



Sri Lanka Agriculture Sector Modernisation Project (ASMP)

SOCIAL SCREENING REPORT FOR

CDP № 5 - Matale (Dambulla) - Mango and Big Onion

Prepared for: Democratic Socialist Republic of Sri Lanka, Ministry of
Agriculture (MoA)

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ABBREVIATIONS

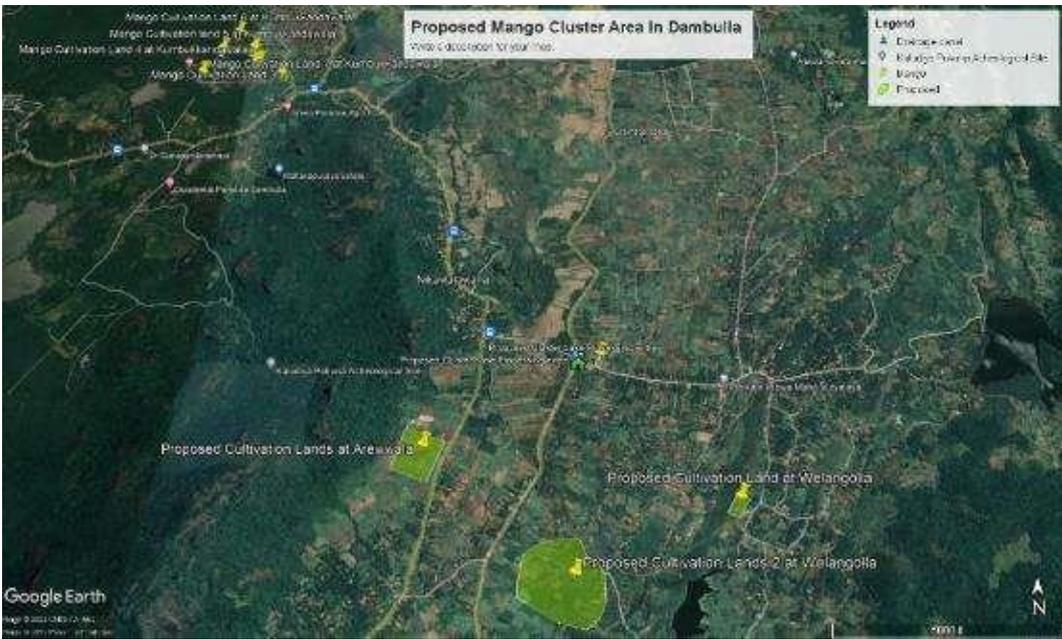
ADD	Agriculture Agrarian Development
AEZ	Agro Ecological Zone
ARPA	Agrarian Research and Productivity Assistants
ASMP	Agriculture Sector Modernisation Project
CC	Cluster Coordinator
CDP	Cluster Development Plan
DOA	Department of Agriculture
DS	Divisional Secretariat
EMP	Environmental Management Plan
FCG	FCG Finnish Consulting Group Ltd (International consulting group here represented as JV of FCG ANZDEC Limited and FCG Swedish Development AB)
FPO	Farmer Producer Organisation
GAP	Good Agricultural Practices
GN	Grama Nilidari
GND	Grama Niladhari Divisions
GRM	Grievance Readdressed Mechanism
ha	Hectare (≅ 2.471 acres)
IPM	Integrated Pest Management
ISP	International Service Provider
OHS	Occupational Health and Safety
PMU	Project Management Unit
PPMU	Provincial Project Management Unit
SMP	Social Management Plan
t	tonne [NB 1 tonne (1,000 kg) vs British/long ton (1,016 kg) vs USA/short ton (907 kg)]
TOR	Terms of Reference
WB	World Bank

A. SUBPROJECT IDENTIFICATION

Subproject title	Introduction of improved technologies to enhance the quality and productivity of mango in Matale District (Dambulla)
Parent project objectives (briefly)	<p>The Agriculture Sector Modernisation Project (ASMP) aims to support the Government of Sri Lanka's effort to modernise the agriculture sector through the Country Partnership Strategy (CPS). The project seeks to contribute to two CPS focus areas, namely: 'Supporting structural shifts in the economy' and 'Improved living standards and social inclusion' through: (a) improving agricultural productivity and competitiveness to strengthen the links between rural and urban areas and facilitate Sri Lanka's structural transformation; (b) providing and strengthening rural livelihood sources, employment opportunities in agriculture and along agriculture value chains, as well as market access for the 35% poorer and vulnerable people, hence improving income sources and livelihood security in lagging rural areas; and (c) contributing to improved flood and drought management, through the project's linkages to the water and irrigation sectors and a climate-smart agriculture approach.</p> <p>The project development objectives are to support increasing agriculture productivity, improving market access and enhancing value addition of smallholder farmers and agribusinesses in the project areas.</p>
Project proponent	Project Management unit, Agriculture Sector Modernisation Project (ASMP), Ministry of Agriculture
Implementing agency	ASMP
Project management team	<p>Provincial Project Management Unit (PPMU) has been established in Anuradhapura under the Ministry of Agriculture to implement proposed project activities.</p> <p>Contact persons</p> <p>Project Director ASMP, Ministry of Agriculture No. 123/2 Pannipitiya Road, Battaramulla Tel: +94 112 877 550 Fax: +94 112 877 546 Email: projectdirectorasmp2@hotmail.com Web: https://www.asmp.lk/</p> <p>Deputy Project Director – Central Province No. 20, Kotuwegedara Road, Kohombiliwela, Matale</p> <p>Environmental and Social Safeguards Specialist ASMP, Ministry of Agriculture No. 123/2 Pannipitiya Road, Battaramulla Tel: +94 112 877 550 Fax: +94 112 877 546 Email: sanjayadms@hotmail.com</p>

	<p>Web: https://www.asmp.lk/</p> <p>Nature of consultations and inputs received</p> <p>Consultations with Environmental and Social Safeguard Specialist/ PMU</p> <p>However, institutional mechanism for the mango cluster development has been proposed. Project Management Committee chaired by Assistant Commissioner of Agriculture Department, Matale consisting of all the line agencies (Agriculture, Irrigation, Agrarian Development and Land), and all the chairmen of farmer organisations who have extended cooperation for mango cultivation considering following reasons (see Annex 3):</p> <ul style="list-style-type: none"> • Great potential to increase farmer income with less labour and inputs • Ability to save water in the reservoir • Effective mechanism to attract young farmers for commercial agriculture • All the mango farmers are members of farmer organisations or successors
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B. SUBPROJECT LOCATION

<p>Location</p>	<p>There are eight selected Grama Niladhari Divisions (GNDs) in Dambulla Divisional Secretariat (DS) Division of Matale District: Alakolawewa, Wewalwewa, Gonawala, Ihala Erewwala, Nikawatuwana, Humbasgamuwa, Kumbukkandawala and Welangolla (project location map is attached as Annex 4). B561 Dambulla–Kandalama Road and Kandalama Erewwala Roads are the main access routes for these areas. These villages are located within 10 km from Dambulla township and 5 km from Kimbissa Junction.</p> <p>Figure 1: Proposed mango cluster lands in Dambulla</p>  <p>Based on the information available on Dambulla Mango Cluster, there are about 204 farmers showing a strong interest in mango growing on commercial level. Their land covers about 81 hectares (ha) in eight villages.</p>
<p>Definition of project area/ project impact area</p>	<p>The mango cluster area falling into Dambulla Divisional Secretariat Division is in Matale District and its boundaries extend to six nearby DSDs including Galewela and Nuala in Matale District, Palagala and Kekirawa in Anuradhapura District, and Ellahera and Hingurankgoda in Polonnaruwa District. Dambulla DSD comprises 59 Grama Niladhari</p>

divisions (GND), and has a population of about 84,500. The mango cluster area covers nine GND out of these 59. The total area of the DS is 456.3 km² (Divisional Secretariat Dambulla, 2020). The approximate land extent of Dambulla DSD is 44,400 ha with per capita consumption of 0.6 ha.¹

The well-known Hurulu feeder canal provides irrigation water for cultivations in Pahala Erewwala area of the cluster as well as running through the area to carry water to Huruluwewa – about 60 km away. This water pumping used to take place illegally but today it has been formalised. Other sources of irrigation water are agro wells and tube wells. The Agriculture Instructor of Dambulla database indicates that there are about 1,235 such wells in Dambulla DS area. In addition, Pahala Erewwala and Wewalawewa tanks and some perennial water sources also contribute towards the irrigation water requirement.

Table 1: Information on selected areas in the Dambulla Mango Cluster

No.	Grama Niladari Division (GND)	Estimated area growing mango (ha)	Total № of farmers	No. of female farmers	% of female farmers
1	Alakolawewa	12	29	06	21
2	Welangolla	11	27	06	22
3	Gonawala	9	22	10	45
4	Ihala Erewwala	14	36	12	36
5	Wewalawewa	20	51	29	57
6	Nikawatwana	2.5	06	01	16
7	Humbasgamuwa	6.5	16	08	50
8	Kumbukkandanwala	7	17	06	35
	Total	82	204	78	38

Source: PPMU–Matale

The farmers usually cultivate cash crops and vegetables on lowlands during both Yala and Maha season (rainy season). Perennial trees have been cultivated in their homestead gardens including timber trees and other fruit-bearing trees for their households' consumption. But the majority of farmers are now engaged with the cultivation of fruit-bearing perennial trees on upland land as it gives a supplementary income for farming families.

All the villages identified for mango cluster are traditional villages having long-term farming experience, especially in other field crop. Most of their farmlands are government lands under permanent or temporary permits. The important factor identified in this cluster area is the considerable participation of women, which is about 39%. ASMP pilot mango cluster is also established in the same area where the same will be expanded.

Adjacent land and features

The habitat types are including grassland, cultivated area, home gardens and secondary vegetation. The Inamaluwa Forest Reserve and Pelwehera Forest Reserve are located adjoining to the Wewalawewa, and Welangolla GNDs and the identified technology demonstration park is located about 10km away from the Dambulla city area.

Access road to this proposed land is a gravel road but at the entrance of the road is interlocked by Dambulla Pradeshiya Sabha. There are several tourist hotels located in the area such as Kandalama Heritage, Amaya Lake, etc. The area is also closer to Sigiriya which is historically important location located about 8km away from the area.

Dambulla Divisional Secretariat is an area which has a significant contribution to the national agricultural production. Dambulla is the largest supplier of big onions and sweet

¹ www.statistics.gov.lk/statistical%20Hbook/2018/Anuradhapura/Table%203.2.pdf

potatoes to the local market. Apart from that it is also popular as a vegetable supplier. **Error! Reference source not found.**² elaborates the land use status of Dambulla DSD.

Table 2 : Status of land use in Dambulla DS

Category	Extents	
	ha	%
Paddy cultivation	1,107	13
Mixed cropping	773	9
Forests	2,630	30
Reservations	835	10
Other (including: homesteads, gardens, build ups)	3,340	38
Grand total	8,685	100

Source: Resource Profile, Dambulla DS, 2015

C. SUBPROJECT JUSTIFICATION

Need for the project
(What problem is the project going to solve)

As per the amended Feasibility Study Report (23 November 2020) and revised list of clusters (approved 16 February 2021), the Dambulla Mango Cluster (*CDP No 5 – Matale (Dambulla) – mango and big onion*) will target production of mango as a potential export crop for the international market. The business opportunity identified with farmers and agribusiness is the modernisation of existing and renewed plantation of mango for export to the Middle East. This planned cluster contains eight villages with mango farmers in the Dambulla Divisional Secretariat area, having more than 204 farmers growing mangoes on 81 ha in parcels of about 0.4 ha (approx. 1 acre) in the area. A few farmers have more than 1.5 ha large areas of mango cultivations.

Generally, Dambulla is considered a dry area with insufficient water for agriculture. Most of farmers are from the ancestral villages where their traditional way of farming was by means of seasonal rains during the Maha rainy season (October to January). Other than rainfed cultivations, farmers grow a few other crops using irrigation water from minor tanks, agro wells and some tapped water from natural perennial streams created due to drainage water from minor and medium tanks, Mahaweli fields and runoff water during rainy season.

Through the introduction of mango cultivation with improved technologies and Agriculture Sector Modernisation Project (ASMP) intervention, it is expected that more farmers will return to growing mango which could significantly improve their household incomes; about 15 farmers have been growing mango as a commercial crop in the area for the past six years. They are therefore a good example for attracting new farmers to this crop and demonstrate that it can be grown with limited quantities of water compared to paddy crops. Some farmers have converted their uplands to small mango plantations where water sources are available. Even though the price is fluctuating, the price for mango fruit remains higher and satisfactory compared to other fruit crops in the local markets for mango.

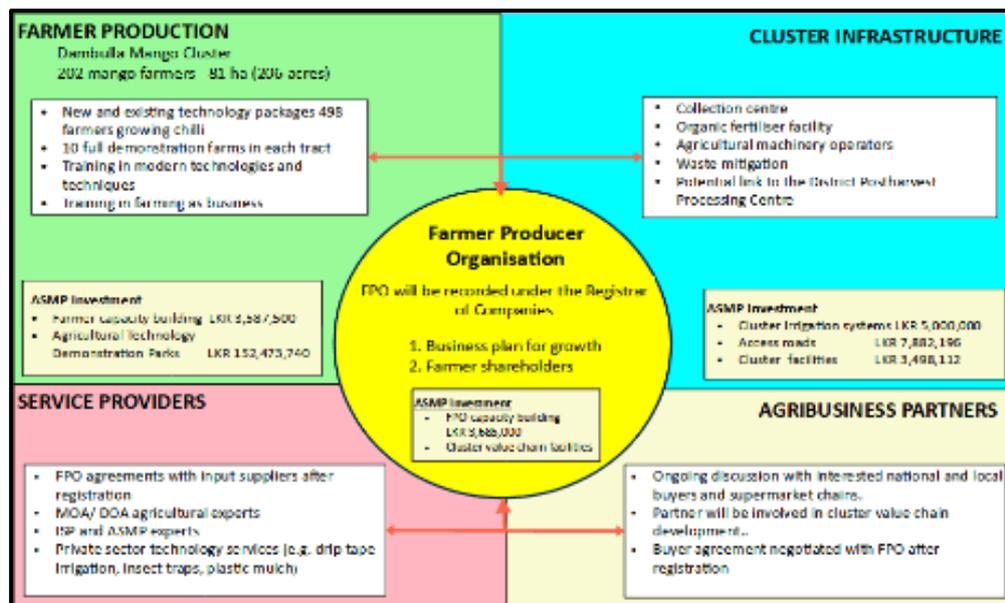
Mango, popularly known as the king of fruit, belongs to *Anacardeaceae* family of trees. Though not endemic to Sri Lanka, it is seen growing in many parts of the country; it is very rare to find a home garden without a mango tree except in certain upcountry areas of Sri Lanka. The present area under mango in Sri Lanka is about 11,134 ha. Predominately, it is grown in Kurunegala, Anuradhapura, Hambanthota, Puttalam, Moneragala, Jaffna districts and in Mahaweli Systems H & C. As a fresh

	<p>fruit, mango has a high demand in local markets. Likewise, a considerable amount of foreign exchange could be earned by exporting both fresh and processed mango products.</p> <p>It is planned to improve the productivity of both new and existing cultivation via introducing latest crop management technologies and providing the required training, equipment and machinery. Further, farmers in the cluster will be mobilised into farmer producer organisations to carry out all the production and market operations. Onion will be intercropped as an intermediate crop.</p>
<p>Purpose of the project (What is going to be achieved by carrying out the project)</p>	<p>The CDPs are prepared under ASMP Component 2, which is for productivity enhancement, diversification and demonstrations to support smallholder farmers to produce competitive and marketable commodities, improve their ability to respond to market requirements and move towards an increase in commercialisation.² Agriculture Technology Demonstration Parks (ATDPs) will support farmers to:</p> <ol style="list-style-type: none"> 1. Develop professional producer associations and establish public unlisted company 2. Achieve economies of scale in production and exports 3. Improve marketing and value addition 4. Achieve greater efficiency in the provision of technical and other support services <p>Farmers are expected to directly benefit through 1) improved production capacity and input supply/management; 2) better and more efficient technologies for production and postharvest; and 3) improved market linkages as well as opportunities for value addition. Furthermore, farmers will benefit from capacity building through farmer business and marketing training.</p> <p>The Dambulla Mango Cluster (see Figure 2) will bring in a dramatic change in the process of cultivation and sale of mango. Members of this cluster are small and medium scale farmers with less than one hectare (2.5 acres) of land. Some famers have all their land growing mango while other farmers only have a portion of land for mango growing. Presently mango production for distinctive markets is the key activity only for few farmers in this cluster.</p> <p>This cluster aims to involve 204 farmers supplying fresh produce from 81 ha (202 acres) located in Dambulla Mango Cluster area in the Matale District. Superior value is created in the product through usage of innovative production technologies, good agricultural practice (GAP), certification, and modern production and delivery scheduling.</p> <p>Core values of the farmer producer organisaytions (FPO) will be quality, innovativeness, business professionalism, legal compliance, ownership by farmers and equitable benefits. A business plan will be formulated with the members at the incorporation of the public unlisted company. Tentative long-term business objectives will cover the following aspects:</p> <ol style="list-style-type: none"> 1. Develop and manage a competitive and sustainable agribusiness enterprise to provide benefits to its members and to the public unlisted company at large

² ASMP project appraisal document.

2. Develop a dynamic and manage a cluster of farmers to introduce modern technology to mango cultivation in Sri Lanka for the enhancement of productivity
3. Develop and manage a modern value chain and use latest technologies along with it
4. Introduce superior quality of the product for local market
5. Develop sustainable links with agribusiness partners

Figure 2: Summary for Dambulla Mango Cluster



Produce of the highest quality will be channelled into the local market, through agribusiness partners who have already expressed interest.

The Dambulla Mango Cluster will be recorded and listed as a Public Unlisted Company (PUC) with the Registrar of Companies under № 07 of 2007 of the Registrar of Companies Act. The initial investment by the farmers in the cluster will be decided prior to incorporation. Part of the seed capital will be provided by means of physical assets.

Eventually, the cluster will be developed to cater to an export-oriented value chain by producing high quality produce for export, particularly to the Middle East market, as several agribusiness partners have already expressed interest.

Beneficiaries

The beneficiaries have been identified for the cluster project from eight (8) GND in Dambulla DSD of Matale District. In this area, more than 204 farmers have been growing mango for several years and show a strong interest in growing mango on a commercial scale.

As mentioned, members of this cluster are small and medium-scale farmers with less than 1 ha (2.5 acres) of land. Some farmers dedicate all their land to growing mango while other farmers only have a portion for this use. The agricultural development of the mango cluster in Dambulla will be a step-wise and gradual approach, giving priority to a select, but reduced, number of farmers at the beginning of the implementation phase. Superior value is created in the product through usage of innovative production technologies, GAP, certification, and modern production and delivery scheduling. This group will provide the foundation to initiate quick marketing and selling activities of high-quality mango. They will be

	<p>chosen by the executives of the organised farmer organisations, with the participation of the ISP and the ASMP district-level staff, and will consist of only progressive farmers capable of supplying the volumes required to consistently ship a 40 ft container of mango as per the operation plan of 43 containers in 2022, 78 in 2023 and follow on.</p> <p>Since the project is very keen on female participation, high priority will be given to selecting women-headed families who have a minimum of 0.4 ha of mango lands. The project plans to ensure that at least 35% of the selected beneficiaries would be women. There are 78 female farmers counted in the selected cluster, making 38.2% of the representation of female farmers. Therefore, it is highly likely there will be more women beneficiaries than the minimum 35%.</p> <p>In addition, there are 62% population in the 15–60 age group in this same area representing the active workforce. There is good potential for the youth to become involved in agriculture, especially in mango farming. Additionally, people classified as vulnerable and disable farmers having a minimum of 0.4 ha of land and available water source will be encouraged to participate as long as they have the ability to carry out the cultivation activities.</p> <p>Women-headed families (15%) and low-income families will be exposed to the project and get the economic benefits which in turn empower them.</p> <p>Infrastructure development includes renovation of rural roads which get direct and indirect benefits for the other farmers on their agricultural activities. Further, public transportation and smooth access of community will be the advantages for the surrounding community. Construction of a collection centre will be an important infrastructure in terms of agriculture where farmers and buyers will have a convenient and central location to meet. Organic fertiliser facility and postharvest processing facilities will provide direct and indirect employment opportunities for the surrounding community.</p>
<p>Alternatives considered (different ways to meet the project need and achieve the project purpose)</p>	<p>The ‘site alternative’ would mean the feasibility of meeting the project needs at the selected cluster. Dambulla already has a well-established farmer organisation and can produce mango immediately. These are experienced mango farmers and most farmers in Dambulla DS cultivate mango. ASMP has also established its pilot cluster in the same area. Most of the farmers have large-scale, low, flat farmer-based lands with plenty of water with fewer drainage concerns. Furthermore, the attitude and market-led vision of field staff is very acceptable. Hence, the selected area is highly supportive to meet the project needs within a short period of time with the expected quality.</p> <p>The ‘technology alternative’ would mean different technology applications to meet the project needs at the selected cluster. New on-farm technology packages with control/prevention of fungal disease and Fusarium Wilt are to be introduced. Further, crop management by fruit age control using coloured fruit bags, oriented to export will be used. New and improved quality enhancing technologies and productivity enhancing technologies are to be introduced to meet the expected project outcomes. These technologies include: use of drones, water conserving, low-pressure drip and mini-sprinkler irrigation systems; basic flood prevention and drainage field techniques; new planting patterns with high population densities; precision fertilisation techniques; pest and disease control based on integrated pest management (IPM) practices and modern spray techniques; and precision agriculture practices.</p>

	The 'no-action' alternative would mean that no mango cluster development is undertaken by the ASMP and hence no financial, technical and market support for the existing mango cultivators in selected Dambulla GN divisions. Therefore, conventional farm practices, low productivity, low quality and low income will continue to dominate the economy of the farmers and the agriculture sector will not develop in Matale.
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D. SUBPROJECT DESCRIPTION

Proposed start date (duration)	September 2021
Proposed completion date	December 2023
Estimated total cost	LKR 112,301,920
Land ownership	Private Lands, LDO Permits by Divisional Secretary, PAT Rural roads belong to Dambulla Pradeshiya Sabha Proposed collection centre belongs to Provincial Secretariat, Central Province
Planned interventions	<p>Despite mango being extensively grown in Dambulla, the area of mangoes being farmed in Matale is expanding rapidly also. This combined area of mango production creates a natural ATDP in the region. The cluster area has good access roads and also good access to water that facilitates flood irrigation which is a convenient way for the farmers to water the mango crop. However, this type of irrigation causes substantial amounts of laminar erosion and poor drainage conditions, exposing the mango roots to waterlogged environments. These adverse conditions make the tree more susceptible to soil-borne diseases and other phytopathological disorders. The accumulation of these numerous negative factors creates an unfavourable agroecological environment against good quality and high yields of mango.</p> <p>To address these critical limiting factors and the constraints previously listed, the ISP will introduce a new and improved technology package that will cover practices from land preparation for a new plantation to loading a container for export at the postharvest processing and packing centre. In other words, from A to Z, including practices for flood prevention, drainage macro-works and farm-level drainage technology; the use of drones for land preparation and levelling; new double row planting patterns with ultra high population densities; new pruning systems to manage ultra high mango densities with trellises; new low-pressure mini-sprinkler irrigation systems that conserve water and prevent laminar erosion; precise application of fertilisers using the low-pressure irrigation systems and based on soil and foliar analyses; new pests and disease control technology based on IPM practices and using drones for the precise and localised application of pesticides; precision agriculture technology to lower the unit cost of production by improving the overall management of the plantation and expand the localised application of agricultural amendments; improved harvesting techniques incorporating the age of the fruit as a major maturity index parameter; and introducing the management</p>

	of the hanging fruit inventory and the application of harvest and postharvest field practices to preserve the quality and shelf life of the mangos. These activities and their timeline lead to the introduction of the new and/or improved technology package (see Table 3).
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Table 3 : Improved technology package for mangoes

