

## **Bhutan for Life**

### **Environmental and Social Management Plan for Biological Corridor 4 (2020)**

#### **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.

#### (D) Applicable law, policies, and regulation

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

Applicable RGoB laws and policies include the Constitution of the Kingdom of Bhutan, 2008; legislation on land and moveable property (Land Act of Bhutan 2007; Land Rules, 2007; The Moveable Cultural Property act of Bhutan, 2005); legislation and regulations on forests and protected areas (National Environment Protection Act, 2007; Forest and Nature Conservation Act of Bhutan, 1995; Forest and Nature Conservation Rules and Regulations of Bhutan, 2017; National Forest Policy, 2011); legislation on water and waste prevention (Water Act of Bhutan, 2011; Waste Prevention and Management Act, 2009); legislative requirements on environmental assessment (Environmental Assessment Act, 2000 and Regulations on the Environmental Clearance of Projects, 2001); and other relevant laws (The Local Government Act of Bhutan, 2009; Livestock Act of Bhutan, 2001; The Biodiversity Act of Bhutan, 2003; The Pesticides Act of Bhutan, 2000; The Penal Code of Bhutan, 2004; National Access and Benefit Sharing (ABS) Policy (Draft), 2014).

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

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

With regard to social impacts, the primary discrepancies between the RGoB laws and regulations and the WWF's SIPP refer to the status of non-title holders and informal land use, and the commitment to participatory decision-making processes. First, according to the WWF's SIPP, all users of land and natural resources (including people that lack any formal legal ownership title or usage rights) are eligible to some form of assistance or compensation if the project adversely affects their livelihoods. The RGoB laws only recognize the eligibility of land owners or formal users to receive compensation in such cases. Second, the WWF's SIPP require extensive community consultations as part of the development of various safeguards documents and during project activities. RGoB legislation does not include similar

requirements. For the purposes of the BFL project, the provisions of the WWF's SIPP shall prevail over the RGoB legislation in all cases of discrepancy.

## 2. Environmental and Socio-Economic Conditions

Biological Corridor 4 (BC 4) covers an area of 501 sq.km and the elevation ranges from 379-4441 masl. It has 94 species of vascular plants, 25 species of mammal and 150 species of birds.

The management of the BC 4 is managed by Zhemgang Forest Division, and there are three technical sections as shown in Figure 1. Two range offices from Zhemgang Forest Division and one from Bumthang Forest division are immediate implementation of conservation works.

