

Bhutan for Life
Environmental and Social Management Plan for
Changkhaphu Ornamental Conifer Tree Nursery Centre
(2024)

1. Introduction:

(A) Project Background;

The proposed recreational park development at Changkhaphu is within the landscape of Changkhaphu Ornamental Conifer Tree Nursery Centre under Chang Geog, Thimphu Dzongkhag, which aims to transform an area of 10 acres of the centre. In total the Ornamental Conifer Tree Nursery Center has an area of 65.10 acres.

The primary beneficiaries of proposed recreational park are the local residents, including families, children, and senior citizens residing in the nearby neighbourhoods. Additionally, the park will attract both National and International visitors, contributing to community integration and social cohesion. The project also seeks to benefit the local community from sell of their local product to the visitors and also the environment by creating a sustainable and eco-friendly green space, fostering biodiversity and contributing to climate change mitigation.

The activities of the project will be implemented involving the local communities from the planning phase. The concerns of the general public shall be considered during the decision-making processes. While execution of the work, the local communities will be involved for carrying out the planned activities on community contract and also hiring charges will be paid based on an individual working skill as per the govt. approved rate to generate cash income beside their domestic activities.

Recreational facilities, cultural and artistic elements, environmental education facilities, signage's, aesthetic landscapes, garbage points, picnic spots, toilets, play fields, gazebos, bridges, parking spaces, water feature and eco trails are the main features that shall be developed in the recreational park.

The “hands on training” to educate the local communities and exposure visits to broaden the dimension of knowledge will also be the part of this project, so that they serve in better ways for sustainable management of ecosystem and community support for promoting eco-tourism. The technical staff working for the projects will also be trained in advanced landscaping techniques in the renowned institutions and obtain the certificates which will encourage the technical staff to perform better in future and execute the similar projects with confidence and enthusiasm.

(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 the Project Manager of Ornamental Conifer Tree Nursery Centre who is also the BFL focal person and by the local contractors.

(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 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.

2. Environmental and Socio-Economic Conditions:

The proposed recreational park is located at an elevation of 2900 meters above sea level to 3000 meters above sea level with mixed conifer forest in gentle slope. The recreational park will be a part of Ornamental Conifer Tree Nursery Center which has an area of 65.10 acres. It falls under Hongtsho Chewog, Chang Geog, Thimphu Dzongkhag which is about 20 to 30 minutes drive from the core of Thimphu City. Approximately 10 households with around 100 individuals reside around the proposed recreational park.

The main income of the local communities residing around the proposed area are from agriculture farming, the sell of livestock products and also from wages earned through casual work.

