

Bhutan for Life

Environmental and Social Management Plan for

Bumdeling Wildlife Sanctuary (2024)

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 Social Safeguards Integrated Policies and Procedures (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.

2. Environmental and Socio-Economic Conditions

Established in 1994, the Bumdeling Wildlife Sanctuary was designated to safeguard the rich ecological diversity present in eastern Bhutan. Encompassing an area of 1534.24 square kilometers, the sanctuary stretches across portions of Trashiyangtse, Lhuntse, and Mongar. It shares boundaries with the Tibet autonomous region (China) to the north and the Arunachal Pradesh State (India) to the northeast. Featuring elevations ranging from 1390 to 6400 meters above sea level (masl), the sanctuary boasts rugged mountainous landscapes, rocky peaks, perpetual snow, small glaciers, glacial lakes, steep river valleys, and some flat plains. Nearly 90% of the sanctuary lies between elevations of 2500m and 5000m, with its glacial lakes and snow-capped peaks serving as crucial water sources for major drainage systems such as Kholongchu, Khomachhu, and Sherichhu.

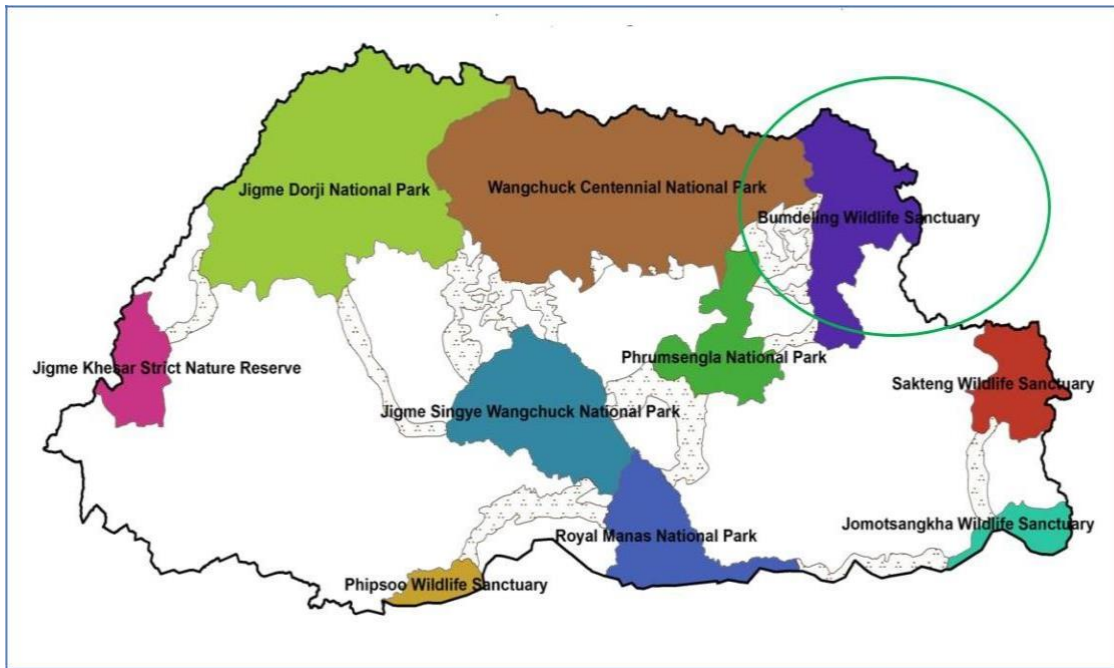


Figure 1: Location of Bumdeling Wildlife Sanctuary

Encompassing the Eastern Himalayan ecosystem, the sanctuary spans from warm broadleaved forests to alpine meadows and scree slopes. Over 70 percent of the protected area is forested, while more than one-third consists of snow, rock, and shrubbery.

Moreover, the Bumdeling floodplain is recognized by the Ramsar Convention as a significant wetland area. The Kholongchu River and its three tributaries flow through this wetland, providing water for irrigation and drinking to local communities. Additionally, a hydropower project is located 35 kilometers south of the wetland along the main river.

The sanctuary is home to approximately 1,119 households, primarily engaged in rice cultivation in lower regions, maize and grains in higher elevations, and yak herding in the high mountains. It plays a crucial role in preserving cultural and traditional practices, including the production of silk textiles known as "Kishuthara" and wooden containers called "Dappa," which serve as important sources of income. The sanctuary is also renowned for sighting of Black Necked Cranes, making it a popular destination for the tourists.