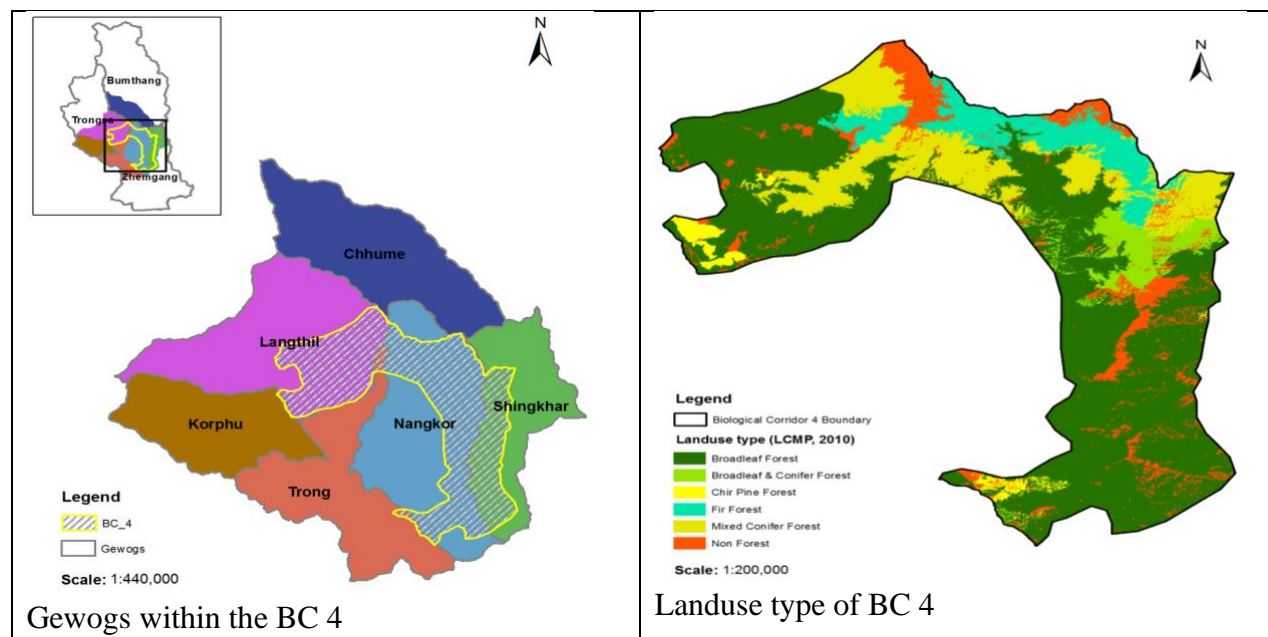


Figure 1: Maps of BC 4

Mammals recorded from the photographic capture as provided under the Figure 2 are: Tiger, Asiatic golden cat, marbled cat, Sambar deer (female & male), red panda, black bear, long tail shrike, whiskered Yuhina, Long tail minivet, Himalayan monal pheasant and blood pheasant.







Asiatic Golden cat



Marbled cat



Sambar deer (Female)



Sambar deer (Male)



Red Panda



Black Bear



Bhutan Laughing Thrush



Long tail shrike





Figure 2: Photos of mammals, birds and plants species in BC 4

BC 4 covers four Gewogs as given in the Table 1. People in the area are mostly Khengpa. It has 74 households permanently inside the BC4 and 250 households in its buffer area. Socio Economic Survey conducted from the year 2015-2016 reveals that there are two dialect speaking community living in and around the corridor boundary. It holds a population of 7653. The ratio of men and women are almost equivalent with 3869 men and 3784 women as seen in the graph in the Figure 3.

Table 1: Four gewogs covered by BC 4

Sl. No.	Geogs inside BC 4	Dzongkhag
1	Langthel	Trongsa
2	Trong	Zhemgang
3	Nangkhor	Zhemgang
4	Shingkhar	Zhemgang

The major source of livelihood for the communities residing inside and along the buffer (5 km outside the boundary) of the corridor is from agriculture and livestock rearing. Livestock rearing is more than a source of income to household as it provides food for nutrition and manure for agriculture. Agricultural farms and meadows form about 10 sq. km of the total area. Occasionally, additional income were also generated from sale of non-wood forest products and daily wage labour.

There are three types of agriculture which can be categorised in the BC region: wetland (chhuzhing), dry land (kamzhing) and Tseri (swidden agriculture). The wetland is the most productive of these and requires a good deal of water. As a result, it is not very widespread and can only be found in those parts that have good irrigation facilities.

Kamshing or dryland cultivation is the most common as can be seen in land holding graph under Figure 3. It is practised by nearly every household in the Chiwog. Tseri cultivation is also commonly seen in patches though the government has discouraged such practices due to impact of environment damage.

In addition to such cultivation of grains, all farming households also maintain kitchen gardens, where they grow a variety of vegetables. Although some of the vegetables are sold in the nearby towns of the villages, cultivation of grains are mainly subsistence-oriented, aiming only to meet the needs of the household. Mandarin, banana, guava constitute the most important cash crop in the region but they are mostly grown in small scale. Cardamom plantation is the common cash crop followed by hazelnut plantation to supplement the income of the farmers.