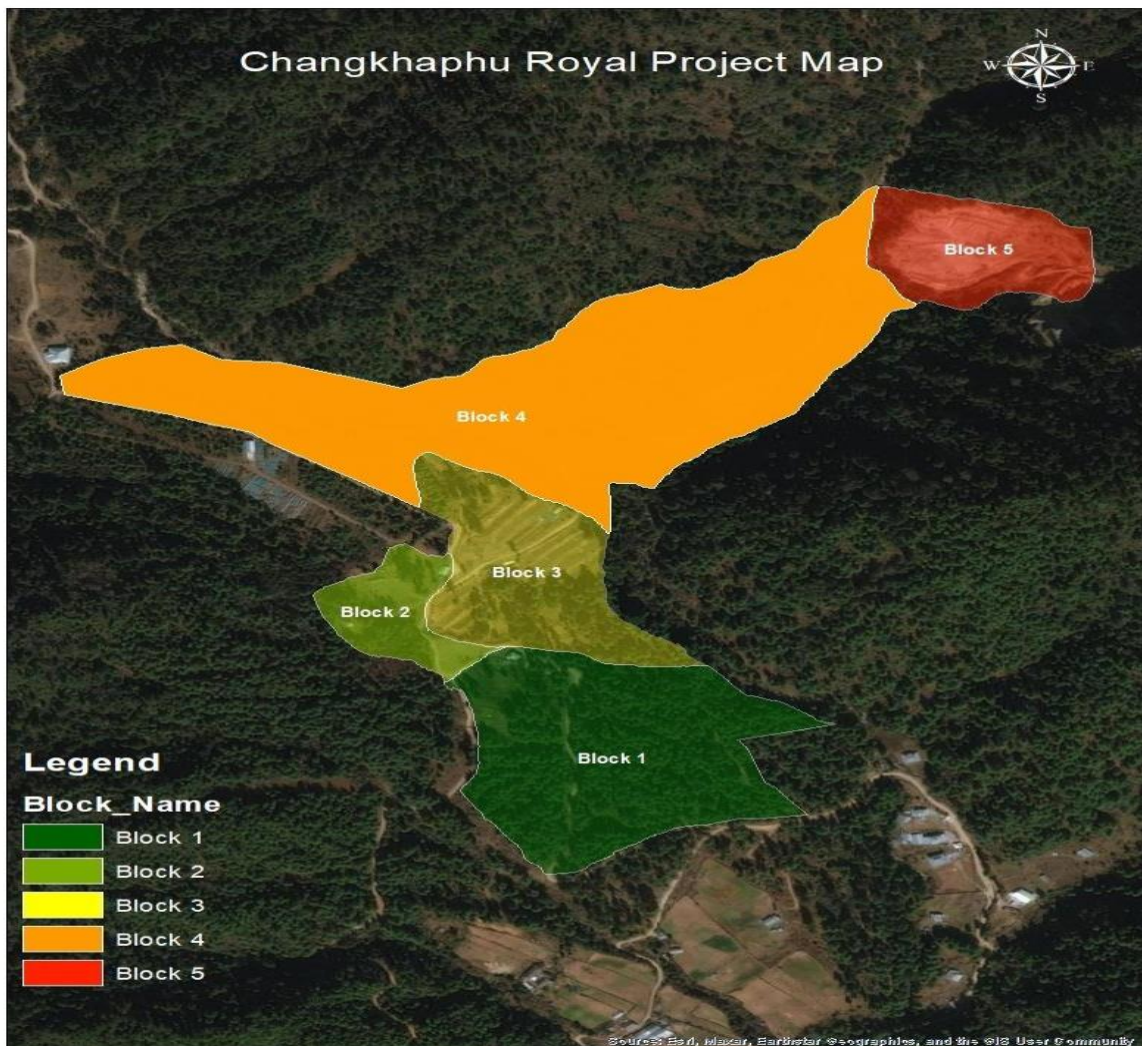
The proposed area is suitable for recreational park since the area is already under use by the visitors for leisure purposes but the situation currently is against the norms of sustainable management of ecosystem and waste management. Therefore, scientific and technical strategies starting from assessment of area, master plan preparation, inclusion and mapping of amenities and services, planning and designing backed up by ideas of sustainable management

of natural resources, community involvement plans and most importantly estimation and budgeting of the project and drafting of management plan for implementation of project plans and proposals. The post management strategies, monitoring, evaluation and maintenance of park facilities and resources shall be included in the management plans.

The management of recreational park shall be administered by the Ornamental Conifer Tree Nursery Centre for all times to come as the area falls under its landscape.

In future, the maintenance cost of the park will be borne from the visitor entry fees, open air event fees and camping fees to sustain the park when government or external funding sources phases out.

Location of the Park- Geographical map



3. Planned activities in Year 2024:

Activity 1: Construction of Chain linked and barbed wire fence.

- a. *Budget:* Nu. **4.75 million**
- b. *Timeline:* October to December 2024 (4th quarter of the year 6)
- c. *Location:* Changkhaphu, Chang Geog, Thimphu Dzongkhag

The proposed recreational park is approximately 20 to 30 minutes drive from the centre of the Thimphu city. Shortage of leisure green space in an urban area like Thimphu caused by ever growing population and urbanization, the visitors currently visit the proposed area intensively resulting into issues related to waste, disturbance of natural habitats and biodiversity. Therefore, there is a need for proper facilities to cater to increased number of visitors in the recreational area.