The following table shows a brief background summary about the BWS:

Table 1 Summary of BWS

No. of Mammals spp	52
No. of Plants spp.	966
No. of Birds spp (Nos)	356
No. of households	1119
Population (inside PA)	8782

No. of Dzongkhags covered	3 (Lhuentse, Mongar, Trashigang)
No. of Gewogs covered	3 (Khoma, Shermuhung, Bumdeling)
Ethnic groups	Sharchop, Kurtoes, Yangtsep, Sharchop, Yangtsep and Tshangla dialects.
Farming system	Rice, Maize, Yak Herders, Dappa makers, Daphne makers
Highlight Species	Black-necked cranes, Snow Leopard, Tiger, Asiatic wild dog, Himalayan Musk Deer, Red panda, Bumdeling floodplain is a declared Ramsar site

(a) Geological and topographical condition

From a geographical standpoint, the Sanctuary primarily comprises rugged mountainous terrain, rocky peaks, perpetual snow, small glaciers, glacial lakes, steep river valleys, and occasional plains. Approximately 90% of the Sanctuary's land lies within the elevation range of 2500m to 5000m. The predominant geological composition consists of Gneiss, with some areas featuring Quartzite, Graphite Schist, and limestone, contributing to the diverse landscape formations. Slopes are shaped by the accumulation of talus materials descending due to gravity. Alluvial and colluvial formations are evident in the narrow valleys of the BWS, consisting of soil, silt, clay, sand, and gravel deposited through soil and water erosion processes.

(b) Climatic condition

The Sanctuary exhibits a varied climate, transitioning from warm temperate in the south to cool temperate in the center, and finally to an alpine climate in the northern region. In the lower areas, maximum temperatures typically range from 20°C to 30°C, with minimum temperatures between 8°C to 15°C. The central region experiences maximum temperatures of 15°C to 20°C, and minimum temperatures ranging from 3°C to 10°C. The northern part of the Sanctuary remains consistently cold, often covered in snow. The heaviest rainfall occurs between May and September, with annual precipitation ranging from 1000mm to 3500mm.

(c) Hydrological condition

Bumdeling Wildlife Sanctuary has three primary river systems. The Kholongchhu flows through the central region, while the Khomachhu (Lhuentse) flows in the western part of the sanctuary. Sherichhu (Mongar) forms the main drainage system in the southern area. These rivers are sustained by numerous tributaries. Major tributaries of the Kholongchhu include Shingphelchhu, Lamzangchhu, Langmalachhu, Wominangchhu, and Dongdechhu, with a significant hydropower project located downstream of the Kholongchhu.

(d) Flora and fauna

The floral species diversity (H') is found highest in Cool Broadleaved Forest followed by Warm Broadleaved Forest and Mixed Conifer Forest whereas, the species diversity is lowest at Rhododendron Shrub and Dry alpine shrub regions of BWS. Due to vast altitudinal variation in the sanctuary, BWS houses varied species of floral diversity. There are 966 species of plants known to occur in BWS including 130 species of trees, 31 species of ferns, 579 species of herbs, 64 species of orchids and 162 species of shrubs.

(e) Socio-economic conditions

A significant portion of income for residents of the park stems from the sale of agricultural products, including rice and vegetables such as chili and potatoes. Additionally, non-farm activities such as contract work, pottery, business ownership, shopkeeping, weaving, salaried employment, carpentry, farmhouse operations, and the sale of bamboo, Dapa, and paper products contribute to their livelihoods. Livestock product sales also serve as an income source for sanctuary residents.

In the Khoma region, weaving stands out as the primary income source, with 30% of respondents engaged in this craft, followed by agriculture (23%) and livestock rearing (22%). Khoma is renowned for its weaving expertise, producing some of the finest Bhutanese textiles. Other sources of income for Khoma residents include bamboo weaving, Cordyceps collection, off-farm activities, ceremonial performances, government employment, and non-wood forest products (NWFP).

In Sherimung, agriculture takes precedence as the main cash income source, with 33% of respondents involved, followed by off-farm labor (28%) and livestock husbandry (27%). Other income sources for Sherimung residents include NWFP sales, contributions, ceremonial performances, carpentry, contract work, and entrepreneurship.

In Bumdeling, agriculture remains the primary income source, with 26% of respondents engaged in agricultural activities, followed by livestock rearing (25%) and off-farm labor (16%). Other sources of income for Bumdeling residents include contract work, stock shares, logging, NWFP sales, and painting.

3. Planned Activities in the Year 2024-2025

Activities that are planned in BWS for 2024 include the following:

Activity 3.1 Improvement of alpine meadows

Budget: Nu. 1,000,000

Timeline: August 2024 to December 2024

Location: Shingphel-Shodung (12ha), Lao (5ha) & Thangchenmo (10ha)

The activity includes improvement and development of alpine meadows through i) Control of Colonizer/invasive species, which involves manual removal of colonizer species such as *Rosa* spp, *Rhododendron* spp. and other bushes ii) Thinning of Bush and tree, which involves selective removal of excessive bush and trees & iii) Prescribed burning (provided the weather condition is favorable), which involves controlled burns at alpine meadows of Shingphel-Shodung, Lao and Thangchenmo in Bumdeling Wildlife Sanctuary. These specific sites have been identified/chosen due to their status as prime alpine habitats for important animal species such as blue sheep, musk deer, snow leopard etc. The improvement of alpine meadow is primarily aimed at opening-up of spaces and providing favorable conditions for native grasses and herbs to grow, thereby improving the overall health and ecological function of the alpine meadow ecosystem.