Category	Practice	Detail
Irrigation	Micro-sprinkler irrigation system	Computer controlled heads for water application scheduling supported by soil moisture sensors and evapotranspiration measuring devices. Cluster-scale system design based on local agri-climatic conditions and soil physical properties. System includes anti-clogging flushing components
Land preparation	Drone technology	Drone geo-positioning
		Drone land surveys for site selection
		Drone levelling for land preparation and drainage
	Ploughing and disking	Deep ploughing and shallow disking to improve physical soils characteristics
	Incorporation of organic compost	Organic material incorporated in ploughing and disking operations to improve placement and facilitate bulk handling of organic materials
	Micro levelling	Levelling with laser device mounted on tractor accessory will accelerate water removal from the crop area to avoid drainage problems and facilitate operations such as bed making
	Micro drainage practices	In addition to levelling, drainage micro works such as small ditches and quick water evacuation works will prevent water accumulation in the soil profile, thus improving pest prevention conditions and root aeration and health
Transplanting	TJC mango (private variety) seedlings	Ultra-high density double row planting (560 plants per acre, 1,400 per ha) that allows for intercropping
	Planting tools and aids	Practical tools and aids to secure accurate measurements of planting distances to assure desired population densities such as planting templates
	Precision agriculture nomenclature	Introduction of blocking and tree tagging systems to allow precision practices
Trellis	Support and training for young mango trees important in new pruning technology favouring height over branching	There are different types of trellises for mango from traditional posts and wire support to open 'atura' trellises
Weed control	Mechanical weeding	Mechanical weeding is herbicide free. It is a very environmentally friendly technology
Fertigation	Liquid organic fertiliser	Precision fertigation with liquid organic and chemical compounds based on soil and foliar analysis and fertility sensors
Pest and disease control	Pestigation (the automated management of unwanted pest)	Precision application of liquid pesticides in the vicinity of the root zone as required, i.e. control of soil-borne diseases
	IPM technology	Scheduling of pest control operations using pesticides based on pest population dynamics and their risk assessment thresholds

Category	Practice	Detail
	Drone application of pesticides	Localised, ultra low volume spray on equipment mounted on drones to minimise negative impact of operation
	Use of organic pesticides	Approved organic pesticides found locally in Sri Lanka preferred to imported agro chemicals
	Die-back disease	Mitigation of mango die-back disease using disease specific fungicide mixes, control of anthracnosis and other pre- and postharvest diseases
Pruning practices	In ultra high density planting; pruning for height instead of branching is best practice	Only one straight upward-pointing branch upward is promoted for tree architecture. With this technique, lateral branches become the only fruit-producing branches
Flower induction	Bio-stimulators to induce early flowering of the mango trees	Pacobutrasol and KNO ₃ combination at recommended growth stages to increase early flowering of all the trees receiving treatment
Bagging	Coloured paper bags	Age control system to facilitate harvesting by age for better fruit quality, uniformity and shelf life.
		With coloured bags, a fruit inventory is developed and managed to improve marketing and selling practices and to maximise pricing for farmers
Harvest and haul to packing centre	Harvest technology	Harvesting, using age control as indicated by coloured mango bags and observing maturity stage
Postharvest handling	Postharvest technology	Field heat removal, line packing, cold-chain, export protocols
Quality assurance	Quality assurance evaluation	Quality scores, defects tally, quality improvement feedback loop throughout supply chain

	<p>The responsibility for the implementation of the new technology package for mangos will be shared by the International Agronomist International Service Provider (ISP), the Local Agronomist ISP, the ISP District Coordinator, the ISP Cluster Coordinator, PPMU relevant staff, MAG and Department of Agriculture staff.</p> <p>In addition to the above-mentioned technology package, the following capacity building programmes will be carried out for selected farmers.</p>
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Table 4: Selection, training and other processes for harvest

Activity	Sub-Activity
Selection of the progressive farmers group	
Rapid assessment of the exportable portion of their harvest (pack-out) to determine the quality of the harvest for export	
Practical training for the selected farmers on basic harvest and postharvest practices to protect the quality of the product and to assure the packing facility receives only clean and viable product	Caring for harvesting crates
	Best harvest time
	Harvest maturity index by age and calliper
	Discarding poor quality fruit and other waste organic materials in the field to leave as organic fertiliser

Activity	Sub-Activity
	Avoiding mechanical scarring and bruising quality defects
	Selecting the best product for packing
	Cleaning the selected product
	Properly storing the harvested product before delivery to the packing facility
Procurement of packaging material – the AB partner will procure the packaging material to be used to pack their product according to their own specifications	
Establishment of temporary packing facilities – this activity will allow the AB to begin packing and shipping operations very rapidly and early on in project implementation. The International Agronomist will lead this effort with the support of the FPO, Deputy Project Director and PPMU in the district	
Simulation of a shipment in a cold storage room using the shipping parameters in the export protocol to adjust harvesting indexes and container set points	
Simulation of a shipment in a 20ft reefer container using the set points adjusted in the cold storage room	
Shipment of a first 20ft or 40ft container – the AB shall make all the required reservations and will obtain all necessary export/import documentation	
Preparation of shipments of subsequent containers	

AB = Agribusiness, IA = International Agronomist, LA = local Agronomist, CC = Cluster Coordinator, LT&C = Local Training and Communications Specialist

	<p>Existing roads needed to be improved for the mango farmers to transport their harvest safely to the destinations. Existing road network in the cluster area is maintained by Dambulla Pradeshiya Sabha. A few essential roads were selected (Table 5).</p> <p>Table 5: Selected essential roads for the mango farmer transport needs</p> <table border="1"> <thead> <tr> <th>No</th> <th>Location</th> <th>Unit</th> <th>Length</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Proposed concrete paved road at Diulapitiya in Wewalawewa GN division</td> <td>km</td> <td>2</td> </tr> <tr> <td>2</td> <td>Construction of a course way across the stream at Diulapitiya road</td> <td>Item</td> <td>1</td> </tr> <tr> <td>3</td> <td>Proposed concrete paved road at Gonawala in Welangolla GN division</td> <td>km</td> <td>1</td> </tr> <tr> <td colspan="2">Total length of roads identified for repairs</td> <td>km</td> <td>3</td> </tr> </tbody> </table> <p>Further, the project will establish a collection centre closer to Wewala with required preliminary facilities such as water, electricity, sanitary, etc.</p>	No	Location	Unit	Length	1	Proposed concrete paved road at Diulapitiya in Wewalawewa GN division	km	2	2	Construction of a course way across the stream at Diulapitiya road	Item	1	3	Proposed concrete paved road at Gonawala in Welangolla GN division	km	1	Total length of roads identified for repairs		km	3
No	Location	Unit	Length																		
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3	Proposed concrete paved road at Gonawala in Welangolla GN division	km	1																		
Total length of roads identified for repairs		km	3																		
Beneficiary selection criteria and process	Dambulla has a number of established farmer organisations and producing and selling mango already. All marketing is carried out by individual farmers. Therefore, there is no group involvement in pricing and marketing. The main buyer of mango is the Dambulla dedicated economic centre. These are experienced farmers and many rely on growing mango for their livelihoods. Many of these farmers have																				

	<p>large-scale, low flat lands with plenty of water without many drainage concerns. Further, an attitude and market-led vision of field staff is highly acceptable. Hence, the selected area is highly supportive to meet the project needs within short period of time with the expected quality. Presently, the Central Province Provincial Agriculture Department is the responsible agency in providing extension services to farmers in this mango cluster area through their agriculture instructors. Also, the agrarian research and productivity assistants attached to Agrarian Service Centres of Dambulla and Kimbissa are working with mango farmers in the area.</p> <p>The agricultural development of the mango cluster in Dambulla will be a step-wise and gradual approach, giving priority to a select, but reduced number of farmers at the beginning of the implementation phase. Superior value is created in the product through usage of innovative production technologies, GAP, certification, and modern production and delivery scheduling. This group will provide the foundation to initiate quick marketing and selling activities of high-quality mango. They will be chosen by the executives of the organised farmer organisations, with the participation of the ISP and the ASMP staff at the district level, and will comprise only progressive farmers capable of supplying the volumes required to consistently ship a 40ft container of mango, as per the operation plan, of 43 containers in 2022, 78 in 2023 and so on.</p> <p>This initial implementation phase will be followed by a gradual expansion phase where larger groups of farmers will be brought in as suppliers of high-quality mango, mentored by the select initial group of farmers acting as farmer-to-farmer trainers to facilitate the dissemination of the new and improved technology introduced by the ISP through ASMP. The selection criteria looked at the farmers' available lands and priority was given to those having a minimum of 0.4 ha of mango cultivated lands. Since the project is very keen on women's participation, high priority was given to select women-headed families who have a minimum of 0.4 ha cultivated mango lands. The project will therefore ensure they target about 35% of the selected beneficiaries to be women. Further, vulnerable and marginalised disable farmers having minimum of 0.4 ha of mango lands were selected as long as they can carry out the cultivation activities. Further, willingness of participation of existing farmers and the young farmers were considered as a key selection criterion to becoming a member of the project. Hence, vulnerable groups and youth will also be given precedence in the selection criteria.</p>
<p>Vulnerable groups and gender</p>	<p>Dambulla DSD has 59 GNDs, with a population of about 84,562. Vegetables and fruits could be considered as the main agricultural activity in Dambulla DS division in which mango cultivation is broadening its scope very quickly. In this area more than 204 farmers have been engaged in mango cultivation for more than 10 years. Even ASMP had a pilot cluster development of mango in Dambulla with about 100 farmers. The average farm size varies from 0.4 to 0.8ha per farmer. However, some farmers grow mango on larger areas ranging from 2 to 4 ha.</p> <p>New and improved technology packages to enhance productivity and quality will only be featured in newly planted plots, strategically located for maximum exposure to a large number of farmers. These plots will serve as learn-by-doing sites where, initially when technology is first introduced, training of trainers will take place to prepare 'change agents' to work in the dissemination and expansion of the new technology packages to large numbers of farmers. The project is keenly looking to get on board at least 35% of female representation for the project.</p>

	<p>Women-headed families and low-income families will be exposed to the project and get the economic benefits. Infrastructure development includes renovation of roads which get direct and indirect benefits for the other farmers on their agricultural activities. Further, public transportation and smooth access will be the advantages for the surrounding communities. Organic fertiliser facility and postharvest processing facilities will provide direct and indirect employment opportunities for the surrounding community. Further, construction of a collection centre in the area would facilitate the farmers and buyers to find a convenient location for their buying and selling process. Initially, the centre is meant for selected farmers but in future it can be used for all the farmers in the area.</p> <p>People in the area can be considered as economically vulnerable due to many reasons and this project interventions would create a positive impact on them to overcome their hardships without being dependent.</p>
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E. DESCRIPTION OF THE SOCIOECONOMIC ENVIRONMENT

Community profile	<p>Dambulla DSD extends up to 456.3 km² and comprises 59 Grama Niladhari Divisions (GNDs) and 164 villages. The total population of the area as surveyed in 2019 is 84,562. Project area lies within seven GNDs: 1) Wewala Wewa; 2) Welangolla; 3) Ihala Arawwala; 4) Pahala Arawwala; 5) Nikawatuwana; 6) Kumbukkadanwala; and 7) Pol Aththawa.</p> <p>Table 6 shows the population of selected GNDs in Dambulla. The total population of these seven GNDs is 8,732 which accounts to 12.08% of the total population in Dambulla DSD (Census of housing and population, 2012) Therefore, total number of project beneficiaries will be around 8,732.</p> <p>Table 6: Population of project area</p> <table border="1"> <thead> <tr> <th>No</th> <th>GN division</th> <th>Total</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Wewala wewa</td> <td>1,870</td> <td>936</td> <td>934</td> </tr> <tr> <td>2</td> <td>Welangolla</td> <td>896</td> <td>447</td> <td>449</td> </tr> <tr> <td>3</td> <td>Ihala Arawwala</td> <td>881</td> <td>435</td> <td>446</td> </tr> <tr> <td>4</td> <td>Pahala Arawwala</td> <td>1,037</td> <td>615</td> <td>422</td> </tr> <tr> <td>5</td> <td>Nikawatuwana</td> <td>2,522</td> <td>1,280</td> <td>1,242</td> </tr> <tr> <td>6</td> <td>Kumbukkandawala</td> <td>871</td> <td>436</td> <td>435</td> </tr> <tr> <td>7</td> <td>Polaththawa</td> <td>655</td> <td>317</td> <td>338</td> </tr> <tr> <td></td> <td></td> <td>8,732</td> <td>4,466</td> <td>4,266</td> </tr> </tbody> </table> <p><i>Source: Census of population and housing, 2012</i></p> <p>The majority of total population is Sinhalese (95.4% of total population), 3.3% is Muslims and 1.2% is Tamil. Some 94.2% of the population is Buddhists.</p> <p>Table 7: Social characteristics of Dambulla</p> <table border="1"> <thead> <tr> <th rowspan="2">Characteristic</th> <th rowspan="2">Description</th> <th>Dambulla DSD</th> </tr> <tr> <th>%</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Gender</td> <td>Male</td> <td>48.4</td> </tr> <tr> <td>Female</td> <td>51.6</td> </tr> <tr> <td rowspan="3">Age</td> <td>Below 15 years</td> <td>24</td> </tr> <tr> <td>15–60 years</td> <td>62</td> </tr> <tr> <td>Above 60 years</td> <td>14</td> </tr> <tr> <td rowspan="2">Ethnicity</td> <td>Sinhalese</td> <td>95.4</td> </tr> <tr> <td>Other</td> <td>4.6</td> </tr> </tbody> </table>	No	GN division	Total	Male	Female	1	Wewala wewa	1,870	936	934	2	Welangolla	896	447	449	3	Ihala Arawwala	881	435	446	4	Pahala Arawwala	1,037	615	422	5	Nikawatuwana	2,522	1,280	1,242	6	Kumbukkandawala	871	436	435	7	Polaththawa	655	317	338			8,732	4,466	4,266	Characteristic	Description	Dambulla DSD	%	Gender	Male	48.4	Female	51.6	Age	Below 15 years	24	15–60 years	62	Above 60 years	14	Ethnicity	Sinhalese	95.4	Other	4.6
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Religion	Buddhist	94.2
	Other	5.7

Source: Resource profile of Dambulla DSD, 2020

Majority of households in project area are male headed (86.8%) and the majority of agriculture population is also dominated by males (Table 8).

Table 8: Household in project area

	Dambulla DSD
Households (No)	25,131
Male headed	21,816
Female headed	3,315
% female headed	15.2

Source: Resource profile of Dambulla DSD, 2020

According to resource profile, agriculture has the highest percentage of livelihood status (55.85%) (Table 9).

The majority of people in this area are between the ages of 19 and 59. (About 54% of the total population.) All of this is reflected in the labour force, which represents the largest pool of available labour. Furthermore, in the project area, 58% of the population aged 15 and up is employed (Table 10).

Because the area's low population density, there is plenty of land available for agriculture. Agriculture is the main source of income in the area and most school leavers join the industry as soon as they finish high school. The majority of young people prefer to work in agriculture rather than pursue vocational training. As a result, there is an abundance of non-skilled labour relative to skilled labour. And there are many other agriculture-related employment opportunities in the Dambulla dedicated economic centre.

Table 9: Employment details of project area

DSD	Agriculture	Service sector	Industrial	Foreign employment
Dambulla	55.85%	27.88%	13.40%	2.88%

Source: Resource profile of Dambulla DSD, 2020

Table 10: Population aged 15 yrs and above by GN division, and economic activity status

GN Division	Total	Employed	Unemployed	Economically not active
Wewala wewa	1,344	777	9	558
Welangolla	650	324	22	304
Pahala Arawwala	844	526	31	287
Ihala Arawwala	664	426	16	222
Nikawatuwana	1,763	988	38	737
Kumbukkandawala	649	390	10	240
Polaththawa	468	250	14	204

Source: Census of Population and Housing, 2012

The project will benefit the people by providing many options for unemployed individuals to find work on a daily basis, with some of them being able to work as competent agricultural labourers. Additionally, there will be job openings at the postharvest processing centres. As a result, the development of agriculture in this area will provide an excellent opportunity for the youth to have a secure income while also preventing local job migration. Youth and women should be encouraged to participate in agriculture projects by providing training and raising awareness. Furthermore,

exploring new/innovative areas within the sector would result in more job possibilities or an increase in revenue.

According to the 2016 Household Income and Expenditure Survey, the average monthly household income in Matale District is LKR 56,075.00. This is lower than the average monthly household income in Sri Lanka, which was LKR 62,237 in 2016. Despite the fact that the monthly revenue levels stated in Resource Profiles are lower, it is critical to have economically solid agricultural enterprises in these targeted locations. Due to poor income, farmers began shifting or converting paddy fields to other crops, and the implementation of this agricultural project will have a positive impact on their annual income.

The majority of households in the project area own a home. In addition, the government has launched a number of housing projects to meet the housing demand in the project area.

Table 11: Household by tenure in project area

GND	Owned by a household member	Rent/Lease- government owned	Rent/lease- privately owned	Rent free occupied	Encroached	Without housing facility
Wewala wewa	474	5	1	12	15	3
Welangolla	166	3	4	-	67	2
Pahala Arawwala	196	2	1	2	-	3
Ihala Arawwala	247	11	-	1	7	1
Nikawatuwana	614	3	16	16	7	-
Kumbukkandawala	222	1	5	12	-	1
Polaththawa	170	2	-	3	-	2

Source: Resource Profile of Dambulla DSD, 2020

The majority of families in the project area have electricity, however 0.11 percent of the households also use solar power.

Table 12: Main source of lighting for households in project area

Type	Dambulla DSD	
	No. of households	%
Electricity	24,633	98.02
Kerosene	461	1.83
Solar power	28	0.11
other	9	0.04

Source: Resource profile of Dambulla DSD, 2020

Majority of people in Dambulla use piped water as their prime source of water (35.96%). Other main water sources in the area include protected wells, community water supply projects and tube wells.

Table 13: Source of drinking water in project area

Type	Dambulla DSD	
	No. of households	%
Protected well	6,069	24.15
Unprotected well	1,192	4.74

Piped water	9,037	35.96
Community water supply projects	3,983	15.85
Tube well	3,096	12.32
Bottled water	1,334	5.31
Lake, river, spring	420	1.67

Source: Resource profile of Dambulla DSD, 2020

It is recorded that there are 13,085 farming families living in Dambulla division which is 60% of the total employment of the area. Although there is widespread paddy cultivation in the Dambulla DSD, it is not a major livelihood in the selected cluster area. Table 14 below indicates that big onion, chilli, sweet potato and vegetable cultivation has become the dominant seasonal crops cultivated other than paddy.

Table 14: Crops grown in the Matale District vs Dambulla DS

Crop	Matale District		Dambulla DS		Percentage contribution by Dambulla DS	
	2018/19 Maha	2019 Yala	2018/19 Maha	2019 Yala	2018/19 Maha (%)	2019 Yala (%)
Paddy	19,192	4,620	5,144	665	27	14
Maize	148	123	102	98	69	80
Green gram	18	59	9	21	50	36
Groundnut	40	69	6	23	15	33
Manioc	111	103	40	40	36	39
Sweet Potato	128	326	28	168	22	52
Green chilli	118	232	58	5	49	2
Ladies' fingers	75	109	8	38	11	35
Brinjals	122	151	41	52	34	34
Tomatoes	154	219	37	60	24	27
Cucumber	51	82	11	45	22	55
Cabbage	76	151	17	55	22	36
Pumpkin	100	200	17	47	17	24
Capsicum	25	41	9	12	36	29
Big onion	0	472		327		69

Source: Resource Profile, Agricultural Instructor, Dambulla and District Statistical Handbook, Matale, 2020

Many farmers participating in this project grows big onions during the Yala season. About five years ago, big onions had been cultivated on 3,000 ha in the Dambulla DSD but by the year 2019 it had reduced to 370 ha. The main reasons for this are the difficulty in finding seeds in a timely manner, the adverse effects of unpredictable climate change on the big onion crop, the difficulties in controlling pest and diseases as well as the unfavourable fall in prices during the harvest season. Accordingly, at present only few farmers who are most interested in onion cultivation are left and many other farmers are fully or partially turning to other crops. This problematic situation in big onion cultivation is also the reason why farmers turn to mango cultivations.

Accordingly, mango, guava and soursop crops, which had not been cultivated as commercial crops earlier but now are being expanded as commercial cultivations, and their present status is shown in Table 15.

Table 15: Area of perennial crops in Dambulla DS area 2019 and Dambulla Mango Cluster

Crops	Area (hectares)		
	District	Dambulla	%
Cashew	534	35	7
Mango	1,164	148	13
Orange	256	14	5
Lime	254	30	12
Jack	1,851	62	3
Banana	1,294	178	14
Papaya	186	62	33
Guava	173	143	83
Soursop	47	28	60

Source: District Statistical Hand Book, Matale 2019 and AIS, Dambulla

Animal husbandry is not a dominant sector in the cluster area compared to crop production.

Project benefits

- New productivity enhancing technologies will be introduced to increase yield
- Productive land preparation methods
- Water conservation/management and water accessibility will be improved
- New disease control techniques will be introduced
- Effective use of weedicides, pesticides
- Introduction of new quality enhancing technologies
- Introduction of post harvesting practices to minimise postharvest losses
- Project expansion will create new employment opportunities
- Benefits of development of farmer producer organisations
- Training, awareness and capacity building programmes out put such as:
 - Good quality products
 - Innovativeness
 - Business professionalism
 - Legal compliance
 - Sustainable farm income will be increased
 - Identify international market opportunities
- Renovation of farm access roads will encourage the farming activities
- Cluster scale or communal micro-irrigation system will be introduced
- Training and awareness will strengthen skills, talents and knowledge to undertake and manage all activities of commercial organisation
- Cluster postharvest facilities provide storage facilities to keep goods in market acceptable standards
- Organic fertiliser facilities will provide organic fertilisers and minimise environmental impacts by minimising solid waste
- Vulnerable groups will be able to get empowered
- Reduce dependency mentality and engage actively in economic activities

Social impact

Due to the magnitude of the proposed project interventions and number of projects units, they will be scattered in the selected villages. No land acquisition is required, and no resettlement impacts are anticipated.

Farmers are expected to directly benefit through improved production capacity and input supply/management, better and more efficient technologies for production and postharvest, improved market linkages as well as opportunities for value addition.

