

Bhutan For Life

**Environmental and Social
Management Plan for Sakteng
Wildlife Sanctuary**

January 2023 - June 2024

Sakteng Wildlife Sanctuary / Phongmey

Table of Contents

| | |
|--|-----------|
| 1. Introduction | 2 |
| 1.1 Project Background | 2 |
| 1.2 Scope of ESMP | 2 |
| 1.3 Purpose of ESMP | 2 |
| 1.4 Applicable law, policies, and regulation | 3 |
| 2. Environmental and Socio-Economic Conditions..... | 4 |
| 2.1 Geological and topographical conditions | 4 |
| 2.2 Climatic conditions..... | 4 |
| 2.3 Hydrological conditions | 5 |
| 2.4 Flora and fauna..... | 5 |
| 2.5 Socio-economic conditions | 5 |
| 3. Planned activities for January 2023 - June 2024 | 6 |
| 3.1 Restoration/Improvement of Alpine Meadows | 6 |
| 3.2 Improvement of lowland grassland | 6 |
| 3.3 Implementation of Watershed Management Intervention - Bioengineering works | 7 |
| 3.4 Restoration of natural saltlicks | 7 |
| 3.5 Maintenance of Joenkhar Range Office | 7 |
| 4. Potential social and environmental impacts | 7 |
| 4.1 Restoration/Improvement of Alpine Meadows | 7 |
| 4.2 Improvement of lowland grassland | 8 |
| 4.3 Implementation of Watershed Management Intervention - bioengineering works..... | 8 |
| 4.4 Restoration of natural saltlicks | 8 |
| 4.5 Maintenance of Joenkhar Range Office | 8 |
| 5. Mitigation Measures for Environmental and Social Impacts | 8 |
| 6. ESMP Implementation arrangements | 12 |
| 7. ESMP monitoring arrangements..... | 12 |
| 8. Capacity Need and Budget | 13 |
| 9. Consultation and Disclosure Mechanisms | 14 |
| 10. Stakeholder engagement plan..... | 14 |

Bhutan for Life
Environmental and Social Management Plan for Sakteng Wildlife Sanctuary (SWS) for
January 2023 - June 2024

1. Introduction

1.1 Project Background

The Bhutan for Life (BFL) project aims to ensure a robust network of Protected Areas (PAs) and Biological Corridors (BCs) that secure human well-being, biodiversity conservation and increase climate resilience in Bhutan. The project shall sustain for 14-years, in this duration an immediate improvement to the management of Bhutan's protected areas for climate resilience and biodiversity gains are sought. Meanwhile the country would gradually ratchet 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 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; and
- 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.

1.2 Scope of ESMP

The preparation of this Environmental and Social Management Plan (ESMP) was deemed necessary in order to manage the environmental and social impacts. The mitigation actions required to implement the project was 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 the 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.

1.3 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; and
- Ensuring that all stakeholders are engaged in the project activities' preparation and implementation, and their concerns are fully addressed.

1.4 Applicable law, policies, and regulation

This ESMP is developed in strict adherence and compliance to the guidelines set forth in 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), and Local Government Act of Bhutan, 2009.

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;
- General standards on both occupational and community health and safety and 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. Regarding environmental impacts, there are no direct contradictions between the RGoB laws and regulations and the WWF's SIPP, but the requirement of the latter is more extensive. All project activities should fully comply both with the RGoBs Regulations on the Environmental Clearance of Projects, and with the procedures and mitigation measures prescribed in this ESMF. In case the

WWF's SIPP requirements turn out to be extensive, strict, or detailed compared to RGoB legislation and policies, the former will apply to all project activities.