The proposed sites are at an elevation ranging from 2900 to 3500 msl located extremely far from the settlements and the entire area falls under the State Reserve Forest land. The alpine meadows have various terrain features such as gentle hills, some rocky areas and rugged mountain peaks. The planned date for implementation of the activity is from August 2024 to December 2024.

The nearest community, comprising 5 to 6 nomadic households, is approximately 1.5-2 Km away from the proposed sites. Since these sites do not have road connectivity, the improvement works will be carried out manually by 10-15 local individuals within a span of 2-3 months. Water sources are nearby, and there are no issues with water supply to the laborers.

Some possible environmental and social impacts are as follows:

- *Altering the natural vegetation* composition or removing certain plant species may disrupt the delicate balance of the alpine meadow ecosystem.
- *Risk to workers health and safety:* Workers may be exposed to physical hazards such as uneven terrain, steep slopes, and inclement weather conditions, leading to injuries or accidents. Additionally, exposure to dust, pollen, and airborne particles during clearing or burning activities can pose respiratory health risks.
- *Prescribed burning* as part of improvement activities carries the risk of unintentional wildfires if not carefully managed, especially in dry conditions or areas with dense vegetation buildup.



Figure 2: Survey of alpine areas covered by unwanted species.



Figure 3: Location Map of the proposed sites

Activity 3.2 Improvement of waterholes (Initiate restoration of the Tsadi Latsho (Lake))

Budget: Nu. 700, 000

Timeline: October 2024 to March 2025

Location: Drakteng, Khoma Gewog

Tsadi Latsho is situated in Drakteng village within Khoma Gewog. This lake has been experiencing a gradual decline in volume year by year, and the residents of Drakteng have voiced their concerns about this issue to the Gewog administration and Khoma Range Office. Upon conducting several visits to the site, both offices confirmed that there is an urgent need for immediate measures to prevent the lake from drying up. Tsadi Latsho holds immense cultural and historical significance, deeply ingrained in the identity of Drakteng village. This serves as one of the primary water sources for the community, playing a vital role as a reservoir for drinking water, irrigation, and various other essential needs. Additionally, Tsadi Latsho is a critical habitat for diverse terrestrial and aquatic wildlife.

The activity includes improvement and restoration works such A) Clearing of invading bushes and other shrubs ii) Construction of Lu bum iii) Removal of dead and fallen logs iv) Cleaning and enlarging the size of the lake/pond with protection wall v) Recharging of water through connecting pipes from nearby streams, v) Recharging of water through the making of subsidiary ponds (Rainwater harvest technique) & vi) Greening of lake surrounding with native plant species to improve aesthetic value of lake. While carrying out these activities, we will make sure that the lake looks natural, and its aesthetic values do not get diluted by concrete structures.

The planned date for implementation of the activity is from September 2024 to March 2025. 10 to 15 workers will be involved using available/accessible machinery to clear the bushes from the lake. Workers will commute from the nearest community and there will be no camping facility at the activity site. The community contractor will take care of waste generated from the work.

The nearest community, with 130 households, is 1000 m away from the site. Improvement and revival of Tsadi Latsho lake does not have major adverse impacts on the natural habitat, instead it helps to promote habitat for waterbirds and other aquatic life. Moreover, there will be no social risks or inter-community tensions since the communities residing within the vicinity have agreed and approved the social clearance for improvement and revival of Lhatsho lake.

The probable environmental and social impacts of the activity are:

- *Disturbance to natural habitat:* The process of restoring the lake may involve activities that disturb the natural habitat surrounding the lake, such as dredging, vegetation removal, or alteration of its features. These disruptions can have negative effects on local flora and fauna, potentially leading to habitat loss or fragmentation.
- *Waste generation during cleaning and restoration of lake:* The cleaning and restoration works may result in the generation of waste materials such as debris, old materials, or construction waste. Improper management of this waste can contribute to environmental pollution and degradation of the surrounding ecosystem.
- *Water contamination as a result of work:* Construction activities associated with this activity, such as dredging, or infrastructure development (protection wall, etc), may introduce pollutants or sediments into the water body. This can lead to water

contamination, affecting water quality, aquatic habitats, and the health of aquatic organisms.

- *Risk to worker's health and safety:* Workers involved in the restoration of the lake may be exposed to various occupational hazards, including physical risks such as slips, falls, or injuries from equipment.



Figure 4: Survey of Tsaidi Lhatsho (lake) for restoration.