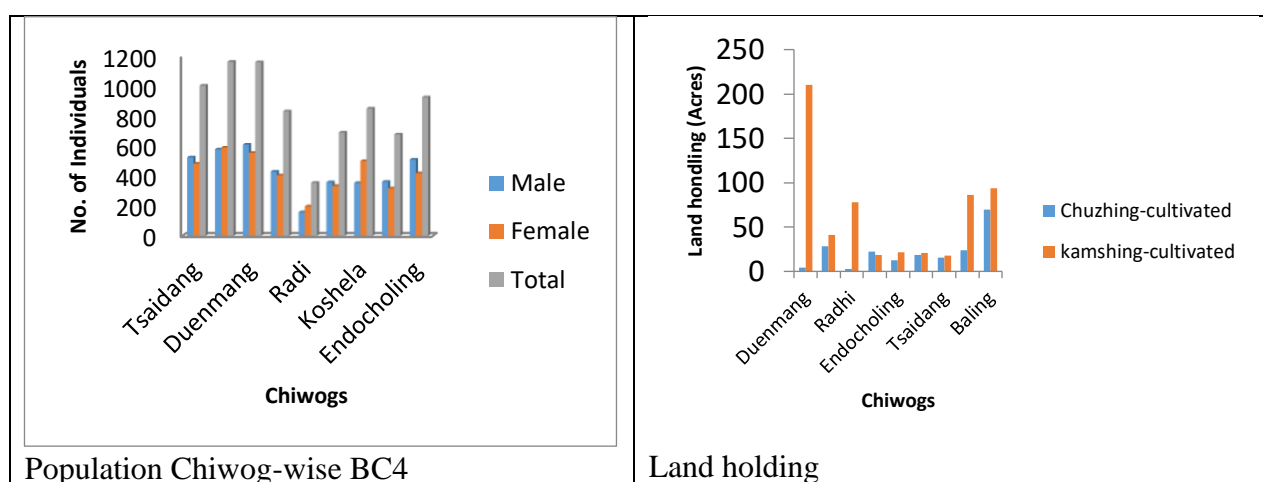


Figure 3: Population and landholding details in BC 4

### 3. Planned activities in Year 2020

Activities that require ESMP are the following:

#### 1. Construction of BC 4 range office

The construction of BC 4 office is located at Shingkhar at Shingkhar gewog under Zhemgang Dzongkhag. The total capital budget is USD 71600. This construction is proposed as there is no beat office to provide services to the people in Shingkhar and nearby gewogs under BC 4. This office will help to station the permanent staff, and carry out regular conservation activities within BC and Shingkhar.

The proposed site as shown in Figure 4 is in government land. At present, it is barren land. The slope of the area is 30 to 40 degrees and it is within the present RNR office and staff quarter area. The existing infrastructure are roads, educational facility and health centre about 500 meters. The road, health and educational facility will not be affected due to this construction. It

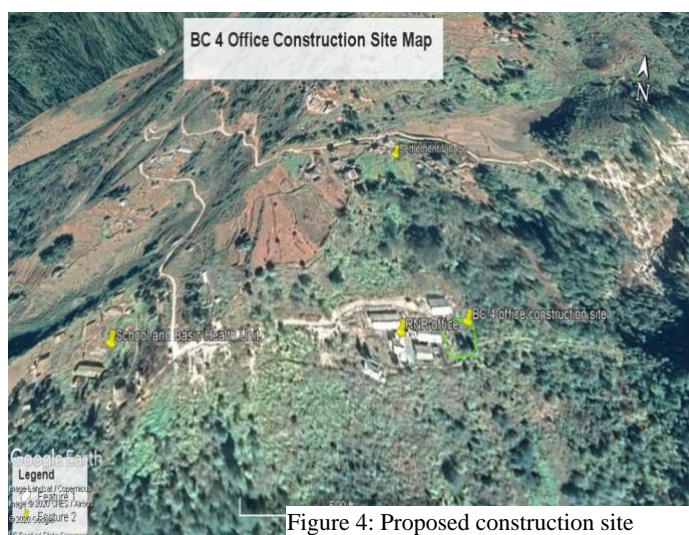


Figure 4: Proposed construction site

is expected that the particular area where construction will take place will have change in land use, but no major change in land use in its surrounding. There will be 30 to 40 temporary workers at the site.

The water will be sourced from a stream, and the quantity of water required is 5000 to 6000 liters. The construction site is expected to generate solid waste from construction, sewage sludge from construction materials and garbage and food waste. It is expected that there will be noise generation from the construction activities.

There is risk of discharge of sewage or other effluents to water or land if the construction materials drain such as cement mixtures and others. There are 14 households within the vicinity, and 300 households are dependent on the office for documentation and other official purpose once it is constructed. The communities depend on agriculture and livestock. There is no impact on the communities.