Regarding social impacts, the status of non-title holders and informal land use, and the commitment to participatory decision-making processes conclude the primary discrepancies between the RGoB laws and regulations and the WWF's SIPP. 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 during the project in order to develop various safeguards documents. RGoB legislation does not include three requirements reflected in SIPP. For the purpose 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

2.1 Geological and topographical conditions

The Sakteng Wildlife Sanctuary (SWS) is located in between the latitudes of 27°10'49.45"-27°29'10.51" North and longitudes of 91°46'37.98"-92°07'28.94" East. It has an area of 742.46 sq. km. It was established in 2003 representing the easternmost temperate and alpine ecosystems of Bhutan. It borders with the Indian State of Arunachal Pradesh in north and east, Phongmey Gewog under Trashigang Dzongkhag in the west and Lauri Gewog, Samdrup Jongkhar in south. The Sanctuary is connected to Jomotshangkha Wildlife Sanctuary (JWS) by a biological corridor in the south forming a part of Bhutan Biological Conservation Complex (B2C2).

SWS cover about 100% of Sakteng Gewog and 64.68% of Merak Gewog. However, for faster public service delivery and to save administrative cost, SWS management provides forestry services to the remaining villages/settlements/seasonal grazing ground of Merak Gewog falling outside the Sanctuary area like Sheytami, Drana, Chipling (seasonal grazing area), Kashateng village and network of seasonal grazing land spread over entire Gewog. In ground, the SWS manage the entire Gewog of Merak and Sakteng covering a total of 902 sq. km.

Geologically, the Sanctuary is Tethyan meta-sediments and surface drift comprise of Periglacial, Aeolian and Colluvium on slopes with substantial alluvium in high valley (WII, 2005). The upper part of SWS is wide with gentle slopes and screes, harbouring numerous alpine lakes. The lower parts are scoured steeply by streams and rivers forming narrow valleys.

Merak and Gyengu villages under Merak Gewog and Pussa, Tengma, Manirong, Sakteng, Borangmang and Borangtse under Sakteng Gewog are located in themid valley. Thrakthri, Dak, Murbee and Kheliphu are situated in the lower hill slope. Joenkhar, Tholong, Shingkar and Khashiteng are located on lower valley.

2.2 Climatic conditions

SWS can be categorized into three climatic zones; subtropical, temperate, and alpine meadows. Altitude ranges from 1600-4500 m with sub-tropical climate in the low-lying valleys to alpine meadows in the higher mountains. The majority of the SWS fall under temperate zone. The

temperate climatic condition is characterized by cold winters and warm summers with occasional heavy rainfall. Area receives highest rainfall during the month of June, July and August with sporadic rainfall throughout late April to early October, especially during late afternoon. Snowfall occurs from mid-October till early April.

2.3 Hydrological conditions

SWS can be divided into five sub-watersheds of Eastern Bhutan. Amongst which Gam-ree watershed is largest followed by Yachu, Shaar-chhu, Jomo-ree and Meraama-ree. Three major rivers of SWS: Gam-ri, Mera-ama-ree and Jomo-ree are fed by numerous small and medium size lakes, streams and seasonal rain/snow. There are no permanent snow-capped mountains in SWS.

Gam-ree originates from the extreme north eastern part of the bordering India at Jang-Puensum (three brothers) and Dremaling lake joined by numerous small streams. Bamukpa-ree is the major tributary of Gam-ree originating from Tsho-na, Tshezung area. Mera-ama-ree originates from Kayakpa, northern flank of Mount Yanglay-Yangchung. Gam-ree meets Drangme-Chhu below Trashigang Dzong (Chhazam) and Mera-ama-ree joins Bara-Nadhi (river) in India. The Jomo-ree originates from Serkemla and Mount Jomo Kungkhar joined by numbers of small and big streams. Taktakpa-ree originates from Mount Yanglay-Yangchung flowing through Taktakpa village, Gerkhu-ree and Kheliphu-ree flowing through Kheliphu village joins Jomo-ree at Jompa village in Lauri under Samdrup Jongkhar.

2.4 Flora and fauna

In total of 858 plant species with 141 families under 35 orders were recorded from SWS. Out of this 57% were herbs (including climbers), 17% trees, 14% shrubs and 12% orchids. About 65% of SWS area is dominated by coniferous forest, 19% broadleaved and 16% forest scrub.