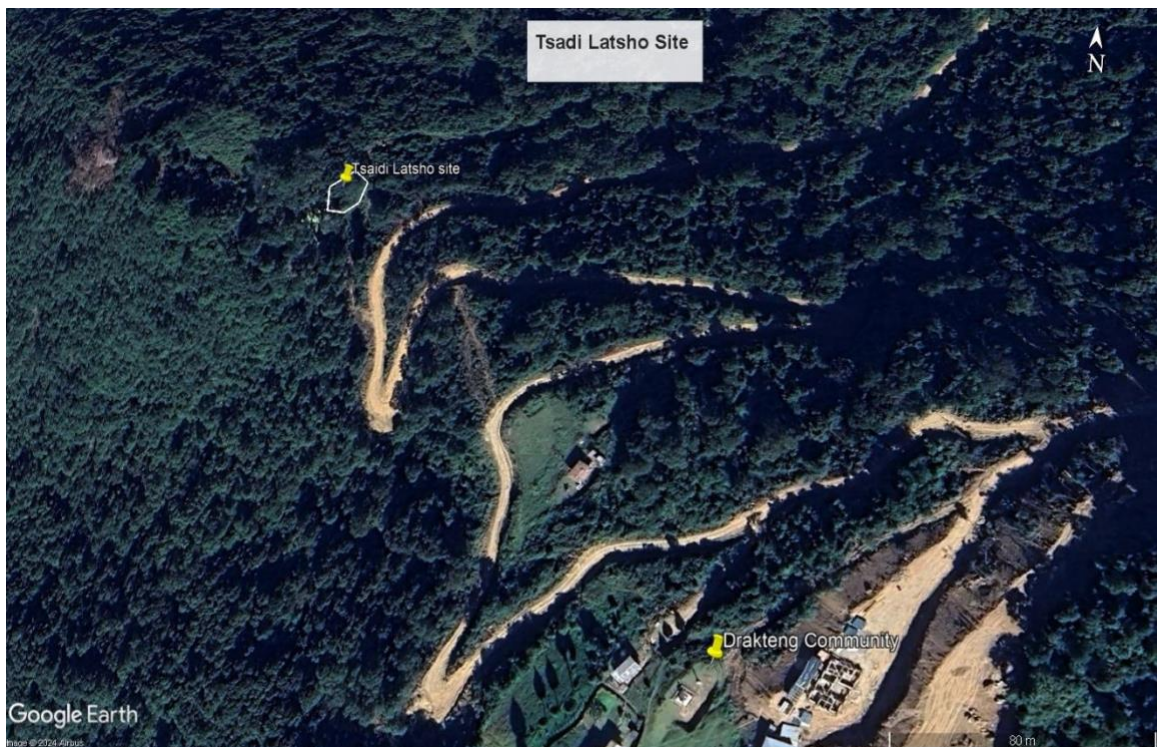


Figure 5: Location map of the activity

4. Mitigation Measures for Environmental and Social Impacts

Potential impact	Impact scale	Proposed mitigation measures	Responsible Party	Costs (million)
<i>Activity 1: Improvement of alpine meadows</i>				Nu. 1 M
<i>Removal of species (unpalatable and colonizing/invasive)</i>	Short term minor	<ul style="list-style-type: none"> Adopting selective vegetation management practices that target invasive or undesirable plant species while preserving native vegetation. Ensure that no accidental damage is caused to local vegetation/native— major trees/plants which are supposed to be cut shall be clearly marked, and only the marked trees will be cut. Removal (thinning) of trees/plants needs to be done in an environmentally sustainable way. 	BFL focal person Contractor	20000 Nu
<i>Risk to workers health and safety:</i>	Short term minor	<ul style="list-style-type: none"> Comply with the workers' health and safety guidelines. Ensure regular health screening for the workers prior and during the implementation of the activities. Ensure that no underage workers, or children are engaged. Ensure decent work conditions, including an appropriate salary, working hours, accommodation and food for workers shall be provided to all workers. Ensure that 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, Implement a grievance mechanism for workers (and their organizations, where they exist) to raise workplace concerns. 	BFL focal person Contractor	Incorporated in the activity budget
<i>Risk of unintentional wildfires</i>	Short term minor	<ul style="list-style-type: none"> Prescribed burning will be strictly implemented if weather conditions favor burning debris with proper health safety and check other environmental impact while burning process in that location of site. Comprehensive Planning: Conduct thorough planning before initiating prescribed burns, considering factors such as weather conditions, fuel moisture levels, topography, and potential fire behaviour. 	BFL focal person Contractor	