## **2. Waterholes and salt licks**

The water holes are located in Rewtala, Malaya Top, Tsaidang, Radhi, Nimshong and Duenmang under BC 4. The total capital budget is USD 4761.90 in an area of 50 hectares. The activity will involve development of six water holes by manually digging and clearing of dead woods and leaves hanging over the wildlife passage route within BC 4. Out of six waterholes, four waterholes will be rehabilitated. There will be around 60 workers for 2 weeks.

This BC helps to connect the parks from one zone to other whereby wild animals such as tigers and other focal species can move freely from one place to other without being disturbed. The main reason for the selection is to improve waterholes and make water available for wild animals at all the times. Most of the forested area has scarcity of water and loss of habitat. Moreover, it will benefit the local cattle herders for water. There are about 250 households at the project vicinity, and their livelihood are livestock, agriculture farming and forestry related activities.

## **3. Restoration to enhance quality and resilience of lowland grasslands**

This is a grassland enrichment activity. It will be carried out in Perichen, Malaya, Buli, Tsaidang, Radhi and Nimshong in Zhemgang Dzongkhag and Baling in Trongsa Dzongkhag in 16 hectares of land.

The activity involves clearing of bushes and opening the area for growth of natural grass to create grassland for wild animals. This will involve burning of the grass and herbs for adequate grass growth. And also plant few fruiting trees in the area. These sites are selected as there are many herbivores and there are signs of predators' presence and developing this site will increase the grassland for herbivores and help carnivores to thrive. The site is wild carnivores' hot spot habitat. There are around 250 households depending on BC 4, and these households depend on livestock, agriculture farming and forestry related activities. The households will also benefit from grazing.

## **4. Environmental and Social Impacts and Mitigation Measures**

### **1. Construction of BC 4 range office**

The construction of the range office has followed relevant Acts and Rules and Regulations of the Kingdom of Bhutan in obtaining clearances from the competent and relevant Authorities. Although most of the impacts and mitigation measures have been taken into account prior to construction, some measures might have to be considered again as the project is at the beginning phase.



The environmental impacts from the project activity are minimal. However, some likely site-specific environmental impacts include:

- Construction-related impacts arising from excavation, waste and material management at site
- Noise pollution during construction phase

Some of the social risks associated with the project include:

- Conflict between construction workers and local communities: As the construction is just at the beginning phase, there is a possibility of conflict between the workers and local communities for which the BC focal has been made responsible in case of any issues
- Occupational health and safety hazards, especially for construction workers and local communities.

## 2. Improvement of waterhole, and salt licks

For the improvement of waterholes and salt licks, some of the potential environmental and social impacts could be the following:

- Wastes: Soil from excavation activities and waste from construction activities
- Workers' health and safety
- Increase poaching

However, given the scale of the project, these risks are expected to be minimal, site-specific and those for which mitigation measures can easily be developed through standard and applicable regulations. These impacts are again site-specific, reversible and can be minimized/mitigated by developing appropriate measures. Specifically, to address these concerns, the project will comply with the relevant Acts and Rules and Regulations of the Kingdom of Bhutan. ESMP is prepared as per requirement based on ESMF to ensure adequate mitigation measures.

Therefore, for all the potential adverse impacts of environment and social related to each activity, mitigation measures have been prepared as shown below:

Potential impact	Impact scale	Proposed mitigation measures	Responsible party	Costs
<b>Activity 1: Construction of BC4 office</b>				<b>US\$ 71,600</b>
Noise disturbance: Possible noise disturbance as a result of outdoor equipment usage and transportation vehicles driving around the construction site	Short term  Minor	There are 14 households within the vicinity of the construction site, and thus noise disturbance is likely to be minimal. To minimize the noise disturbance for the workers, the following mitigation measures need to be undertaken: <ul style="list-style-type: none"> <li>• Noise level control should be performed before the startup of construction activities;</li> <li>• The equipment should be fitted with appropriate noise devices that will reduce sound level;</li> <li>• The construction work should not be permitted during the nights, the</li> </ul>	BFL focal person in BC 4  Contractor	Incorporated in the bidding document.