SWS harbours 41 species of Rhododendrons out of which *Rhododendron bhutanense* and *R. kesangiae* are endemic to Bhutan. Rhododendron in association with other tree species occupies the majority of the forest type – ranging from Chir pine forest to Alpine scrub. Out of 426 orchids in Bhutan, 131 species of orchids were recorded in SWS.

In total 39 mammal species are recorded from SWS representing seven orders of animal kingdom. Of which 15 species are carnivores under six families, two species each of Dog and Weasel, one species each of Red Panda, Bear and Civet. Eight species of Rodents under four families including Squirrel, Porcupine, Vole and Mouse. Eight species of ungulates under four families composed of Antelope, Deer, Musk Deer and Pig, Three species of lagomorphs, three species of primates and, one species each of Mole and Shrew.

Till date 283 bird species recorded from SWS. Major group of birds recorded are Babbler (40 spp.), Warbler (27 spp.), Finch (16 spp.), Flycatchers (12 spp.), Corvid (10 spp.), Cuckoo (10 spp.), Galliformes (9 spp.), Tit (9 spp.), Bird of Prey (8 spp.) and Pigeon (8 spp.). Further, SWS also serves as potential winter roosting ground for endangered species like Black Necked Crane (*Grus nigricollis*) as evidenced in 2013 at Thrakthri and Borangmang and, near Gam-ree at Sakteng under Sakteng Range.

2.5 Socio-economic conditions

Merak and Sakteng have remained in isolation from the rest of the country for many decades until recently and are considered one of the poorest Gewogs with 46.9% poverty rate (Trashigang,

2011). However, with recent advancement of infrastructure development such as road and electricity connectivity, the living standard of these communities have improved manifold. It has not only created more employment opportunities for the local people but also has attracted increasing number of tourists. The roads have given better market accessibility to the people to sell their products in wide range.

Little more than 5000 people in 13 villages with 772 households from two Gewogs of Merak and Sakteng reside in the Sanctuary. About 85% of the people in Merak and Sakteng practice semi-nomadic lifestyle with few households engaged in subsistence agriculture farming. Livestock farming is the mainstream occupation followed by civil servants, carpenter, weaver, cook, driver, caretaker, contractor, guide, painter, monks and nuns.

The main sources of income for these communities are from the sales of livestock produce such as butter, cheese, fermented cheese “Yoshu”, meat and wool to the nearby towns. Of late, they have also started collecting non-wood forest produce such as mushrooms, wild vegetables, tubers, incense making herbs and medicinal plants to supplement their income.

3. Planned activities for January 2023 - June 2024

3.1 Restoration/Improvement of Alpine Meadows

Budget: Nu. 350,000

Timeline: June - July, 2023

Place: Zawangteng, Gengu & Merak

Major forces exerting degradation in alpine meadows of SWS are excessive grazing and erratic climatic conditions (climate change). Steady encroachment of Rhododendron and Juniper krummholz, and growth of unpalatable herbs and shrubs is common sign of degradation in these areas which is further escalated by soil erosion. Degradation of alpine meadows adversely influences the population and productivity of herbivores both wild and domestic. Community of Merak and Sakteng are pastoralist semi-nomadic tribe totally dependent on natural grass for livestock (Yak, Dzo-Dzom, local cattle and sheep) grazing. As the quality of alpine meadows decline productivity of livestock decline too. To compensate for the low livestock production, people are used to increase their livestock population thereby compounding pressures on already degraded meadows. Hence, restoration/improvement of alpine meadows is the immediate solution to sustain healthy population of herbivore in alpine meadows of SWS.

As a part of the proposed activity, 30 hectares of degraded alpine meadows is proposed to be improved in Merak and Sakteng. Local herders (about 5 people per ha) will be involved in cutting, uprooting and debranching of unpalatable shrubs and herbs. Except for seasonal herders hut, there are no permanent settlements that exist near the working site. These local workers will be living in the herding sheds with basic liveable facilities (water and toilets) located near the vicinity of the proposed sites for meadow restoration both in Merak and Sakteng.