		<ul style="list-style-type: none"> • Weather Monitoring: Continuously monitor weather conditions before and during prescribed burns. • Firebreaks and Containment Lines: Establish firebreaks and containment lines around the perimeter of the burn area to prevent the spread of fire beyond designated boundaries. • Monitoring and Supervision: Assign qualified personnel to supervise prescribed burns and monitor fire behaviour throughout the duration of the operation. • Public Notification and Coordination: Notify nearby residents, landowners, and stakeholders in advance of prescribed burns to minimize concerns and ensure public safety. 		
Activity 2: Improvement of waterholes (Initiate restoration of the Tsadi Latsho (Lake))				Nu. 0.7 M
<i>Disturbance to natural habitat</i>	Long term Major	<ul style="list-style-type: none"> • Ensure careful siting, alignment, design of rig sites, and/or timing of works (seasonal) • Limit use of heavy machinery and avoid using it when important species are present at site. • Ensure soil excavation is carried out with minimal impact to natural habitats. 	BFL focal person Contractor	
<i>Waste generation during cleaning and restoration of lake</i>	Short term Minor	<ul style="list-style-type: none"> • Proper containers/waste bins should be provided at the project site. • Dumping of waste in the river, in its vicinity, or in other non-designated places should be strictly prohibited. • Collection, transportation, and final disposal of all waste should be carried out on a daily basis and not left in the river areas. • Burning of construction waste should not be allowed wherever possible. 	BFL focal person Contractor	
<i>Water contamination as a result of work</i>	Short term Minor	<ul style="list-style-type: none"> • Avoid pouring construction materials into the lake. 	BFL focal person Contractor	

<p><i>Risk to worker's health and safety</i></p>	<p>Short term Minor</p>	<ul style="list-style-type: none"> • Comply with the workers' health and safety guidelines. • Access to health facilities for the workers prior and during restoration activities needs to be available and ensure a first aid kit is available at construction site all the time. Basic health unit (BHU) needs to be available within walking distance or the workers need to be checked once in a month by an authorized medical doctor. • Ensure that no underage workers, or children are engaged. • Ensure decent work conditions, including an appropriate salary, working hours, accommodation and food for workers shall be provided to all workers. • Ensure that 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. • Implement a grievance mechanism for workers (and their organizations, where they exist) to raise workplace concerns. 	<p>BFL focal person in (BWS)</p>	
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5. ESMP Implementation Arrangements

The implementation of project activities will be carried out by the BFL focal person in BWS. 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 the PA will sign with the Contractor(s) for implementation of the planned activities in BWS in 2022. 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 starting the project activities and prior to any specific tasks with high health risks.

The BWS's Supervising Engineer 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 consultants immediately, and the ESS officer will report it to the PCU (M&E Officer). Each non-compliance should be closed with appropriate measures and the evidence should be kept.

Disbursement of project funds to the PA will be contingent upon their full compliance with the safeguard's requirements.

6. ESMP Monitoring Arrangement

The BFL focal person in BWS 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.

BWS's PA is also fully responsible for the compliance of all external contractors and service providers working in the BWS with the safeguard's 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	Improvement of alpine meadows	Field focal	August 2024	December 2024	BWS	Monthly progress report
		ESS officer	Nov, 2024			
2	Improvement of waterholes (Initiate restoration of the Tsadi Latsho (Lake))	Field focal	Oct 2024	March 2025	BWS	Weekly & monthly progress report
		ESS officer	Nov 2024	Jan 2025		

Activity 1: Improvement of alpine meadows

- Monitoring by implementing entities which should conduct site visits at least twice during the activity's implementation phase and submit monthly reports to the ESS officer.
- Monitoring by ESS consultant: The ESS Officer/consultant will conduct at least one monitoring visit during the implementation of the activity. Upon completion of the work, the ESS officer will gather field reports from Implementation Agents (IAs) and submit them to the BFL Fund Secretariat in January 2024.
- Quarterly reports by PCU (M&E officer) to Secretariat: End of each quarter
- Bi-annual reports of the Secretariat to WWF US (as part of mid-year and final APRs): Half yearly

Activity 2: Improvement of waterholes (Initiate restoration of the Tsadi Latsho (Lake))

- Monitoring by implementing entities: Implementation entities should conduct site visits at least twice during the activity's implementation phase and submit monthly reports to the ESS officer.
- Monitoring by ESS consultant: The ESS Officer/consultant will monitor virtually and through the report submitted by the BFL Focal during the implementation of the activity. Upon completion of the work, the ESS officer will gather field reports from Implementation Agents (IAs) and submit them to the BFL Fund Secretariat in January 2024.
- Quarterly reports by PCU (M&E officer) to Secretariat: End of each quarter
- Bi-annual reports of the Secretariat to WWF US (as part of mid-year and final APRs): Half yearly

7. 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. The budget for each activity is as follows:

Sl.No.	Activity	Amount (Nu)	Budget for ESS mitigation (Nu)
1	Improvement of alpine meadows	1000000	20000
3	Improvement of waterholes (Initiate restoration of the Tsadi Latsho (Lake))	700000	10000
Total		1700000	30000

A separate budget of Nu 20000 is needed to cover the implementation of the ESMP mitigation measures.

8. Consultation and Disclosure Mechanisms

This Environmental and Social Management Plan (ESMP) will be developed through a participatory approach, involving a series of discussion with the local communities and leaders. The purpose of the consultation is to engage local communities regarding planned project activities, with a specific focus on seeking their agreement, gathering feedback, addressing concerns, and suggesting mitigation measures. The full English version of this ESMP, as well as an executive summary in Dzongkha, shall be disclosed on the website of MoAF, BFL and WWF, Bhutan Program. Hard copies of the ESMP should also be available at the PA Management Office and at the PCU Office. The copies of ESMP will also be shared with relevant local elected leaders for compliance.