	<p>Furthermore, farmers would benefit from capacity building through farmer business and marketing training. Hence, mango farmers will get direct economic advantages and the surrounding community will benefit by direct and indirect employment opportunities from the proposed postharvest processing centre and its related activities, and establishment compost production plant.</p> <p>In the discussions with farmers, it was highlighted that the present youth in area are likely to migrate locally when looking for different types of employment opportunities with soft skills, rather than engage in agriculture. Also, they claimed that the existing agricultural activities do not ensure the consistent monthly income and stable income in the agriculture sector would be a key point to get the attraction of the youth. Volatile market conditions and tradition agricultural practices in the sector have created an unstable situation. However, with economic difficulties recently experienced shown agriculture sector is the most resilient sector and many of people would start cultivation. Hence, development of mango farming in the area will provide a good prospect for the youth (and others) to have a stable income, so reducing local employment migration.</p> <p>The anticipated negative social impacts of the proposed project will be minor or insignificant. Summarised social impacts and mitigation measures are shown in Table 16. However, following impacts can be prioritised in terms of paying attention to mitigate those impacts during implementation:</p> <ul style="list-style-type: none"> • Exclusion of vulnerable groups in the beneficiary selection • Receive double benefits which leads miss opportunities to needy groups • Construction impacts such as noise, vibrations, dumping of excavated soil and siltation of waterbodies • Livelihood impacts during the construction period • Labour influx for postharvest processing centres • Public/occupational health and safety hazards, and on impacts on environment during the construction period • All environmental related issues identified in the Environmental Management Plan (EMP) will also have a serious impact on the society
<p>Mitigation measures</p>	<p>Proposed migratory measures for the negative social impacts were listed above. Other measures include:</p> <p>Exclusion of vulnerable groups in the beneficiary selection</p> <p>Proposed beneficiaries are selected based on the availability of minimum of 0.2 ha mango cultivated lands and the willingness to participate. Rest of farmers will be covered through future expansions. Marginalised disabled farmers who have minimum 0.4 ha of mango cultivated lands were considered by assessing their ability to do the cultivation activities. However, the selection norm of the project is underscored to select 35% women beneficiaries and give more attention to the vulnerable groups.</p> <p>Receive double benefits which leads miss opportunities for needy groups</p> <p>Receive double benefits by a family which hinders a needy family to receive the opportunity. Selection criteria should not allow two farmers selected from single unit of family. Selection process should not be biased.</p> <p>Construction impacts such as noise, vibrations and dumping of cleared vegetations excavated soil</p> <p>Anticipated impacts due to the construction will be generic and most will be mitigated by following good construction practices. Noise and vibration will be reduced by good</p>

	<p>maintainance of the machinery and limiting the construction activities to day time only. The excavated soil will be used to rehabilitate the surroundings on the wells and landscaping of the area. Further, SMP is addressed the migratory measure in detail to be implemented during the construction</p> <p>Livelihood impacts during the construction</p> <p>Construction includes rehabilitation of roads. Small-scale cluster value chain infrastructure facilities are also proposed, including collection centre, organic fertiliser unit, and waste mitigation. Considering the size of the constructions and the land availability of the area, the impact due to construction on livelihood will be insignificant. However, the safeguard officer responsible for community liaison and handling public complaints regarding environmental/ social-related matters or social audit committees will be closely mobilised and monitor project’s construction progress and report to the project management if any.</p> <p>Labour influx for post harvesting processing centres</p> <p>Labours will be hired where possible from the local community and contractor will give priority to women when hiring. Worker Code of Conduct will be included as part of the employment contract – that defines workers’ commitment in attitudes and behaviour preventing, combating and responding gender-based violence (GBV). Contractor will implement robust measures to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination).</p> <p>Public/ occupational health and safety Hazards, and on impacts on environment</p> <p>All measures in the Environment Management Plan (EMP) will be implemented regarding management. Necessary COVID-19 safety measures and protocols will be implemented as per government, World Health Organization (WHO) and World Bank (WB) guidelines by all construction workers.</p> <p>Existing usage practices of fertilisers and chemicals may cause acute and/or chronic health impacts on the farmers. Use of drone technology, training and awareness will reduce the direct exposure to minimise the risk.</p>
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Table 16: Social risks and impacts and mitigation measures

Activities	Land requirements	Risk of exclusion of vulnerable groups	Construction impacts	Risks due to labour influx	Risk of livelihood impacts	Public/ occupational health and safety hazards	COVID-19 risks
Beneficiary selection	Land owned by beneficiary	Yes					
Cultivation activities							
• Land preparation	Land owned by beneficiary					Yes	Yes
• Fencing (if applicable)							
• Land preparation							
• Micro levelling							
• Drainage labour							
• Preparation of pits and planting							
• Planting materials							
• Fertiliser in the planting pit							
• Planting tools							
• Planting aids							
• Harvesting crates							
Introduction of basic flood prevention and drainage field techniques	Land owned by beneficiary						Yes
Site levelling using drone surveying machinery							
Quick water evacuation ditches							
Surface drainage techniques (removal of wet spots)							
Use of fertilisers and chemicals						Yes	Yes
Mechanical weeding							
Insect Control							
Introduction of drone technology	Land owned by beneficiary						Yes
Geo-positioning							
Land surveys for site selection							
Levelling for land preparation and drainage							
Disease surveys using infra-red photography							

SRR for CDP № 5 - Matale (Dambulla) - Mango and Big Onion

Activities	Land requirements	Risk of exclusion of vulnerable groups	Construction impacts	Risks due to labour influx	Risk of livelihood impacts	Public/ occupational health and safety hazards	COVID-19 risks
Application of pesticides							
New and improved quality enhancing technologies	Land owned by beneficiary					Yes	Yes
Introduction of coloured plastic ribbons to fix the age of the fruit							
Bagging, de-budding, destroying ripe fruits fallen on ground and propping activities							
Disposal of organic waste in the plantation							
Field heat removal							
Line packing technology Cold-chain management							
Introduction of water conserving and low-pressure drip and mini-sprinkler irrigation systems	Land owned by beneficiary					Yes	Yes
Installation of sprinkler system							
Computer controlled heads for water application scheduling supported by fertility sensors, soil moisture sensors and irrigation friendly double row planting							
Precision fertigation with liquid organic compounds							
Precision application of liquid pesticides							
Anti-clogging flushing components							
Rehabilitation of roads	Owned by GoSL		Yes	Yes	Yes	Yes	Yes
Construction of collection centre	Owned by GoSL		Yes	Yes	Yes	Yes	Yes
Establishment of compost production units	Owned by GoSL		Yes	Yes	Yes	Yes	Yes
Mitigation measures	Review ownership details – confirm with DS	Equitable beneficiary criteria and transparent selection process (refer SMP mitigation measures)	Implementation of EMP and good construction practices (Refer SMP mitigation measures)	Prioritise hiring local labour	Work during off season	Documented consultations/ consent/ agreement with all stakeholders	WHO/SL/WBO Safety measures

SRR for CDP № 5 - Matale (Dambulla) - Mango and Big Onion

Activities	Land requirements	Risk of exclusion of vulnerable groups	Construction impacts	Risks due to labour influx	Risk of livelihood impacts	Public/ occupational health and safety hazards	COVID-19 risks
	Consent/ approval letters from GoSL			Code of Conduct	Livelihood support (Refer SMP mitigation measures)	(Refer SMP mitigation measures)	(Refer SMP mitigation measures)
	Agreement to donate for private as per RPF guidance			(Refer SMP mitigation measures)			

F. STAKEHOLDER ENGAGEMENT AND PUBLIC CONSULTATION

1. STAKEHOLDERS' ENGAGEMENT

The ISP and Provincial PMU of the ASMP project conducted a field investigation with the farmers and relevant stakeholders and identified the proposed subprojects for the development. The Project Management Committee chaired by Assistant Commissioner of Agriculture and Agrarian Development (ADD) Matale District, consisting of all the line agencies (Agriculture, Irrigation, DS and Land) and all the chairs of farmer organisations have extended cooperation for mango cultivation in the selected areas. The Department of Agriculture, DS and the GN of the area will engage in project monitoring. FPOs are formed for the area under the Agriculture Department of the Ministry of Agriculture, established to get active involvement of beneficiary farmers for effective management of the project and to ensure sustainability.

2. PUBLIC CONSULTATION

Consultations were conducted with potential farmers of the selected areas, agriculture instructors, development officers, social mobilisers, district and cluster coordinators. Community mapping was carried out during the focus groups discussions held with farmers and key informant interviews carried out with key officials. Outcomes of the discussions are summarised below:

Figure 3: Attendance sheets of community consultations conducted

№	නම	තනතුර	දුරකථන අංකය	අත්සන
1	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	072 2051260	[Signature]
2	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	072 271550	[Signature]
3	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	-	[Signature]
4	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	077 434 118	[Signature]
5	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	071 9852138	[Signature]
6	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	075 222139	[Signature]
7	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	077-4556117	[Signature]
8	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	071 6728 990	[Signature]
9	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	077624944	[Signature]
10	2021-12-04	A. G. වැව් පිටිය ප්‍රජා සංවිධාන	0765367253	[Signature]
11	2021-12-04	වැව් පිටිය ප්‍රජා සංවිධාන	0773462580	[Signature]
12	2021/12/04	වැව් පිටිය ප්‍රජා සංවිධාන	0716949490	[Signature]
13	2021/12-04	වැව් පිටිය ප්‍රජා සංවිධාන	077-2677536	[Signature]
14	2021/12-04	වැව් පිටිය ප්‍රජා සංවිධාන	0772772756	[Signature]

SRR for CDP No 5 - Matale (Dambulla) - Mango and Big Onion

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15	2021/12/04	ක.ව. හේමති	260/ ගලපොත්ත, මහලංකා	0702355430	සාමාන්‍ය
16	2021/12/04	ආ.සේනා ප්‍රනාන්දු	119/ මහලංකා, මහලංකා	0700941764	සාමාන්‍ය
17	2021/12/04	ආ.විජේසේන විජේසේන	119/ ගලපොත්ත, මහලංකා	0703837092	සාමාන්‍ය
18	2021/12/04	ආ.ආ. විජේසේන විජේසේන	293/ මහලංකා		සාමාන්‍ය
19					
20					

2021.12.04. - සාමාන්‍ය - පිටත

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1	2021.12.04	ක.ආ. හේමති හේමති	332, මහලංකා, මහලංකා	0773482859	සාමාන්‍ය
2		ආ.ද. විජේසේන විජේසේන	සාමාන්‍ය - මහලංකා	0763776251	සාමාන්‍ය
3		ආ.ක. විජේසේන විජේසේන	183/4 සාමාන්‍ය - මහලංකා	0714037623	සාමාන්‍ය
4		ආ.ක. විජේසේන විජේසේන	සාමාන්‍ය - මහලංකා		සාමාන්‍ය

2021.12.04. සාමාන්‍ය

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1	2021-12-04	ක.ව. ආ. විජේසේන විජේසේන	199/01 මහලංකා, මහලංකා	077 89 69 916	සාමාන්‍ය
	2021-12-04	ආ.ක. විජේසේන විජේසේන	174/ මහලංකා, මහලංකා	071-64021154	සාමාන්‍ය
	2021-12-04	ක.ව. ආ. විජේසේන විජේසේන	182/1 මහලංකා, මහලංකා	071-9556652	සාමාන්‍ය
		ආ.ක. විජේසේන විජේසේන	184/3 මහලංකා, මහලංකා	077-4294546	සාමාන්‍ය
		ආ.ක. විජේසේන විජේසේන	203/2 මහලංකා, මහලංකා	075-8001579	සාමාන්‍ය
		ආ.ක. විජේසේන විජේසේන	190/1 මහලංකා, මහලංකා	071-2117911	සාමාන්‍ය
		ක.ව. ආ. විජේසේන විජේසේන	178/1 මහලංකා, මහලංකා	071-1640378	සාමාන්‍ය
		ආ.ක. විජේසේන විජේසේන	213 මහලංකා	0785353140	සාමාන්‍ය
		ආ.ක. විජේසේන විජේසේන	236 මහලංකා	0701028464	සාමාන්‍ය
		ආ.ක. විජේසේන විජේසේන	221/1 මහලංකා	071-2058808	සාමාන්‍ය

Figure 4: Community mapping outcomes of Ihala Erewwala

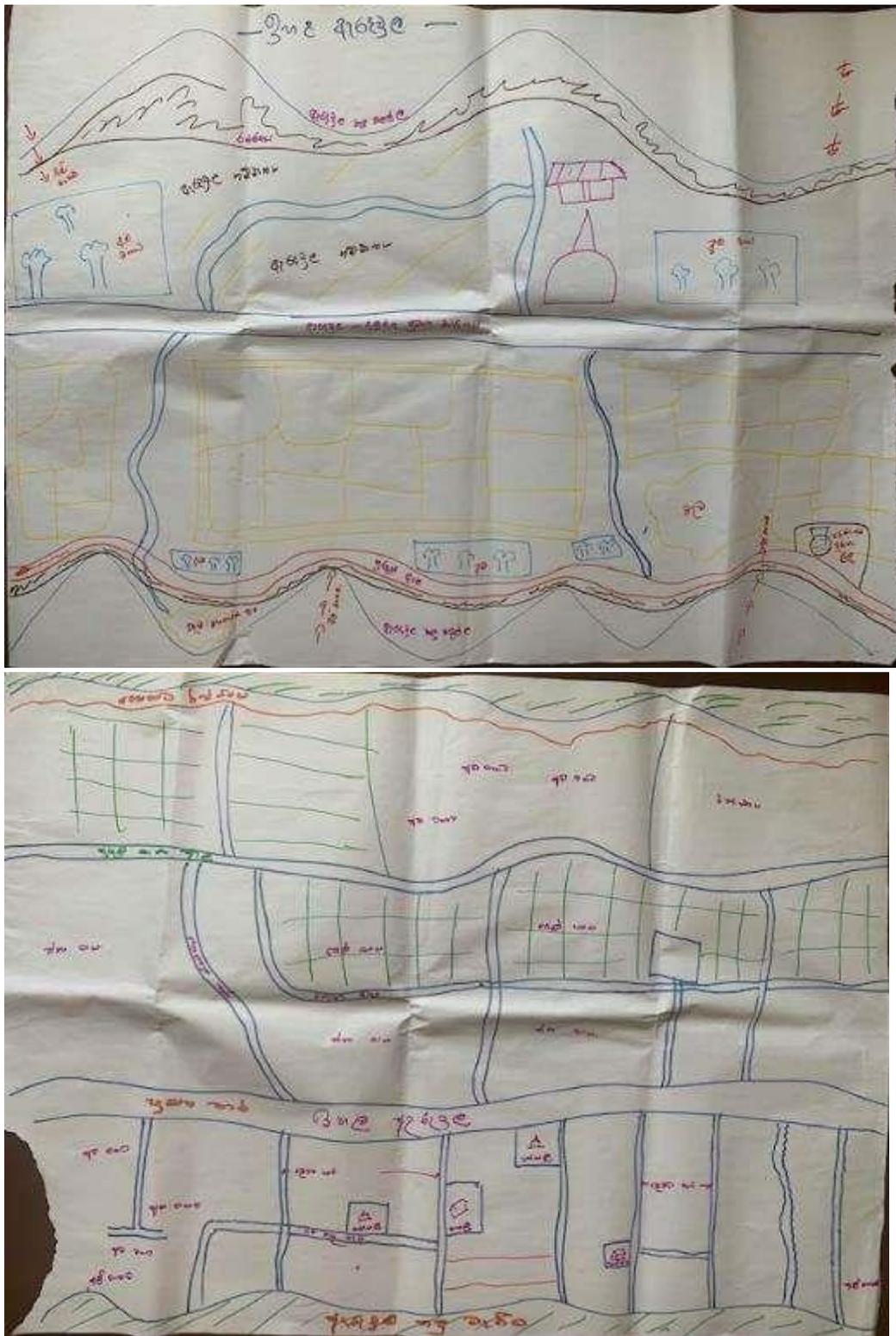


Figure 5: Outcomes of community mapping at Wewala Wewa

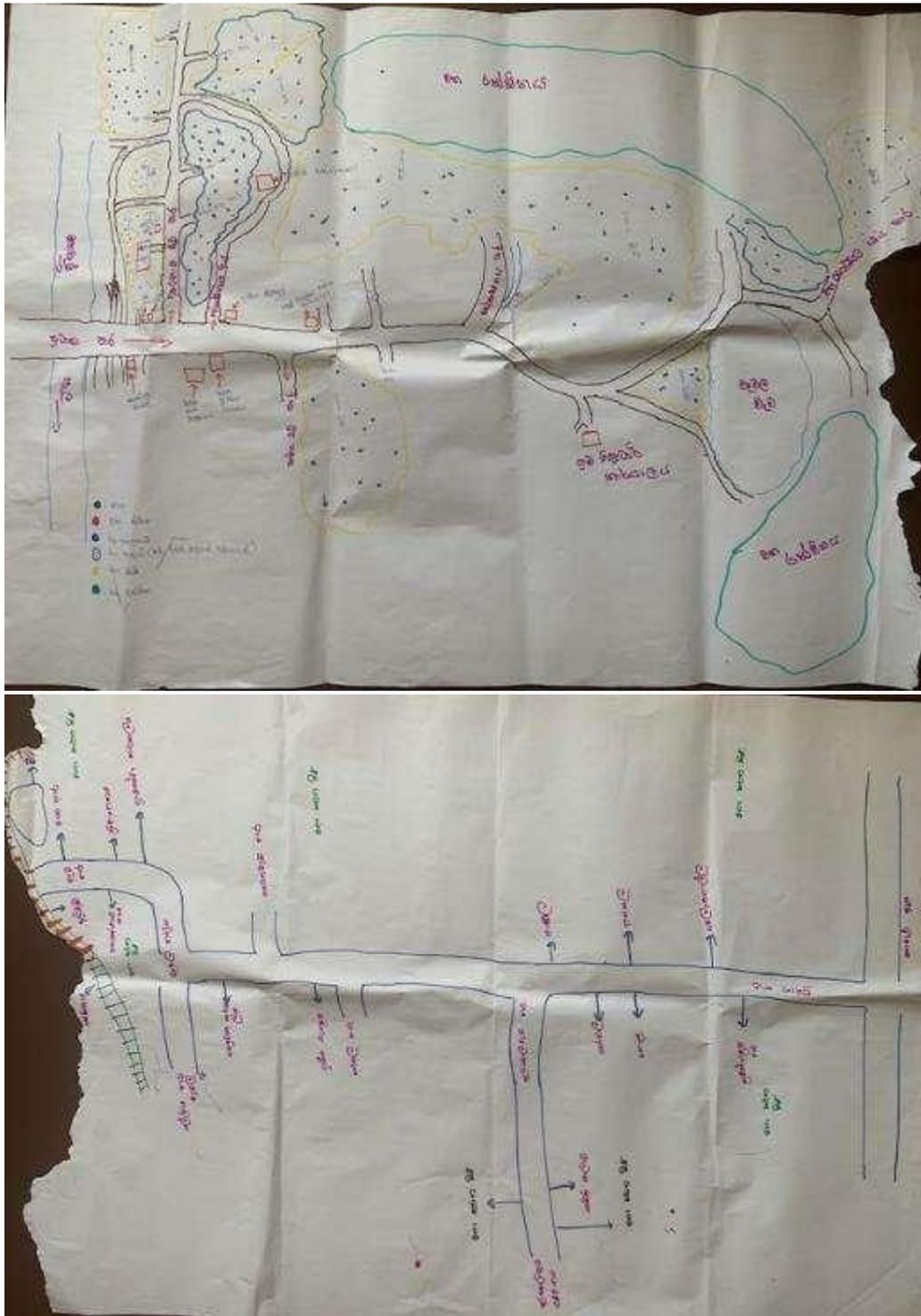
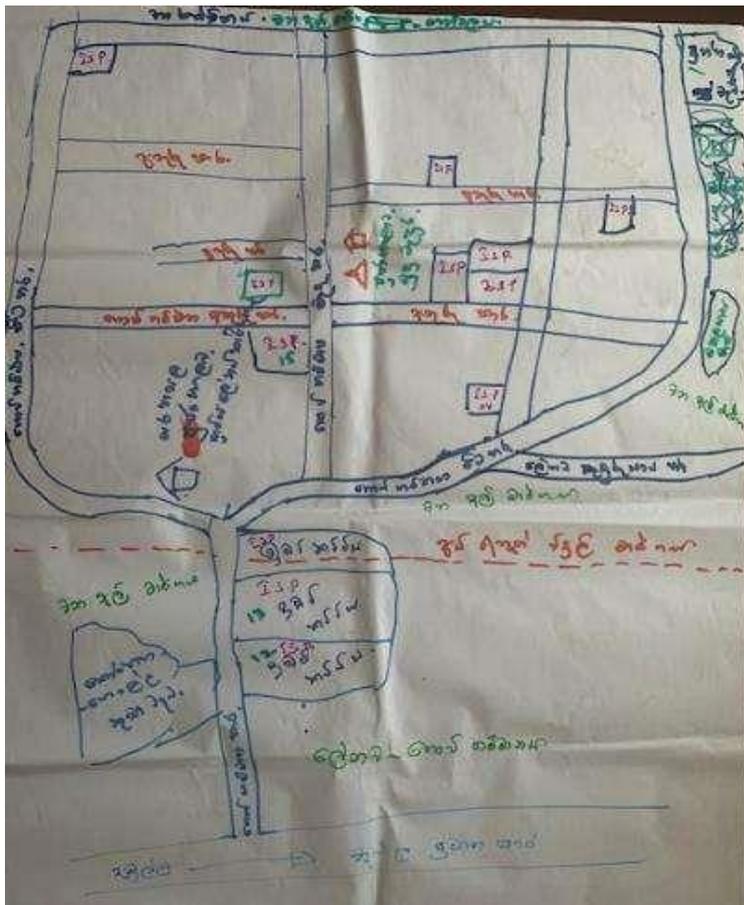


Figure 6: Outcomes of community mapping at Welangolla



Figure 7: Outcomes of community mapping at Kumbukkandawala Existing condition



- Through the introduction of mango cultivation with improved technologies and ASMP intervention, it is expected that more farmers will return from other crops to mango which could significantly improve their household incomes. Furthermore, about 15 farmers have been growing mango as a commercial crop in the area for the past six years. It is therefore a good example for attracting new farmers to this crop and to demonstrate that mango can be grown with limited quantities of water compared to paddy crop.
- Some farmers have converted their uplands to small mango plantations where water sources are available. Even though the price is fluctuating, the price for mango fruit remains higher and satisfactory compared to other fruit crops in the local markets.

During the Feasibility Study and Cluster Development Plan field visits the ISP identified major production and quality constraints affecting the commercial agricultural development of the mango cluster in Dambulla as follows:

- Low yield than expected due to poor agronomic practices adopted by farmers
- Low quality of product and major portions are not suitable for export market due to small fruit size, off shape and poor appearance
- Low productivity of lands, labour and other inputs due to lack of proper understanding of the used technologies as a package
- Threats from wild animal such as elephants and destructions by monkey, toque macaque and peacock
- Overirrigation by flood irrigation create many problems such as waterlog conditions, poor crop performances and waste of water
- Poor crop management practices and poor sanitation
- Use of weedicide such as 'Roundup'
- Damages from insects such as fruit flies
- Bacteria impacts during initial stages e.g. swelling of leaves, plant dies, yellowish leaves
- Poor and inefficient land utilisation pattern
- Fertiliser application is not practice by based on soil and foliar analyses
- No attention for micronutrient fertilisers
- Some brands of fruit covering bags are not giving expected results
- Early fruit harvesting in immature stage
- Poor primary postharvest handling
- Low standards of marketing strategies
- No reliable and specific extension or advisory service

Present problems in big onion cultivation, intercrop of the project.