3.2 Improvement of lowland grassland

Budget: Nu. 350,000

Timeline: November - December, 2023

Place: Broksar/Rishigombu and Chebling

Due to intensive grazing unpalatable herbs and shrubs species like *Rumex*, *Ageratina adenophora*, *Chromolaena odorata*, *Barberis*, *Perila*, *lyonia* etc. are encroaching grassland limiting food source for both wildlife and livestock of the area. Removal of such unpalatable herbs and shrubs species shall enhance grassland productivity. Therefore, as a part of the proposed activity. uprooting, cutting, removal and debranching of unpalatable encroaching herbs and shrubs from grassland will be carried out.

3.3 Implementation of Watershed Management Intervention - Bioengineering works

Budget: Nu. 850,000

Timeline: January - June, 2024

Place: Shetmey, Merak

Geographically Shetmey area falls under windward direction receiving maximum precipitation. Steep terrain aggravated by intensive seasonal grazing and road construction had further heightened soil erosion. This watershed is drinking and irrigation water source for Radhi, Shongphu and Phongmey Gewog. Heavy flooding and landslide are regular phenomenon towards downhill during monsoon.

As a part of the activity, construction check dry dams with locally available materials (fallen logs, brush wood and stone), plantation of live cuttings and broadcasting of grass seed will be carried out.

3.4 Restoration of natural saltlicks

Budget: Nu. 850,000

Timeline: October - November, 2023

Place: Kheliphu and Khasheyteyng, Merak

There are numbers of natural saltlicks towards southern part of Merak. With time these saltlicks are covered by soil and debris becoming inaccessible for wildlife. As a part of the activity, such natural saltlicks will be cleared. To retain secrecy of the location of these saltlicks to avoid poaching, SWS shall endeavour to engage staffs of concerned Range office for restoration work.

3.5 Maintenance of Joenkhar Range Office

Budget: Nu. 313,618

Timeline: March 2023

Place: Joenkhar, Sakteng

As a part of the activity, dismantling of rotten floorings and doors, fixing of flooring and repair of drains will be carried out.

4. Potential social and environmental impacts

4.1 Restoration/Improvement of Alpine Meadows

Following are some the possible common environmental and social impacts foreseen during the implementation of the proposed activities:

i. Environment Impacts:

- Risk of further spread of invasive alien species if it is not removed properly
- Debris from the uprooted invasive species

ii. Social Impacts

- Occupational health and safety of the workers

4.2 Improvement of lowland grassland

Following are some the possible common environmental and social impacts foreseen during the implementation of the proposed activities:

i. Environment Impacts:

- Risk of further spread of invasive alien species if it is not removed properly
- Debris from the uprooted invasive species

ii. Social Impacts

- Occupational health and safety of the workers

4.3 Implementation of Watershed Management Intervention - bioengineering works

Following are some the possible common environmental and social impacts foreseen during the implementation of the proposed activities:

i. Environment Impacts:

- Generation of general and masonries waste during check dam construction
- Risk of introducing invasive species

ii. Social Impacts

- Occupational health and safety of the workers

4.4 Restoration of natural saltlicks

Following are some the possible common environmental and social impacts foreseen during the implementation of the proposed activities:

i. Environment Impacts:

- Risk of introducing invasive species

ii. Social Impacts

- Occupational health and safety of the workers especially while working in risky areas (cliffs, stream bed, deep gorge, etc).

4.5 Maintenance of Joenkhar Range Office

Following are some the possible common environmental and social impacts foreseen during the implementation of the proposed activities:

i. Environment Impacts:

- Waste generation (cement bags, wooden cutoffs)

ii. Social Impacts

- Worker's health and safety

5. Mitigation Measures for Environmental and Social Impacts

Potential impacts to the environment and society along with the mitigating measures are listed below in the table:

| Potential impact | Impact scale | Proposed mitigations measures | Responsibility party | Cost |
|------------------|--------------|-------------------------------|----------------------|------|
|------------------|--------------|-------------------------------|----------------------|------|