		<p>operations on site shall be restricted to the hours 7am-7pm;</p> <ul style="list-style-type: none"> <li>• Vehicles that are excessively noisy shall not be operated until corrective measures have been taken;</li> <li>• Earplugs and protecting devices shall be provided to workers on site.</li> </ul>		
Waste: generation of waste as a result of construction activities	Short term Minor	<ul style="list-style-type: none"> <li>• Identification of the different waste types at the project site (soil, asphalt, food, etc.);</li> <li>• Ensure that camps are located away from existing stream, river, or water sources, and that no discharge from camps is made into nearby water bodies;</li> <li>• Proper containers/waste bins should be provided at the project site;</li> <li>• Dumping of waste on the sides of the road, on private land, or in other non-designated places should be prohibited;</li> <li>• Dumping waste shall be prohibited on fragile slopes, forests, religious or other culturally sensitive areas or areas where livelihood is derived;</li> <li>• Collection, transportation and final disposal of all waste should be undertaken regularly on a weekly basis;</li> <li>• Possible hazardous waste (motor oils, vehicle fuels, etc.) should be collected separately and authorized collector and transporter should be sub-contracted to transport and finally dispose;</li> <li>• All construction materials should be covered during the transportation to avoid waste dispersion;</li> <li>• The options for reuse/recycling of the generated waste streams should be taking into consideration (e.g. excavated soil, etc.);</li> <li>• Burning of construction waste should be prohibited.</li> </ul> <p><i>After construction:</i></p> <ul style="list-style-type: none"> <li>• All waste shall be removed from the project site.</li> </ul>	BFL focal person in BC 4 Contractor	Wastes collection: Nu. 10,000 = USD 141.84

Workers' health and safety	Short term Minor	<ul style="list-style-type: none"> <li>• Comply with the BFL's occupational health and safety guidelines;</li> <li>• Ensure regular health screening for the workers pre and during construction activities;</li> <li>• Ensure that no underage workers, or children are engaged;</li> <li>• Ensure decent work conditions, including an appropriate salary, working hours, accommodation and food for workers shall be provided to all workers;</li> <li>• 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, access to training, job assignment, promotion, termination of employment or retirement, and disciplinary practices;</li> <li>• Implement a grievance mechanism for workers (and their organizations, where they exist) to raise workplace concerns.</li> </ul>	BFL focal point in BC 4 Contractor	To be incorporated in the bidding document.
Local community's health and safety	Short term Minor	<ul style="list-style-type: none"> <li>• Ensure the safety of all project-related equipment, in line with the requirements above;</li> <li>• Minimize the use of hazardous materials, and ensure that community members are not exposed to them. In case that the use of such materials is necessary, provide sufficient notice to local community members and inform them on safety and protection measures;</li> <li>• Avoid dumping any waste or otherwise contaminating community sources of water supply and water quality;</li> <li>• Provide information to local communities on construction activities and plans.</li> </ul>	BFL focal point in BC 4 Contractor	To be incorporated in the bidding document.
Conflict between temporary workers and	Short term Minor	<ul style="list-style-type: none"> <li>• Workers shall be made aware of local culture and traditions, as well as the legal consequences of harassment and intimidation, especially with regards to</li> </ul>	BFL focal point in BC 4	To be incorporated in the

local communities		sexual harassment and gender-based violence; <ul style="list-style-type: none"> <li>Local communities shall be made aware of the engagement of temporary workers in project sites;</li> <li>Strict monitoring shall be carried out to ensure conflicts are minimized.</li> </ul>	Contractor	bidding document.  Same consultation cost from the above.
-------------------	--	---	------------	---

Potential impact	Impact scale	Proposed mitigation measures	Responsible party	Cost
<b>Activity 2: Restoration of waterholes</b>				<b>US\$ 4,761.9</b>
Waste: soil from excavation activities and waste from construction activities	Short term Minor	<ul style="list-style-type: none"> <li>Proper containers/waste bins should be provided at the project site;</li> <li>Dumping of waste in the waterholes, on the sides of the road, on private land, or in other non-designated places should be strictly prohibited;</li> <li>Dumping of waste shall be prohibited on fragile slopes, forests, religious or other culturally sensitive areas or areas where livelihood is derived;</li> <li>Collection, transportation and final disposal of all waste should be carried out on a daily basis and not left in the protected areas;</li> <li>Burning of construction waste should be prohibited.</li> </ul>	BFL focal in BC 4 Contractor	To be incorporated in the workers agreement.
Workers' health and safety	Short term Minor	<ul style="list-style-type: none"> <li>Comply with the workers' health and safety guidelines;</li> <li>Ensure regular health screening for the workers pre and during construction activities;</li> <li>Ensure that no underage workers, or children are engaged;</li> <li>Ensure decent work conditions, including an appropriate salary, working hours, accommodation and food for workers shall be provided to all workers;</li> <li>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</li> </ul>	BFL focal in BC 4 Contractor	To be incorporated in the workers agreement.