- Difficulties in finding reliable seed materials in time
- Pest and diseases
- Difficulties in finding labour
- Poor pre- and postharvest handling
- Use of over dosages of fertiliser and agro chemicals
- Drastic price reduction in price during harvesting time
- Over irrigation by flood irrigation and waste of water
- No specific market

How to obtain continues technical knowhow throughout the cultivation cycle to take products up to suitable quality for export market?

Concerns were raised by farmers that the existing crop yield is low, and the size and shape of the product is poor. Hence, is it acceptable for the future forecast of the project? However, it was found that this is mainly due to the poor agronomic practices adopted by farmers. Low adoptability of new technologies, low productivity of lands, labour and other inputs, Poor crop management practices and

poor sanitation, Fertiliser application is not practice by based on soil and foliar analyses were identified as common reason for above concern and the technology package and other management practices will be introduced to the selected group to overcome the concerns.

Hygienic conditions that should be maintained during harvesting as well as post harvesting periods

Caring for harvesting crates, best harvest time, harvest maturity index by age and calliper, discarding poor quality fruit and other waste organic materials in the field to leave as organic fertiliser, avoiding mechanical scarring and bruising quality defects, selecting the best product for packing, cleaning the selected product, properly storing the harvested product before delivery to the packing facility were highlighted during discussions and practical training awareness on basic harvest and postharvest practices are highly needed.

Implementation of field fruit caring practices to protect the mango from damage

Bagging of mango fruit is not a new practice and attention was given to discuss training and pruning, de-budding, destroying ripe fruits fallen on ground and propping activities. Unavailability of packing materials was highlighted while some farmers use bags prepared from recycled polythene.

Issues bound with flood irrigation system

Excessive flood irrigation creates many problems: waterlogged conditions, poor crop performances, high disease incidence and waste of water, high soil erosion due to prolonged flood irrigation were identified under water conservation and management discussions. Bringing water to inaccessible lands was a prioritised question raised from farmers and introduction of water conserving and low-pressure drip and mini-sprinkler system was highlighted during the discussion. However, technical knowledge on implementation and continuity of mini-sprinkler systems needed to be given.

Failure on export market

One of the project's main objectives is to export market-based production but there was concern about what will happen if the export market fails? Are there any options available in the local market for the excess production?

Infrastructure development

Some of farmers are looking to bring water to lands that are not flooded by existing irrigation systems. Hence, water and drainage work are required to bring water to farms and to avoid flooding and water logging. Further, improved access roads and especially the enhanced postharvest processing and packing centre were highlighted during the discussions.

Further, there were points highlighted during the discussions such as the use of weedicide, poor and inefficient land utilisation pattern, attention for micronutrient fertilisers and knowledge of farmers for IPM mechanisms for better crop production.

The majority of the community is willing to support the project activities as they will directly benefit from the proposed subproject. Extensive social screening has been covered under the Social Safeguard component.

Figure 8: Existing condition of Ihala Erewwala and Pahala Erewwala





Figure 9: Existing condition of Humbasgamuwa





Figure 10: Existing condition of Kumbukkandawala



Figure 11: Ihala Erewwala and Pahala Erewwala community consultations



Figure 12: Wewalawewa community consultations





Figure 13: Welangolla community consultations



Figure 14: Kumbukkadawala community consultations



G. GRIEVANCE READDRESSSED MECHANISM (GRM)

A GRM will be in place to promptly address any grievances including any unforeseen impacts that may arise during the implementation phase of the project, at no cost to the people. Grievances at field level will be recorded by farmer organisations who keep a register in their premises. The ASMP, Department of Agriculture and DS official will facilitate to resolve the grievance. Further, ISP field-level representatives will primarily address the issues; failing that it will be captured by tier 2. The middle/tier 2 level grievances committee will operate at provincial PMU/Regional Project Office to address the issues that are unsolved or when the affected person is not satisfied with decision at field level. Further, IPS national level representatives are there to address the field-level concerns. The third tier of GRM will operate at PMU headed by the Project Director of ASMP with technical support from the Environmental and Social Safeguards Specialist to address the issues which are not solved in the initial stages.

H. SOCIAL IMPACT SCREENING CHECKLIST

Probable involuntary resettlement impacts	Yes	No	Not known	Details
Will the intervention include new physical construction work?	√			Small-scale cluster value chain infrastructure facilities are proposed including improvements of rural roads, collection centre, and organic fertiliser unit. All the activities excluding compost plant are renovations/reconstructions. Only compost plants to be introduced
Does the intervention include upgrading or rehabilitation of existing physical facilities?	√			Land clearance will be there for the construction of small-scale cluster value chain infrastructure facilities. Further, rehabilitation of roads will be taken place
Is the intervention likely to cause any permanent damage to or loss of housing, other assets, resource use?		√		
Is the site chosen for this work free from encumbrances and is in possession of the government/community land?		√		These lands include private farmlands, lands with Swarnabhoomi, deed and permits given by the Dambulla DS. Construction of a collection centre is proposed on land belonging to the Provincial Secretary, Central Province
Is this subproject intervention requiring private land acquisitions?		√		No land acquisition taken place
If the site is privately owned, can this land be purchased through negotiated settlement?				N/A
If the land parcel has to be acquired, is the actual plot size and ownership status known?				N/A
Are these land owners willing to voluntarily donate the required land for this project?				N/A
Whether the affected land owners likely to lose more than 10% of their land/structure area because of donation?				N/A
Is land for material mobilisation or transport for the civil work available within the existing plot/right of way?	√			The accesses to proposed sites are free from other encumbrances. No extra land requirement identified by the engineering team as lower scale involvement to the infrastructures
Are there any non-titled people who are living/doing business on the proposed site/project locations that use for civil work?		√		
Is any temporary impact likely?	√			Noise, vibration, dumping of excavated soil dumping etc. Traffic and conveyance during construction of roads and some interruption of conveying water during drainage rehabilitations in the construction and labour management measures area given in the SMP
Is there any possibility to move out, close of business/commercial/livelihood activities of persons during constructions?		√		
Is there any physical is placement of persons due to constructions?		√		
Does this project involve resettlement of any persons? If yes, give details.		√		

SRR for CDP № 5 - Matale (Dambulla) - Mango and Big Onion

Probable involuntary resettlement impacts	Yes	No	Not known	Details
Will there be loss of/damage to agricultural lands, standing crops, trees?		√		
Will there be loss of incomes and livelihoods?		√		
Will people permanently or temporarily lose access to facilities, services, or natural resources?		√		There will be minor temporary interruptions to access during renovation of roads
Are there any previous land acquisitions happened and the identified land has been already acquired?		√		
Are any indigenous people living in proposed locations or affected/benefitted by the project intervention?		√		

I. IMPLEMENTATION AND MONITORING

1. SOCIAL AUDITING/MONITORING COMMITTEE

A social auditing committee will be established with the participation of community and the stakeholders of the area. An awareness session will be conducted to select social auditing committee about the project interventions and their responsible in the project implementation. An ISP Safeguards specialist will continue to monitor all activities. In addition, the ASMP Safeguards Specialist will periodically monitor the effectiveness implementation ASMP.

2. MONITORING

Considering the magnitude of the proposed project interventions and the infrastructure development projects at the selected area, the anticipated social impacts of the proposed activities will be minor or insignificant. There are no significant negative social impacts envisaged from the proposed project during the farmland preparation stages as the proposed technological improvements are taken place on existing farming lands at non-cultivated periods. Further, there will not be significant negative social impacts during the infrastructure development activities assuming all the proposed mitigation actions are taken appropriately. Therefore, it is not necessary to have a complex monitoring system. However, it is necessary to ensure there are no violations of the regulations and conformity to the national and World Bank standards and guidelines pertaining to environmental and social safeguards.

Therefore, the contractor should be aware by the project management to ensure social management compliance during the implementation of the project. The following is recommended as a set up for a monitoring committee to monitor activities of the proposed project.

Chairperson: Provincial Deputy Director of ASMP

Members (representatives from the following institutions):

- National Safeguards Specialist of ISP
- Environmental and Social Safeguards specialist of the ASMP or his representative
- Divisional Secretariat Dambulla or DS representative
- Department of Agriculture or representative
- GN representation from each GND
- Farmer organisation members
- Village representatives from each selected village

J. SOCIAL MANAGEMENT PLAN (SMP)

№	Issues/impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
1	Vulnerable groups in the beneficiary selection	<ul style="list-style-type: none"> 35% of project beneficiaries will be female farmers in the area who has a minimum of 0.4 ha of mango cultivated lands Marginalise disable farmers who has minimum 0.4 ha of mango cultivated lands will be considered by analysing the ability of carrying out the cultivation activities Excluded farmer of the project will be covered through future expansions 	Provincial Office, GN, Agrarian, DS	PMU – Social and Environment Specialist	Included in EMP
2	Receive double benefits by a single unit family	<ul style="list-style-type: none"> Receive double benefits by a family which hinders a needy family to receive the opportunity. Selection criteria should not allow two farmers selected from single unit of family Selection process should not be bias and should be transparent 	Provincial Office, GN, Agrarian DS	PMU/social and environment specialist	Included in EMP
3	Public complaints and lack of community awareness and support for the project implementation	<ul style="list-style-type: none"> Residents in the area will be briefed of the project, its purpose, design and outcomes with comprehensive discussion. Consultations will be repeated once the contractor is mobilised The GRM will be established to receive and resolve complaints/grievances related to disturbances caused by construction including GBV related issues Awareness will be created of the GRM among community and contact details will be publicly displayed to report grievances 	Social/environment safeguard officer/ PPMU Engineer	PMU	Included in EMP
4	Possible livelihood impacts	<ul style="list-style-type: none"> Beneficiary, farmer organisation and project officials and/or social audit committees etc. will be mobilised to closely monitor project's construction progress and report to the project management if any Safeguard officer will be there and responsible for community liaison and to handle public complaints regarding environmental/ social related matters 	Contractor	Social/environment safeguard specialist	N/A
5	Construction related disturbances from noise, vibration, dumping of excavated soil and dust	<ul style="list-style-type: none"> All measures in the EMP will be implemented in regard to management of construction related impacts including impacts to the environment including pollution, deforestation, soil erosion and management of solid waste 	Contractor	Social/environment safeguard specialist	Included in construction cost

№	Issues/impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/monitoring	
		<ul style="list-style-type: none"> A copy of the SMP and EMP should be available at all times at the project supervision office on site An officer will be appointed to implement and monitor social/environment safeguards mitigations measures during construction 			
6	Labour influx related issues (e.g. GBV)	<ul style="list-style-type: none"> Local labour will be hired where possible and contract will give priority to women when hiring Worker Code of Conduct will be included as part of the employment contract – that defines workers’ commitment in attitudes and behaviour preventing, combating and responding GBV Contractor will implement robust measures to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination). Individual code of conduct for labour contract is attached in Annex 6 	Contractor	Social/environment safeguard specialist	Included in construction cost
7	Public/ occupational health and safety Hazards, and on impacts on environment	<ul style="list-style-type: none"> All measures in the EMP will be implemented in regard to management Introduction of drone technology to conduct disease surveys and to apply pesticides by minimising human contact Provide training and awareness on safe use of fertilisers and chemicals. Monitoring of handling practices/ equipment handling by safeguard specialist and provide onsite training The contractor must ensure that all workers, including managers are well trained on COVID-19 safety precautions published by health ministry All construction activities should follow the ‘Interim guidance on COVID-19 (version 1: 7 April 2020)’ (Attached in Annex 5) recommended by World Bank’s Operations Environmental and Social Review Committee workers 	Contractor	Social/Environment safeguard specialist	Included in construction cost

K. SCREENING DECISION ON CATEGORISATION

Assuming that all mitigation measures are implemented as proposed, the following effects can be predicted during the agricultural and infrastructure development activities.

Key project activities	Potential social effects	Significance of social effect with mitigation
During agricultural activities		
<ul style="list-style-type: none"> • Land preparation • Fencing (if applicable) • Land preparation • Micro levelling • Drainage labour • Preparation of pits and planting • Planting materials • Fertiliser in the planting pit • Planting tools • Planting aids • Harvesting crates 	Increase the income generation due to the increment of productivity and the quality with land preparation techniques	SP
<ul style="list-style-type: none"> • Introduction of basic flood prevention and drainage field techniques • Site levelling using drone surveying and laser levelling machinery • Quick water evacuation ditches • Surface drainage techniques (removal of wet spots) 	Enhance the productivity and the product quality	SP
<ul style="list-style-type: none"> • Use of fertilisers and chemicals • Mechanical weeding • Insect control • Sigatoka fungus control • Nematode control • Other spray 	Exposure to health hazardous chemicals	NS
<ul style="list-style-type: none"> • Product transportation and storage 	No significant impacts	NS
<ul style="list-style-type: none"> • Introduction of drone technology • Geo-positioning • Land surveys for site selection • Levelling for land preparation and drainage • Disease surveys using infra-red photography • Application of pesticides 	Less exposure on health hazardous chemicals	SP
<ul style="list-style-type: none"> • New and improved quality enhancing technologies • Introduction of coloured plastic ribbons to fix the age of the fruit • Bagging, de-budding, destroying ripe fruits fallen on ground and propping activities 	Pleasant visual impact and comfortable working environment with easy handling techniques	SP

Key project activities	Potential social effects	Significance of social effect with mitigation
<ul style="list-style-type: none"> Disposal of organic waste in the plantation Field heat removal Line packing technology Cold-chain management 		
<ul style="list-style-type: none"> Introduction of water conserving and low-pressure drip and mini-sprinkler irrigation systems Computer controlled heads for water application scheduling supported by fertility sensors, soil moisture sensors and irrigation friendly double row planting Precision fertigation with liquid organic compounds Precision application of liquid pesticides Anti-clogging flushing components 	Less exposure on hazardous chemicals and effortless of daily activities	SP
Infrastructure activities (renovation of roads and construction of collection centre)		
<ul style="list-style-type: none"> Vegetation clearing 	Clearing of vegetation will collect significant amount of waste which will lead to several environmental issues such as blockage of drainage, siltation of downstream, damage to habitats, spreading of invasive species etc and public inconvenience	NS
<ul style="list-style-type: none"> Material transportation and storage 	Emission of dust, generation of noise, disturbance to natural drainage, traffic congestion, public inconvenience	NS
<ul style="list-style-type: none"> Embankment construction 	Emission of dust, generation of noise and vibration, disturbances/blockage of natural drainage paths, public inconvenience	NS
<ul style="list-style-type: none"> Disposal of waste 	Pollution of waterways, blockage of drainage, siltation of downstream damage to habitats and public inconvenience	NS
<ul style="list-style-type: none"> Wastewater 	The proposed agricultural activities will be undertaken using only organic fertiliser and IPM practices. Therefore, application of chemical fertiliser, pesticides and insecticides will be minimised. Hence the soil and ground/surface water will not be polluted. Further, health impacts will be negligible	NS

Key:

NS – Effect not significant, or can be rendered insignificant with mitigation, SP – Significant positive effect, SN – Significant negative effect

U – Outcome unknown or cannot be predicted, even with mitigation

Are any vulnerable households affected? No. Yes. If yes, please briefly describe their situation with estimated numbers of head of household (HH)?

Any estimate of the likely number of households that will be affected by the subproject?

- No. Yes. If yes, approximately how many?
- No. of HHs losing <10% of their productive assets **N/A**
- (land/cowshed/shops)..... **N/A**
- No. of HHs losing 10% or more of their productive assets?..... **N/A**

What are the needs and priorities for social and economic betterment of vulnerable people who are affected by this project? **N/A**

After reviewing the answers above, it is determined that the subproject is:

Categorised as a 'B' project, an Abbreviated Resettlement Action Plan is required.

Categorised as a 'C' project, no Aquatic Resource Alteration Permit is required, only the Social Screening/ Due Diligence Report is required.

L. DETAILS OF APPROVAL AND SUBMISSION

<p>Screening report completed by J.A.P. Jayaweera National Safeguards Specialist ISP/ASMP</p> <p>Name/Designation/Contact information</p>	<p>Date July 2022</p>  <p>Signature</p>
<p>Screening report reviewed by D.M. Sanjaya Bandara Environment and Social Safeguard Specialist Agriculture Sector Modernization Project</p> <p>Name/Designation/Contact information</p>	<p>Date August 2022</p>  <p>Signature</p>
<p>Screening report Approved by Dr. Rohan Wijekoon Project Director Agriculture Sector Modernization Project</p> <p>Name/Designation/Contact information</p>	<p>Date August 2022</p>  <p>Signature</p>

ANNEX 1: REFERENCES

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12. Census of housing and population, 2012
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14. District Statistical hand Book, Matale 2019 and AIS, Dambulla

ANNEX 2: LIST OF BENE-FICIARIES

Alakolawewa									
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land	GPS location water source	
New farmers									
1	H.M Hemasiri Jayantha Herath	720993996V	115, Wewala Wewa, Dambulla	070 – 2860250	1.5	PAT	E475298 N874694	E475360 N874680	CW
2	E.G. Ekanayake	702083214V	85, Alakolawewa, Wewala, Dambulla	076 – 9364356	2	PAT	E475183 N874507	E475194 N874512	TW
3	D.M. Karunaratna	750870520V	Alakolawewa, Wewala, Dambulla	071 – 0399270	1	D/531/27	E475213 N874332	E475235 N874267	TW
4	D.M. Nawarathna	851523308V	85, Alakolawewa, Wewala, Dambulla	071 – 5202087	1		E475213 N874302	E475235 N874267	TW
5	D.M. Nalani Adikiri	826252308V	91/D, Alakolawewa, Wewala, Dambulla	070 – 5591698	1	455/B/CC	E475133 N873556		
6	E.M. Saliya Pathmakumara	872914617V	91/C, Alakolawewa, Wewala, Dambulla	071 – 4034563	1	PAT	E475199 N873614	E475219 N873611	TW
7	J.M. Rasika Kumari Weerakoon	807190822V	131, Alakolawewa, Wewala, Dambulla	076 – 7053492	1	E 455B/CC – 54	E475163 N873454	E475152 N873487	TW
8	D.M. Susantha Saman Kumara	820094999V	84/1/A, Alakolawewa, Dambulla	076 – 3467713	1	E455/POL/WABA/17	E475318 N873703	E475786 N873746	CW
9	D.M Sampath Dammika Bandara	832874515V	84/1, Alakolawewa, Wewalawewa, Dambulla	077 – 5436216	1		E476031 N873702	E475786 N873746	CW
10	Sameera Ruwan Kumara	872972439V	84/1/B, Alakolawewa, Wewalawewa, Dambulla	071 – 5924479	1		E476063 N873696	E475786 N873746	CW
11	D.M. Nilantha Pradeep	893441280V	130, Alakolawewa, Wewala, Dambulla	076 – 0947309	1		E475374 N873491	E475295 N873440	TW
12	D.M. Senarathna	620703605V	130/D, Alakolawewa, Wewala, Dambulla	077 – 8172323	1	CP/DM/3425/7578	E475390 N873403	E475321 N873437	TW
13	H.G.G. Chandana Kumara	821061580V	181, Alakolawewa, Wewala, Dambulla	076 – 8764592	1		E475373 N873260	E475408 N873251	TW
14	D.M.D.G. Ariyaratna Bandara	670352404V	145, Pahala Arawwala, Dambulla	077 – 3726384	1	PAT	E475471 N873324	E475362 N873328	
15	D.M. Upul Bandara Dissanayake	813434582V	80, Alakolawewa, Dambulla	077 – 5191311	2	PAT	E475471 N873295	E475328 N873156	
16	A.M.J. Abeykoon	600543750V	Alakolawewa, Wewalawewa, Dambulla	070 – 1383025	2	455B/LL09	E475375 N873152	E475484 N873119	CW
17	K.G. Senarathne	772090269V	88/3, Alakolawewa, Wewala, Dambulla	077 – 2182369	1	PAT	E475373 N873186		
18	D.M. Dingiri Banda	520144617V	91/B, Alakolawewa, Wewala, Dambulla	071 – 2696841	1	455/B/CC- 04	E475361 N873118		

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Alakolawewa									
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land	GPS location water source	
19	D.M. Danushka Chathuranga	941612458V	130, Alakolawewa, Wewala, Dambulla	071 – 1287724	1	E455B/P/1	E475374 N873491	E475295 N873340	TW
20	A. Ariyamenike	687591640V	106, Alakolawewa, Wewala, Dambulla	072 – 5660313	1	CH/1317/LDO/99H	E475109 N873729	E475117 N873712	TW
21	G. Lanka Chandani Swarnalatha	787714447V	129/1, Alakolawewa, Wewala, Dambulla	076 – 5662388	1	PAT			
22	K.P. Sarath Samarajeewa	720491648V	65, Alakolawewa, Humbasgamuwa, Dambulla	071 – 0787871	1	PAT	E474854 N872943	E474967 N872918	
23	D.M. Ranjith Bandara	820722680V	86/A, Alakolawewa, Wewalawewa, Dambulla	077 – 8462871	1.5	455B/LL15	E475103 N872864	E475000 N872838	
24	D.M. Sampath Pathmakumara	19771570186	91/A3, Alakolawewa, Wewalawewa, Dambulla	071 – 6496456	0.5	PAT			
25	J.M.J. Susantha Weerakoon	742123154V	Alakolawewa Road, Humbasgamuwa	071 – 3509960	1	Electricity Bill			
26	K.G. Udeshika Nilmini Rathnayake	848261394V	Alakolawewa, Wewalawewa, Dambulla	071 – 1235417	1	Electricity Bill			
27	W.G. Chandrika Krishanthi Wedagedara	696085242V	Alakolawewa, Wewalawewa, Dambulla	076 – 4178380	1	Electricity Bill	E474913 N873220	E474938 N873232	
28	K.G. Priyanga Rathnayake	802570597V	Alakolawewa, Wewalawewa, Dambulla	077 – 4539464	1	Electricity Bill			
29	U.G. Sugandika Kumari	886190387V	163/1, Alakolawewa, Wewalawewa, Dambulla	071 – 2936869	1				
30	Weerathna Malani Jayasooriya		Alakolawewa, Wewalawewa, Dambulla		1				
31	D.M.D.M.P.K.D. Bandara	723051762V	Alakolawewa, Wewalawewa, Dambulla	077 – 5916273	1		E475274 N873915	E475289 N873965	TW
32	D.M.V.D. Bandara	811683663V	Alakolawewa, Wewalawewa, Dambulla	070 – 1195125	1		E475282 N873975	E475289 N873965	TW
33	D.M. Hemalatha Disanayaka	707153890V	Alakolawewa, Wewalawewa	076-5284497	1	PAT	E474902 N872730	E474941 N872719	
34	S.A. Nimal Jayarathna	197130110017	78/1, Alakolawewa, Wewalawewa	071-4043217	2	M/P/6141	E475050 N873798	E475063 N873751	
35	R.M. Jayawardhana	601182807V	Alakolawewa, Wewalawewa	077-1274999	1	PAT			
36	A.N.R.G.R. Lakmal	930514519V	Alakolawewa, Wewalawewa	077-7096220	1	PAT			