| Activity 1: Restoration/Improvement of Alpine Meadows | | | | Nu. 350,000 |
|---|------------------|--|------------------------------|---------------------------------|
| 1. Risk of further spread of invasive alien species if it is not removed properly | Short term minor | <ul style="list-style-type: none"> Assess the existing invasive alien species' distribution in the activity site; and Use of biological control measures will be emphasized. | SWS Management and BFL Focal | To be part of the activity cost |
| 2. Debris from the uprooted invasive species | Short term minor | <p>During project</p> <ul style="list-style-type: none"> Ensure that all the debris from the uprooted invasive species are collected and burned completely; Dumping of waste on the sides of the river, on private land, or in other non- designated places should be prohibited; and All waste shall be removed from the activity sites. | SWS Management and BFL Focal | To be part of the activity cost |
| 3. Occupational health and safety of the workers | Short term minor | <ul style="list-style-type: none"> Comply with the workers' health and safety guidelines of BFL; Use safety gears (boots, gloves & mask); No underage work should engage for the work; Reserve appropriate first aid kit (esp. for high altitude sickness); and Ensure decent work conditions, including an appropriate salary, working hours, accommodation. | SWS Management and BFL Focal | To be part of the activity cost |
| Activity 2: Improvement of lowland grassland | | | | Nu. 350,000 |
| 1. Risk of further spread of invasive alien species if it is not removed properly | Short term minor | <ul style="list-style-type: none"> Assess the existing invasive alien species' distribution in the activity site; and Use of biological control measures will be emphasized. | SWS Management and BFL Focal | To be part of the activity cost |
| 2. Debris from the uprooted invasive species | Short term minor | <p>During project</p> <ul style="list-style-type: none"> Ensure that all the debris from the uprooted invasive species are collected and burned completely; Dumping of waste on the sides of the river, on private land, or in other non- designated places should be prohibited; and All waste shall be removed from the activity sites. | SWS Management and BFL Focal | To be part of the activity cost |

| | | | | |
|--|------------------|---|------------------------------|---------------------------------|
| 3. Occupational health and safety of the workers | Short term minor | <ul style="list-style-type: none"> • Comply with the workers' health and safety guidelines of BFL; • Use safety gears (boots, gloves & mask); • No underage work should engage for the work; • Reserve appropriate first aid kit (esp. for high altitude sickness); and • Ensure decent work conditions, including an appropriate salary, working hours, accommodation. | SWS Management and BFL Focal | To be part of the activity cost |
| Activity 3: Implementation of Watershed Management Intervention | | | | Nu. 850,000 |
| 1. Generation of general and masonries waste during check dam construction | | <p><i>During:</i></p> <ul style="list-style-type: none"> • Identification of the different waste types at the project site (soil, asphalt, food, etc.); • 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; • Proper containers/waste bins should be provided at the project site; • Dumping of waste on the sides of the road, on private land, or in other non-designated places should be prohibited; • Dumping waste shall be prohibited on fragile slopes, forests, religious or other culturally sensitive areas or areas where livelihood is derived; • Collection, transportation and final disposal of all waste should be undertaken regularly on a weekly basis; • 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; • All construction materials should be covered during the transportation to avoid waste dispersion; • The options for reuse/recycling of the generated waste streams should | SWS Management and BFL Focal | To be part of the activity cost |