9. Stakeholder Engagement Plan

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

A consultation meeting will be organized prior to the implementation of the activity, and subsequent consultations meeting will be organized if required. Official minutes of consultation meetings (along with a list of participants, disaggregated by gender and age) will be maintained for reference.

Plan for Consultation Meeting

- As the improvement of the alpine meadow is a continuation of previously proposed activities in 2021, the report for the consultation meeting held in that year is included in Annexure II. During this consultation, the community voiced no significant concerns and unanimously supported the necessity of the alpine meadow improvement work.
- The consultation meeting for Improvement of waterholes (Initiate restoration of the Tsadi Latsho (Lake)) will be carried out in April 2024 at Drakteng, Khoma Gewog.

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: Social clearance from the community for restoration of the Tsadi Latsho (Lake) ----NOTE: Consultation meeting yet to be held

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ROYAL GOVERNMENT OF BHUTAN
MINISTRY OF AGRICULTURE AND FORESTS
DEPARTMENT OF FORESTS AND PARK SERVICES
BOOMDELING WILDLIFE SANCTUARY
TRASHIYANGTSE, BHUTAN



BWS/Adm-21/2020-2021//5

11th October, 2021

The Gup,
Bumdeling Geog Administration,
Trashiyangtse.

Subject: Consultation meeting on Planned Activities of BWS in Bumdeling Geog

Sir,

The Bumdeling Wildlife Sanctuary, Trashiyangtse is pleased to inform that the park is in the position to finalize and get budget for following activities in Bumdeling Geog through BFL Project:

1. Improvement of Dingtsho Lake for ecotourism development
2. Waste management and construction of amenities
3. Improvement of Alpine Meadows for Yak Herders
4. Camera Trapping programs
5. National Forest Inventory and
6. Discuss and plan the activities for next fiscal years.

In this regard, the park would like to present and discuss on the working modalities, identify the sites for construction of amenities and also plan for next activities in the geog.

Therefore, you are requested to attend the meeting with all the GT Committee members on 13th October, 2021 at 10.00 am. The meeting will be arranged at Geog meeting hall.

Yours Sincerely,

(Tshering Dendup)
Offg. Chief Forestry Officer

Copy to:

1. The Project Director, BFL for kind information please.
2. The Sr. Park Range Officer, Duntzam Range for arrangement and coordination.
3. The BFL Focal, BWS to prepare of presentation.
4. Account Officer for information and attend the meeting.

ANNEXURE II: Consultation meeting



དཔལ་ལྷན་འབྲུག་གཞུང། རྒྱུ་ལོག་བདག་སྐྱོང་འབྲུམ་ལྗེ་སྤྱི་བཤེས།
ROYAL GOVERNMENT OF BHUTAN
LOCAL GOVERNMENT, GEWOG ADMINISTRATION OF BOOMDELING
TRASHI YANGTSE DZONGKHAG



འབྲུམ་རྒྱུ་ལོག་བདག་སྐྱོང་/07/2021-2022/164

སྤྱི་ཚེས 12/10/2021

འབྲུམ་ལྗེ་སྤྱི་བཤེས་རྒྱུ་ལོག་གིས་ཚོགས་པ་དང་སྤྱི་འཕོད་ཡོངས་ལྷན། དོན་འབྲུམ་ དེ་ནི་གཏུང་ཟམ་རི་དྲགས་སྤྱི་བཤེས་འཛིན་ཡིག་ཚང་ལས་
འབྲོར་བའི་ཡིག་ཡང་ BWS/Adm-21/2020-2021/115 ཅན་མའི་ནང་གསལ་ལྟར་ སྤྱི་ཚེས
12/10/2021 ལུ་ འོག་ལྷན་བཞུགས་དེ་ཡོད་པའི་ལས་སྒྲུ་ཚུ་གིས་ མ་དུལ་བགོ་སྐྱེས་འབབ་ནི་འདོད་ལས་དང་ འཆར་ལོ་རྒྱུང་
མའི་སྐོར་ལས་ རྒྱུ་ལོག་བདག་སྐྱོང་གི་ཡིག་ཡངས་ཚོགས་པ་དང་སྤྱི་འཕོད་ཡོངས་ཚོ་བུ་ཚོར་ 10 ལུ་ རྒྱུ་ལོག་ཚོགས་འབའ་ན་
སྤྱི་དཔལ་འབབ་འོང་དགོ་པའི་སེམས་ལུ་ངེས་བར་བཤུ།