		terms of employment, access to training, job assignment, promotion, termination of employment or retirement, and disciplinary practices; <ul style="list-style-type: none"> <li>• Provide workers with an incident report book and ensure that they are aware of the project's grievance redress mechanism and can use it to raise workplace concerns.</li> </ul>		
Increased poaching	Short term Minor	<ul style="list-style-type: none"> <li>• Construct waterholes in areas where poaching is limited;</li> <li>• BC authorities shall carry out increased patrolling during and after the waterhole construction.</li> </ul>	BFL focal in BC 4 Contractor	As part of the regular patrolling.

Potential impact	Impact scale	Proposed mitigation measures	Responsible party	Cost
<b>Activity 3: Restoration to enhance quality and resilience of lowland grasslands</b>				<b>US\$ 3,000</b>
Workers' health and safety	Short term Minor	<ul style="list-style-type: none"> <li>• Comply with the BFL's occupational health and safety guidelines;</li> <li>• Ensure regular health screening for the workers pre and during construction activities;</li> <li>• Ensure that no underage workers, or children are engaged;</li> <li>• Ensure decent work conditions, including an appropriate salary, working hours, accommodation and food for workers shall be provided to all workers;</li> <li>• 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, access to training, job assignment, promotion, termination of employment or retirement, and disciplinary practices;</li> <li>• Implement a grievance mechanism for workers (and their organizations, where they exist) to raise workplace concerns.</li> </ul>	BFL focal point in BC 4 Contractor	To be incorporated in the bidding document.

## 5. ESMP Implementation Arrangements

The implementation of project activities will be carried out by the BFL focal person in BC 4. 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 BC will sign with the Contractor(s) for implementation of the planned activities in BC 4 in 2020. 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 start the project activities and prior any specific tasks with high health risks.

The BC 4 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 consultants will report it to the PCU (M&E Officer). Each non-compliance should be closed with appropriate measure/s and the evidence should be kept.

Disbursement of project funds to the BC will be contingent upon their full compliance with the safeguards requirements.

## 6. ESMP Monitoring Arrangements

The BFL focal person in BC 4 will closely monitor the implementation of all planned activities and the required mitigation measures, and ensure that they fully comply with this ESMP and with the terms and conditions included in the environment clearances issued by RGoB's national authorities.

BC 4 is also fully responsible for the compliance of all external contractors and service providers working in the BC 4 with the safeguards requirements outlined in the ESMP.

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

### 1. Construction of BC 4 office

- Monitoring by implementing entities:
  - At least weekly field visits - August - December, 2020, January- June, 2021
  - Monthly reports prepared by implementing entities and submitted to ESS consultants - August - December, 2020, January- June, 2021
- Monitoring by ESS consultants:
  - At least quarterly field visits by ESS consultants - September 2020, December, 2020, March 2021, June 2021
  - Quarterly reports by ESS consultants to the PCU (M&E officer) - September 2020, December, 2020, March 2021, June 2021
- Bi-annual reports by PCU (M&E officer) to Secretariat
  - Annual Progress Report - 15 January, 2021
  - Semi-Annual Progress Report - 15 July, 2021