| | | | | |
|---|---------------------|--|------------------------------|--|
| | | <p>be taking into consideration (e.g., excavated soil, etc.); and</p> <ul style="list-style-type: none"> • Burning of construction waste should be prohibited. <p>After construction:</p> <ul style="list-style-type: none"> • All waste shall be removed from the project site. | | |
| 2. Risk of introducing invasive species | Long term Minor | <ul style="list-style-type: none"> • Acquire grass seeds from authorized entity; • Live cutting should be collected from SWS jurisdiction; and • Monitoring of plantation and seed broadcasting site at for at least for 3 years | SWS Management and BFL Focal | To be part of the activity cost |
| 3. Occupational health and safety of the workers | | <ul style="list-style-type: none"> • Comply with the workers' health and safety guidelines of BFL; • Use safety gears (boots, gloves & mask); • No underage work should engage for the work; • Reserve appropriate first aid kit (esp. for high altitude sickness); and • Ensure decent work conditions, including an appropriate salary, working hours, accommodation. | SWS Management and BFL Focal | To be part of the activity cost |
| Activity 4: Restoration of natural saltlicks | | | | Nu. 0.150 |
| 1. Risk of introducing artificial salts | Long term Minor | <ul style="list-style-type: none"> • Ensure that no artificial salts are used. | SWS Management and BFL Focal | To be part of the activity cost |
| 2. Occupational health and safety of the workers especially while working in risky areas (cliffs, stream bed, deep gorge, etc). | | <ul style="list-style-type: none"> • Comply with the workers' health and safety guidelines of BFL; • Use safety gears (boots, gloves & mask); and • Reserve appropriate first aid kit (esp. for high altitude sickness). | SWS Management and BFL Focal | To be part of the activity cost |
| Activity 5: Maintenance of SWS Head Office building, staff quarters and approach road | | | | Nu. 314,000 |
| 1. Waste generation from construction workers | Short term minor | <ul style="list-style-type: none"> • Awareness briefing on waste management to the contractor and worker prior to commencement of work; • Install proper waste bins; • Segregate non-biodegradable waste and dumped in designated land fill site; and | SWS Management and BFL Focal | To be incorporated in the bidding document |

| | | | | |
|-------------------------------|--|---|------------------------------|--|
| | | <ul style="list-style-type: none"> • Construct proper toilet for workers | | |
| 2. Worker's health and safety | | <ul style="list-style-type: none"> • Comply with the BFL and RGoB occupational health and safety guidelines; • Ensure decent working conditions; • No under aged workers should engaged for the work; and • Monitor health of the workers | SWS Management and BFL Focal | To be incorporated in the bidding document |

6. ESMP Implementation arrangements

The implementation of project activities will be carried out by the BFL focal person in SWS. 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 estimate/contract that the SWS will implement/sign with the contractor(s) for implementation of the planned activities. The BFL Focal or concerned implementing entity 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. An OHS information session shall be organized by the implementing agency/contractor for all workers prior to start of the project activities and prior any specific tasks with high health risks.

The SWS's Supervising Engineer needs to monitor the implementation of proposed measures by the contractor and contractor's representative 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-compliance should be reported to the ESS officer immediately, and the ESS officer will report it to the PCU (M&E Officer). Non-compliance should be closed with appropriate measure/s and the evidence should be kept.

As agreed upon, disbursement of project funds to the SWS will be contingent upon their full compliance with the safeguards requirements.

7. ESMP monitoring arrangements

The BFL focal person in SWS 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. SWS is also fully responsible for the compliance of all external contractors and service providers working in the SWS 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 | Restoration/Improvement of Alpine Meadows | Field Focal | June 2023 | July 2023 | Merak & Sakteng | Site visit & report Report |
| | | ESS focal | July 2023 | July 2023 | | |

| | | | | | | |
|---|---|-------------|---------------|---------------|------------------------|---------------------|
| | | BFLS | July 2023 | July 2023 | | Report |
| 2 | Improvement of lowland grassland | Field Focal | November 2023 | December 2023 | Merak & Sakteng | Site visit & report |
| | | ESS focal | January 2024 | January 2024 | | Report |
| | | BFLS | January 2024 | January 2024 | | Report |
| 3 | Implementation of Watershed Management Intervention | Field Focal | February 2024 | June 2024 | Shetmey area | Site visit & report |
| | | ESS focal | July 2024 | July 2024 | | Site visit & report |
| | | BFLS | July 2024 | July 2024 | | Report |
| 4 | Restoration of natural saltlicks | Field Focal | October 2023 | November 2023 | Merak | Site visit & report |
| | | ESS focal | January 2024 | January 2024 | | Report |
| | | BFLS | January 2024 | January 2024 | | Report |
| 5 | Maintenance of Office building | Field Focal | March 2023 | April 2023 | Range Office, Joenkhar | Site visit & report |
| | | ESS focal | July 2023 | July 2023 | | Report |
| | | BFLS | July 2023 | July 2023 | | Report |

Monitoring by ESS Focal officer at PCU:

- Monitoring through photographic/video evidence submitted by the IAs during the implementation as per the given dateline in the table above;
- Reports by ESS officer to BFL Fund Secretariat - Semi-annual report submitted to the BFL Fund Secretariat in July, 2023; January and July 2024; and
- Bi-annual reports of the Secretariat to WWF US (as part of mid-year and final Annual Performance Reports).