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Gonawela											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
Farmers' list of Matale Project Office											
1	K.D.G.S.G. Upathissa	723333920V	Gonawewa Road, Wewalawewa, Dambulla	0773121456	1	PAT	474932	868631	474921	868819	
2	S.M. Indika Kumara	881281007V	263, Gonawewa Road, Wewalawewa, Dambulla	0763345088	1	CP/DM/3364-1017					
3	A.M.V.G.A.B. Rathnayake	197629303802	Gonawewa Road, Wewalawewa, Dambulla	076440699	1	CP/DM/3274-879					
4	W.M.S.C. Basnayake	961593611V	Gonawewa Road, Wewalawewa, Dambulla	0705292554	1	PAT	474728	869498	474700	869511	
5	W.M. Ananda Basnayake	733220783V	227, Gonawewa, Wewalawewa	0717384677	1	PAT	474803	869496	474857	869469	
Farmers' list of Agrarian Services Centre (Govijanasewa Office)											
6	J. Sanika Sandalanka Perera	866802890V	322, Gonawela, Wewalawewa, Dambulla	0719624222	1	PAT					
7	W.A. Ranjith Gunathilaka	713298026V	332, Gonawewa Road, Wewalawewa	0773482850	1	E447A/101557	474910	868371	474904	868435	
New farmers											
8	N.M. Dayarathne	670965317V	284, Gonawewa Road, Wewalawewa, Dambulla	0712656108	1	PAT					
9	M.G. Karunarathne	600682725V	Gonawewa Road, Wewalawewa, Dambulla	0717221725	1	CP/DM/3280-874	474660	868569	474674	868582	
10	M.G.V.R. Karunarathne	871603960V	Gonawewa Road, Wewalawewa, Dambulla	0717221725	1		474206	869136	474267	869092	
11	M.G. Sriyani Wasantha	197577102920	Gonawewa Road, Wewalawewa, Dambulla	0717786330	1	E447/A/LL320	474206	869136	474267	869092	
12	J. Sanika Sandalanka	866802890V	322/2, Gonawewa, Wewalawewa, Dambulla	0719624222	1	PAT	474671	869359	474636	869419	
13	I.M.R. Dayawathi	196627103444	388, Gonawewa Road, Wewalawewa, Dambulla	0712863762	1	PAT	474703	869410	474636	869419	
14	W.A. Nandasena	6014031704	Gonawewa, Wewalawewa, Dambulla	0719207667	1	PAT	471877	868503	474869	868503	
15	W.M. Tharusha Dilshan	200222802048	227, Gonawewa, Wewalawewa	0703558826	1	PAT	474803	869496	474857	869469	
16	D.K.G. Upul Pemarathne	783615444V	196/2, Gonawewa, Wewalawewa	0772281625	1	PAT	474507	86940			
17	N.M. Jayathilake	571122698V	Gonawewa Road, Wewalawewa	0703271695	1	CP/DA/3363-1018					
18	A.G. Sheela Kumari	688581974V	27, Wewalawewa, Dambulla.	0754880873	1	PAT					
19	K.G. Susantha Kumara		Dambulu Wadiya, Wewalawewa.	0763376251	1	E447A/LL303	474924	869080	474926	869327	
20	K.D. Sirisena	193931201734	Gonawewa, Wewalawewa		1	CP/DA/5372					
21	E.G.J. Elapatha	691400794V	Gonawewa, Wewalawewa	0712584719	1						
22	W.P. Rani	717672216V	Gonawewa, Wewalawewa	0771311269	1						
23	D.G.C. Lakshani	885533892V	Gonawewa, Wewalawewa	0712798532	1						
24	K.G. Shashikala Maduwanthi	946422533V	Gonawewa, Wewalawewa	0715924981	1						
25	R.G. Jayasinghe	690343835V	Gonawewa, Wewalawewa	0773415148	1	CP/DA/3537-3443	474366	869000	474316	869081	
26	M.W. Alegee	196577102892	Gonawewa, Wewalawewa	0712544300	1	PAT	474832	869615	474856	869601	
27	R.M.K.G. Upali Rajapaksha	196334403769	Gonawewa, Wewalawewa	0755717264	1	CP/DA/3499	474516	868916	474410	869982	
28	D.M. Indukanthi Disanayaka		Gonawewa, Wewalawewa	0773912201	1						
29	E.G.C. Gunawardhane	196473701256	284, Gonawewa, Wewalawewa	0712656108	1		474994	868273	474998	868273	
30	M.G.S. Ruwan	852766042V	268, Wewalawewa	0776924398	1	E447A/101588	474758	868594	474674	868582	
31	W.G. Wimalasena	761323954V	253/2, Gonawewa, Wewalawewa	0701194943	1	PAT	475432	868324	474469	868355	

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Hubasgamuwa											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
Farmers' list of Matale Project Office											
1	K.P. Sujith Wimalaweera	197780100135	67, Alakolawewa, Hubasgamuwa.	757918626	1	PAT	474766	873065	474919	873078	TW
New farmers											
2	M.A. Priyantha Kumara	802411883V	155, Hubasgamuwa, Nikawatuwana	770328963	1	PAT	473564	870643	473644	870649	TW
3	Y.L.C. Padmakumara	810935936V	101, Hubasgamuwa, Nikawatuwana	782924300	1	LDOD 125/61					
4	K.W. Ariyalatha Fernando	575203434V	Somarathna Stores, Hubasgamuwa, Nikawatuwana	774201221	1	PAT					
5	D.G. Anura Bandara		177, Hubasgamuwa, Nikawatuwana	777755800	1		473820	871202	473798	871226	TW
6	R.M. Sunil Shantha	763545245V	93, Hubasgamuwa, Nikawatuwana	703358389	1	PAT	473827	870852	473818	870843	TW
7	H.A. Jayathilaka	197908204768	101/2, Hubasgamuwa, Nikawatuwana	770328963	1	PAT	474752	872841	475055	872747	TW
8	K.G. Harischandra	832982245V	34/1, Wewalawewa, Dambulla	778528943	1	PAT	473757	871348	473759	871359	TW
9	E.M.G. Kumari	198076403010	112, Wewalawewa, Dambulla	719221016	1	PAT	473806	871973	473757	871993	TW
10	J.M.K. Jayasinghe	760210129V	87/2, Alakolawewa, Wewalawewa	772632144	1	PAT	473898	872443	473925	872330	TW
11	A.P.W. Upali	713532541V	106/5, Alakolawewa, Wewalawewa	776272175	1	PAT	474505	872851	474525	872782	TW
12	A.P.M.S. Kumara	822941117V	Alakolawewa, Wewalawewa	704546042	1	PAT	474687	872801	474974	872678	CW
13	K.P.S. Samanjeewa	740952293V	66, Alakolawewa, Wewalawewa	703066637	1	PAT	474683	872930	474967	872904	TW
14	I.G. Jayantha	648251777V	Wewalawewa, Dambulla	713531414	1	CP/DA1536	474133	870313	474120	870230	TW
15	K.A. Samarakoon	195229402750	Wewalawewa, Dambulla	716211040	1	CP/DA1538	474049	870331	474027	870303	TW
16	P.H. Dilshan	811863610V	105/1, Hubasgamuwa, Nikawatuwana.	768898137	1	PAT	473755	870903	473790	870904	TW
17	A.P.W. Maduwantha	961683050V	106/5, Alakolawewa, Wewalawewa	769105345	1	PAT	473827	870852	473818	870843	TW
18	A.G.S. Sewwandi	77083079V	112, Wewalawewa, Dambulla	719712705	1	PAT					TW
19	R.M. Jayawardane	601182807V	Alakolawewa, Wewalawewa	771274999	1	PAT	474803	872641	474751	872675	TW
20	M.D.G. Sumith	822532217V	Arunodayan Road, Wewalawewa	77564807	1	PAT	474673	872605	474636	872641	TW

Ihala Eraula											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
Farmers' list of Agrarian Services Centre (Govijanasewa Office)											
1	H.M.W. Muthubanda	811651001V	Ihala Eraula, Dambulla	0716787253	4		E470131	E470173	N867599	N867569	TW
2	K.G. Kalubanda	836021037V	37B, Ihala Eraula, Dambulla	0705768341	1	E446C/LL/102356	E471733	E471713	N867146	N867135	CANAL
3	K.G. Anura Bandara	802360223V	37B, Ihala Eraula, Dambulla	0714960364	1		E471733	E471713	N867146	N867135	CANAL
4	K.G. Rathnayaka Banda	7807664037V	37B, Ihala Eraula, Dambulla	0717597166	1		E471733	E471713			CANAL

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Ihala Eraula									
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land	GPS location water source	
							N867146	N867135	
5	K.G .Rambanda	623301451V	Ihala Eraula, Dambulla	0774424533	1		E471728	E471696	CANAL
							N867090	N877114	
6	B.G. Nandasena Banda	194918610033	34, Ihala Eraula, Dambulla	0712639130	1	D/511/227	E470611	E470613	TW
							N867798	N867811	
7	B.G.C.M. Nandasena	833265741V	34/1, Ihala Eraula, Dambulla	0778843807	1	LDO 612	E470545	E470613	TW
							N867664	N867811	
8	W.G .Kumaradasa	591144979V	47, Ihala Eraula, Dambulla	0778883367	1		E470654	E470708	TW
							N867908	N867880	
9	K.G. Wiliyam Banda	580821197V	30, Ihala Eraula, Dambulla	0775831897	1	E446C/101962			
10	P.G.D.K. Pahalagedara	812232053V	44/C/1, Ihala Eraula, Dambulla		1	PAT			
11	K.G. Sirwarghana								
12	B.G. Piyasena	422520139V	Ihala Eraula, Dambulla	0715759100	1	CP/DA/1062	E471945	E471992	
							N867609	N867597	
13	B.G. Punchibanda	532490278V	Ihala Eraula, Dambulla	0778484368	1	PAT			
14	K.G. Punchibanda	642970224V	Ihala Eraula, Dambulla	0778533327	1	E446C/102350			
15	K.G. Susantha Kumara	920072828V	Ihala Eraula, Dambulla	0765681040	1		E471646	E471613	CW
							N869403	N869470	
16	K.G. Rajapaksha	810890924V	Ihala Eraula, Dambulla	0773794819	1		E472138	E472090	TW
							N869592	N869625	
17	K.G. Ravial Wimaladarma	900923864V	24D, Ihala Eraula, Dambulla	0711586344	1		E472614	E47263	TW
							N868914	N868892	
18	Ranjan Darmappriya	822752012V	Ihala Eraula, Dambulla	0717707971	1		E472614	E472639	TW
							N868914	N868892	
19	K.G. Appuhami	422200134V	48/C, Ihala Eraula, Dambulla		1	M8358			
20	K.G. Gamini Disanayaka	750860605V	47/B, Ihala Eraula, Dambulla	0719158993	1	MP/2592			CW
21	E.M.S Boyagoda	830570136V	75, Ihala Eraula, Dambulla	0775363665	1	M/16249			
22	K.G. Dharmasena	623400603V	Ihala Eraula, Dambulla	0773592825	1	M/P/2574	E471957	E471935	CW
							N868545	N868594	
23	G.G.P. Sarath Bandara	762593351V	23/B/1, Ihala Eraula, Dambulla	0778463212	1	PAT	E472363	E472426	TW
							N869646	N869675	
24	B.G. Malani Herath	196726902288	Ihala Eraula, Dambulla	0761078138	1	DA/E/A/2012/47	E472003	E471991	TW

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Ihala Eraula										
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source	
							N869894	N869923		
25	B.G. Anura Kumara	670163997V	6D, Ihala Eraula, Dambulla	0779301038	1	DA/E/A/2012/31	E472067	E471991	TW	
							N869920	N869923		
26	D.M. Nirosha Malkanthi	768064695V	Ihala Eraula, Dambulla	0772872079	1				CW	
27	K.G. Premarathna	660021825V	26H, Ihala Eraula, Dambulla	0776218776	1					
28	K.G. Anura Disanayaka	693044553V	47C, Ihala Eraula, Dambulla	0778472466	1		E472338	E472321	CW	
							N869859	N869852		
29	K.G. Ekanayaka									
30	K.G. Muthubanda	511890195V	123C, Ihala Eraula, Dambulla	0776495505	1		E472370		CW	
							N870042			
Farmers' list of Matale Project Office										
31	K.G. Jayathilaka Banda	520625674V	41, Ihala Eraula, Dambulla	0719842278	1		E475274	E475289	TW	
							N873915	N873965		
New farmers										
32	G.G. Udara Danuska	200219601049	23/D, Ihala Eraula, Dambulla	0785275068	1	PAT	E475282	E475289	TW	
							N873975	N873965		
33	K.G. Piyasena	840381889V	23, Ihala Eraula, Dambulla	0740926212	1	PAT			CW	
34	G.G. Somathilaka	613502467V	22B, Ihala Eraula, Dambulla	0778123560	1	ETI	E472343	E472339	TW	
							N869611	N869612		
35	K.G.S. Pradeep Kumara	911151480V	26F, Ihala Eraula, Dambulla	0781706113	1	CP/DA/430C/6662/97	E471982	E471994	TW	
							N869858	N869668		

Lenawa										
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source	
							E	N	E	N
New Farmer										
1	M.G. Chinthaka Watekumara	852870800V	26, Govigammanaya, Lenawa, Kimbissa	0708823284	1	E/448/U/179	470443	873886		
2	M.A. Darmadasa	450333352V	25, Govigammanaya, Lenawa, Kimbissa	0723411391	1	PAT	470410	873890		
3	L.A. Nishantha	741733285V	27, Govigammanaya, Lenawa, Kimbissa	0711633812	1	PAT	470364	873996		

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Lenawa										
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source	
							E	N	E	N
4	A.G. Gamini Sarath Kumara	772650019V	27, Govigammanaya, Lenawa, Kimbissa	0713063261	1	PAT	470327	873880		
5	H.M. Pathmaselae	198161900320	29, Govigammanaya, Lenawa, Kimbissa	0716558197	1	PAT	470306	873807		
6	H.M. Thissa Priyantha Bandara	772844220V	31, Govigammanaya, Lenawa, Kimbissa	0723356724	1	PAT	470201	873792		
7	R.M. Subarathne Banda	562213619V	60, Govigammanaya, Lenawa, Kimbissa	0774140638	1	PAT	470178	833701	470186	873684/TW
8	P.G. Wimala Kumara	676771901V	65, Govigammanaya, Lenawa, Kimbissa	0774993620	1	PAT	470155	873757		
9	H.M. Aberathne Bandara	197929501392	33, Govigammanaya, Lenawa, Kimbissa	0719696181	1	PAT	470080	873831		
10	M.C. Siriwardane	196910304763	21, Govigammanaya, Lenawa, Kimbissa	0788830876	1	PAT	469998	873863		
11	M.M.I.G. Karuna Jayathilake	683403962V	34, Govigammanaya, Lenawa, Kimbissa	0787310444	1	PAT	470000	873798		
12	E.G. Sisira Ariyathissa	601592509V	41, Govigammanaya, Lenawa, Kimbissa	0717035341	1	PAT	469917	873690	469920	873595/CW
13	H.M.T.G. Niluka Pathmini Herath	198479300195	56, Govigammanaya, Lenawa, Kimbissa	0761789837	1	PAT	469944	873577	469951	873572/CW
14	H.M.G. Sunil Herath	772142609V	40, Govigammanaya, Lenawa, Kimbissa	0779425975	1	PAT	469829	873629	469847	873596/CW
15	M.G. Dammika Kumari	86943051V	130, Lenawa, Kimbissa	0713280600	1	PAT	470237	873586		
16	H.M.E.G.N.M. Kumari Herath	808583755V	130, Chanda, Lenawa, Kimbissa	0717264077	1		470158	873583		
17	M. Anula Amarasekara	197559703092	Govigammanaya, Lenawa, Kimbissa		1					
18	D.M.D.K. Dewanayake	7466104910V	36, Govigammanaya, Lenawa, Kimbissa	0711537197	1	E448/LL/102/147	470106	873587		
19	A.G.N.H. Sumathipala	726392684V	47, Govigammanaya, Lenawa, Kimbissa	0714547145	1	E448/LL/100520				
20	K.H.M. Jayathilake Banda	593255190V	155/4, Lenawa, Kimbissa	0754396690	1	E448/LL/100528	430296	873587	470307	873624/CW
21	H.M.P.G. Sunil Bandara Herath	740842862V	95/3, Kibukkadawela, Kimbissa	0717162496	1	PAT	470339	873572		
22	H.M.U.B. Lenawa	732561145V	Ginera, Lenawa, Kimbissa	0711096102	1	L 52/59	470598	873735		
23	H.M.W.G. Jayalika Banda	622523965V	17/1, Kubukkawela, Lenawa, Kimbissa	0756005299	1		470577	873759		
24	H.M.I.G. Jayasinghe Banda	61021384V	155/2, Lenawa, Kimbissa	0771443589	1	CP/DG/4915/LPC/D/16/26	470495	873594		
25	H.M.P.G. Anura Bandara Herath	701701178V	Kubukkawela, Lenawa, Kimbissa	0721127395	1		470304	873946		
26	H.M.H. Jayantha Herath	720993996V	15, Govigammanaya, Lenawa, Kimbissa	0702860250	1	PAT	470298	874003		
27	H.G.H.M. Dasanayake	620680290V	11, Govigammanaya, Lenawa, Kimbissa	0767678802	1	PAT	470323	874104		
28	M.G. Nimal Herath	762794012V	13, Govigammanaya, Lenawa, Kimbissa	0772814567	1	E/448/LL/178	470398	874043		
29	N.G. Nihal Siriwardane	197331700131	42, Govigammanaya, Lenawa, Kimbissa	0714005657	1	E/448/LL/100509	470375	874080		
30	A.G. Darmadasa	653183399V	46, Govigammanaya, Lenawa, Kimbissa	0771810834	1	PAT	470473	874098	470482	874108/TW
31	H.M.I.G. Samantha	812444808V	5, Govigammanaya, Lenawa, Kimbissa	0789500979	1	E/448/LL/172	470249	874086	470252	874096/TW
32	A.A. Pemaseele	625270278V	7, Govigammanaya, Lenawa, Kimbissa	0774726341	1	PAT	470298	874205		
33	D.M.Tilaka Disanayake	726720428V	Kubukkadawela, Lenawa, Kimbissa	0721127285	1		470287	874291		
34	H.M.I.G. Rathnayake Herath	721521699V	19, Govigammanaya, Lenawa, Kimbissa	0714229572	1					
35	A.G. Siril Rajapakse	853002917V	Govigammanaya, Lenawa, Kimbissa	0723643903	1	PAT	470416	874206		
36	W.M.W.G.P.B. Wanasekara	740134035V	33, Kumbukkawela, Kimbissa	0775174925	1	E/448/LL/100508	470221	874060		
37	A.D. Lalith Kumara	760023891V	17, Govigammanaya, Lenawa, Kimbissa	0716128501	1	E448/LL/175	470063	874058		
38	H.M.P.G. Hesantha Banda Herath	663641743V	4, Govigammanaya, Lenawa, Kimbissa	0775022843	1	E448/LL/174	470064	874066		
39	Kasun Julajaya Sanarathunga	973161903V	3, Govigammanaya, Lenawa, Kimbissa	0716715376	1	E448/LL/173	470045	874144	470048	874136/CW
40	K. Gayani Sudarsa Laxsekara	887694150V	18, Govigammanaya, Lenawa, Kimbissa	0701020604	1		470015	874014		
41	H.M.I.G. Samarasinghe Banda	622893908V	23, Govigammanaya, Lenawa, Kimbissa	0715204369	1	PAT	470054	873957		

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Lenawa											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
42	J.G. Indika Pushpakumara	820674022V	20, Govigammanaya, Lenawa, Kimbissa	0788827901	1	PAT	470008	873915			
43	H.M.V.K.K herath	197252202696	22, Kumbukkawela, Kimbissa	0712057168	1	L42/03					
44	H.M.P.G.W. Kumara Herath	822011560V	171, Kumbukkawela, Kimbissa	0775852892	4	PAT					
45	H.M.I.G. Manel Bandara	710420742V	99, Kumbukkawela, Kimbissa	0770248287	1	M/P 5054					
46	H.M.N. Gamini Ekanayaka	741713993V	124/3, Kumbukkawela, Kimbissa	0767364608	1	PAT					

Pahala Eraula											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
New farmers											
1	W.A.M.H. Abeysekara	581240961V	76/1, Pahala Eraula, Dambulla	715473212	1	MA/P/5064/425					
2	H.U.W. Abeysekara	197429902730	Wasana, Pahala Eraula, Dambulla	718387183	1	MA/P/4104/96	466684	867961			
3	M.A. Senarath Bandara	782892207V	64/C/1, Pahala Eraula, Dambulla	717361935	1	PAT					
4	W.A.M.H Anura Abeysekara	196116004866	Pahala Eraula, Dambulla	711660714	1	LDOD 126/21					
5	A.K.K.M.R.B. Somathilaka	761160524V	58/B/1, Pahala Eraula, Dambulla	716459440	1	DB/PE/2012/21					
6	E.M.E. Sampath Bandara	802844921V	Pahala Eraula, Dambulla	777198767	1						
7	P.A.G. Sumawathi		54, Pahala Eraula, Dambulla	715797133	3	PAT	466901	868267	466840	867967 PW	
8	W.G. Jinadasa	692411463V	Pahala Eraula, Dambulla	717597634	1	E446/LL/102323	467030	868167	467082	868194 CW	
9	A.G.P. Sudarshani	886622864V	76, Pahala Eraula, Dambulla	716973313	1	CP/DA4417	467796	867692	467829	867724 CW	

Welangolla											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
Farmers' list of Agrarian Services Centre (Govijanasewa Office)											
1	W.M. Sampath Nishantha	810334100V	178/1, Welangolla, Wewalawewa	0718887071	1	PAT					
2	H.D.D. Udayananda	671334167V	Welangolla, Wewalawewa	0758001579	1	CP/DA/4852	473868	867405	473872	867415 CW	
3	I.G.L. Sampath Dharmadasa	801341551V	223/1, Welangolla, Wewalawewa	0712058808	1	DA/W/2019/11	473535	869771	473997	869602 TW	
4	M.D.G. Somarathna	610017240V	175, Welangolla, Wewalawewa	0758618724	1	PAT	473605	868603	473651	868561 CW	
5	W.D. kamani Manel	197576700615	181/2, Welangolla, Wewalawewa	0719656652	1	DA/W/2019/22				TW	
6	W.G. Mahinda Rathna	651837049V	257, Welangolla, Wewalawewa	0765324277	1	GR/5/042997	473397	869283	473406	869289 TW	
7	A.A.N. Premakumari	756174576V	182, Kudagona Wewa, Wewalawewa	0716049260	1	PAT	474535	868745	474539	868753 CW	
8	T.G.K.S. Santha Thikarathna	946002720V	182, Kudagona Wewa, Wewalawewa	0711154026	1	PAT					
9	H.D. Prasad Buddhika	199029100751	176/7, Kudagona Wewa, Wewalawewa	0784811856	1	DA/W/2019/28	474745	868547	474766	868535 CW	
10	H.D. Gunasinghe	571064502V	176/7, Kudagona Wewa, Wewalawewa	0712629833	1	PAT	474687	868456	474686	868479 CW	
11	A.A. Somasiri	610073549V	236/9, Kudagona Wewa, Wewalawewa	07620489767	1	PAT	474201	868266	474211	868271 TW	