As first phase of the activity, approximately 1.5 km of chain linked and 1.5 km of barbed wire with an iron angle post fence will be constructed around Changkhaphu Ornamental Conifer Tree Nursery Centre to protect the basic amenities of the recreational park and also the Christmas tree plantation. The construction works will be awarded to the local community through community contract in collaboration with the local government. The construction of the fence will begin from October to December 2024. The workers will walk from home and approximately 20 local workers will be engaged during the construction works. The BFL focal will make an agreement with the contractor to ensure that all the waste generated by the workers will be cleaned on a daily basis and properly dumped in designated bins.

The construction materials such as wire, barbed wire, angle post, stone aggregates, sand, cement, etc., will be procured from the local market by the contractor and the water from the reserve water tank of the nursery will be used for the construction purpose.

Potential Environmental and Social Impacts

- Generation of construction wastes
- Removal of the vegetation
- Occupational health and safety of the workers

4. Mitigation Measures for Environmental and Social Impacts:

Potential impact	Impact scale	Proposed mitigation measures	Responsible Party	Costs (million)
<i>Activity 1: Construction of Chain linked and barbed wire fence.</i>				Nu.
Generation of Construction waste	Short term minor	<ul style="list-style-type: none"> Waste segregation and disposal to designated location. Ensure proper management and disposal of wastes at designated sites. Install containers/ waste bins at project site Regular monitoring of the activity 	RPCO / Changkhaphu RP	0.00
Removal of vegetation along the fence alignment.	Short term minor	<ul style="list-style-type: none"> Only unavoidable plants/trees along the alignment will be removed/felled. Necessary clearance and permit shall be sought for the removal of the vegetation 	RPCO / Changkhaphu RP	0.00
Occupational health and safety of the workers	Short term minor	<ul style="list-style-type: none"> Comply with the workers' health and safety guidelines No underage workers, or children will be engaged Ensure conducive working environment, including an appropriate salary, working hours and proper accommodation Ensure workers are employed on the principle of equal opportunity & fair treatment, and there is no discrimination with respect to any aspects of the employment relationship, Implement a grievance mechanism for workers to raise workplace concerns - the worker with grievance shall report in their grievance to Range/beat/ HQ or gewog office. All workers shall be briefed about the GRM before the starting the work. 	RPCO / Changkhaphu RP	10000.00

5. ESMP Implementation Arrangements

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

This ESMP should be part of the contract that Changkhaphu Ornamental Conifer Tree Nursery Centre will sign with the Contractor(s) for implementation of the planned activities. 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., picture of the workers waste collected, records on OHS issued to the workers before start of activities, etc.). An OHS information session shall be organized by the Contractor for all workers prior to start of the project activities and prior to any specific tasks with high health risks.

The recreational park development supervising engineer shall also 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 focal of PCU and the local government immediately. Each non-compliance should be closed with appropriate measure/s and the evidence should be kept.

Disbursement of project funds to the development of recreational park will be contingent upon their full compliance with the safeguard’s requirements.

6. ESMP Monitoring Arrangements

The BFL focal person will 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. Ornamental Conifer Tree Nursery Centre is also fully responsible for the compliance of all external contractors and service providers working in the development of with the safeguards requirements outlined in the ESMP.

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

SI #	Activities	Monitoring team	Timeline		Location	Means of Verification
			Start	Complete		
1	Construction of chain linked and barbed wire fence	Field Focal	October 2024	December 2024.	Changkhaphu,	Field report , pictures and distribution list
		ESS focal	Nov. 2024			

7. Capacity Need and Budget:

Activities under this ESMP will be implemented by the BFL focal person of IA, supervising engineer/staff, and a contractor that will employ workers as mentioned in the contract agreement.

Sl#	Activity	Amount (Nu.)	Budget for ESS mitigation
1	Construction of barbed wire and chain linked fence	Nu. 4.75 m	Nu. 0.01m
Total		Nu. 4.75 m	Nu. 0.01m

1. Separate budget of ngultrum ten thousand (Nu 10000) is required to implement the mitigation work during the implementation of the activity.

8. Consultation and Disclosure Mechanisms:

The activities of the project will be implemented involving the local communities from the planning phase. The concerns of the general public shall be considered during the decision-making processes. While execution of the work, the local communities will be involved for carrying out the planned activities and the hiring charges will be paid based on an individual work skills.