8. Capacity Need and Budget

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

| Sl. No. | Activity | Amount (Nu.) | Budget for ESS mitigation |
|---------|--|--------------|----------------------------------|
| 1 | Restoration/Improvement of Alpine Meadows | 350,000 | To be met from the activity cost |
| 2 | Improvement of lowland grassland | 350,000 | |
| 3 | Implementation of Watershed Management Intervention – bioengineering works | 850,000 | |
| 4 | Restoration of natural saltlicks | 150,000 | |
| 5 | Maintenance of Range Office building | 314,000 | |
| | Total | 2,014,000 | |

9. Consultation and Disclosure Mechanisms

This ESMP has been prepared after due consultation with community and other stakeholders where necessary. Restoration/Improvement of alpine meadows and lowland grassland are continuous activity of year 2020 (year 2). Restoration/Improvement of alpine meadows shall be continued as per the resolution of public consultation conducted on 19-26 December 2019. Detail study of the Shetmey area and public consultation has been done in the year 2021.

Improvement of natural saltlicks and maintenance of office building does not involve or disturb private property or grazing ground hence public consultation for the implementation this activities is not necessary. However, this ESMP covers all social and environmental mitigation measures obligatory for implementation of BFL program.

The full English version of this ESMP, as well as an executive summary in Bhutanese, shall be disclosed on the website of MoENR 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 be shared with relevant local elected leaders for compliance.

10. Stakeholder engagement plan

Restoration/Improvement of alpine meadows, improvement of lowland grassland, implementation of watershed management intervention and maintenance of office building shall be outsourced to local community contractor(s).

Annexure 1

BFL: Suggested Occupational Health and Safety Standards

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

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

1. General Facility Design and Operation

Integrity of Workplace Structures

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

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

Severe Weather and Facility Shutdown

- Workplace structures should be designed and constructed to withstand the expected elements for the region and have an area designated for safe refuge (e.g., in case of earthquake).

Workspace and Exit

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

Fire Precautions

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

- The workplace shall be provided with adequate means of protection and escape in case of fire.
- The workplace shall be provided with adequate number of relevant fire extinguishers.

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

Lavatories and Showers

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

Potable Water Supply

- Adequate supplies of potable drinking water should be provided to workers at the work site.

Clean Eating Area

- Where there is potential for exposure to substances poisonous by ingestion, suitable arrangements are to be made for provision of clean eating areas where workers are not exposed to the hazardous or noxious substances.

Lighting

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

Safe Access

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

First Aid

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

Work Uniform

- The contractor shall provide a working uniform to each worker.
- All workers shall be required to attend the duty in proper uniform unless otherwise instructed by the Contractor.

Air Supply

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

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

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

3. Physical Hazards

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

Rotating and Moving Equipment

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

- Designing machines to eliminate trap hazards and ensuring that extremities are kept out of harm's way under normal operating conditions. Examples of proper design considerations include two-hand operated machines to prevent amputations or the availability of emergency stops dedicated to the machine and placed in strategic locations.

- Where a machine or equipment has an exposed moving part or exposed pinch point that may endanger the safety of any worker, the machine or equipment should be equipped with, and protected by, a guard or other device that prevents access to the moving part or pinch point. Guards should be designed and installed in conformance with appropriate machine safety standards.

Noise

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

Vibration

Exposure to hand-arm vibration from equipment such as hand and power tools, or whole-body vibrations from surfaces on which the worker stands or sits, should be controlled through choice of equipment, installation of vibration dampening pads or devices, and limiting the duration of exposure.