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Welangolla											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
12	E.G. Chandra Gunawardana	196473701256	284, Kudagona Wewa, Wewalawewa	07126576108	1	E446D/101411					
New farmers											
13	A.A. Santha Senarathna	830503579V	176/1, Kudagona Wewa, Wewalawewa	0719754123	2	E447D/101429	474117	868222	474121	868227	TW
14	D.G.L. Saman Kumara	875253719V	193/1, Welangolla, Wewalawewa	0773462296	1	GR/5/041440					TW
15	D.P.C.M. Dasnayaka	1999334201350	165, Welangolla, Wewalawewa	0771376932	1	PAT					
16	G.G. Weerasinghe	663394193V	260, Welangolla, Wewalawewa	0740392599	1	E446/LL118					
17	I.G. Dharmadasa	491763855V	223, Welangolla, Wewalawewa	0717495014	1	PAT					TW
18	I.G.D. Jayawickrama	895572217V	291/1, Welangolla, Wewalawewa	0768740036	1	PAT					CW
19	R.M. Abesinghe	702413036V	224, Welangolla, Wewalawewa	0766523104	1	PAT	473769	869797	473698	869816	TW
20	M.D.G.S.M. Pushpakumara	1999225000274	175/2, Welangolla, Wewalawewa	0774428273	2	PAT					
21	L.G. Dayananda Jayasena	731220077V	126/3, Welangolla, Wewalawewa	0755997778	1	GR/5/042972	473533	869442	473542	869447	TW
22	E.K.G.S. Pushpakumara	770693250V	190/1, Welangolla, Wewalawewa	0712167911	1	GR/5/035393	473377	869619	473370	869613	TW
23	H.M. Kiribanda	711752498V	213, Welangolla, Wewalawewa	0785353140	3	DA/W/2019/65	473834	867322	473839	867328	CW
24	V. Gunathilaka	540910103V	Welangolla, Wewalawewa	0767848919	1	CP/DA/4596					TW
25	U.G.P. Ruwan Kumara	801115926V	6/2, Welangolla, Wewalawewa	0774856117	1	PAT	473736	870969	473769	870060	TW
26	U.G. Nihal Indika	871952787V	6, Welangolla, Wewalawewa	0778861110	1	PAT	474020	870203	474047	870289	TW
27	W.G. Janaka Priyanandana	830534091V	Welangolla, Wewalawewa	0714626380	1	PAT	473996	870161	474047	870299	TW

Wewalawewa											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
Farmers' list of Matale Project Office											
1	M.L.M. Nadeer	731044520V	67, Wewalawewa, Dambulla	0776249544	3	E 447A/LL1024B	477066	869396	477057	869383	CW
2	D.M.G.R.M Keerthisinghe	880742809V	49, Wewalawewa, Dambulla	0763186963	1	PAT	474162	871722	474013	871729	CW
3	D.M.G.S Kumara Keerthisinghe	19822783007	49, Wewalawewa, Dambulla	0750409210	1	PAT	477097	871733	477013	871729	CW
4	A.M. Ekanayake Manike	717670531V	53, Wewalawewa, Dambulla	0717031618	1	E 447A/LL/102453					
5	W.M. Herath Banda	631322239V	Wewalawewa, Dambulla	0776273063	1	PAT					
Farmers' list of Agrarian Services Centre (Govijanasewa Office)											
6	K.D.G. Ravindra Gunarathne	780371749V	68, Wewalawewa, Dambulla	0774769775	1	GR/5/016971					
7	D.G. Ashoka Karunathilake	700062570V	88, Wewalawewa, Dambulla	0775847061	1	PAT	474301	871313	474315	871298	TW
8	P.G. Nadeeka Sanjeevani	886713665V	161/14, Wewalawewa, Dambulla	0773428401	1	PAT					
9	J.A. Nayani Thakshila	886033001V	Alakalawa Rd, Dambulla	0772484303	1						
10	P.G. Achini Priyadarshani	917194262V	Alakalawa Rd, Wewalawewa, Dambulla	0762359520	1	PAT	474875	872722	474922	872558	TW
11	R.M. Swarnalatha	715432927V	99, Wewalawewa, Dambulla	078353383	1	PAT					
12	W.G. Priyani Herath Manike	19708630150V	89, Wewalawewa, Dambulla	0770653231	1	PAT					

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Wewalawewa											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
13	A.G. Inoka Sudarshani Aberathne	198454310023	76, Wewalawewa, Dambulla	0770487032	1						
14	K.G. Ariyawathi	19536380340	81, Wewalawewa, Dambulla	0768394205	1	PAT					
15	M.G.S. Disna Kumari	957470351V	161/08/01, Wewalawewa, Dambulla	0779643506	1	A 447A LL-281					
16	R.M.K.S. Rathnayake	893061460V	160, Wewalawewa, Dambulla	0712599278	1	CP/DA/5129					
New farmers											
17	J.T.C.M. Premawardane	876751275V	61, Wewalawewa, Dambulla	0710342500	1	PAT					
18	M.G. Sanjeewa Ruwan	852766042V	268/1, Aberathne stores, Wewalawewa, Dambulla	0776924398	1	E 447/A/101588					
19	A.M. Piyasena	197228210021	427, Wewalawewa, Dambulla	0767025539	1	PAT	426998	872391	477041	872373	CW
20	M.M. Mahinda Munasinghe	720951797V	26, Wewalawewa, Dambulla	0765548035	1	PAT					
21	W.G.N.R.P. Kumarasiri	197902301538	103, Wewalawewa, Dambulla	0770637414	1	MA/P/7579	475488	472196	475504	472156	TW
22	S.S. Nandasena	590124770V	20, Wewalawewa, Dambulla	0756966889	1	PAT	476954	872399	474962	871401	CW
23	R.M.P Krishanthi Kumari	816512450V	281/1, Wewalawewa, Dambulla	0703066985	1	PAT					
24	R.M.R.G. Wijesiri Rathnayake	611890702V	160, Wewalawewa, Dambulla	0775383095	1	PAT					
25	W.A.A. Sandamali Thilakarathne	827183393V	322/3, Wewalawewa, Dambulla	0764803356	1	PAT					
26	W.G. Karunawathi	528390218V	94, Wewalawewa, Dambulla	0786505998	1	PAT					
27	A.G. Herath Dissanayake	770083079V	112, Wewalawewa, Dambulla	0719712705	1	PAT					
28	G.G. Priyantha Kumarasiri	643611228V	97, Wewalawewa, Dambulla	0771434118	1	E 447A/LL 331	475283	872022	475286	872008	TW
29	A.G. Jayathilake Banda	610705790V	28, Wewalawewa, Dambulla	0778825720	1	PAT					
30	M.G.P.N. Sumanasiri	892851883V	102, Wewalawewa, Dambulla	0775330861	1	CD/DA/5127	475189	871908	475182	871913	TW
31	A.G. Nirosha Sanjeevani	916004915V	60, Wewalawewa, Dambulla	0763066148	1						
32	M.A. Dinusha Sandamali	858074398V	293, Wewalawewa, Dambulla	0702334065	1						
33	H.A. Gunathilake Banda	763463150V	318, Wewalawewa, Dambulla	07784779503	1	CP/DA/4255					
34	D.G.S.S. Dissanayake	805963050V	109, Wewalawewa, Dambulla	0773462580	1	PAT					
35	H.M. Hemalatha	597934904V	46, Wewalawewa, Dambulla	0776761249	1	PAT					
36	W.G. Priyanthi Kumari Subasinghe	198486100283	77, Wewalawewa, Dambulla	0772812419	1						
37	H.M. Lalitha Priyathi	197180603388	125/2, Alakalawa Rd, Dambulla	0719852138	1	PAT	474758	872071	474831	872000	TW
38	K.P. Sumith Samanjeewa	740952293V	66, Alakolawewa, Wewalawewa, Dambulla	0703066637	1	PAT					
39	M.D.M. Sadun Kumara Dissanayake	822941117V	Alakolawewa Rd, Dambulla	0704546042	1	PAT					
40	P.G.H. Sandamalee Bandara	917282234V	146/2, Wewalawewa, Dambulla	0783862262	1	PAT					
41	L.G Jayanthi Mala	686922359V	162, Wewalawewa, Dambulla	0772460293	1	E447A/LL/383	474354	870049	474350	870027	TW
42	K.M Samarakoon	195229402758	Main Road, Wewalawewa, Dambulla	0716211040	1	CP/DA/1538					
43	O.W. Athula Kumara	850724180V	15, Wewalawewa, Dambulla	0704546513	1	PAT					

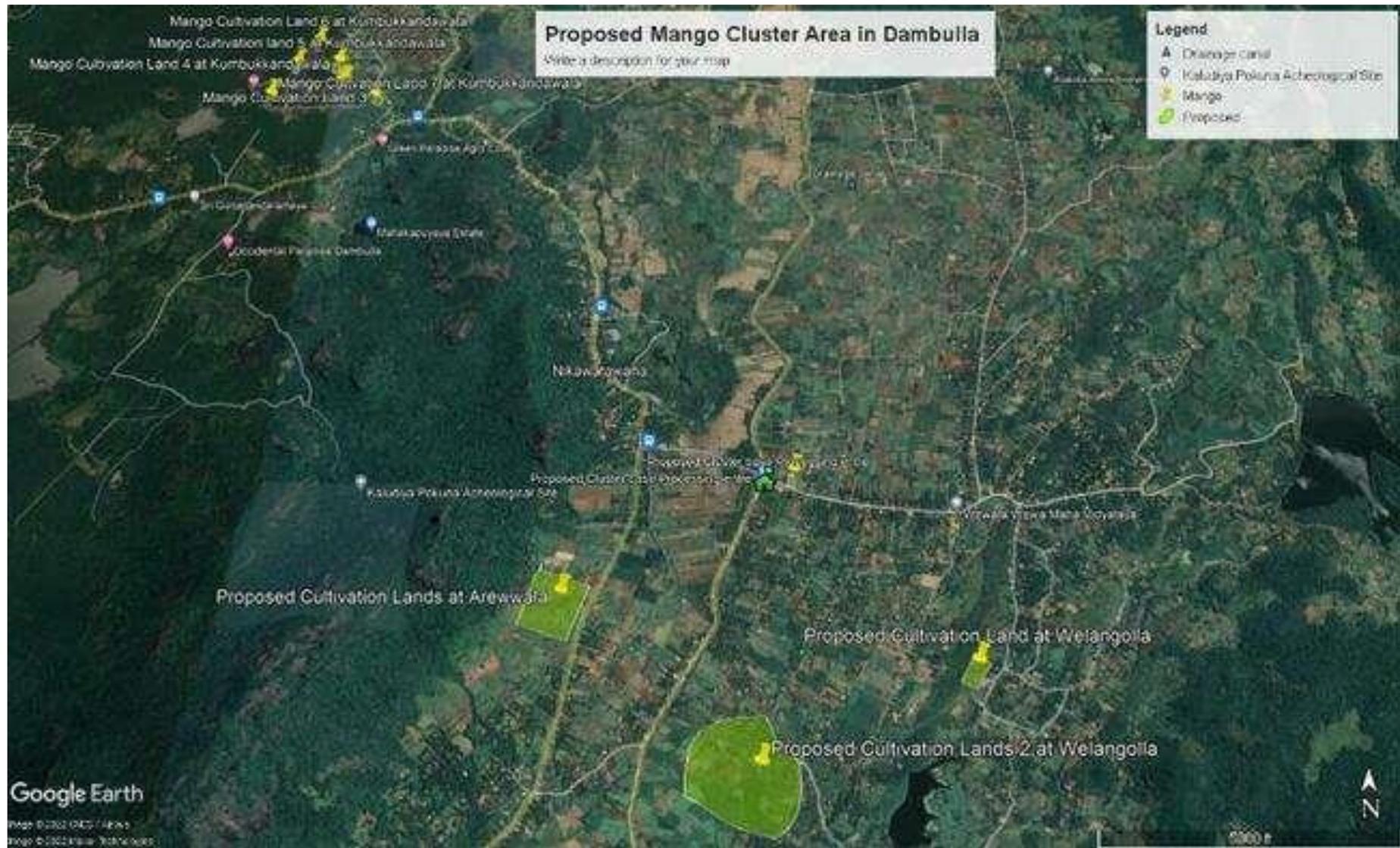
SRR for CDP No 5 - Matale (Dambulla) - Mango and Big Onion

Wewalawewa											
No	Name head of household	NIC	Address	Telephone	Acres	Details of the land	GPS location land		GPS location water source		
							E	N	E	N	
44	K.D.G.C.K. Gunarathne	822841619V	8, Wewalawewa, Dambulla	0768022821	1	E447A/101648					
45	K.G. Chaminda Sunil Bandara	821064864V	77, Wewalawewa, Dambulla	0775450326	1	PAT	474381	871196	474626	871096	TW
46	D.G. Sumith Bandara Dissnayake	83301179V	109, Wewalawewa, Dambulla	0713566302	1	PAT	475445	872782	475434	872807	TW
47	D.M. Sugath Bandara	753183388V	41, Wewalawewa, Dambulla	0764783369	1	PAT	477166	869850	477095	869893	CW
48	P.G. Latha Podimanike	196773901006	146/2, Welangolla, Wewalawewa	0773665374	1	PAT					
49	H.M.C.S. Aberathne	823491166V	Workshop Rd, Wewalawewa, Dambulla	0778422582	1	DA/WA/2014/04	475941	870065	475926	870096	CW
50	K.Ajith Samarasinghe	197123404202	109, Wewalawewa, Dambulla	0774651398	1	PAT	474971	873015	474980	873043	TW
51	H.G. Siril	623441016V	63, Wewalawewa, Dambulla	0768841060	1		474317	871179	474326	871147	TW
52	R.M.V Rathnayake		88, Wewalawewa, Dambulla	077583095	1						
53	W.M. Bandaramenike	458230153V	Diwlapitiyaya, Wewalawewa, Dambulla	0717597166	1	DA/WE/2014-1	476799	874653	476817	874668	CANAL
54	A.G.S. Pathma	825383883V	116, Wewalawewa, Dambulla	0768367253	1	PAT	474468	871396	474472	871386	TW
55	A.G. Ranjith	753493697V	97, Wewalawewa, Dambulla	0771752622	1	PAT	474177	873318	474179	873303	TW
56	H.M.V. Buddhika	811971731V	Wewalawewa, Dambulla	076921323	1	PAT	476124	870159	476113	870118	TW
57	R.M. Priyantha	691591913V	Wewalawewa, Dambulla	0773329894	4	CP/DA/5473	476015	870117	476042	870112	TW
58	R.G. Sani	196606701250	Wewalawewa, Dambulla	0756934609	1	E447/A101729	477125	869026	477129	869061	CW
59	J.M. Dasanayaka	713651443V	70, Wewalawewa, Dambulla	0778472463	1	PAT	475449	872621	475508	872647	TW
60	W.G. Premawathi	306890936V	40, Wewalawewa, Dambulla	0775452967	1	PAT					CW
61	M. Pradeep	840570576V	107, Wewalawewa, Dambulla	0754718609	1	PAT	474472	870793	474416	870795	TW
62	J.M.M. Dasanayaka	965232133V	129/5, Wewalawewa, Dambulla	0769785162	1	PAT	474179	871727	474194	871750	TW
63	E.A.N. Edirisinghe	867383182V	260/1, Alakolawewa, Dambulla	0741472498	1	E447A/101608	474426	871560	474486	871546	TW
64	W.G Jayathilaka	732940910V	76, Wewalawewa, Dambulla	0773035925	1		474207	871343	474220	871412	TW
65	B.K.G. Chandani	675334277V	268, Wewalawewa, Dambulla	0714859533	1		474557	871546	474486	871546	TW
66	E.A. Edirisinghe	926025201V	392, Wewalawewa, Dambulla	0769399386	1		474495	871499	474506	871502	TW

ANNEX 3: INSTITUTIONAL ROLES IN DAMBULLA MANGO CLUSTER

Agency/committee	Officers responsible	Official functions assigned	Expected role in cluster development programme
Department of Agriculture (Provincial)	Assistant Director (Ext) Dambulla	Provide extension support through field staff and maintain data system	Coordinate all the extension activities on new technology and crop management
	2 Agriculture instructors (Dambulla and Klmbissa)	Carry out extension field programmes with Agrarian Research and Productivity Assistants	Implement extension activities on new agricultural technology and crop management
Agrarian Development Department	2 Agrarian development officers for Dambulla and Kimbissa	Administering of Agrarian Research and Productivity Assistants attached to Agrarian Service centre. Agric. Input supplies, manage Paddy land Act and FPO registration under 56A and 56B	Coordinate activities related to input supplies and make the relevant agrarian research and productivity assistants' involvement more active in the programme
	Agrarian research and productivity assistants (ARPA). Of the 34 ARPA, 8 are in the cluster area	Assist the Agrarian Development Officer and Agriculture instructors to implement field programmes. Maintain data and information on agriculture and communicate with farmer organisation and farmers on issues	Communicate with farmers' organisations' members including mango farmers and keep records of updates on each. Organise farmer meetings when requested by the agriculture instructors, agriculture development officer or senior officers
Divisional Secretariat Dambulla	Divisional secretary/asst. divisional secretary Dambulla	Administrative head of the Secretariat area and Chairman of the Divisional Agriculture Committee holding monthly meetings which all the Divisional Heads, FPO leaders are participating	Extend cooperation to get the involvement of Grama Niladaris, development officers and Samurdhi Niladari in the cluster area. Assist to settle land ownership issues and disputes of mango farmers
	Grama Niladari (village officer)	Deal with key functions such as poverty alleviation, conflict resolution at village level and maintain population data of people in his area	Extend village level cooperation to mobilise mango farmers and assist farmers to select their Representatives with good personnel qualities
	Land Officer	Land management under Land Development Ordinance in the area	Assistance to settle land tenure issues and encroachments. Proper information on legal land ownership and nominated successors
Divisional Agriculture Committee	Members of Divisional Agriculture Committee (DS, AD-Agriculture, Agrarian Development Officer, Land Officer, GNs, Provincial Irrigation Engineer, farmer representatives and other)	Taking up for discussion of all issues related to agriculture, input supplies, seasonal cultivation decisions, pest and diseases and marketing of agriculture produce. Find alternative solutions and assign the responsibilities for remedial actions	Take this forum to discuss the issues related to mango cultivation and get the active involvement of relevant line agency officers
Field Crop Research and Development Institute (Maha Illuppallama)	Entomologist, Pathologist and Irrigation Agronomist	Carry out research activities on pest and diseases, new Irrigation systems and cropping systems related to field crops	Provide required research information on mango cultivation and assistance to overcome agronomic issues

ANNEX 4: PROJECT AREA MAP



ANNEX 5: WORLD BANK INTERIM GUIDELINES ON COVID-19

INTERIM GUIDANCE ON COVID-19

VERSION 1: APRIL 7, 2020

ESF/SAFEGUARDS INTERIM NOTE: COVID-19 CONSIDERATIONS IN CONSTRUCTION/CIVIL WORKS PROJECTS

This note was issued on April 7, 2020 and includes links to the latest guidance as of this date (e.g. from WHO). Given the COVID-19 situation is rapidly evolving, when using this note it is important to check whether any updates to these external resources have been issued.

1. INTRODUCTION

The COVID-19 pandemic presents Governments with unprecedented challenges. Addressing COVID-19 related issues in both existing and new operations starts with recognizing that this is not business as usual and that circumstances require a highly adaptive responsive management design to avoid, minimize and manage what may be a rapidly evolving situation. In many cases, we will ask Borrowers to use reasonable efforts in the circumstances, recognizing that what may be possible today may be different next week (both positively, because more supplies and guidance may be available, and negatively, because the spread of the virus may have accelerated).

This interim note is intended to provide guidance to teams on how to support Borrowers in addressing key issues associated with COVID-19, and consolidates the advice that has already been provided over the past month. As such, it should be used in place of other guidance that has been provided to date. This note will be developed as the global situation and the Bank's learning (and that of others) develops. This is not a time when 'one size fits all'. More than ever, teams will need to work with Borrowers and projects to understand the activities being carried out and the risks that these activities may entail. Support will be needed in designing mitigation measures that are implementable in the context of the project. These measures will need to take into account capacity of the Government agencies, availability of supplies and the practical challenges of operations on-the-ground, including stakeholder engagement, supervision and monitoring. In many circumstances, communication itself may be challenging, where face-to-face meetings are restricted or prohibited, and where IT solutions are limited or unreliable.

This note emphasizes the importance of careful scenario planning, clear procedures and protocols, management systems, effective communication and coordination, and the need for high levels of responsiveness in a changing environment. It recommends assessing the current situation of the project, putting in place mitigation measures to avoid or minimize the chance of infection, and planning what to do if either project workers become infected or the work force includes workers from proximate communities affected by COVID-19. In many projects, measures to avoid or minimize will need to be implemented at the same time as dealing with sick workers and relations with the community, some of whom may also be ill or concerned about infection. Borrowers should understand the obligations that contractors have under their existing contracts (see Section 3), require contractors to put in place appropriate organizational structures (see Section 4) and develop procedures to address different aspects of COVID-19 (see Section 5).

2. CHALLENGES WITH CONSTRUCTION/CIVIL WORKS

Projects involving construction/civil works frequently involve a large work force, together with suppliers and supporting functions and services. The work force may comprise workers from international, national, regional, and local labor markets. They may need to live in on-site accommodation, lodge within communities close to work sites or return to their homes after work. There may be different contractors

permanently present on site, carrying out different activities, each with their own dedicated workers. Supply chains may involve international, regional and national suppliers facilitating the regular flow of goods and services to the project (including supplies essential to the project such as fuel, food, and water). As such there will also be regular flow of parties entering and exiting the site; support services, such as catering, cleaning services, equipment, material and supply deliveries, and specialist sub-contractors, brought in to deliver specific elements of the works.

Given the complexity and the concentrated number of workers, the potential for the spread of infectious disease in projects involving construction is extremely serious, as are the implications of such a spread. Projects may experience large numbers of the work force becoming ill, which will strain the project's health facilities, have implications for local emergency and health services and may jeopardize the progress of the construction work and the schedule of the project. Such impacts will be exacerbated where a work force is large and/or the project is in remote or under-served areas. In such circumstances, relationships with the community can be strained or difficult and conflict can arise, particularly if people feel they are being exposed to disease by the project or are having to compete for scarce resources. The project must also exercise appropriate precautions against introducing the infection to local communities.

3. DOES THE CONSTRUCTION CONTRACT COVER THIS SITUATION?

Given the unprecedented nature of the COVID-19 pandemic, it is unlikely that the existing construction/civil works contracts will cover all the things that a prudent contractor will need to do. Nevertheless, the first place for a Borrower to start is with the contract, determining what a contractor's existing obligations are, and how these relate to the current situation.