The detailed minutes of the consultation meetings/official correspondences will be kept as a requirement for this ESMP, 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 Bhutanese, shall be disclosed/uploaded on the website of MoAL, BFL and WWF Bhutan Program. The hard copies of the ESMP will be made available at the office of Changkhaphu Ornamental conifer Tree Nursery centre and at the PCU Office.

9. Stakeholder Engagement Plan:

For the development of the recreational park at Changkhaphu, Hongtsho Primary School, Heads / Lams of Lhakhangs and supervising engineer besides the local communities are the main stakeholders that are settled around the proposed recreational park development site. Several meetings will be organized before the start of the project and during the inception of the project and all the stakeholders will be engaged during the stakeholder meetings. During the end of 1st quarter and 2nd quarter a stakeholder meeting will be conducted to discuss the award of contract works to the community and also to create awareness on ESS of the project.

Local communities will be engaged throughout the implementation of these activities as workers on a community contract basis.

The focal will submit the consultation reports to the ESS office at PCU one week after conducting the meeting.

10. Grievance Redressal Mechanism

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 procedures to file grievances related to the project is mentioned in the BFL GRM brochure attached in the annexure.

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 I

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.

2. 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.

3. 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.

4. 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 check 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 passersby, 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 of over glasses 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 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.

5. *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.

1. 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.

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

Annex II - BFL-specific GRM Brochure



THE GRIEVANCE REDRESSAL MECHANISM FOR BHUTAN FOR LIFE (PCU)



The GRM for Bhutan for Life seeks to address any grievances arising from the implementation of BFL activities, on grievances related to loss of community resources, non-performance of project obligations including safeguards, violations 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.

Bhutan For Life, Project Coordination Unit,
Department of Forests and Park Services,
Ministry of Energy and Natural Resources,
Royal Government of Bhutan

Bhutan For Life



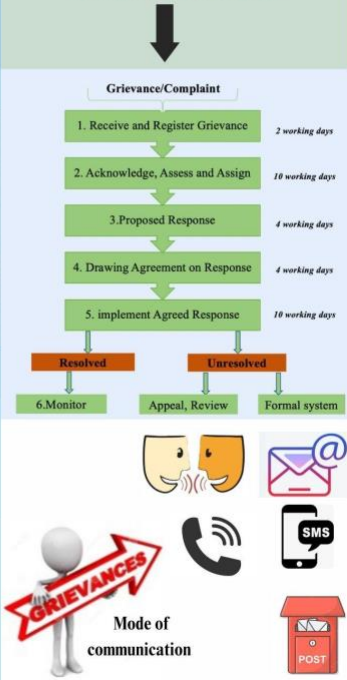
VISIT US



Protecting, saving & monitoring wildlife and habitat.



Logical steps for Grievance resolution process



YOU CAN FILE YOUR COMPLAINTS THROUGH THE BFL PROJECT COORDINATION UNIT IN THIMPHU:

Name: Norbu Yangdon
Phone: 17987200
Email address: norbuyangdon@moaf.gov.bt
Mailing(postal) address: Nature Conservation Division, Department of Forests and Park Services, Ministry of Energy and Natural Resources, Taba, Thimphu

COMPLAINTS MAY ALSO BE FILED WITH BHUTAN FOR LIFE FUND SECRETARIAT:

Name: Kuenzang Tobgay
Phone: 17750414
Email address: kuenzangtobgay@bfl.org.bt
Mailing(postal) address: Bhutan For Life Fund Secretariat, Royal Textile Academy, Thimphu.

Each grievance will be registered with the following information:

- i) Name of the complainant,
- ii) Date of the grievance,
- iii) Nature of the grievance and location,
- iv) Number of persons involved,
- v) Tracking no. and
- vi) Potential solutions.

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

Email: SafeguardsComplaint@wwfus.org.
Mailing address: 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:

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

A complaint for IRM should generally include:

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



WHAT HAPPENS TO YOUR COMPLAINT?

The complaint will be investigated by responsible authorities following the logical steps for grievance resolution process within 12 working days. If further investigation is required, the complainant will be informed accordingly and a final response will be provided after an additional period of 8 working days. If you did not prefer to remain anonymous, you will be notified regarding the complaint resolution once the investigation is completed.

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

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