Electrical

Exposed or faulty electrical devices, such as circuit breakers, panels, cables, cords and hand tools, can pose a serious risk to workers. Overhead wires can be struck by metal devices, such as poles or ladders, and by vehicles with metal booms. Vehicles or grounded metal objects brought into close proximity with overhead wires can result in arcing between the wires and the object, without actual contact. Recommended actions include:

- Marking all energized electrical devices and lines with warning signs
- Locking out (de-charging and leaving open with a controlled locking device) and tagging-out (warning sign placed on the lock) devices during service or maintenance
- Checking all electrical cords, cables, and hand power tools for frayed or exposed cords and following manufacturer recommendations for maximum permitted operating voltage of the portable hand tools
- Double insulating / grounding all electrical equipment used in environments that are, or may become, wet; using equipment with ground fault interrupter (GFI) protected circuits
- Protecting power cords and extension cords against damage from traffic by shielding or suspending above traffic areas

- Appropriate labeling of service rooms housing high voltage equipment ('electrical hazard') and where entry is controlled or prohibited
- Establishing "No Approach" zones around or under high voltage power lines
- Rubber tired construction or other vehicles that come into direct contact with, or arcing between, high voltage wires may need to be taken out of service for periods of 48 hours and have the tires replaced to prevent catastrophic tire and wheel assembly failure, potentially causing serious injury or death
- Conducting detailed identification and marking of all buried electrical wiring prior to any excavation work

Eye Hazards

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

- Use of machine guards or splash shields and/or face and eye protection devices, such as safety glasses with side shields, goggles, and/or a full-face shield. Frequent checks of these types of equipment prior to use to ensure mechanical integrity is also good practice.
- Where machine or work fragments could present a hazard to transient workers or passers-by, extra area guarding or proximity restricting systems should be implemented, or PPE required for transients and visitors.
- Provisions should be made for persons who have to wear prescription glasses either through the use of overglasses or prescription hardened glasses.

Welding / Hot Work

Welding creates an extremely bright and intense light that may seriously injure a worker's eyesight. In extreme cases, blindness may result. Additionally, welding may produce noxious fumes to which prolonged exposure can cause serious chronic diseases. Recommended measures include:

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

Working Environment Temperature

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

- Monitoring weather forecasts for outdoor work to provide advance warning of extreme weather and scheduling work accordingly
- Providing temporary shelters to protect against the elements during working activities or for use as rest areas
- Use of protective clothing
- Providing easy access to adequate hydration such as drinking water or electrolyte drinks, and avoiding consumption of alcoholic beverages

Ergonomics, Repetitive Motion, Manual Handling

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

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

Working at Heights

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

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

Illumination

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

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

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.
- The living facilities are built using adequate materials, kept in good repair and kept clean and free from rubbish and other refuse.

2. Drainage

- The site is adequately drained.

3. Heating, air conditioning, ventilation and light

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

4. Water

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

5. Wastewater and solid waste

- Wastewater, sewage, food and any other waste materials are adequately discharged in compliance with national and/or international standards and without causing any significant impacts on camp residents, the environment or surrounding communities.
- Specific containers for rubbish collection are provided and emptied on a regular basis.
- Pest extermination, vector control and disinfection are undertaken throughout the living facilities at least once.

6. Rooms/dormitories facilities

- Rooms/dormitories are kept in good condition.
- Rooms/dormitories are aired and cleaned at regular intervals.
- Rooms/dormitories are built with easily cleanable flooring material.
- Rooms/dormitories and sanitary facilities are located in the same buildings.

- Residents are provided with enough space.
- The number of workers sharing the same room/dormitory is minimized.
- Doors and windows are lockable and provided with mosquito screens when necessary.
- Mobile partitions or curtains are provided.
- Adequate number of furniture such as table, chair, mirror, and lamps are provided for all workers.
- Separate sleeping areas are provided for men and women.

7. Bed arrangements and storage facilities

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

8. Sanitary and toilet facilities

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

9. Cooking and laundry facilities

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

10. Leisure, social and telecommunications facilities

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

Contents of first aid box or cup-boards

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

1. Small sterilized dressings (12)
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