- Bi-annual reports of the Secretariat to WWF US (as part of mid-year and final APR)
    - Annual Progress Report - 30 January 2021
    - Semi-Annual Progress Report - 30 July, 2021
- 2. Restoration of lowland grasslands (habitat management):**
- Monitoring by implementing entities:
    - Field visits at least twice - during the intervention and within three months after the intervention - March - April, 2021
    - Reports by the implementing entities submitted to ESS consultants within a week after each field visit - December, 2020 and March - April, 2021
  - Monitoring by ESS consultants:
    - Field visits by ESS consultants - at least once during the intervention, together with the implementing party - March, 2021
    - Reports by ESS consultants to the PCU (M&E officer) - within one week after the field visit and for semi-annual reporting - December, 2020, April 2021 and June 2021
  - Bi-annual Reports by PCU (M&E officer) to Secretariat
    - Annual Progress Report - 15 January, 2021
    - Semi-Annual Progress Report - 15 July 2021
  - Bi-annual reports of the Secretariat to WWF US (as part of mid-year and final APR)
    - Annual Progress Report - 31 January 2021
    - Semi-Annual Progress Report - 31 July 2021
- 3. Waterhole management:**
- Monitoring by implementing entities:
    - Field visits at least twice - during the intervention and then monthly as part of the “SMART patrolling” activity (please adapt based on field conditions, and also based on the availability of SMART patrolling activities) - September - December, 2020
    - Reports by the implementing entities submitted to ESS consultants weekly during the intervention and then monthly after the intervention completion - September - December, 2020
  - Monitoring by ESS consultants:
    - Field visits by ESS consultants - at least once during the intervention - October, 2020
    - Reports by ESS consultants to the PCU (M&E officer) - within two weeks after the field visit and for semi-annual reporting - October 2020 and December 2020
  - Annual Reports by PCU (M&E officer) to Secretariat
    - Annual Progress Report - 15 January, 2021
  - Annual reports of the Secretariat to WWF US (as part of mid-year and final APR)
    - Annual Progress Report - 30 January 2021

## 7. Capacity Need and Budget

Activities under this ESMP will be implemented by the BFL focal person, supervising engineer, and a contractor. The budget for improvement of waterhole, salt licks, and enrichment



plantation is US\$ 4,761.90, and construction of BC4 office is US\$ 71,600, and lowland grassland to US\$ 3,000.

## 8. Consultation and Disclosure Mechanisms

This ESMP has been prepared in a participatory manner with the implementing agency. For the construction of Range Office, gewog administrative clearance was obtained. The clearance is annexed for reference.

A community consultation should be carried out as soon as the budget is released to inform local communities regarding the other planned project activities to solicit their opinions, and enable them to question proposed mitigation measures. The main issues raised by the local community during the consultation should be recorded and the detailed minutes of the consultation meeting should be attached to 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 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.




## 9. Stakeholder Engagement Plan

The local community that resides in the vicinity of the planned BFL activities in BC 4 will be engaged throughout the implementation of these activities.

- For all construction activities - one consultation meeting has to be organized during the intervention period, and subsequent consultations have to be held annually (these can be combined with consultations for other BFL or non-BFL activities).
- For activities that have no direct impact on communities (improvement of lowland grassland and waterhole rehabilitation) - consultation meetings have to be organized once a year (can be combined with consultations for other BFL or non-BFL activities).
- Lowland grassland - Gewog - July 2020
- Waterholes/salt lick - Gewog- July 2020

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

## Annex 1. Gewog Administrative Approval

	<p>དཔལ་ལྷན་འབྲུག་གཞུང་། ཞིང་ཁོག་བདག་སྐྱོང་། ཤིང་མཁར། གཞུག་མ་སྐྱོང་། <b>Royal Government of Bhutan</b> <b>Gewog Administration - Shingkhaz</b> <b>Zhemgang Dzongkhag</b></p>	
<hr/>		
<b>Ref. No: SG-(08)2019-20/ ༩༠༡</b>		<b>Date: 10/03/2020</b>
<p>The Ranger Beat Office Shingkhaz: Zhemgang</p>		
<p><b>Subject: Approval for construction of Forest Beat Office and Staff Quarter at RNR Hub</b></p>		
<p>Dear Sir,</p> <p>As per the letter No. SBO/21/2019-20/23 dated 12/02/2020 of your good office and as per the minutes of 7<sup>th</sup> Special GT, Gewog Administration would like to accord the approval for the construction of aforementioned office within the premises of RNR Hub which measures about 0.20 acre.</p> <p>Submitted for your necessary action and onward submission please.</p> <p>Thanking You</p> <p>Yours Faithfully</p> <p style="text-align: center;"> <b>Pema Tashi Shingkhaz Gewog</b> <b>Officiating Gup Zhemgang</b></p>		
<p>CC:</p> <ol style="list-style-type: none"><li>1. Dasho Dzongda, ZDA for kind information</li><li>2. Office file</li></ol>		