water heating facilities.

9. Cooking and laundry facilities

Cooking and laundry facilities should available for workers at the worksite or in close vicinity to it. These facilities should be kept in clean and sanitary conditions.

10. Leisure, social and telecommunications facilities

- Basic social collective spaces should be available to workers.

- Workers are provided with dedicated places for religious observance, as appropriate.
- The employer provides workers with local sim cards that can be used for communication on their personal cell phones.

Contents of first aid box or cup-boards

The first aid boxes or cup-boards shall be distinctively marked with white cross on a green background and shall contain the following equipment:

- | | |
|--|------------------------------------|
| 1. Small sterilized dressings (12) | 9. A snake bite lancet (1) |
| 2. Medium size sterilized dressings (6) | 10. Torch light (1) |
| 3. Large size sterilized dressings (6) | 11. Pair of scissors (1) |
| 4. Large size sterilized burn dressings (6) | 12. Tablets Aspirin (5gms) 2 dozen |
| 5. (1/2 oz.) Sterilized cotton wool (6 packets) | 13. Burn Ointment (2 tubes) |
| 6. (2oz.) Bottle containing a two per cent alcoholic solution of iodine (1) | 14. Dettol (2 phial, about 2 ozs) |
| 7. (2oz.) Bottle containing Betadine (antiseptic solution) having the dose and mode of administration indicated on the label (1) | 15. Bandages 4 inches wide |
| | 16. Bandages 2 inches wide |
| | 17. Triangular bandages (2) |
| | 18. Packets of safety pins (1) |
| 8. Roll of adhesive plaster (1) | 19. A supply of suitable splint |

Annexure II- BFL specific GRM Brochure



HOW TO FILE YOUR COMPLAINT

To file your complaint, please contact any of the designated individuals provided below. You may maintain anonymity if you prefer.

HEAD OFFICE

- Pema Youngdrup
- 03-631182/17371881
- pemaydup123@gmail.com
- Forest Division, Bumthang, Post Box No. 104

CHENDEBJI RANGE OFFICE

- Karma Tenzin
- 17318929
- karmtenzen@gmail.com
- In-charge FMU, Chendebji, Trongsa

TANGSIBJI BEAT OFFICE

- Tobgay
- 17415460
- dolextob0015@gmail.com
- In-Charge, Tashiling, Tangsibji Gewog, Trongsa

NUBI BEAT OFFICE

- Chandra Singh Subba
- 17759216
- artist9216@gmail.com
- Forest Beat Office, Nubi Gewog, Trongsa

IF YOU ARE NOT COMFORTABLE FILING YOUR COMPLAINTS AT PROTECTED AREA OFFICES, YOU MAY ALSO FILE YOUR COMPLAINTS AT THE NEAREST FOLLOWING GEWOG OFFICE:

Nubi Gewog - 17759216

YOU MAY ALSO CONTACT THE BFL PROJECT COORDINATION UNIT (PCU) OR FUND SECRETARIAT (FS) AT:

BFL FUND SECRETARIAT (FS)

- Kuenzang Tobgay
- 17750414
- kuenzangtobgay@bfl.org.bt
- Bhutan For Life Fund Secretariat, Royal Textile Academy, Thimphu

BFL PROJECT COORDINATION UNIT (PCU)

- Ugyen Dechen
- 17491881
- ugyendechen@gmail.com
- BFL Project Coordination Unit, Department of Forests and Park Services, Ministry of Energy and Natural Resources, Taba, Thimphu

IF THE NATIONAL PROCESS OF GRM IS UNABLE TO RESOLVE THE GRIEVANCE, COMPLAINTS MAY ALSO BE FILED WITH WORLD WILDLIFE FUND (WWF).

Write to the WWF GCF Accredited entity at:
SafeguardsComplaint@wwf.us.org
Project Complaints Officer, Safeguards Complaints, World Wildlife Fund 1250 24th Street NW Washington, DC 20037

COMPLAINTS MAY ALSO BE FILED WITH GCF INDEPENDENT REDRESS MECHANISM (IRM) OPTION. COMPLAINT CAN BE FILED BY:

- Sending it by mail or email at irm@gcfund.org
- Sending a voice or video recording
- Filling out the online complaints form available at:
<https://gcf.isight.com/external/case/new/group=Complaint>

A complaint for IRM should generally include:

- Name, address and contact information
- A description of the programme (caused adverse impacts to the complainant)
- A description of how the complainants have been/maybe adversely impacted by the project/programme
- Whether confidentiality is being requested and the reasons for it

COMPLAINTS MAY ALSO BE FILED WITH THE WWF THIRD PARTY GRIEVANCE REPORTING MECHANISM BY USING ETHICS POINT WEBSITE AT:

<https://secure.ethicspoint.com/domain/media/en/gui/59041/index.html>

This mechanism can receive reports online or by phone in multiple languages.

IF YOU ARE UNSATISFIED WITH THE COMPLAINT RESOLUTION PROCESS, YOU CAN APPEAL TO:

GRM Appeal Committee, Bhutan For Life Project, DoFPS, Thimphu, Bhutan.