The obligations on health and safety will depend on what kind of contract exists (between the Borrower and the main contractor; between the main contractors and the sub-contractors). It will differ if the Borrower used the World Bank's standard procurement documents (SPDs) or used national bidding documents. If a FIDIC document has been used, there will be general provisions relating to health and safety. For example, the standard FIDIC, Conditions of Contract for Construction (Second Edition 2017), which contains no 'ESF enhancements', states (in the General Conditions, clause 6.7) that the Contractor will be required:

- to take all necessary precautions to maintain the health and safety of the Contractor's Personnel
- to appoint a health and safety officer at site, who will have the authority to issue directives for the purpose of maintaining the health and safety of all personnel authorized to enter and or work on the site and to take protective measures to prevent accidents
- to ensure, in collaboration with local health authorities, that medical staff, first aid facilities, sick bay, ambulance services and any other medical services specified are available at all times at the site and at any accommodation
- to ensure suitable arrangements are made for all necessary welfare and hygiene requirements and for the prevention of epidemics

These requirements have been enhanced through the introduction of the ESF into the SPDs (edition dated July 2019). The general FIDIC clause referred to above has been strengthened to reflect the requirements of the ESF. Beyond FIDIC's general requirements discussed above, the Bank's Particular Conditions include a number of relevant requirements on the Contractor, including:

- to provide health and safety training for Contractor's Personnel (which include project workers and all personnel that the Contractor uses on site, including staff and other employees of the Contractor and Subcontractors and any other personnel assisting the Contractor in carrying out project activities)
- to put in place workplace processes for Contractor's Personnel to report work situations that are not safe or healthy
- gives Contractor's Personnel the right to report work situations which they believe are not safe or healthy, and to remove themselves from a work situation which they have a reasonable justification to believe presents an imminent and serious danger to their life or health (with no reprisal for reporting or removing themselves)
- requires measures to be in place to avoid or minimize the spread of diseases including measures to avoid or minimize the transmission of communicable diseases that may be associated with the influx of temporary or permanent contract-related labor
- to provide an easily accessible grievance mechanism to raise workplace concerns

Where the contract form used is FIDIC, the Borrower (as the Employer) will be represented by the Engineer (also referred to in this note as the Supervising Engineer). The Engineer will be authorized to exercise authority specified in or necessarily implied from the construction contract. In such cases, the Engineer (through its staff on site) will be the interface between the PIU and the Contractor. It is important therefore to understand the scope of the Engineer's responsibilities. It is also important to recognize that in the case of infectious diseases such as COVID-19, project management – through the Contractor/subcontractor hierarchy – is only as effective as the weakest link. A thorough review of management procedures/plans as they will be implemented through the entire contractor hierarchy is important. Existing contracts provide the outline of this structure; they form the basis for the Borrower to understand how proposed mitigation measures will be designed and how adaptive management will be implemented, and to start a conversation with the Contractor on measures to address COVID-19 in the project.

4. WHAT PLANNING SHOULD THE BORROWER BE DOING?

Task teams should work with Borrowers (PIUs) to confirm that projects (i) are taking adequate precautions to prevent or minimize an outbreak of COVID-19, and (ii) have identified what to do in the event of an outbreak. Suggestions on how to do this are set out below:

- The PIU, either directly or through the Supervising Engineer, should request details in writing from the main Contractor of the measures being taken to address the risks. As stated in Section 3, the construction contract should include health and safety requirements, and these can be used as the basis for identification of, and requirements to implement, COVID-19 specific measures. The measures may be presented as a contingency plan, as an extension of the existing project emergency and preparedness plan or as standalone procedures. The measures may be reflected in revisions to the project's health and safety manual. This request should be made in writing (following any relevant procedure set out in the contract between the Borrower and the contractor).
- In making the request, it may be helpful for the PIU to specify the areas that should be covered. This should include the items set out in Section 5 below and take into account current and relevant

guidance provided by national authorities, WHO and other organizations. See the list of references in the Annex to this note.

- The PIU should require the Contractor to convene regular meetings with the project health and safety specialists and medical staff (and where appropriate the local health authorities), and to take their advice in designing and implementing the agreed measures.
- Where possible, a senior person should be identified as a focal point to deal with COVID-19 issues. This can be a work supervisor or a health and safety specialist. This person can be responsible for coordinating preparation of the site and making sure that the measures taken are communicated to the workers, those entering the site and the local community. It is also advisable to designate at least one back-up person, in case the focal point becomes ill; that person should be aware of the arrangements that are in place.
- On sites where there are a number of contractors and therefore (in effect) different work forces, the request should emphasize the importance of coordination and communication between the different parties. Where necessary, the PIU should request the main contractor to put in place a protocol for regular meetings of the different contractors, requiring each to appoint a designated staff member (with back up) to attend such meetings. If meetings cannot be held in person, they should be conducted using whatever IT is available. The effectiveness of mitigation measures will depend on the weakest implementation, and therefore it is important that all contractors and sub-contractors understand the risks and the procedure to be followed.
- The PIU, either directly or through the Supervising Engineer, may provide support to projects in identifying appropriate mitigation measures, particularly where these will involve interface with local services, in particular health and emergency services. In many cases, the PIU can play a valuable role in connecting project representatives with local Government agencies, and helping coordinate a strategic response, which takes into account the availability of resources. To be most effective, projects should consult and coordinate with relevant Government agencies and other projects in the vicinity.
- Workers should be encouraged to use the existing project grievance mechanism to report concerns relating to COVID-19, preparations being made by the project to address COVID-19 related issues, how procedures are being implemented, and concerns about the health of their co-workers and other staff.

5. WHAT SHOULD THE CONTRACTOR COVER?

The Contractor should identify measures to address the COVID-19 situation. What will be possible will depend on the context of the project: the location, existing project resources, availability of supplies, capacity of local emergency/health services, the extent to which the virus already exist in the area. A systematic approach to planning, recognizing the challenges associated with rapidly changing circumstances, will help the project put in place the best measures possible to address the situation. As discussed above, measures to address COVID-19 may be presented in different ways (as a contingency plan, as an extension of the existing project emergency and preparedness plan or as standalone procedures). PIUs and contractors should refer to guidance issued by relevant authorities, both national

and international (e.g. WHO), which is regularly updated (see sample References and links provided in the Annex).

Addressing COVID-19 at a project site goes beyond occupational health and safety, and is a broader project issue which will require the involvement of different members of a project management team. In many cases, the most effective approach will be to establish procedures to address the issues, and then to ensure that these procedures are implemented systematically. Where appropriate given the project context, a designated team should be established to address COVID-19 issues, including PIU representatives, the Supervising Engineer, management (e.g. the project manager) of the contractor and sub-contractors, security, and medical and OHS professionals. Procedures should be clear and straightforward, improved as necessary, and supervised and monitored by the COVID-19 focal point(s). Procedures should be documented, distributed to all contractors, and discussed at regular meetings to facilitate adaptive management. The issues set out below include a number that represent expected good workplace management but are especially pertinent in preparing the project response to COVID-19.

(a) ASSESSING WORKFORCE CHARACTERISTICS

Many construction sites will have a mix of workers e.g. workers from the local communities; workers from a different part of the country; workers from another country. Workers will be employed under different terms and conditions and be accommodated in different ways. Assessing these different aspects of the workforce will help in identifying appropriate mitigation measures:

- The Contractor should prepare a detailed profile of the project work force, key work activities, schedule for carrying out such activities, different durations of contract and rotations (e.g. 4 weeks on, 4 weeks off).
- This should include a breakdown of workers who reside at home (i.e. workers from the community), workers who lodge within the local community and workers in on-site accommodation. Where possible, it should also identify workers that may be more at risk from COVID-19, those with underlying health issues or who may be otherwise at risk.
- Consideration should be given to ways in which to minimize movement in and out of site. This could include lengthening the term of existing contracts, to avoid workers returning home to affected areas, or returning to site from affected areas.
- Workers accommodated on site should be required to minimize contact with people near the site, and in certain cases be prohibited from leaving the site for the duration of their contract, so that contact with local communities is avoided.
- Consideration should be given to requiring workers lodging in the local community to move to site accommodation (subject to availability) where they would be subject to the same restrictions.
- Workers from local communities, who return home daily, weekly or monthly, will be more difficult to manage. They should be subject to health checks at entry to the site (as set out above) and at some point, circumstances may make it necessary to require them to either use accommodation on site or not to come to work.

(b) ENTRY/EXIT TO THE WORK SITE AND CHECKS ON COMMENCEMENT OF WORK

Entry/exit to the work site should be controlled and documented for both workers and other parties, including support staff and suppliers. Possible measures may include:

- Establishing a system for controlling entry/exit to the site, securing the boundaries of the site, and establishing designating entry/exit points (if they do not already exist). Entry/exit to the site should be documented.
- Training security staff on the (enhanced) system that has been put in place for securing the site and controlling entry and exit, the behaviors required of them in enforcing such system and any COVID - 19 specific considerations.
- Training staff who will be monitoring entry to the site, providing them with the resources they need to document entry of workers, conducting temperature checks and recording details of any worker that is denied entry.
- Confirming that workers are fit for work before they enter the site or start work. While procedures should already be in place for this, special attention should be paid to workers with underlying health issues or who may be otherwise at risk. Consideration should be given to demobilization of staff with underlying health issues.
- Checking and recording temperatures of workers and other people entering the site or requiring self-reporting prior to or on entering the site.
- Providing daily briefings to workers prior to commencing work, focusing on COVID-19 specific considerations including cough etiquette, hand hygiene and distancing measures, using demonstrations and participatory methods.
- During the daily briefings, reminding workers to self-monitor for possible symptoms (fever, cough) and to report to their supervisor or the COVID-19 focal point if they have symptoms or are feeling unwell.
- Preventing a worker from an affected area or who has been in contact with an infected person from returning to the site for 14 days or (if that is not possible) isolating such worker for 14 days.
- Preventing a sick worker from entering the site, referring them to local health facilities if necessary or requiring them to isolate at home for 14 days.

(c) GENERAL HYGIENE

Requirements on general hygiene should be communicated and monitored, to include:

- Training workers and staff on site on the signs and symptoms of COVID-19, how it is spread, how to protect themselves (including regular handwashing and social distancing) and what to do if they or other people have symptoms (for further information see [WHO COVID-19 advice for the public](#)).
- Placing posters and signs around the site, with images and text in local languages.
- Ensuring handwashing facilities supplied with soap, disposable paper towels and closed waste bins exist at key places throughout site, including at entrances/exits to work areas; where there is a toilet, canteen or food distribution, or provision of drinking water; in worker accommodation; at waste stations; at stores; and in common spaces. Where handwashing facilities do not exist or are not adequate, arrangements should be made to set them up. Alcohol based sanitizer (if available, 60-95% alcohol) can also be used.
- Review worker accommodations, and assess them in light of the requirements set out in [IFC/EBRD guidance on Workers' Accommodation: processes and standards](#), which provides valuable guidance as to good practice for accommodation.
- Setting aside part of worker accommodation for precautionary self-quarantine as well as more formal isolation of staff who may be infected (see paragraph (f)).

(d) CLEANING AND WASTE DISPOSAL

Conduct regular and thorough cleaning of all site facilities, including offices, accommodation, canteens, common spaces. Review cleaning protocols for key construction equipment (particularly if it is being operated by different workers). This should include:

- Providing cleaning staff with adequate cleaning equipment, materials and disinfectant.
- Review general cleaning systems, training cleaning staff on appropriate cleaning procedures and appropriate frequency in high use or high-risk areas.
- Where it is anticipated that cleaners will be required to clean areas that have been or are suspected to have been contaminated with COVID-19, providing them with appropriate PPE: gowns or aprons, gloves, eye protection (masks, goggles or face screens) and boots or closed work shoes. If appropriate PPE is not available, cleaners should be provided with best available alternatives.
- Training cleaners in proper hygiene (including handwashing) prior to, during and after conducting cleaning activities; how to safely use PPE (where required); in waste control (including for used PPE and cleaning materials).
- Any medical waste produced during the care of ill workers should be collected safely in designated containers or bags and treated and disposed of following relevant requirements (e.g., national, WHO). If open burning and incineration of medical wastes is necessary, this should be for as limited a duration as possible. Waste should be reduced and segregated, so that only the smallest amount of waste is incinerated (for further information [see WHO interim guidance on water, sanitation and waste management for COVID-19](#)).

(e) ADJUSTING WORK PRACTICES

Consider changes to work processes and timings to reduce or minimize contact between workers, recognizing that this is likely to impact the project schedule. Such measures could include:

- Decreasing the size of work teams.
- Limiting the number of workers on site at any one time.
- Changing to a 24-hour work rotation.
- Adapting or redesigning work processes for specific work activities and tasks to enable social distancing, and training workers on these processes.
- Continuing with the usual safety trainings, adding COVID-19 specific considerations. Training should include proper use of normal PPE. While as of the date of this note, general advice is that construction workers do not require COVID-19 specific PPE, this should be kept under review (for further information see [WHO interim guidance on rational use of personal protective equipment \(PPE\) for COVID-19](#)).
- Reviewing work methods to reduce use of construction PPE, in case supplies become scarce or the PPE is needed for medical workers or cleaners. This could include, e.g. trying to reduce the need for dust masks by checking that water sprinkling systems are in good working order and are maintained or reducing the speed limit for haul trucks.
- Arranging (where possible) for work breaks to be taken in outdoor areas within the site.
- Consider changing canteen layouts and phasing meal times to allow for social distancing and phasing access to and/or temporarily restricting access to leisure facilities that may exist on site, including gyms.

- At some point, it may be necessary to review the overall project schedule, to assess the extent to which it needs to be adjusted (or work stopped completely) to reflect prudent work practices, potential exposure of both workers and the community and availability of supplies, taking into account Government advice and instructions.

(f) PROJECT MEDICAL SERVICES

Consider whether existing project medical services are adequate, taking into account existing infrastructure (size of clinic/medical post, number of beds, isolation facilities), medical staff, equipment and supplies, procedures and training. Where these are not adequate, consider upgrading services where possible, including:

- Expanding medical infrastructure and preparing areas where patients can be isolated. Guidance on setting up isolation facilities is set out in [WHO interim guidance on considerations for quarantine of individuals in the context of containment for COVID-19](#). Isolation facilities should be located away from worker accommodation and ongoing work activities. Where possible, workers should be provided with a single well-ventilated room (open windows and door). Where this is not possible, isolation facilities should allow at least 1 meter between workers in the same room, separating workers with curtains, if possible. Sick workers should limit their movements, avoiding common areas and facilities and not be allowed visitors until they have been clear of symptoms for 14 days. If they need to use common areas and facilities (e.g. kitchens or canteens), they should only do so when unaffected workers are not present and the area/facilities should be cleaned prior to and after such use.
- Training medical staff, which should include current WHO advice on COVID-19 and recommendations on the specifics of COVID-19. Where COVID-19 infection is suspected, medical providers on site should follow [WHO interim guidance on infection prevention and control during health care when novel coronavirus \(nCoV\) infection is suspected](#).
- Training medical staff in testing, if testing is available.
- Assessing the current stock of equipment, supplies and medicines on site, and obtaining additional stock, where required and possible. This could include medical PPE, such as gowns, aprons, medical masks, gloves, and eye protection. Refer to WHO guidance as to what is advised (for further information see [WHO interim guidance on rational use of personal protective equipment \(PPE\) for COVID-19](#)).
- If PPE items are unavailable due to world-wide shortages, medical staff on the project should agree on alternatives and try to procure them. Alternatives that may commonly be found on construction sites include dust masks, construction gloves and eye goggles. While these items are not recommended, they should be used as a last resort if no medical PPE is available.
- Ventilators will not normally be available on work sites, and in any event, intubation should only be conducted by experienced medical staff. If a worker is extremely ill and unable to breathe properly on his or her own, they should be referred immediately to the local hospital (see (g) below).
- Review existing methods for dealing with medical waste, including systems for storage and disposal (for further information see [WHO interim guidance on water, sanitation and waste management for COVID-19](#), and [WHO guidance on safe management of wastes from health-care activities](#)).

(g) LOCAL MEDICAL AND OTHER SERVICES

Given the limited scope of project medical services, the project may need to refer sick workers to local medical services. Preparation for this includes:

- Obtaining information as to the resources and capacity of local medical services (e.g. number of beds, availability of trained staff and essential supplies).
- Conducting preliminary discussions with specific medical facilities, to agree what should be done in the event of ill workers needing to be referred.
- Considering ways in which the project may be able to support local medical services in preparing for members of the community becoming ill, recognizing that the elderly or those with pre-existing medical conditions require additional support to access appropriate treatment if they become ill.
- Clarifying the way in which an ill worker will be transported to the medical facility, and checking availability of such transportation.
- Establishing an agreed protocol for communications with local emergency/medical services.
- Agreeing with the local medical services/specific medical facilities the scope of services to be provided, the procedure for in-take of patients and (where relevant) any costs or payments that may be involved.
- A procedure should also be prepared so that project management knows what to do in the unfortunate event that a worker ill with COVID-19 dies. While normal project procedures will continue to apply, COVID-19 may raise other issues because of the infectious nature of the disease. The project should liaise with the relevant local authorities to coordinate what should be done, including any reporting or other requirements under national law.

(h) INSTANCES OR SPREAD OF THE VIRUS

WHO provides detailed advice on what should be done to treat a person who becomes sick or displays symptoms that could be associated with the COVID-19 virus (for further information see [WHO interim guidance on infection prevention and control during health care when novel coronavirus \(nCoV\) infection is suspected](#)). The project should set out risk-based procedures to be followed, with differentiated approaches based on case severity (mild, moderate, severe, critical) and risk factors (such as age, hypertension, diabetes) (for further information see [WHO interim guidance on operational considerations for case management of COVID-19 in health facility and community](#)). These may include the following:

- If a worker has symptoms of COVID-19 (e.g. fever, dry cough, fatigue) the worker should be removed immediately from work activities and isolated on site.
- If testing is available on site, the worker should be tested on site. If a test is not available at site, the worker should be transported to the local health facilities to be tested (if testing is available).
- If the test is positive for COVID-19 or no testing is available, the worker should continue to be isolated. This will either be at the work site or at home. If at home, the worker should be transported to their home in transportation provided by the project.
- Extensive cleaning procedures with high-alcohol content disinfectant should be undertaken in the area where the worker was present, prior to any further work being undertaken in that area. Tools used by the worker should be cleaned using disinfectant and PPE disposed of.
- Co-workers (i.e. workers with whom the sick worker was in close contact) should be required to stop work, and be required to quarantine themselves for 14 days, even if they have no symptoms.

- Family and other close contacts of the worker should be required to quarantine themselves for 14 days, even if they have no symptoms.
- If a case of COVID-19 is confirmed in a worker on the site, visitors should be restricted from entering the site and worker groups should be isolated from each other as much as possible.
- If workers live at home and has a family member who has a confirmed or suspected case of COVID-19, the worker should quarantine themselves and not be allowed on the project site for 14 days, even if they have no symptoms.
- Workers should continue to be paid throughout periods of illness, isolation or quarantine, or if they are required to stop work, in accordance with national law.
- Medical care (whether on site or in a local hospital or clinic) required by a worker should be paid for by the employer.

(i) CONTINUITY OF SUPPLIES AND PROJECT ACTIVITIES

Where COVID-19 occurs, either in the project site or the community, access to the project site may be restricted, and movement of supplies may be affected.

- Identify back-up individuals, in case key people within the project management team (PIU, Supervising Engineer, Contractor, sub-contractors) become ill, and communicate who these are so that people are aware of the arrangements that have been put in place.
- Document procedures, so that people know what they are, and are not reliant on one person's knowledge.
- Understand the supply chain for necessary supplies of energy, water, food, medical supplies and cleaning equipment, consider how it could be impacted, and what alternatives are available. Early pro-active review of international, regional and national supply chains, especially for those supplies that are critical for the project, is important (e.g. fuel, food, medical, cleaning and other essential supplies). Planning for a 1-2 month interruption of critical goods may be appropriate for projects in more remote areas.
- Place orders for/procure critical supplies. If not available, consider alternatives (where feasible).
- Consider existing security arrangements, and whether these will be adequate in the event of interruption to normal project operations.
- Consider at what point it may become necessary for the project to significantly reduce activities or to stop work completely, and what should be done to prepare for this, and to re-start work when it becomes possible or feasible.

(j) TRAINING AND COMMUNICATION WITH WORKERS

Workers need to be provided with regular opportunities to understand their situation, and how they can best protect themselves, their families and the community. They should be made aware of the procedures that have been put in place by the project, and their own responsibilities in implementing them.

- It is important to be aware that in communities close to the site and amongst workers without access to project management, social media is likely to be a major source of information. This raises the importance of regular information and engagement with workers (e.g. through training, town halls, tool boxes) that emphasizes what management is doing to deal with the risks of COVID-19. Allaying fear is an important aspect of work force peace of mind and business continuity. Workers should be given an opportunity to ask questions, express their concerns, and make suggestions.

- Training of workers should be conducted regularly, as discussed in the sections above, providing workers with a clear understanding of how they are expected to behave and carry out their work duties.
- Training should address issues of discrimination or prejudice if a worker becomes ill and provide an understanding of the trajectory of the virus, where workers return to work.
- Training should cover all issues that would normally be required on the work site, including use of safety procedures, use of construction PPE, occupational health and safety issues, and code of conduct, taking into account that work practices may have been adjusted.
- Communications should be clear, based on fact and designed to be easily understood by workers, for example by displaying posters on handwashing and social distancing, and what to do if a worker displays symptoms.

(k) COMMUNICATION AND CONTACT WITH THE COMMUNITY

Relations with the community should be carefully managed, with a focus on measures that are being implemented to safeguard both workers and the community. The community may be concerned about the presence of non-local workers, or the risks posed to the community by local workers presence on the project site. The project should set out risk-based procedures to be followed , which may reflect WHO guidance (for further information see [WHO Risk Communication and Community Engagement \(RCCE\) Action Plan Guidance COVID-19 Preparedness and Response](#)). The following good practice should be considered:

- Communications should be clear, regular, based on fact and designed to be easily understood by community members.
- Communications should utilize available means. In most cases, face-to-face meetings with the community or community representatives will not be possible. Other forms of communication should be used; posters, pamphlets, radio, text message, electronic meetings. The means used should take into account the ability of different members of the community to access them, to make sure that communication reaches these groups.
- The community should be made aware of procedures put in place at site to address issues related to COVID-19. This should include all measures being implemented to limit or prohibit contact between workers and the community. These need to be communicated clearly, as some measures will have financial implications for the community (e.g. if workers are paying for lodging or using local facilities). The community should be made aware of the procedure for entry/exit to the site, the training being given to workers and the procedure that will be followed by the project if a worker becomes sick.
- If project representatives, contractors or workers are interacting with the community, they should practice social distancing and follow other COVID-19 guidance issued by relevant authorities, both national and international (e.g. WHO).

6. EMERGENCY POWERS AND LEGISLATION

Many Borrowers are enacting emergency legislation. The scope of such legislation, and the way it interacts with other legal requirements, will vary from country to country. Such legislation can cover a range of issues, for example:

- Declaring a public health emergency

- Authorizing the use of police or military in certain activities (e.g. enforcing curfews or restrictions on movement)
- Ordering certain categories of employees to work longer hours, not to take holiday or not to leave their job (e.g. health workers)
- Ordering non-essential workers to stay at home, for reduced pay or compulsory holiday

Except in exceptional circumstances (after referral to the World Bank's Operations Environmental and Social Review Committee (OESRC)), projects will need to follow emergency legislation to the extent that these are mandatory or advisable. It is important that the Borrower understands how mandatory requirements of the legislation will impact the project. Teams should require Borrowers (and in turn, Borrowers should request Contractors) to consider how the emergency legislation will impact the obligations of the Borrower set out in the legal agreement and the obligations set out in the construction contracts. Where the legislation requires a material departure from existing contractual obligations, this should be documented, setting out the relevant provisions.