- 1/ སྤྱི་ལྷན་གནས་སྐབས་བཟུང་བའལ་དོན་ལས་གཏུང་འཛིན་ཡིག་ཡངས་འབབ་ནི།
- 2/ ཡགས་སྤྱི་གསལ་དང་མཐུན་ཚུ་བློ་སྐོར།
- 3/ ལུ་མོར་གཡག་ཚུ་གིས་རྩ་ཐངས་ཡིག་ཡངས་འབབ་ནི།
- 4/ རྒྱུང་བཀའ་མི་པར་ཆས་ཀྱི་སྐོར།
- 5/ རི་དྲགས་སྤྱི་བཤེས་ཀྱི་ཅ་ཆས་ཐོ་གཞུང་གིས་སྐོར།

དཔལ་ལྷན་འབྲུག་གཞུང་། རྒྱལ་པོ་འཕེལ་རྒྱུ་ལྷན་ཁག་། རྒྱལ་པོ་འཕེལ་རྒྱུ་ལྷན་ཁག་གི་འཕེལ་བྱེད་ལས་ཁུངས།
འབྲུག་གཞུང་གི་རྒྱལ་པོ་འཕེལ་རྒྱུ་ལྷན་ཁག་གི་འཕེལ་བྱེད་ལས་ཁུངས།



Royal Government of Bhutan
Ministry of Agriculture and Forests, Department of Forests and Park Services
Bumdeling Wildlife Sanctuary, Trashiyangtse, BHUTAN



Minutes of Consultation Meeting

Date : 13th October, 2021

Venue: Bumdeling Geog Centre

Participants: Officiating CFO, Gup, Mangmi, BFL focal, Dungzam Range Officer, ADM and Dungzam Range Staffs and GT member (Bumdeling Geog).

Minute Keeper: Namgay Shacha

Opening Remarks

Dungzam Range Officer formally opened the consultation meeting by whole heartily welcoming all the participants. The meeting mainly focused on completed activities, planned activities to be carried out, sustainable management of waste and amenities developed by Bhutan For Life (BWS) in Bumdeling Geog. BFL was started in 2009 and it covers 10 protected parks in Bhutan. The BFL activities will be for the period of 14 years with funding received from multiple donors (Royal Government of Bhutan). The resolution adopted and endorsed during this meeting will serve as a social clearance from the geog administration and community representatives for the conduct of the planned activities. The meeting started at 10:50 am.

Sl. No.	Agenda	Discussions	Resolution
1	Waste management and development of stationary waste collection units.	Waste has become an issue in Bumdeling geog and it is mainly due to poor monitoring of waste management system. In the settlement areas, waste should be properly managed by the people residing in that area but in the area of state reserved forest, the waste should be managed by the DoFPS. For the proper management of waste, we should know the amount of waste collected from each waste collection points and will also enhance in developing the rule and regulations accordingly. Geog administration will be allocating certain budget for the waste management in Bumdeling geog. GT will discuss the waste issues and its management and they will further do the follow up in DT.	Geog administration will carry out the user mapping and then developed effective bylaws to solve waste issues inside the geog. It will be discussed in GT and then follow up in DT.
2	Improvement of Dingtso lake for ecotourism product development	Dingtso lake will be developed in a natural way including cleaning of the lake in coming fiscal year through budget from BFL. All the planning and estimation for the preparation of the lakes are ready and would like to start the activities after obtaining social clearance from the community representatives. The GT members mention that such type of activities is must and will surely benefit the local resident from the ecotourism product.	This assured the social clearance from geog administration and community representatives to carry out reviving of Dingtso lake.

དཔལ་ལྷན་འབྲུག་གཞུང་། རོ་ནམ་དང་ནགས་ཚལ་ལྗོན་ལག། རྒྱལ་ཚལ་དང་གླིང་ཀ་ཞབས་དྲོག་ལས་ཁུངས།

འབྲུག་ལྗེ་གླིང་རི་དྲགས་སྤུང་རྒྱུ་བས་ཁོངས།

Royal Government of Bhutan

Ministry of Agriculture and Forests, Department of Forests and Park Services

Bumdeling Wildlife Sanctuary, Trashiyangtse, BHUTAN



3	Development of stationary waste collection units.	BWS management have planned to construct additional two stationary waste collection point in Bachothang and Taphel based on preliminary studies. The sustainable management of waste in this two proposed areas will be similar to the earlier one as discussed.	The meetings has consented the construction of stationary waste collection points in Taphel and Bachothang.
4	Waste management and sustainable management of amenities developed in Bumdeling geog (Rigsum Goenpa and recreational area in Nakpola)	Bumdeling geog in collaboration with BWS will develop Youth Ecotourism Initiatives and then recognized some unemployed youth from the resident for the waste management, monitoring the safety of infrastructure developed and also the benefits of local resident. There was also a consent from the geog and they also proposed if there are some additional infrastructure development like development of children's park and fencing. In the coming fiscal year, BWS management is planning to endorsed the proposed activities of geog administration. If BWS management and geog could come up with some ideas like development of ecolodge/homestay as a source of income for the local resident which will fascinate them for the waste management and monitoring the safety of infrastructure developed.	Bumdeling geog in collaboration with BWS will develop Youth Ecotourism Initiatives and then recognized some unemployed youth from the resident for the waste management, monitoring the safety of infrastructure developed.
5	Improvement of alpine meadows	The activities aimed to improve pasture land for the highlander which was previously colonized by the non-palatable tree species. The activities will be carried out based on the needs and remarks from the local resident.	The community representatives consent the improvement of alpine meadow for yak in highlands.
6	NFI and National Tiger Survey Programs	Department of Forest and Park Services is conducting National Forest Inventory and going to install 36 numbers of camera traps in Bumdeling geog for National Tiger Survey. Therefore the management of BWS would like to request geog administration to inform the local resident about the camera traps to avoid damages.	A notification will be notified to the local resident about the camera traps for National Tiger Survey by geog.

ANNEXURE III: BFL: 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)¹ 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.

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 climatic conditions, 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. 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 within and around the construction sites.

- 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.
- Facilities shall be equipped 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.
- Fire exits should be identified and marked in Dzongkha and English- all workers should be made aware of the fire exits.

Lavatories and Showers

- Adequate lavatory facilities (toilets and washing areas) should be provided for the number of people expected to work in the facility (one for at least one for every 20 workers). Toilet facilities should also be provided with adequate supplies of water and soap and also be connected to sewerage system.

Potable Water Supply

- Adequate supplies of clean 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

- Workplace should receive adequate natural light and if required supplemented with artificial illumination to promote worker's safety and enable safe equipment operation.
- Emergency lighting of adequate intensity should be provided in case of failure of the powerline.

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 need to be provided wherever necessary, if there is risk of falling of overhead object.
- 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 stall be not more than 200m from any working place.
- First aid kits include all equipment outlined in Annex 1 to these Guidelines.
- Each first aid box or cupboard shall be distinctly marked "FIRST AID"

Air Supply

- The workplace should have adequate ventilation for fresh air

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

2. 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.
3. 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 90 dB(A) for a duration of more than 8 hours per day without wearing ear plugs/earmuffs.
- Exposures to impulsive or impact noise shall not exceed 140dB(A).
- For every 3 dB(A) increase in sound levels from the permissible limit of noise, the ‘allowed’

exposure period or duration should be reduced by 50 percent.

- Where it is not practicable to reduce the noise, the employer must limit the duration of time persons employed or working in the workplace are exposed to the noise so that such persons are not exposed to excessive noise.
- 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

In any workplace where persons are at work in any process or operation which involves exposure to vibration which may constitute a risk to their health, it shall be the duty of the employer to provide, so far as is reasonably practicable, effective means to reduce the vibration.

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
- Conducting detailed identification and marking of all buried electrical wiring prior to any excavation work
- Every person who is working on an electric supply line or apparatus or both shall be provided with tools and devices such as gloves, rubber shoes, and safety belts, ladders, earthing devices, helmets, line testers, hand lines whichever is relevant for protecting him/her from mechanical and electrical injury.

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.

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 workstation.

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.

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:

- 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 (adult man- 50kg, adult female-25kg)
- 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 lifelines.
- 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.

4. 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 if the accommodation is reasonably far from the worksite.
- The living facilities are built using adequate materials, kept in good repair and kept clean and free from waste and 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 and is regularly monitored.
- 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

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 waste collection are provided and emptied on a regular basis.

6. Rooms/dormitories facilities

- Rooms/dormitories are kept in good condition. They 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.
- Separate sleeping areas are provided for men and women.
- A separate bed is provided for every worker and use of double deck bunks is minimized.
- Workers are provided with comfortable mattresses. Workers may be expected to use their own pillows and bed linens.
- 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 and shower 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.

9. Cooking and laundry facilities

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

Annex 1. Contents of first aid box or cupboards

The first aid boxes or cupboards 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

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.

BFL FOCAL OFFICER

- Namgay Shacha
- 17807194
- namgayshacha22@gmail.com

DUNGZAM RANGE OFFICE

- Sangay Drukpa
- 17652770
- sdrukpa@moenr.gov.bt
- Dungzam Park Range Office, BWS, Trashiyangtse

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

SERZHONG RANGE OFFICE

- Dorji Wangdi
- 17121412
- dorgwang03@gmail.com

KHOMA RANGE OFFICE

- Kinzang Thinley
- 17790112
- thinleyk341@gmail.com
- Khoma Park Range Office, BWS, Trashiyangtse

BEAT OFFICE/GUARD POST

- Dawa Gyalpo
- 17656618
- dawagyalpo17@gmail.com
- Dungzam Range Office, BWS, Trashiyangtse

BFL PROJECT COORDINATION UNIT (PCU)

- Norbu Yangdon
- 17987200
- norbuyangdon@moenr.gov.bt
- BFL Project Coordination Unit, Department of Forests and Park Services, Ministry of Energy and Natural Resources, Taba, Thimphu

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

- Bumdeling Gewog – 17428077
- Shelrimuhung Gewog – 77662524
- Khoma Gewog – 17567998

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/may be 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/domains/media/en/gpu/S9041/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.