ANNEX

WHO Guidance

Advice for the public

WHO advice for the public, including on social distancing, respiratory hygiene, self-quarantine, and seeking medical advice, can be consulted on this WHO website:

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public>

Technical guidance

[Infection prevention and control during health care when novel coronavirus \(nCoV\) infection is suspected](#), issued on 19 March 2020

[Coronavirus disease \(COVID-19\) outbreak: rights, roles and responsibilities of health workers, including key considerations for occupational safety and health](#), issued on 18 March 2020

[Risk Communication and Community Engagement \(RCCE\) Action Plan Guidance COVID-19 Preparedness and Response](#), issued on 16 March 2020

[Considerations for quarantine of individuals in the context of containment for coronavirus disease \(COVID-19\)](#), issued on 19 March 2020

[Operational considerations for case management of COVID-19 in health facility and community](#), issued on 19 March 2020

[Rational use of personal protective equipment for coronavirus disease 2019 \(COVID-19\)](#), issued on 27 February 2020

[Getting your workplace ready for COVID-19](#), issued on 19 March 2020

[Water, sanitation, hygiene and waste management for COVID-19](#), issued on 19 March 2020

[Safe management of wastes from health-care activities](#) issued in 2014

[Advice on the use of masks in the community, during home care and in healthcare settings in the context of the novel coronavirus \(COVID-19\) outbreak](#), issued on March 19, 2020

ILO GUIDANCE

[ILO Standards and COVID-19 FAQ](#), issued on March 23, 2020 (provides a compilation of answers to most frequently asked questions related to international labor standards and COVID-19)

MFI GUIDANCE

[IDB Invest Guidance for Infrastructure Projects on COVID-19: A Rapid Risk Profile and Decision Framework](#)

[KfW DEG COVID-19 Guidance for employers](#), issued on 31 March 2020

[CDC Group COVID-19 Guidance for Employers](#), issued on 23 March 2020

ANNEX 6: INDIVIDUAL CODE OF CONDUCT FOR LABOUR CONTRACT

1. ENGLISH VERSION

Individual Code of Conduct Implementing ESHS and OHS Standards Preventing Gender-Based Violence

I, _____, acknowledge that adhering to environmental, social, health and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing Gender-Based Violence (GBV) is important. The company considers that failure to follow ESHS and OHS standards, or to partake in activities constituting GBV—be it on the work site, the work site surroundings, at workers' camps, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution by the Police of those who commit GBV may be pursued if appropriate.

I agree that while working on the project I will:

1. Consent to Police background check.
2. Attend and actively partake in training courses related to ESHS, OHS, and GBV as requested by my employer.
3. Will wear my personal protective equipment (PPE) at all times when at the work site or engaged in project related activities.
4. Take all practical steps to implement the contractor's environmental and social management plan (C-ESMP).
5. Implement the OHS Management Plan.
6. Adhere to a zero-alcohol policy during work activities, and refrain from the use of narcotics or other substances which can impair faculties at all times.
7. Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
8. Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
9. Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
10. Not engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature is prohibited; e.g. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
11. Not engage in sexual favours—for instance, making promises of favourable treatment (e.g. promotion), threats of unfavourable treatment (e.g. loss of job) or payments in kind or in cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.
12. Not use prostitution in any form at any time.
13. Not participate in sexual contact or activity with children under the age of 18—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
14. Unless there is the full consent³ by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding

³ **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained using threats, force or other forms of coercion,

or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this Code.

15. Consider reporting through the GRM or to my manager any suspected or actual GBV by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

With regard to children under the age of 18:

16. Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
17. Wherever possible, ensure that another adult is present when working in the proximity of children.
18. Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
19. Not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography (see also “Use of children's images for work related purposes” below).
20. Refrain from physical punishment or discipline of children.
21. Refrain from hiring children for domestic or other labour below the minimum age of 14 unless national law specifies a higher age, or which places them at significant risk of injury.
22. Comply with all relevant local legislation, including labour laws in relation to child labour and World Bank’s safeguard policies on child labour and minimum age.
23. Use of children's images for work related purposes

When photographing or filming a child for work related purposes, I must:

24. Before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images.
25. Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
26. Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
27. Ensure images are honest representations of the context and the facts.
28. Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

1. Informal warning.
2. Formal warning.
3. Additional Training.
4. Loss of up to one week’s salary.
5. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
6. Termination of employment.
7. Report to the Police if warranted.

abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even if national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I will adhere to the occupational health and safety management plan. That I will avoid actions or behaviours that could be construed as GBV. Any such actions will be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, GBV issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

2. SINHALA VERSION

පුද්ගලානුබද්ධ වර්ගයාධර්ම පද්ධතිය
පාරිසරික, සමාජමය, සෞඛ්‍ය, ආරක්ෂක සහ වෘත්තීය සෞඛ්‍යයට සහ ආරක්ෂාවට
සම්බන්ධ ප්‍රමිතීන් ක්‍රියාත්මක කිරීම
ස්ත්‍රී පුරුෂ සමාජභාවය මත පදනම් වූ හිංසනයන් වැළැක්වීම

.....වන මම පාරිසරික, සමාජමය, සෞඛ්‍ය, සහ ආරක්ෂාව (ESHS) සම්බන්ධ ප්‍රමිතීන් පිළිපැදීම, ව්‍යාපෘතියේ වෘත්තීයමය, සෞඛ්‍ය සහ ආරක්ෂාවට (OHS) අදාළ අවශ්‍යතාවයන් අනුගමනය කිරීම, සහ ස්ත්‍රීපුරුෂ සමාජභාවය මත පදනම් වූ හිංසන ක්‍රියාවන් (GBV) වැළැක්වීම වැදගත් බව පිළිගනිමි. වැඩබිම්, වැඩබිම් අවට, කම්කරු කඳවුරුවල හෝ අවට ප්‍රජාවන්හිදී වේවා ESHS සහ OHS ප්‍රමිතීන් අනුගමනය කිරීමට අපොහොසත්වීම හෝ GBV සම්බන්ධ ක්‍රියාකාරකම්වල නිරතවීම දැඩි විෂමාවාර ක්‍රියාවන් බවට සමාගම සලකන හෙයින් ඒ අනුව ඒවා දඬුවම් පැනවීමට, දඬුවම්වලට ලක්කිරීමට හෝ ඇතැම්විට සේවය අවසන් කිරීමට වුවද හේතු වේ. GBV ක්‍රියාවල යෙදෙන්නන්ට විරුද්ධව අවශ්‍ය නම් පොලීසිය විසින් නඩු පැවරීමටද කටයුතු කරනු ඇත.

එබැවින් ව්‍යාපෘතියේ සේවයේ නියුක්තව සිටින අතරතුර දී මෙහි සඳහන් ආචාර ධර්ම පිළිපැදීමට මම එකඟ වෙමි.

1. පොලීසිය විසින් සිදුකරනු ලබන පසුබිම් තොරතුරු සෙවීමට කැමැත්ත පළ කිරීම.
2. මාගේ සේවා යෝජකයාගේ ඉල්ලීම පරිදි ESHS, OHS සහ GBV සම්බන්ධ පුහුණු වැඩසටහන්වලට සහභාගි වීම සහ ඒවාට ක්‍රියාශීලීව සම්බන්ධවීම.
3. වැඩබිමේ සිටින විට දී සහ ව්‍යාපෘතියට සම්බන්ධ කටයුතුවල නිමග්නව සිටිනා සෑම අවස්ථාවකදීම මාගේ පුද්ගලික ආරක්ෂක උපකරණ (PPE) පැළඳගෙන සිටීම.
4. කොන්ත්‍රාත්කරුගේ පාරිසරික සහ සමාජ කළමනාකරණ සැලැස්ම ක්‍රියාත්මක කිරීමට අවශ්‍ය සෑම ප්‍රායෝගික පියවරයන්ම ගැනීම.
5. රැකියාශ්‍රිත සෞඛ්‍ය ආරක්ෂණ කළමනාකරණ සැලැස්ම ක්‍රියාත්මක කිරීම.
6. සේවයේ යෙදී සිටින අවස්ථාවන්හිදී මධ්‍යසාර භාවිතයෙන් තොර ප්‍රතිපත්තිය අනුගමනය කිරීමට සහ මොළයේ ක්‍රියාකාරිත්වයන් නිතරම අඩපණ කරන්නා වූ මත්ද්‍රව්‍ය හෝ වෙනත් අන්තරායකාරී ඖෂධ භාවිතයෙන් වැළකී සිටීම.
7. වර්ගය, ශරීර වර්ණය, භාෂාව, ආගම, දේශපාලන හෝ වෙනත් මතිමතාන්තර, ජාතික, ජනවාර්ගික හෝ සමාජ සම්භවය, දේපල වත්කම්, ආබාධිත බව, උපත හෝ වෙනත් තත්ත්වයන් සලකිල්ලට නොගෙන සියළුම කාන්තාවන්ට, වයස අවුරුදු 18ට අඩු ළමයින්ට, සහ පුරුෂයින්ට ගෞරවනවිත ලෙස සැලකීම.
8. කාන්තාවන්ට, ළමයින්ට සහ පුරුෂයින්ට නොගැළපෙන හිංසාකාරී, දෝෂාරෝපණ- බැනවැදීම්, ලිංගික වශයෙන් ප්‍රකෝපකාරී, පහත් කොට සලකන්නා වූ, සංස්කෘතික වශයෙන් නුසුදුසු, ඇමතීම්වලින් හෝ හැසිරීම්වලින් වැළකී සිටීම.
9. ව්‍යාපෘති ප්‍රතිලාභීන් සහ අවට ප්‍රජාවන්හි සාමාජිකයින් ලිංගික සුරාකෑම්වලට හෝ අපයෝජනය කිරීමෙන් වැළකී සිටීම.
10. සේවක පිරිස හා කාර්ය මණ්ඩලයට ලිංගික හිරිහැර නොකිරීම. උදා- අනාරාධිත ලිංගික වර්ග සඳහා පෙළඹවීම ලිංගික අනුග්‍රහයන් නොපැතිම සහ ලිංගික ස්වභාවයේ වෙනත් වාචික හෝ ශාරීරික ක්‍රියාවන් සපුරා තහනම් වේ. උදා- කෙනෙකු දෙස පාදාන්තයේ සිට කේශාන්තය දක්වා බැලීම; සිපගැනීම, උස් හඬින් කථා කිරීම හෝ ශබ්ද කිරීම; නුසුදුසු ලෙස කෙනෙකු ළඟ ගැවසීම; සුරුවම් බෑම සහ නොමනා ශබ්ද සහ ලිංගික ස්වභාවය හුවා දැක්වෙන අභිනයන්; සමහර විටෙක පෞද්ගලික ත්‍යාග ලබා දීම.
11. ලිංගික අනුග්‍රහයන් හි නොයෙළීම - උදා- විශේෂ සැලකිලි පිළිබඳ පොරොන්දු දීම (උදා- සේවයේ උසස් කිරීම වැනි), අයහපත් ප්‍රතිවිපාක දක්වන තර්ජන (සේවයෙන් පහ කිරීම) හෝ මූල්‍යමය හෝ ද්‍රව්‍යමය ගෙවීම්, වෙනත් ආකාරයේ නින්දිත, පහත් හැසිරීම් හෝ පළිගැනීම් සහගත හැසිරීම්.

12. කිසිම විටෙක කිසිම ආකාරයක ගණකා වෘත්තීය භාවිතා නොකිරීම.
13. ඇදුම් පැළඳුමින් හෝ ඩීජීටල් මාධ්‍ය හරහා සම්බන්ධවීම් ඇතුළුව වයස අවුරුදු 18ට අඩු ළමයින් සමඟ ලිංගික සම්බන්ධතා හෝ ලිංගික ක්‍රියාවල නොයෙදීම. ළමයකුගේ වයස පිළිබඳව වැරදි නිශ්චය නිදහසට කාරණාවක් නොවේ. දරුවාගේ කැමැත්ත මත එවැන්නක් කිරීමද සමාවට හෝ නිදහසට කරුණක් නොවේ.
14. අදාළ සියළුම පාර්ශ්වයන්හි පූර්ණ කැමැත්ත⁴ නොමැතිව, අවට ප්‍රජාවන්හි සාමාජිකයින් සමඟ ලිංගික සබඳතා මා හට පැවැත්විය නොහැකිය. ප්‍රතිලාභ නොගෙවා රඳවා ගැනීම් හෝ සත්‍ය වශයෙන්ම ප්‍රජාවේ සාමාජිකයින්ට වන පොරොන්දු (මූල්‍යමය හෝ මූල්‍යමය නොවන) සත්‍ය ප්‍රතිලාභවල සැපයීම් (මූල්‍යමය හෝ මූල්‍යමය නොවන) රඳවා ගැනීම් හෝ ලබා දෙන බවට පොරොන්දුවීම් ආදියද මෙයට ඇතුළත් වේ.
15. GBV හිංසනයන් සත්‍ය වශයෙන්ම සිදුවීමේදී හෝ එවැන්නක් යැයි සැක කෙරෙන අවස්ථාවලදී මෙන්ම මෙම වර්ගයට පද්ධතිය කිසියම් ලෙසකින් උල්ලංඝනය වන්නා වූ අවස්ථාවලදී එය සිදු කරන පුද්ගලයා මා අයත් සමාගමේ කෙනෙකු වූවත් නොවූවත් දුක්ගැනවිලි කමිටුවට හෝ මාගේ කළමනාකරුට වාර්තා කිරීමට සැලකිලිමත් වීම.

වයස අවුරුදු 18 ට අඩු ළමයින් සම්බන්ධයෙන්:

16. ඉදිකිරීම් භූමියේ ළමයින් සිටි නම් හෝ අන්තරාදායක ක්‍රියාකාරකම්වල යෙදී සිටි නම් ඒ බව මාගේ කළමනාකරුගේ අවධානයට යොමු කිරීම.
17. ළමයින් ආසන්නයේ වැඩ කරන විටදී වැඩිහිටි පුද්ගලයෙකු ඒ අසල සිටිය යුතු බවට හැකි සැමවිටකම වග බලා ගැනීම.
18. මාගේ ඥාති නොවන කිසිම දරුවෙකු, හදිසි තත්වයක් මත වහාම ප්‍රතිකාර කිරීමට අවශ්‍ය විටෙක හෝ ශාරීරික වශයෙන් අනතුරකට ලක්වීමේ අවදානමක සිටින අවස්ථාවක හැර මාගේ නිවසට තනිව කැඳවා ගැනීමෙන් වැළකී සිටීම.
19. ළමයින් ලිංගික සූරාකැමට හෝ හිරිහැරයකට ලක් කිරීමට හෝ ළමා අසැබෑ දර්ශන නැරඹීමට ඉඩ සලසන කිසිදු පරිඝණයක්, ජංගම දුරකථන, වීඩියෝ සහ ඩීජීටල් කැමරා හෝ වෙනත් මාධ්‍යයක් භාවිතා නොකිරීම (පහත සඳහන් “සේවා අවශ්‍යතාවයන් සම්බන්ධයෙන් ළමා ඡායාරූප භාවිතා කිරීම” ද බලන්න).
20. ළමයින්ට ශාරීරික දඬුවම් කිරීමෙන් හෝ හික්මවීමෙන් වැළකී සිටීම.
21. නීතියෙන් ඉහළ වයස් සීමාවක් නියම කර නොමැති විටෙක අවම වයස් සීමාව අවුරුදු 14 ට අඩු ළමයින් ගෘහාශ්‍රිත හෝ වෙනත් ශ්‍රම අවශ්‍යතා සඳහා කුලියට යොදා නොගැනීම; කෙසේ වෙතත් අනතුරක් වීමේ සැලකිය යුතු අවදානම් තත්වයකට පත් වීමට ඉඩ ඇති අවස්ථාවන්හිදී වයස අවුරුදු 14 ට වැඩි වුවද ළමයින් සේවයේ යොදා ගත නොහැක.
22. ළමා ශ්‍රමයට අදාළ කම්කරු නීති ඇතළු සියළුම දේශීය නීති සහ සහ ළමා ශ්‍රමය සහ අවම වයස පිළිබඳ ලෝක බැංකුවේ ආරක්ෂණ ප්‍රතිපත්තිවලට අනුකූලවීම.

සේවා අවශ්‍යතාවයන් සම්බන්ධයෙන් ළමා ඡායාරූප භාවිතා කිරීම

රැකියා හා සම්බන්ධ අරමුණු සඳහා දරුවෙකු ඡායාරූප ගත කිරීමේදී හෝ රූ ගත කිරීමේදී, මා විසින්

23. දරුවෙකු ඡායාරූපගත කිරීමට හෝ රූ ගත කිරීමට පෙර හෝ පෞද්ගලික ඡායාරූප ප්‍රතිනිර්මාණ කිරීමේදී දේශීය සම්ප්‍රදායන් හා සීමාකරණයන් අධ්‍යයනය කිරීම හා අනුගමනය කිරීමට ගතහැකි සියළුම ප්‍රයත්නයන් දැරීම.

⁴ පුද්ගලයෙකුගේ නිදහස් සහ ස්වේච්ඡාමය අභිප්‍රාය, පිළිගැනීම, යමක්කිරීමට එකඟවීම මත පදනම් වූ දැනුවත් තේරීම **කැමැත්ත** ලෙසට අර්ථ ගැන්වී ඇත. එවැනි පිළිගැනීමක් හෝ එකඟතාවයක්, තර්ජනය කිරීමෙන්, බලෙන් හෝ අන් ආකාර වල සංයෝජනයන්ගෙන්, බලෙන් පැහැරගෙන යාමෙන්, වංචාවෙන්, රැවටීමෙන් හෝ වැරදි ලෙස නිරූපණය කිරීමෙන් ලබා ගන්නා අවස්ථාවන්හිදී කැමැත්ත නොමැති බව සොයාගත හැක. වර්ගයට පද්ධතිය හඳුන්වා දෙනු ලබන රටෙහි ජාතික නීති සම්පාදනයේ අඩු වයසක් දක්වා තිබුණද ලෝක බැංකුව එක්සත් ජාතීන්ගේ සංවිධානයේ ළමා අයිතිවාසිකම් පිළිබඳ සම්මුතිය අනුව යමින් වයස අවුරුදු 18ට අඩු ළමයින් යනු කැමැත්ත ලබා දිය නොහැකි අය බවට සලකනු ලබයි. ළමයකුගේ වයස පිළිබඳ වැරදි විශ්වාසය සහ ළමයාගේ කැමැත්ත නිදහසට හේතුවක් නොවේ.

24. දරුවෙකු ඡායාරූපගත කිරීමට හෝ රූගත කිරීමට පෙර, දරුවාගෙන් හා දෙමාපියන්ගෙන් හෝ භාරකරුවෙකුගෙන් ඒ පිළිබඳව දැනුවත් කර නිසි කැමැත්ත ලබා ගැනීම. මේ සම්බන්ධයෙන් ඡායාරූපය හෝ චිත්‍රපටය භාවිතා කරන්නේ කෙසේද යන්න පිළිබඳ තේරුම් කරදීමට වගබලා ගැනීම.
25. ඡායාරූප, චිත්‍රපට, වීඩියෝ සහ ඩිවිඩි තැටි තුළින් ළමයින් නිරූපණය කිරීමේදී ළමයින්ගේ අභිමානය සහ ගෞරවය සුරක්ෂා වන පරිදි එය කිරීමට වග බලා ගැනීම. ඔවුන් අවාසි සහගත බලපෑම්වලට ලක් නොකිරීමට සහ යටහත් නොකිරීමට වග බලා ගැනීම. ළමයින් සුදුසු පරිදි ප්‍රමාණවත් ලෙස ඇඳුම් ඇඳිය යුතු අතර ලිංගික කාරණා ඉස්මතු නොවන ලෙස අදාළ ඉරියව්වලින් පෙනී සිටින ලෙසට වග බලා ගැනීම.
26. ළමා නියෝජනය කිරීමේදී ඒවා සන්දර්භය සහ සත්‍යවාදී කරුණු සමඟ සංගතතාවයෙන් යුක්ත බවට තහවුරු කිරීම.
27. විද්‍යුත් තැපෑලෙන් ඡායාරූප යවන විට දරුවෙකු පිළිබඳ හඳුනා ගැනීමේ තොරතුරු ගොනු ලේඛල මඟින් අනාවරණය නොවන බවට සහතික වීම.

දරුණුමයන්

මා මෙම පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය උල්ලංඝනය කළහොත්, මාගේ සේවා යෝජකයා මට විරුද්ධව විනය ක්‍රියාමාර්ග ගන්නා බවත් ඒවාට පහත දැක්වෙන දරුණුමයන් ඇතුළත් විය හැකි බවත් දනිමි.

1. අවිධිමත් අනතුරු ඇඟවීම්
2. විධිමත් අනතුරු ඇඟවීම්
3. අතිරේක පුහුණු කිරීමේ
4. සතියක් දක්වා වැටුප් අහිමිවීම්
5. රැකියාව අත්හිටුවීම (වැටුප් නොගෙවා), අවම මාස 1 ක කාලයක සිට උපරිම මාස 6 ක කාලයක් දක්වා
6. රැකියාව අවසන් කිරීම
7. අවශ්‍ය වුවහොත් පොලීසියට වාර්තා කිරීම

පාරිසරික, සමාජමය, සෞඛ්‍යමය සහ ආරක්ෂාවට අදාළ ප්‍රමිතීන් සපුරාලීම සහතික කිරීමත්, වෘත්තීයට අදාළ සෞඛ්‍ය සහ ආරක්ෂක කළමනාකරණ සැලසුම පිළිපැදීමත්, එමෙන්ම ස්ත්‍රී පුරුෂ සමාජභාවය මත පදනම් වූ භීෂණයන් සේ හැඟවෙන ක්‍රියාකාරකම්වලින් සහ වර්ගාවන්ගෙන් වැළකී සිටීමත් මගේ වගකීම බව මම තේරුම් ගනිමි. එවැනි ඕනෑම ක්‍රියාවක් මෙම පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය උල්ලංඝනය කිරීමක් බවට මම අවබෝධ කර ගෙන සිටිමි. ඉහතින් දක්වා ඇති පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය මා විසින් කියවා බැලූ බවත් එහි ඇති ප්‍රමිතීන්වලට අනුකූලවීමටත් මම එකඟවන බවත්, ESHS, OHS, GBV ගැටළු ඇති වීම වැළැක්වීමට සහ ඒවාට ප්‍රතිචාර දැක්වීමට අදාළ මාගේ කාර්යභාරයන් සහ වගකීම් මා විසින් පිළිගන්නා බවත් මෙයින් ප්‍රකාශ කර සිටිමි. මෙම පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය හා නොගැළපෙන ක්‍රියාවක් සිදුකිරීම හෝ මෙම පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතියෙන් බලගන්වා ඇති පරිදි ක්‍රියා කිරීමට අපොහොසත් වීම, විනයානුකූල පියවර ගැනීමට හේතු වන බවත් ඉන් දැනට මා නියුක්තව සිටින රැකියාවට කිසියම් අහිතකර බලපෑමක් සිදු විය හැකි බවත් මම අවබෝධ කරගෙන සිටිමි.

අත්සන:

මුද්‍රිත නාමය

තත්ත්වය/තරාතිරම

දිනය: