Sri Lanka Agriculture Sector Modernisation Project (ASMP)

SOCIAL SCREENING REPORT
FOR
CDP № 6 – JAFFNA DISTRICT - SMALL BANANA (AMBUL)

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

Revised: 20 June 2022

FCG

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TABLE OF ABBREVIATIONS

ADA	Assistant Director of Agriculture
ADO	Agricultural Development Officer
AI	Agriculture Instructor
ARPA	Agriculture Research and Production Assistant
ASMP	Agriculture Sector Modernisation Project
ATDPs	Agricultural Technology Demonstration Park
BBTV	Banana Bunchy Top Virus
CPS	Country Partnership Strategy
DCO	Distributary Canal Organisations
DS	Divisional Secretary
EMP	Environment Management Plan
ESHS	Environmental, social, health, and safety
FPO	Farmer producer organisations
GAP	Good Agricultural Practices
GBV	Gender-Based Violence
GN	Grama Niladari
GPS	Global Positioning System
GRM	grievance readdressed mechanism
HH	Head of household
IPM	Integrated Pest Management
ISP	International Service Provider
LKR	Sri Lanka rupee
O&M	Operation and maintenance
OHS	Occupational health and safety
PMC	Project Management Committee
PMU	Project Management Unit
PPE	Personal protective equipment
PPMU	Provincial Project Management Unit
SMP	Social management plan
WB	World Bank

ASMP
SOCIAL SCREENING REPORT

A. PROJECT IDENTIFICATION

Project title	Introduction of Improved Technologies to enhance the quality and productivity of Banana Cluster in Jaffna District
Parent Project Objectives (briefly)	The Agriculture Sector Modernisation Project (ASMP) aims at supporting 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 40 percent 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 project's linkages to the water and irrigation sectors and a climate-smart agriculture approach. 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
Project proponent	Project Management unit, ASMP, Ministry of Agriculture
Project management team	A PMU was established under the Ministry of Agriculture to implement proposed project activities. Contact Persons 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/ Deputy Project Director – Northern Province No. 340, Point Pedro Road, Anaipanthy, Jaffna. 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 Web: https://www.asmp.lk/ **Nature of Consultations and Inputs Received** Consultations with Environmental and Social Safeguard Specialist/ PMU However, an institutional mechanism for the Banana Cluster Development has been proposed. Institutional roles in this cluster (Cluster Development Plan (CDP) № 6 - Jaffna - Small Banana (Ambul)) are attached in Annexure 1. Provincial Agriculture Department, consisting of all the line agencies such as irrigation, Agrarian Development, DS and Land), and all the chairmen of farmer organisations have extended cooperation for banana cultivation considering the following reasons. • Great potential to increase Farmer income with less labour and inputs. • Effective mechanism to attract young farmers for commercial agriculture. • Almost all the banana farmers have kept a smaller part of their land for paddy crops for domestic consumption. • All the banana farmers are members of farmer organisations or successors.

B. PROJECT LOCATION

Location:	The proposed CDP № 6 - Jaffna (Kopai) - Small Banana (Ambul -organic) (henceforth called Jaffna Organic Banana Cluster) is spread over three Divisional Secretariat (DS) areas located in Valikamam East (Kopay), Valikamam South (Uduvil) and Valikamam North (Tellipalai[1]). This cluster covers three out of 15 DS areas, comprising 36 Grama Niladari (GN) divisions out of 435 in the Jaffna District. The selected villages are located about 4km away from Jaffna town. Figure 1 shows the selected areas in the three DSDs.

[1] Also spelt and known as Thellippalai (Tamil: தெல்லிப்பழை Tellippalai) and/or Tillypalli (தில்லைப்பள்ளி)

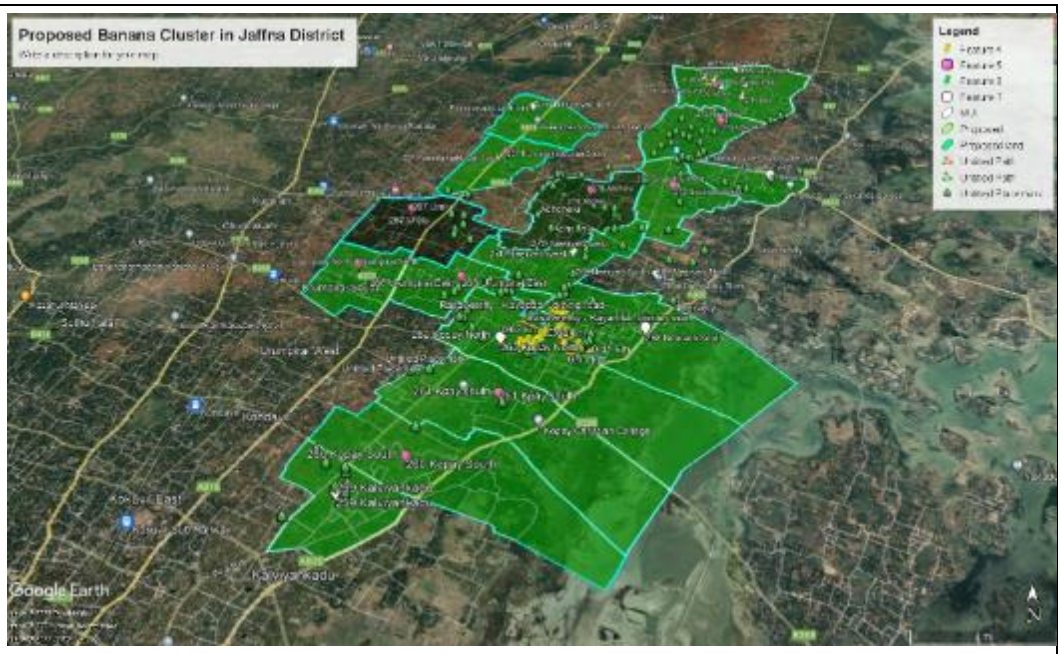


***Figure 1**: Selected farmlands*

Mainly these selected areas can be accessed through AB 16 – Jaffna-Kankasanthurai, AB 18 – Jaffna Palali, AB 20 – Jaffna-Point Pedro, AB 32 – Puttur-Meesalai, B 380 – Chankanai-Puttur, and B 268 – Manippai-Kaithady. Main townships which are falling within these areas are namely Tellipalai, Puttur, Kopay, Achchuveli, and Chunnakam. Palali Airport is located about 2.5km away from Atchuveli. The railway line up to Kankasanthurai is running closer to the project areas in Urumpirai and Chunnakam.

It was initially planned to have 500 farmers for this cluster. However, 520 farmers were identified with the assumption that there would be some losses at a later date due to other factors of being ineligible. Farmers identified from Valikamam East and South DS Divisions have existing banana plantations while farmers from Valikamam North were identified for new banana plantations.

The Jaffna Organic Banana Cluster covers an extensive area in the Kopay, Uduvil, and Tellipalai DSs, so farmers were divided into 11 groups to improve field coordination of programs, including conducting awareness and training programmes and selection of farmer representatives, and so forth.

Definition of project area/project impact area

This cluster encompass lands and beneficiaries in three DS Divisions, namely Valikamam North (Tellipalai), Valikamam East (Kopay) and Valikamam South (Uduvil). The total land area of the cluster including inland water is 190.4 km².

Table 1: Summary of information for farmer group formation in Jaffna Organic Banana Cluster

DS division	ADC area	AI zone	No of farmers	Area (ha)
Valikamam East	Puttur	Puttur	50	20
		Avarankal	50	20
		Achchuvely	50	20
	Urumpirai	Neervely	110	44
		Urumpirai	100	40
Valikamam South	Uduvil	Punnalaikadduvan	70	28
		Chunnakam	50	20
Valikamam North	Keerimalai	Vasavilan	15	06

		Keerimalai	25	10
Total			**520**	**207**

As per the project requirement, the minimum land area which will be cultivated is about 250 acres and the maximum would be about 525 Acres. This estimation is without the impact zone of public infrastructures proposed to be improved. Further, a total of 4km length of rural roads improvement to ease the accessibility to economic infrastructures. Improvements in rural roads will benefit the entire community in the area. Construction of cluster based collection centre, Compost yard, institutional arrangement proposed, capacity building activities, value chain developments, etc are will have a significant positive impact on the area in general.

Adjacent land and features

The area is well known as an important agricultural area in Jaffna District. Table 2 below shows how important the proposed cluster area is in terms of agricultural development within the district.

The main irrigation water source for agriculture is from wells (often hand-dug) but there are comparatively many deep wells in use by farmers in the Valikamam area. There are about 28,000 dug wells in the district; having an average depth of 3 to 5 metres with water being available all year. The main crops in the area are potatoes, tobacco, and red onion. In addition, fruit crops (e.g., banana, grape, and mango) are grown on a commercial scale.

The areas where vegetables, fruits, and other field crops are cultivated are classified as other croplands. About 68% is shown as other croplands within the Jaffna Organic Banana Cluster district. These lands provide a higher agricultural production in the Jaffna District.

Table 2: Land Use Pattern in Cluster area and Jaffna District

Land use	**Land area (hectares)**					**% of the district area**
	District	**Valikamam East**	**Valikamam North**	**Valikamam South**	**Total**	
Built-up areas	690	0	110		110	16
Non-agricultural	390	60	270		330	85
Homesteads	33,720	2,290	2,830	1,520	6,640	20
Coconut	1,470	210			210	14
Mixed trees/other perennials	1,530	70	110		180	12
Paddy	15,520	1,370	460	310	2,140	14
Sparsely used croplands	10,510	710	860	130	1,700	16
Other crops	5,880	2,300	820	890	4,010	68
Dense forests						
Open forests	290					0
Forest cultivations						
Scrublands	6,810	590	180		770	11
Grasslands	10	10			10	100
Wetlands-forest mangroves	20				0	0
Wetlands non-Forest marshes	6,630	1,480			1,480	22
Water bodies	9,610	1,220	10	20	1,250	13
Barren lands	9,450	210			210	2
Total	**102,530**	**10,520**	**5,650**	**2,870**	**19,040**	**19**

	Source: ESRI – Wageningen, Survey Department of Sri Lanka, 1989 People in Jaffna District are traditionally farming communities. Their culture is mostly agrarian-based. These traditional farmers have generations of experience with the soil, climate, and agricultural technology that is unique to their production system. They have their cultivation techniques developed by their forefathers and the practices have been time-tested and proven to be more appropriate than modern technologies. Crops like spring onion (red onion), chilies, potatoes, tobacco, vegetables, banana, and grapes are cultivated for commercial purposes. Other crops cultivation such as paddy, pulses, and coconut are at a substantial level. Palmyra products are also a substantial source of income. Rice is produced during the Maha seasons only under rainfed conditions while vegetables are produced nearly all year round under rain-fed irrigated conditions. There are about 30% of the families from total families are solely dependent on agriculture including livestock and a large share of the population is also involved in home gardening.

C. PROJECT JUSTIFICATION

Need for the project **(What problem is the project going to solve)**	Banana is a healthy fruit item of humans and it is a good source of Manganese, Potassium, and Vitamin C, useful in hemorrhoids, heart health, and blood pressure. Conversion of paddy cultivation to banana was mainly due to easy management and high return of banana when compared to paddy and other farm crops (OFCs). After the establishment of plantations, expenditure on banana cultivation is low and farmers can receive a continuous income from their plantations. Banana is grown rainfed with supplementary irrigation whenever necessary. In general, farmers use both flood irrigation and canal irrigation methods in banana cultivation. Though there are three main banana varieties grown in the district such as Kolikuttu, Sour banana (Ambul), Cavendish, and Itharai, Sour banana is the popular variety that is grown under organic practices. Ambul is highly resistant to Panama disease when compared to Kolikuttu and Seeni. The proposed project is designed as a model for primary value addition, collecting centre and productivity enhancement by using new technology with sprinkler irrigation and construction of collecting centre. New cultivation of banana land is going to be selected for sprinkler irrigation systems to reduce water issues in some areas and value addition activities will implemented for existing orchard in cluster area. This sprinkler irrigation system will be powered by renewable energy through the solar panel system, and it will reduce the energy cost. Agriculture Technology Demonstration Parks (ATDPs) will support farmers to: (a) develop professional producer associations; (b) achieve economies of scale in production and exports; (c) improve marketing and value addition; and (d) achieve greater efficiency in the provision of technical and other support services. 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. Furthermore, farmers would benefit from capacity building through farmer business and marketing training. The business opportunity

<table>
<tr><td></td><td>identified with farmers and agribusiness is the modernisation of existing and renewed plantation of Ambul banana, for export to the Middle East.</td></tr>
<tr><td>Purpose of the project
(What is going to be achieved by carrying out the project)</td><td>A total of 50 technology demonstration plots will be established for bananas in Jaffna. In addition to the demonstration plot (new cultivations), the majority will be existing Banana cultivated lands. There will be about 500 farmers including new Banana Cultivators in Kopay, Uduvil, and Tellipalai in Jaffna. The technology package and other management practices will be introduced to the selected group. This group will provide the foundation to initiate quick marketing of high-quality bananas for the export market. The main objective of the subproject is to develop Agriculture-related livelihood by achieving the below objectives.
To introduce new technologies to increase yield
Land preparation
Water conservation/Management
Disease control
Use of weedicides, pesticides
Enhancement of productivity and Quality of banana
To minimise postharvest losses
To increases sustainable farm income
Create new employment opportunities
Identify international market opportunities
Postharvest processing facilities
The farmers who are engaging with farming activities in the project's intervention area will follow the Good Agricultural Practices (GAP) introduced by the DOA. ASMP will facilitate to implement of GAP by introducing new technologies and enhancing farmers’ capacities</td></tr>
<tr><td>Beneficiaries</td><td>Provincial Project Management Unit (PPMU) has played a key role in the identification of proposed cluster areas (Error! Reference source not found.). It was agreed to proceed with the program in the identified cluster area after the acceptance of the Feasibility Study Report (23rd November 2020). Selection of potential villages with interested farmers was done by District Coordinator with the active support of AIs in the relevant areas under the direction of PPMU and ISP consultants. The FOs have also been consulted in this process. Some banana farmers have been identified through the Banana Cooperative Society currently functioning in the Valikamam East DS area.

Certain criteria were taken into consideration in the identification of farmers for the cluster.
Availability of legally owned land
Farming experience
Water source with year-round availability of water
Minimum 40% women farmers as per project requirement
Table 3: Identification of farmers from existing farmer organisation
<table>
<tr><th>№</th><th>DS Division</th><th>ADC area</th><th>AI zone</th><th>Farmer organisation</th><th>No. of farmers selected</th><th>Extent under crop (ha)</th></tr>
<tr><td>01</td><td>Valikamam East</td><td>Puttur</td><td>Puttur</td><td>Achelu</td><td>40</td><td>16</td></tr>
</table></td></tr>
</table>

					Siruppiddy West	10	04
				Avarankal	Achchuvely West	10	04
					Navakiri	30	12
					Achchuvely South	10	04
				Achchuvely		50	20
			Urumpirai	Neervely	Neervely South	60	24
					Urelu East	10	04
					Urelu West	10	04
					Neervely North	20	08
					Neervely West	10	04
				Urumpirai	Kopay North	45	18
					Kopay South	20	08
					Urumpirai South	10	04
					Kopay Centre	10	04
					Urumpirai East	15	06
	Subtotal					***360***	***145***
02	Valikamam South	Uduvil	Punnalaikadduvan		Punnalaikadduvan North	20	08
					Punnalaikadduvan South	25	10
					Eevenai	25	10
			Chunnakam		Chunnakam East	20	08
					Chunnakam South	20	08
					Earlalai	10	04
	Subtotal					**120**	**46**
	Valikamam North	Keerimalai	Keerimalai		Naguleswaram	10	04
					Kallankaladdy	15	06
			Vasavilan		Vasavilan	15	06
	Subtotal					**40**	**16**
Total						**520**	**207**

Note: Extent under crop is considered at 0.4 ha per farmer under the ASMP cluster

Table 4: Summary of information for farmer group formation in Jaffna Organic Banana Cluster

DS division	ADC area	AI zone	No of farmers	Area (ha)	№ of farmer groups	№ of farmer reps
Valikamam East	Puttur	Puttur	50	20	01	5
		Avarankal	50	20	01	5
		Achchuvely	50	20	01	5
	Urumpirai	Neervely	110	44	02	10
		Urumpirai	100	40	02	10
Valikamam South	Uduvil	Punnalaikadduvan	70	28	02	6
		Chunnakam	50	20	01	5
Valikamam North	Keerimalai	Vasavilan	15	06	01	4
		Keerimalai	25	10		
Total			**520**	**207**	**11**	**50**

Even though the suggested number of farmers is 500 for the cluster, 520 farmers were identified assuming that there would be some dropouts due to the inability

	to fulfill the eligibility requirements. Farmers identified from Valikamam East and South DS Divisions are farmers with existing banana cultivations and farmers from Valikamam North have been identified for new banana cultivations. To coordinate the field programmes, such as conducting awareness and training programmes and selection of farmer representatives, the entire cluster area has been divided into 11 groups based on administrative boundaries. Since the project is very keen on women's participation, high priority was given to selecting women-headed families which have a minimum of 0.4 hectares of land growing bananas. The project will target to ensure that at least 40% of the selected beneficiaries would be women. More than Six thousand females were counted in the selected area and make about 23.5% of the total families. However, due to cultural restrictions in the region, it would be a real challenge to engage 40% female farmers in this program. Women headed families and low-income families exposed to the project and its benefits will be expected to gain economically. 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 to the community will be advantages for the surrounding community. Organic fertiliser facilities and post-harvest processing facilities will provide direct and indirect employment opportunities for the surrounding community. Waste Mitigation, Income Generation, and Empowerment Pilot Project seek to protect the environment by using waste and by-products from the farm to create additional sources of income for more marginalized members of the community, such as women and youth. Through community awareness, education, and financial incentives, the negative effect of waste on their homes and the financial opportunity farm by-products present will be demonstrated. By targeting women and youth, within the farming clusters, the Pilot Project hopes to empower leadership and financial independence carried out in gender-inclusive collectives formed within the ASMP farming clusters.
Alternatives considered ***(Different ways to meet the project need and achieve the project purpose)***	Following concerns were focused during selection of Organic Banana Cluster in Jaffna. • Great potential to increase farmer income with less labour and inputs. • Ability to save water in the reservoir for next seasonal cultivation and minimise water crisis during Yala season. • Effective mechanism to attract young farmers for commercial agriculture. • Almost all the banana farmers have kept smaller part of their land for paddy crop for domestic consumption. • All the banana farmers are members of farmer organisations or successors • Requirement for disturbing new lands are not triggered as existing cultivation will be sufficient to upgrade • Ability to cater the continuous supply of Banana to export market • Soil characteristics such as pH, water holding capacity, electrical conductivity and organic matter contents favours banana cultivation in Jaffna Neervely Cooperative Society for Banana Farmers is the base for farmer mobilization and capacity building through a strategic partnership. Most of the farmers have large scale, low flat farmer-based lands with plenty of water with

	less drainage concerns. Since it consists with already established farmlands, no clearance of new lands are required and anticipated site specific negative environmental impacts are found. Hence, the selected area is highly supportive to meet the project needs within short period of time without negative environmental impacts. Geographically, the selected area is the highest potential for Banana cultivation in Jaffna. The area has a long-established history of Banana cultivation. On-farm technology package with control/prevention of Panama Disease and the Banana Bunchy Top Virus to be introduced. Further, crop management by fruit age control using coloured ribbons, oriented to export will be used. New and improved quality enhancing technologies and Productivity Enhancing Technologies such as drone technology, water conserving and 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 to be introduced to meet the expected project out comes. All these technological applications will prevent excess use of water, and also it will reduce the impact cause by the use of chemical fertilizers. Hence, technological applications of the proposed project will reduced the existing environmental impacts. The "no-action" alternative would mean that no Banana Cluster Development undertake by the ASMP and hence no financial, technical and market support for the existing banana Cultivators in Kopay, Uduvil, and Tellipalai. Therefore, conventional farm practices, low productivity, low quality and low income will continue to dominate the economy of the farmers and agriculture sector will not develop in Jaffna. It will also continue the same agricultural practices and existing environmental impacts such as high water usage, use of chemical fertilizers will be continued.

D. PROJECT DESCRIPTION

Proposed start date	January 2022
Proposed completion date	December 2023
Estimated total cost	LKR 86 million
Land ownership	Private Farmlands, Lands with Deed and Leased Lands Rural Roads – Local Authorities Collection Centre and Compost Yard – Department of Agriculture
Planned interventions	***Table 5: New and improved quality-enhancing technologies***

Main Technology	Practice (s)
Bunch clearing before bagging	• Removing leaves that can damage bunch and bend or removal of placenta leaf

Bagging with plastic bags	• Premature bagging when the bunch is just emerging and the centre flower bud points downward
Bunch clearing after bagging	• De-leafing, de-flowering, de-handing, de-budding
Tagging of the banana bunch with coloured plastic ribbons	• Every week a different coloured ribbon is applied when the lower hands are parallel to the ground. Eight colours are used
Propping and guying	• The banana bunch is propped with wooden poles tied with rope or plastic
Harvesting by dehanding at the mat	• Bunches for dehanding in the field are selected based on age (ribbon colour) and calliper grade to protect the quality, prevent ripening and turnings during transport, and extend shelf life • Hands are removed from the bunch using a fish line (100 test) that cuts and seals the crown properly with no additional trimming required
De-latex in the field	• Removed hands from the harvested bunch are placed on banana leaves for de-latex for at least one hour
Transport to packing centre	• Packing the de-latex hands into 20-kg plastic trays lined with foam. One bunch, one crate • Colour ribbon tied securely to crate to allow for inventory management at packing centre
Postharvest technology	• Field heat removal Line packing Cold chain management Integration of export protocols into standard SOP's
Quality monitoring and evaluation system	• Quality score Tally of defects Value chain feedback loop
Export protocol	• Guidelines to grow, pack and ship bananas for export

Table 6: Improved technology package

Main Technology	Practice (s)	Comments
Variety	• Ambul banana • Kolikuttu banana • Cavendish banana	• Technology is applicable across varieties
Tissue culture planting material	• Ambul banana meristems approximately 40 cm in height with 4 to 5 functional green leaves present	• Banana seedlings purchased from a tissue culture laboratory
"Peeper" planting material	• Ambul banana seedlings developed from "peepers" taken from the production field and grown for 3 months following nursery practices • Peepers should reach approximately 40 cm of height, with 4 to 5 functional green leaves present to be ready for transplanting	• "Peeper" planting material is an option for farmers when tissue culture meristems are not readily available • Peepers" are very small followers without green leaves found in the proximity of the mother plant
Land preparation	• Deep ploughing using mouldboard plough • Application of compost	• Improved land preparation practices

		• Deep ploughing again using mouldboard plough (perpendicular to first ploughing) • Disking or harrowing (two perpendicular passes) • Micro leveling to facilitate drainage works	
	Mini-sprinkler irrigation systems	• Computer-controlled heads for water application scheduling supported by fertility sensors and soil moisture sensors • Precision fertigation with liquid organic compounds • Precision application of liquid pesticides • Anti-clogging flushing components	• Mini-sprinkler systems create a Waterhead that allows the wetting front to reach the depth of the feeder roots of fruit trees • Irrigation scheduling based evapotranspiration measurements
	Flood prevention and drainage field techniques	• Site leveling using laser leveling machinery, quick water evacuation ditches, surface drainage techniques (removal of wet spots)	• On-farm drainage works avoid water from standing in the field for long periods preventing waterlogging
	Precision planting	• Construction type twine to demarcate planting rows, planting templates with plant spacing measurements	• Practical tools and aids assure accurate precise field layout and measurements of planting distances to assure desired population densities which are the foundation of productivity
	Double row planting system	• Bananas are planted in two double rows 1 m apart • The spacing for bananas within a double row is 1.75 m • An alley, 4 m wide, separates the double rows	• This double row planting pattern accommodates 2,400 banana plants per hectare 960 per acre) and it is suitable for multiple cropping
	Multiple cropping	• Intercropping with short term vegetables	• The alley of the Double row planting system can be used for intercropping vegetables with fruit trees • In most cases, three beds of vegetables can be planted in this space using the new and improved technology package introduced by the ISP for the particular vegetable
	Weeding	• Intercropping prevents weed infestation. Otherwise, mechanical weeding is practiced	• Mechanical weeding is herbicide-free. It is a very environmentally friendly technology
	Precision fertilisation	• Fertigation with organic liquid fertilizers supplemented with fertilization and/or fertigation with chemical fertilizers	• Formulation of fertilizer regimes based on complete soil tests and foliar analyses
	IPM	• Pest population and pest damage assessment surveys to evaluate pest and disease intensity/quantity factors for damage prevention and to determine pest populations threshold status for rational application of pesticides	• IPM practices are combined with modern spray techniques, when necessary, i.e., ultra-low volume spray using drones • Pesticide application through the irrigation system

	• Prevention and management of Fusarium wilt (Panama disease) • Control of Sigatoka disease and other pre and postharvest diseases	
Labeling for precision agriculture	• Production area blocks and tree tagging labeling	• Production area blocking and tree tagging labeling develop a tree identification nomenclature to find tress quickly to apply precision agriculture practices on a timely basis

Through this process, other farmers gradually adopt new technologies and management practices introduced by ISP. Thereafter, a whole farming community of the area will be producers of high-quality bananas suitable for the export market.

Table 7: Access roads identified for repair in Jaffna, Potato Cluster

№	LOCATION	UNIT	Length
1	Rasavethy - Kayaddai joining road	km	1.00
2	Kayaddai road	Km	0.41
3	Kayaddai - Karunala joining road	Km	0.30
4	Ekakkadai road	Km	0.62
5	Access roads to Collecting centre	Km	0.78
	The total length of roads identified	**km**	**3.11**

Table 8: Summary of Project Interventions in the Cluster

#	Project component	Key Activities	Approx. extent / quantity	Implementation responsibility
1	Cultivation of Banana (Refer table 1)	Land Preparation Irrigation pipe laying Installation of mini-sprinklers	207ha	ISP PPMU
2	Improvements of Rural Roads (Rehabilitation) (Refer table 7)	Trimming, levelling and compaction of sub grade Supplying and pilling approved gravel Spreading and compaction gravel	5 road sections Total length 3.11km	Contractor LAs Civil Engineer –ISP PPMU Engineer - PMU
3	Construction of Cluster Collection Centre	Laying interlock tiles Widening the existing entrance gate Provision of equipment	1 Collection Centre	Contractor FO Civil Engineer –ISP PPMU Engineer - PMU
4	Construction of Compost Production Unit	Fencing Construction of building Disposal yards Mixing yards Leachate management	1	Contractor FO Civil Engineer –ISP PPMU Engineer - PMU

Beneficiary selection criteria and process	Provincial Project Management Unit (PPMU) has played a key role in the identification of proposed cluster areas. It was agreed to proceed with the programme in the identified cluster area after the acceptance of the Feasibility Study Report (23rd November 2020). Selection of potential villages with interested

	farmers was done by District Coordinator with the active support of AIs in the relevant areas under the direction of PPMU and ISP consultants. The FOs have also been consulted in this process. Some banana farmers have been identified through the Banana Cooperative Society currently functioning in the Valikamam East DS area. Certain criteria were taken into consideration in the identification of farmers for the cluster. • Availability of legally owned land • Farming experience • Water source with year-round availability of water • Minimum 40% women farmers as per project requirement Jaffna has a well-established farmer organisation already and production of small Ambul bananas is available immediately. There are experienced banana farmers and the majority of farmers of Valikamam East, Valikamam North and Valikamam South rely on bananas for livelihood. Most of the farmers have large-scale, low-flat farmer-based lands with plenty of water with fewer drainage concerns. Further, an attitude and market-led vision of field staff are highly acceptable. Hence, the selected area is highly supportive to meet the project needs within a short period with the expected quality. The selection criteria looked at the farmers' available lands with priority being given to those having a minimum of 0.4 hectares of land growing bananas. As mentioned, the project is keen on female participation, so high priority was given to select women-headed families having a minimum of 0.4 hectares of land with bananas. The project aims to have a minimum of 40% of beneficiaries being women. Additionally, vulnerable and marginalized disabled farmers having a minimum of 0.4 hectares of bananas will be selected as long as they can work the land. Further, the willingness of participation of existing farmers and youth was considered as a key selection criterion to become a member of the project. Hence, vulnerable groups and youth will also be given importance in the selection criteria
Vulnerable groups and Gender	The selected District Secretariat Divisions have 106 Grama Niladari (GN) divisions and a population of about 45,244. There are 14,522 families included in the entire area. The selected cluster comprises 12 GNDs in these three DSDs, with more than 520 banana farmers cultivating 207 hectares in parcels of 0.4 ha minimum size land area. The inclusion of women farmers, youths, and other vulnerable has already been mentioned and will include as described in previous sections. As mentioned above, the estimated headcount poverty index (2012/13) under Sri Lanka's official poverty varies from 0.6% to 21.2% among the DS Divisions in Jaffna District. The selected DS division poverty headcount index falls in the range of 12.5% to 21.2%. It clearly shows the importance of having economically stable agricultural projects to these selected areas. This indicates how economically vulnerable the communities are. Modernising the farming practices from the land preparation to the marketing of high demanded crops involving youths will create positive impacts on the annual income of farming families. Implementation of banana with suitable inter- cropping cultivation, under the project by targeting export and value-added products to the international market will increase the income of the farmers of selected areas and future expansions will help to reduce

	the poverty headcount index under the Sri Lankan's poverty line of the selected DS Divisions. The project creates many opportunities for unemployed people to have daily basis employment opportunities and some of them will get the opportunity to work as skilled farm labourers. Further, there will be employment opportunities at the post-harvesting processing centres. Hence, the development of banana cultivation will provide a good prospect for the youths to have a stable income and it prevents local and foreign employment migrations. Both male and female youths should be encouraged by conducting training and awareness to actively engage in the cultivation of these crops. In addition, explore new/innovative areas within the banana sector that would create more employment opportunities or income-generating options for youth and women in the area. In all three divisions, FOs are actively engaged in providing services. Moreover, there is a cooperative society of banana cultivators with a long history of providing services to banana cultivators. Still functioning but not efficiently managed. Further, there are other community levels organisations such as Rural Development Society, Women's Rural Development Society, youth clubs, community centres, sports clubs, cultural clubs, and temple societies that are functioning well and supporting the community in many ways. Paddy is cultivated in the areas, not for commercial purposes but their consumption. It is not possible to convert these lands for cultivating other crops. Since the project is looking for about 35% representation of female-headed households for the development plan, these areas could be targeted for assistance. Modernisation of the agriculture sector increase or stabilise monthly income and other income-generating opportunities in the agriculture sector should attract the school leavers, male and female youths in the area. Valikamam East, 19 registered FOs are having 2,184 members with 26.3% of members being female. In Valikamam South and North, there are 25 registered farmer organisations in the DS division and 2,293 farmers are members of these FO. Nearly 13.6% of these members are females. Accordingly, engaging female, youth, and differently-abled groups who are interested and possess required land will indicate a positive impact on society due to the project.

E. DESCRIPTION OF THE SOCIOECONOMIC ENVIRONMENT

Community Profile	The project has selected 330 farmers from these three DS Divisions for this year's Maha season and planned to increase the number up to 500 farmers in the 2022 season by incorporating more GN Divisions in the future. It has been planned to supply planting materials for all the selected farmers by end of February 2022. Hence, it is justifiable to look at the demographic characteristic at the DS level rather than the GN level. The selected DS Divisions are Valikamam North (Tellipalai), Valikamam South (Uduvil), and Valikamam East (Kopay). Valikamam North DS Division has 45 GN Divisions, comprising 14,522 families and an estimated population of about 45,244 (See **Error! Reference source not found.**). ***Table 9: Household and Agricultural population in the Selected DS Divisions in Banana cluster in Jaffna District***

Households	Number
Male head	45,335
Female head	10,665
% of female head	23,5
Total	174,964
Agricultural Population	
Male	16,126
Female	6,002
Total	22,128

Source: Statistical Handbook 2021 three DS Divisions.

Valikamam South DS division has 30 GN Divisions consisting of 17,477 families and 52,776 population. Valikamam East DS division has 31 GN Divisions consisting of 24,001 families and 76,944 population. All the selected farmers in this cluster have agreed to release a minimum of half an acre of land for cultivating banana crops integrated with chili or some other suitable crop in rotation. The majority of the farmers are from Valikamam East and Valikamam South DS Divisions, From Valikamam North only seven farmers were selected and they will be planting in demonstration plots. All the farmers have their dug well or shared dug well or tube well as a source of water for cultivation. Moreover, the majority of them are cultivating these selected crops in traditional methods.

The majority of selected farmers have their lands with title deeds and others found with lease lands while 10-15% of the farmer practices cultivation in both types of lands. Currently, 330 farmers have been selected for this year from more than 23 GN Divisions in these three DS Divisions mostly from Valikamam East and it is expected to increase to 500 farmers by early next year from many more GN Divisions. Several families and the gender breakdown in the selected DS Divisions are shown below in table 11. Further, there are 10,665 female-headed families out of 45,335 families which is 23.52% of the total number of families in these three DS Divisions. In addition, there is a large percentage of youths (23-25%) belonging in the 20-34 age group in these DS Divisions, potentially providing a good opportunity to become involved in banana cultivation.

Table 10: Source of livelihoods in the cluster

DS Divisions	GoSL	Private	Farmers	Skilled	Unskilled	Overseas work	Hired daily	Unemployed
Valikamam North	1,949	779	2,646	2,342	3,787	841	2,559	1,989
Valikamam South	2,994	1,962	2,870	3,479	3,281	751	5,113	643
Valikamam East	3,084	1,907	6,218	5,101	4,829	781	5,302	2,483

Source: SHB of all three DSs 2021

In discussions with farmers, they highlighted the local and foreign migration of youths who were looking for different types of employment opportunities with soft skills rather than engaging in agriculture. Further, they claimed that the existing agricultural activities do not ensure a consistent and stable monthly income. Modernisation in the agriculture sector would be a key point to get the attraction of the educated youths. As per the information[2], there are 1,949 government and around 779 private employees in Valikamam North and 2,994 government and 1,962 private employees are found in Valikamam South DS

[2] Statistical Handbook, Valikamam North & Valikamam South Divisional Secretariat 2021

Divisions. Further, around 2,632 were found unemployed in two DS Divisions. In Valikamam East you find 3,084 government employees and 1,907 private-sector workers while 2,483 people are unemployed. Table 10 summarises the livelihood situation in all three DS Divisions. The daily wage category includes the farm labour and others who are partially unemployed or underemployed.

The project creates many opportunities for unemployed people to have daily basis employment opportunities and some of them will get the opportunity to work as skilled farm labourers. Further, there will be employment opportunities at the post-harvesting processing centres. Hence, the development of banana cultivation will provide a good prospect for the youths to have a stable income and it prevents local and foreign employment migrations. Both male and female youths should be encouraged by conducting training and awareness to actively engage in the cultivation of these crops. In addition, explore new/innovative areas within the banana sector that would create more employment opportunities or income-generating options for youth and women in the area.

There are no published household income and expenditure details specific to the farmers in these DS Divisions or farmers engaged in cultivating banana cultivation. However, there are income data published in different forms in different DS divisions. In Valikamam North 8,597 families are having a monthly income of less than Rs.10,000. There are 10,317 families in Valikamam South and 16,359 families in Valikamam East earning an income less than Rs 10,000 per month. In general, the household income and expenditure statistics in Jaffna District - 2006/07 – 2016, published by the Department of Census & Statistics shows that the mean household monthly income in 2016 in Jaffna is about LKR 47,731 while the mean income per household in Sri Lanka was LKR 62,237. Even though there are no specific family income details relevant to the banana cluster in the Valikamam area, the dependency rate in these three divisions ranges from 36.44% in Valikamam North to 32.48% in Valikamam East which is high compared to the national rate. Farmers do not pay income tax and they never disclose their actual income levels and they do not keep proper accounting or income and expenditure statements for anyone to assess their income over expenditure. The Census & Statistics Department published data showing that the mean per capita income of income receivers in Jaffna is LKR 22,692/= while the median per capita income is LKR 16,000/= in 2016.

Table 11: No. of Families and population breakdown with gender

DS Divisions	№ of GN Divisions	№ of Families	Population	Male	Female
Valikamam North	45	14,522	45,244	21,963	23,281
Valikamam South	30	17,477	52,776	25,528	27,248
Valikamam East	31	24,001	76,944	36,955	39,989

Source: Resource profiles, of all three DSs 2021

In Valikamam East DS division, out of 24,001 families, 9,408 families are receiving “Samurdhi” benefits from the Department of Samurdhi Development and more than 50% of the families are getting Rs 3500/= package while another 22.5% of families are receiving Rs.2,500/= per month. It appears that the “Samurdhi” development programme has not been implemented in the other two DS Divisions because the resettlement activities are still in progress. However, social assistance such as PMA, financial provision for people suffering from certain diseases, and elders’ payment by the Social Service Department are being provided in all three DS Divisions. As per ‘the Spatial Distribution of Poverty in

Sri Lanka' published by the Department of Census and Statistics - Sri Lanka in 2015, the estimated headcount poverty index (2012/13) under Sri Lanka's official poverty varies from 0.6% to 21.2% among the DS Divisions in Jaffna District. The selected DS division poverty headcount index falls in the range of 12.5% to 21.2%. It clearly shows the importance of having economically stable agricultural projects to these selected areas. Modernising the farming practices from the land preparation to the marketing of high demanded crops involving youths will create positive impacts on the annual income of farming families. Implementation of banana with suitable inter- cropping cultivation, under the project by targeting export and value-added products to the international market will increase the income of the farmers of selected areas and future expansions will help to reduce the poverty headcount index under the Sri Lankan's poverty line of the selected DS Divisions.

Health care facilities:

1. Valikamam North: one Base hospital, two divisional hospitals, one Primary Medical Care Unit (PMCU), one MOH Office, and seven Primary Health Care Centres
2. Valikamam South: five PMCUs, five MOH offices, four public health care centres, one rural ayurvedic hospital (AVH), and three central ayurvedic dispensaries
3. Valikamam East: two divisional hospitals, two central dispensaries, and one ayurvedic dispensary.

In all cases, these medical institutions are adequately manned by necessary medical and nonmedical staff members, and services are provided to the public.

Schooling:

According to the information provided by Assistant Directors of Planning of the DS Divisions

1. Valikamam North: has 45 schools, but two are not functioning, and three schools are displaced, so located in different locations. The total student population is 9,264 with 765 teachers, so a ratio of 12:1
2. Valikamam South: has 34 schools, but two schools are not functioning. The total student population is 7,423 with 643 teachers, so a ratio of 11.5:1
3. Valikamam East: has 40 schools that are all functioning. Student numbers are 9,439 having 800 teachers, so a ratio of 12:1.

All the schools are provincial schools. In addition to schools, there is a National Teachers College and Government Teacher's Training College in the Valikamam East DS division. You find all types of schools other than National Schools in these DS divisions. School leavers belonging to the selected area areas should be encouraged to contribute to the potato and onion cultivations or to get employment opportunities as skilled farmers or opportunities at post-harvesting processing activities. Modernisation of the agriculture sector increase or stabilise monthly income and other income-generating opportunities in the agriculture sector should attract the school leavers, male and female youths in the area.

Social characteristics:

Table 12: Social characteristics of the cluster

DS Divisions	Characteristic	Description	Percentage
Valikamam North	Gender	Male	48.54%
		Female	51.46%
Valikamam South		Male	48.40%
		Female	51.6%
Valikamam East		Male	48.03%
		Female	51.97%

Table 13: Age-wise Distribution of population

DS Divisions	Characteristic	Description	Number
Valikamam North	Age group	Below 19 years	12,259
		20-64 years	27,210
		0ver 64	5,775
Valikamam North		Below 19 years	15,116
		20-64 years	31,218
		Over 64	6,442
Valikaman East		Below 19 years	24,123
		20-64 years	44,673
		Over 64	8,148

Project Benefits

- Increase yield through the introduction of new and improved technologies
  - ✓ 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 post-harvest losses
- Project expansion will create new employment opportunities
- Benefits of development of farmer producer organisations (FPOs).
- Training, awareness, and capacity building programmes output 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
- Renovation of the collection center at Rajanganaya
- Training and awareness will strengthen skills, talents, and knowledge to undertake and manage all activities of a commercial organisation
- Cluster post-harvest 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
- Reduce the economic vulnerability of the farmers
- Empower vulnerable/marginalised communities by inclusion into the program

Social Impact	Subsequently, the magnitude of the proposed project interventions and the number of projects units scattered in the selected GNDs. **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 post-harvest, improved market linkages as well as opportunities for value addition. Furthermore, farmers would benefit from the capacity building through farmer business and marketing training. Hence, banana farmers will get direct economic advantages, and surrounding the community benefit from direct and indirect employment opportunities from the post-harvest processing centre related activities, the establishment of the compost production plant, waste minimisation, income generation, and empowerment project. During the discussions had with farmers, it was highlighted that the young generation at present in these areas are subjected to local migration and looking for different types of employment opportunities with soft skills rather than engaging in agriculture. Further, 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. Hence, the development of banana cultivation will a good prospect for the youth to have a stable income and it prevents local employment migrations. The anticipated negative social impacts of the proposed project will be minor or insignificant. Summarised social impacts and mitigation measures are shown in table 14. However, the following impacts are listed to get emphasis in the project selection and implementation: • Exclusion of vulnerable groups in the beneficiary selection • Receive double benefits which lead miss opportunities to needy groups • Construction impacts such as noise, vibrations, dumping of excavated soil, and siltation of water bodies • Disturbance to the social confession among farmers in the villages • Livelihood impacts during the construction period • Labour influx for postharvest processing centres • Public/ occupational health and safety Hazards, and on impacts on the environment during the construction period • All environmental related issues identified in the EMP will also have a serious impact on the society
Mitigation Measures	Proposed migratory measures for the negative social impacts have been listed above. Other measures include: • **Exclusion of vulnerable groups in the beneficiary selection** Proposed beneficiaries are selected based on the availability of a minimum of 0.2 hectares of Banana cultivated lands and the willingness of the participation. The rest of the farmers will be covered through future expansions. Marginalised disabled farmers who have a minimum of 0.4 hectares of Banana cultivated lands were considered by analysing the ability to carry out the cultivation activities. However, the selection norm of the project is underscored to select 40% women beneficiaries and give more attention to the vulnerable groups. • **Receive double benefits which lead miss opportunities for needy groups**

	Receive double benefits by a family which hinders a needy family to receive the opportunity. Selection criteria should not allow two farmers selected from a single unit of a family. The selection process should not be biased. • **Disturbances to the social confession among farmers in the villages** Non-transparent or inflinfluencedselection committees or biases can lead to disturbing the social confession among the farmers in villages. The proper, transparent, non-bias selection procedure should be followed to ensure fair selection of farmers to the program which won't lead to any social imbalances. • **Construction impacts such as noise, vibrations, and dumping of cleared vegetations excavated soil** Anticipated impacts due to the construction will be generic and most of the impacts will be mitigated by following good construction practices. Noise and vibration will be reduced by maintaining the construction machinery and limiting the construction activities in the daytime 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 • **Livelihood impacts during the construction** Construction includes rehabilitation of roads and small-scale cluster value chain infrastructure facilities are also proposed including collection centre, and organic fertiliser unit, waste mitigation. As considered the magnitude of the constructions and the land availability of the area, the impact due to construction on livelihood will be insignificant. However, the safeguarding officer responsible for community liaison and handling public complaints regarding environmental/ social related matters or social Audit Committees will be mobilised closely and monitor the project's construction progress and report to the project management if any. • **Labour influx for post-harvesting processing centres** Labours will be hired where possible from the local community and contractors 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). The contractor will implement robust measures to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination). • **Public/ occupational health and safety Hazards, and on impacts on the environment** All measures in the Environment Management Plan (EMP) will be implemented regarding management. Necessary COVID19 safety measures and protocols will be implemented as per Government, WHO, and WB guidelines by all construction workers. Existing usage practices of fertilisers and chemicals may cause acute or/and chronic health impacts to the farmers. The use of drone technology, training, and awareness will reduce the direct exposure to minimise the risk.

Table 14: Social Risks & 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	COVID19 risks
• Beneficiary selection	land owned by the beneficiary	Yes					
• Cultivation Activities							
• Land preparation • Preparation of pits & planting • Planting materials • Fertiliser in the planting pit	land owned by the beneficiary					Yes	Yes
• 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)	land owned by the beneficiary						Yes
• Use of fertilisers and chemicals • Mechanical Weeding • Insect Control • Sigatoka Fungus Control • Nematode Control • Other Spray						Yes	Yes
• 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	land owned by the beneficiary						Yes
• New and improved quality-enhancing technologies • Introduction of coloured plastic ribbons to fix the age of the fruit	land owned by the beneficiary					Yes	Yes

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	COVID19 risks
• Bunch clearing, de-flowering, de-handing, de-leafing, de-budding, bagging, propping, and guying • Fishline de-handing, de-latex in the field, disposal of organic waste in the plantation, prolonging the usefulness of the mother plant • Field heat removal • Line packing technology Cold-chain management-							
• Introduction of water-conserving and low-pressure drip and mini sprinkler irrigation systems • 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	land owned by the beneficiary					Yes	Yes
• Rehabilitation of Roads	Owned by LAs		Yes	Yes	Yes	Yes	Yes
• Construction of Collection Centre	Owned by Govt (DOA)						
• Establishment of compost production units	Owned by Govt (DOA)		Yes	Yes	Yes	Yes	Yes

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	COVID19 risks
• Mitigation Measures	-Review ownership details – confirm with DS -Consent/ approval letters GoSL -agreement to donate for private as per policy framework guidance	-equitable beneficiary criteria and transparent selection process (Refer SOCIAL MANAGEMENT PLAN (SMP) mitigation measures)	-implementation of EMP and good construction practices (Refer SMP mitigation measures)	-prioritise hiring local labour -Code of Conduct (Refer SMP mitigation measures)	-work during the offseason -Livelihood support (Refer SMP mitigation measures)	- Documented consultations/consent/ agreement with all stakeholders (Refer SMP mitigation measures)	WHO/SL/WBO Safety measures (Refer SMP mitigation measures)

F. STAKEHOLDERS ENGAGEMENT AND PUBLIC CONSULTATION

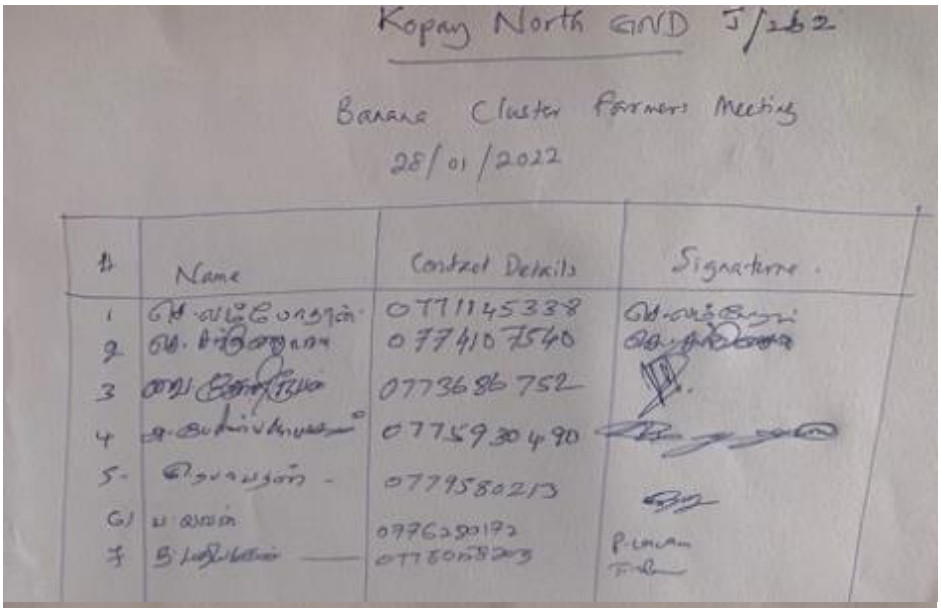
01. Stakeholders' engagements

The PPMU of ASMP has discussed with the Chief Secretary of Northern Province, Provincial Director of Agriculture (Northern Province), District Secretary, Jaffna, Deputy Commissioner of Agrarian Development, Jaffna who are responsible for all development coordination activities and agriculture extension works in the cluster area. The consultation was also held with the private sector representatives who are involved in input supplies, marketing, and transportation of agricultural products. Most importantly, attention has been paid to the existing situation of FOs and their role and functions in fertiliser distribution for cultivation. Most of the identified farmers for organic sour banana cultivation are members of existing FOs. Another specific setup observed in this cluster is the implementation of some activities such as coordination of local markets and marketing through cooperative society functioning under the Department of Cooperative Department. This will also be taken into consideration while developing the proposed PUC. The Divisional Secretary, Department of Agriculture, and the GN of the area will engage in the monitoring of the project.

Selection of potential villages with interested farmers was done by District Coordinator with the active support of AIs in the relevant areas under the direction of PPMU and ISP consultants. The FOs have also been consulted in this process. Some banana farmers have been identified through the Banana Cooperative Society currently functioning in the Valikamam East DS area.

02. Public consultation

The consultation was held with the private sector involved in input supplies, marketing, and transportation of agricultural products. Most importantly, attention has been paid to the existing situation of farmer organisations and their role and functions in irrigation management and decision making. Community consultations were conducted by ISP-ASMP. Following concerns were arisen during the discussions held with farmers in the selected area.

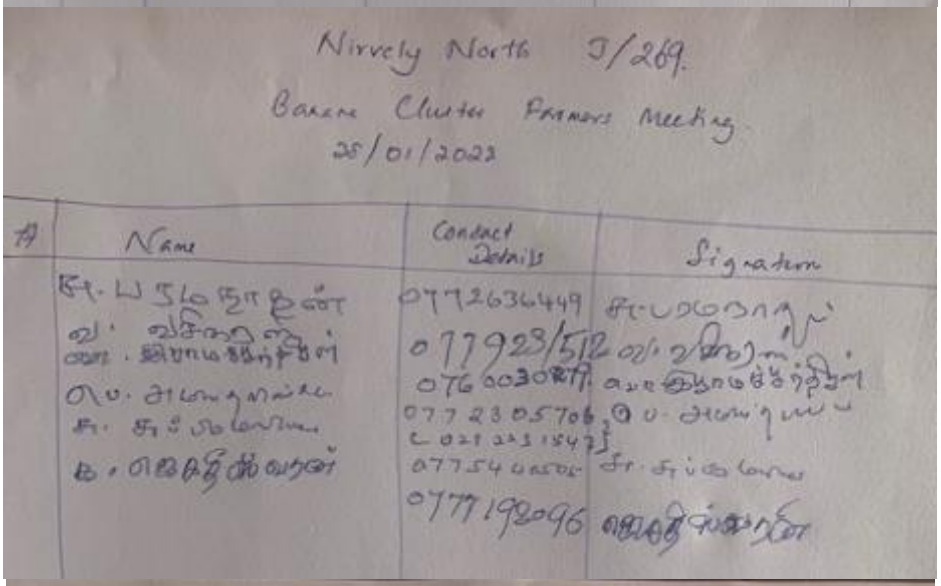


Kopay North GND J/262

Banana Cluster Farmers Meeting

28/01/2022

#	Name	Contact Details	Signature
1		0771145338	
2		0774107540	
3		0773686752	
4		0775930490	
5		0779580213	
6		0776280192	
7		0778085203	



Nirvely North J/269

Banana Cluster Farmers Meeting

28/01/2022

#	Name	Contact Details	Signature
		0772636449	
		0779235122	
		0760030877	
		0772305706	
		0212215473	
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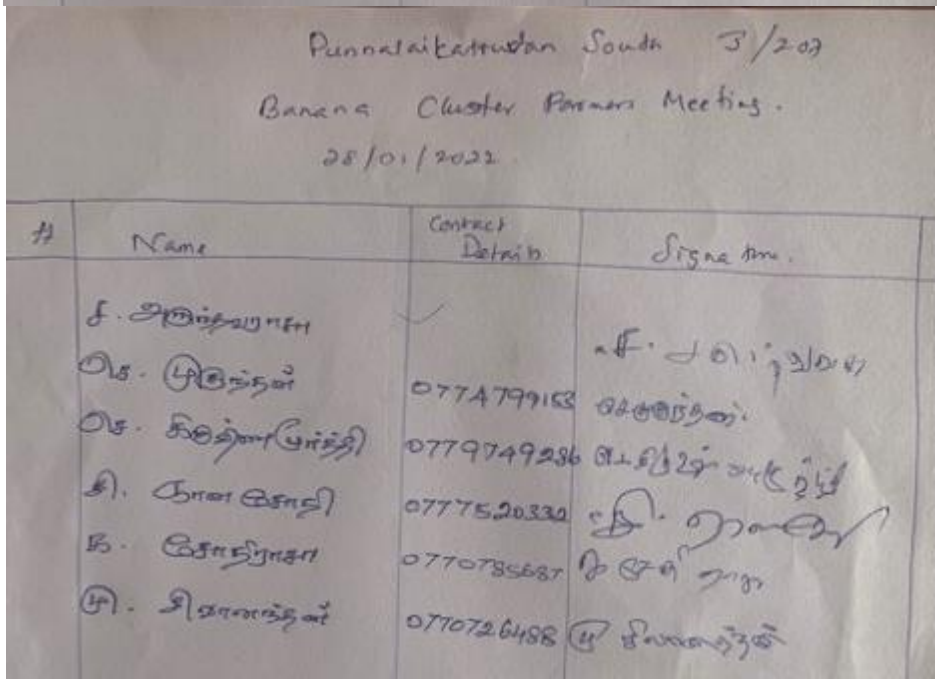
		0771982096	



Punnalaikattuvan South J/207

Banana Cluster Farmers Meeting.

28/01/2022

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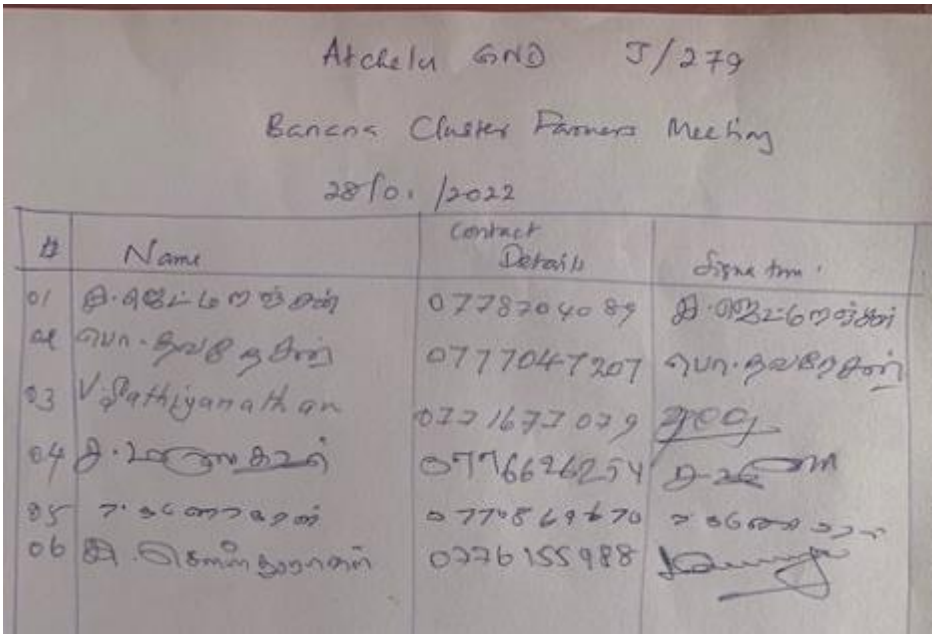
		0779749286	
		0777520330	
		0770785687	
		0770726488	


Atchelu GND J/279

Banana Cluster Farmers Meeting

28/0. /2022

#	Name	Contact Details	Signature
01		0778204089	
02		0777047207	
03	V. Pathiyanathan	0771671079	
04		0776626254	
05		0775649470	
06		0276155988	

Figure 2: Attendance Sheets of Public Consultations

Table 15: Outcomes of the Public Consultations

#	Farmer's Representation	Summary of Public Consultations
1	Kopay North GN/262 Valikamum East DS Division	The farmers have owned and leased lands and they said that the land ownership is very secure, and they will not face any problem. Currently, they are using ordinary dug wells in the farmlands for irrigating the plants. They are practicing flood irrigation and certain farmers have common wells and they use the wells in rotation. They can pump water continuously for 2-3 hours and thereafter they must stop pumping till the wells are recharged. Many farmers have inserted tube wells inside the dug wells to the continuous water supply. However, they are aware of the danger of a change in water quality and quantity in the future. All these wells are domestic wells, and no agro wells are in the area. The depth of these wells varies from 20 feet to 40 feet. They experience a shortage of water from July to September. The farmers said that they will have to pump 4-5 hours continuously to a half an acre plant for flooding and repeat the same in 4-5 days. Farmers are using both electric and kerosene water pumps to pump the water and they are expecting electric water pumps from the project to replace kerosene and old electric pumps currently in use. When we discuss the introduction of new technologies like drip irrigation, they said that the cost of production will be reduced, and water will be saved. They agreed that the quality improvement would enhance the product price. Further, they agreed that the new planting techniques would increase the number of plants per ½ acre from 200 to 560. Moreover, other new technologies such as bagging, cutting, and washing the bunch would improve the size and healthiness of the fruit and fetch a higher price in the market. They welcome the idea of inter-cropping and utilizing the land fully leading to higher income for the farmers. Among the participants, there were two farmers from Kopay Centre J/261. Hence we requested the participants to draw two different community maps to represent their GN divisions When we discussed the present marketing arrangements they said would sell it at the cooperative society and the local markets surrounding the area of production. When the outside buyers come to cooperative, they would get a higher price and they have

		the bargaining power. But in the local market, the buyers have the power to determine the price. They are very keen on value addition techniques which would help them to get more income, particularly during the surplus period of production. They mentioned the machine donated by some INGOs for the co-operative society which is not in use because of its noncompliance with the requirement.
2	Neervely North J/269 Valikamaum East DS Division	There are 42 members in the GN division and 32 of them are existing cultivators and 10 members are new farmers some of them will be model farmers who will be provided the complete package of the project from the land preparation to marketing. Other existing farmers will get technical advice to improve the quality of the product. The farmers have both own and lease lands, and they said the land ownership is legally secured. This area also use domestic dug wells for pumping water to irrigate the crops. These wells are owned by a single farmer and some wells are jointly owned by three to four farmers in the surrounding. Farmers rotate the irrigating time in the Jointly wells. They said that there were no disputes and all respect the traditional arrangements in place. Every four to five days they must irrigate the plants and they do flood irrigation. They agreed that the present system of irrigation would have an impact on the quantity and quality of water in the area. They wish to entertain alternative systems which will ensure continuous water supply without compromising the output of their product. The depth of the wells varies from 20 feet to 30 feet and roughly half of the wells will be filled with water. No water logging issues in the area and any excess water will drain out quickly. They used to cultivate paddy in the low-lying areas closer to the lagoon and other field crops are cultivated in the inland area in the month's March to July. These farmers also mentioned the banana chip-making machine donated by GTZ and UNHCR. They said that the operating cost of the machine was too high, and its capacity is also too high. Once a mechanic came and tried to adjust to meet their requirement, but it failed. Hence. The machine is idling and rusting. These farmers are maintaining the crops for 12 to 15 years once it is planted. This period seems to be too long compared to the standard of around 10 years. But the farmers said that they get a good yield up to 15 years if the plants are maintained properly. They said if they get a price of Rs. 40 to Rs 50 per kilo that would be adequate to cover the cost of production and to give them a reasonable income. Price fluctuation is the major issue faced by the farmers.
3	Punnalaikadduwan South J/207 Vallikamam South DS division	Regarding water sources, they have domestic wells and some of the farmers have their well, and others shared were shared irrigate in rotation and strictly follow the traditional water-sharing arrangement practiced in the area. They use kerosene and electric water pumps to pump the water. For plantain crops currently, the farmers practicing flood irrigation and they are watering the plants 4at -5 days intervalintervalsepth of the wells ranges from 30 to 40 feet. During the rainy season the wells will be with 50 to 75% water and in the dry season, the water level will be low. Many farmers have boreholes inside the wells to draw more underground water. All the farmers are aware of the dangerous change in quantity and quality of the water in the future. They are ready to accept the new irrigation methods without compromising the product output. Since the selected farmers are existing there is no model farmer in the division. Hence, all the selected framers will be eligible for the technical services and new management practices. Farmers said if they maintained properly, they could have the plants for 15-20 years from the first planting. Normally they allow two young plants for a parent one and remove others. All the

		leaves and stems are cut into small pieces and buried surrounding the existing plants. This is the manure they provide for the plant. Windy season young plants are affected by the virus and matured plants with bunch fell to the ground and damaged. Fungal are another issue that reduces the quality of the fruit. They said this could be prevented easily by bagging. The problem here is the plants are high and they cannot do the bagging from the ground. The district coordinator mentioned that they are thinking of introducing equipment that could be used for bags from the ground. Farmers said if the technique is cheap, they will adopt it. Another issue they indicated is crows stay in the plants and dirty the leaves and bunches. Sometimes they build their nests in the tree and stay day and night. Bats damage the matured and ripe fruits in bunches. They agreed that the bagging of bunches would be a solution for all these issues. Regarding the price, they said it is not stable throughout the year. Normally from January to August, the prices will be high due to high demand in the local market. Temples annual festivals, other festivals, and functions in Jaffna create demand in these months. Timing for this market is not at all possible because it is a perineal crop. Hence, they said new processing methods and value-added products with a long shelf life should be introduced to ensure stable prices. They also mention that the farmers planted Cavendish variety is getting stable price throughout the year. End of the meeting the team visited a closed by field where a potato-Onion cluster model farmer has planted potatoes in the new method introduced by the project.
4	Atchelu J/279-Valikamum East DS Division	The farmers are cultivating crops in their lands and leased lands. People are cultivating the banana crops inland areas of ½ an acre to 4 to 5 acres. They said that the land ownership of the cultivated lands is legally very secure. The farmers have their domestic wells and shared wells as a water source. They face a shortage of water during the dry season and rotate the timing of irrigating the plants, especially in the wells where the water right is shared among the farmers. They follow the traditional rules and ensure that the interest of all the farmers takes care of. They do not use any chemicals in this crop. They use all the leaves and stems of the plants as natural manure along with cow dung. The fertility and the texture of the land are well maintained in the red soil cultivation areas. No wild animal problems in this area but the seasonal wind is causing damage to matured plants from time to time and reduces the income of the farmers. Farmers have insured their plants, but the compensation is not paid promptly, and they have lost interest in ensuring the crops. It was introduced by the Sanasa Development and payment for natural disasters is being done but very slow in processing. They said if they get a price of Rs 45 to 50 per kilo without fluctuating throughout that would be adequate to cover the cost and to earn a reasonable margin for their investment. Since we had our potato cluster meeting also in the same location we have not requested the farmers to draw the community map in this discussion. After finishing the meeting visited two or three existing farmers' fields and saw the sites.

- **Existing issues**

1. Low yield of banana and decline of yield over the years due to poor agronomic practices adopted by farmers
2. Low quality of product and major portions are not suitable for high-end markets due to small finger size, shape, etc.
3. Low productivity of lands, labour, and other inputs
4. Low adaptability of new technologies

5. Excessive flood irrigation creates many problems such as waterlogged conditions, poor crop performances, high disease incidence, and waste of water
6. High risk of soil erosion due to prolonged flood irrigation
7. Poor crop management practices and poor sanitation
8. Bagging of banana bunches is not a common practice
9. Some farmers reuse bags that may contaminate fruit bunches
10. Poor primary post-harvest handling and high wastage
11. Farmers who maintain their banana plantations using only organic fertilisers are not sufficiently aware that they can get a special price for their produce
12. Difficulties in finding labour
13. Most of the youth in the labour force have left the district or gone abroad for employments
14. Reluctance of even the youth in the district to engage in agriculture

Figure 3: Public Consultations with Banana Cluster Farmers

Figure 4: Community Mapping Outcomes

Figure 5: Existing Conditions of Banana Cultivations

Figure 6: Current Irrigating Practices

The project is not only focusing on the cultivation-related activities, but it also rehabilitates the existing damaged roads parallelly which are directly linked to the productivity improvement of the banana cluster such as increased market access, the proper drain of water, etc. Further, it will create employment opportunities through the post-harvesting processing centres and the other cluster value chain facilities suggested by the project. In general, all community participants expressed their interest to implement this project in the area due to the above reasons. The farmer organisation representatives who participated in the consultation meeting voiced to cooperate with

the project interventions and showed their willingness to be involved in maintenance after the project completion.

G. GRIEVANCE READDRESSED 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. Field level grievances will record by Farmer Organisations by keeping the registry on their premises. The ASMP, irrigation, and DS official will facilitate resolving the grievance. Further, ISP field level representatives will primarily address the issues, and failing will be captured by tier 2. The middle/tier 2 level grievances committee will operate at the provincial PMU/ regional project office to address the issues which are unsolved or when the affected person is not satisfied with the decision at the field level. Further, IPS national-level representatives are there to address the issues coming from the field level. 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 at 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 centres, organic fertiliser units, waste mitigation, and fruit bag manufacture unit.
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?		√		
Are the sites chosen for this work free from encumbrances and has the government/ community land?		√		These lands include Private Farmlands, Lands with the deed, and Leased Lands. Roads are belongs LAs and Collection centre land belongs to DOA
Is this project intervention requiring private land acquisitions?		√		No land acquisition has 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 present plot size and ownership status known?				N/A
Are these landowners willing to voluntarily donate the required land for this subproject?				N/A
Whether the affected landowners likely to lose more than 10% of their land/structure area because of donation?				N/A

Probable involuntary resettlement impacts	Yes	No	Not known	Details
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 it 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 rehabilitation 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 the placement of persons due to constructions?		√		
Does this project involve the resettlement of many persons? If yes, give details.		√		
Will there be loss of /damage to agricultural lands, standing crops, trees?		√		
Will there be a 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 the renovation of roads
Are there any previous land acquisitions that happened and the identified land has been already acquired?		√		
Are any indigenous people living in proposed locations or affected/benefited by the project intervention?		√		

I. IMPLEMENTATION AND MONITORING

1. Social auditing/monitoring committee

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

Therefore, the contractor should be aware of 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 Secretaries of Three DS or representative
    - Department of Agriculture or Representative
    - GN representation from each GND
    - Farmer Organisation members
    - Village representatives from each selected GNDs.

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	• 40% of project beneficiaries will be female farmers in the area who have a minimum of 0.4 hectares of banana lands • Marginalise disabled farmers who have a minimum of 0.4 hectares of banana lands will be considered by analysing the ability to carry out the cultivation activities. • Excluded farmer of the project will be covered through future expansions	DOA, ISP, PPMU, GN, DS	PMU – Social and Environment Specialist	Included in EMP
2	Receive double benefits by a single unit family	• Receive double benefits by a family which hinders a needy family to receive the opportunity. • Selection criteria should not allow two farmers selected from a single unit of a family.	DOA, ISP, PPMU, GN, DS	PMU – Social and Environment Specialist	Included in EMP

№	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
		• Selection process should not be biased and should be transparent.			
3	Disturbances to the social confession among farmers in the villages	• Proper, transparent, non-bias selection procedure should be followed to ensure fair selection of farmers to the program which won't lead to any social imbalances.	DOA, ISP, PPMU, GN, DS	PMU – Social and Environment Specialist	Included in EMP
4	Public complaints and lack of community awareness and support for the project implementation	• Residents in the area will be briefed on the project, its purpose, design, and outcomes with comprehensive discussion. Consultations will be repeated once the contractor is mobilized. • 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 the community and contact details will be publicly displayed to report grievances	Social/ Environment safeguard officer/ PPMU Engineer	PMU	Included in EMP.
5	Possible livelihood impacts	• 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 handling public complaints regarding environmental/ social related matters	Contractor	Social/ Environment safeguard specialist	N/A
6	Construction-related disturbances from noise, Vibration, Dumping of excavated soil & dust	• All measures in the EMP will be implemented regarding the management of construction-related impacts including impacts to the environment including pollution, deforestation, soil erosion, and management of solid waste • 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 & monitor social/environmental safeguards	Contractor	Social/ Environment safeguard specialist	Included in construction cost.

№	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
		mitigations measures during construction			
7	Labour Influx related issues (e.g. GBV)	• Local labour will be hired where possible and the contract will give priority to women when hiring • Worker Code of Conduct (Refer Annexed) will be included as part of the employment contract - that defines workers' commitment in attitudes and behaviour preventing, combating, and responding to GBV • Contractor will implement robust measures to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination)	Contractor	Social/ Environment safeguard specialist	Included in construction cost.
8	Public/ occupational health and safety Hazards, and on impacts on the environment	• All measures in the EMP will be implemented regarding management. • Introduction of drone technology to conduct disease surveys and to apply pesticides by minimising human contact • Provide training and awareness on the safe use of fertilisers and chemicals. Monitoring of handling practices/equipment handling by safeguard specialist and providing onsite training • Necessary COVID19 safety measures and protocols will be implemented as per Government, WHO, and World Bank (WB) guidelines by all construction 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 in place
• Land preparation • Preparation of pits & planting • Planting materials • Fertiliser in the planting pit	• Increase the income generation due to the increment of productivity and the quality with land preparation techniques	• SP
• 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
• Use of fertilisers and chemicals • Mechanical Weeding • Insect Control • Sigatoka Fungus Control • Nematode Control • Other Spray	• Exposure to health hazardous chemicals	• NS
• Product transportation and storage	• No significant impacts	• NS
• 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 to health hazardous chemicals	• SP
• New and improved quality-enhancing technologies • Introduction of coloured plastic ribbons to fix the age of the fruit • Bunch clearing, de-flowering, de-handing, de-leafing, de-budding, bagging, propping, and guying • Fishline de-handing, de-latex in the field, disposal of organic waste in the plantation, prolonging the usefulness of the mother plant • Field heat removal • Line packing technology Cold-chain management	• Pleasant visual impact and comfortable working environment with easy handling techniques	• SP

Key project activities	Potential social effects	Significance of social effect with mitigation in place
• 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 to hazardous chemicals and effortless daily activities	• SP
Infrastructure Activities (Renovation of roads and Canals/Drainage)		
• Vegetation clearing	• Clearing of vegetation will collect a 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
• Material transportation and storage	• Emission of dust, generation of noise, disturbance to natural drainage, traffic congestion, public inconvenience	• NS
• Embankment Construction	• Emission of dust, generation of noise and vibration, disturbances/blockage of natural drainage paths, public inconvenience	• NS
• Disposal of waste	• Pollution of waterways, blockage of drainage, siltation of downstream damage to habitats, and public inconvenience	• NS
• Wastewater	• The proposed agricultural activities will be undertaken using only organic fertiliser and integrated pest management practices. Therefore, the 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 the 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 the 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 project 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

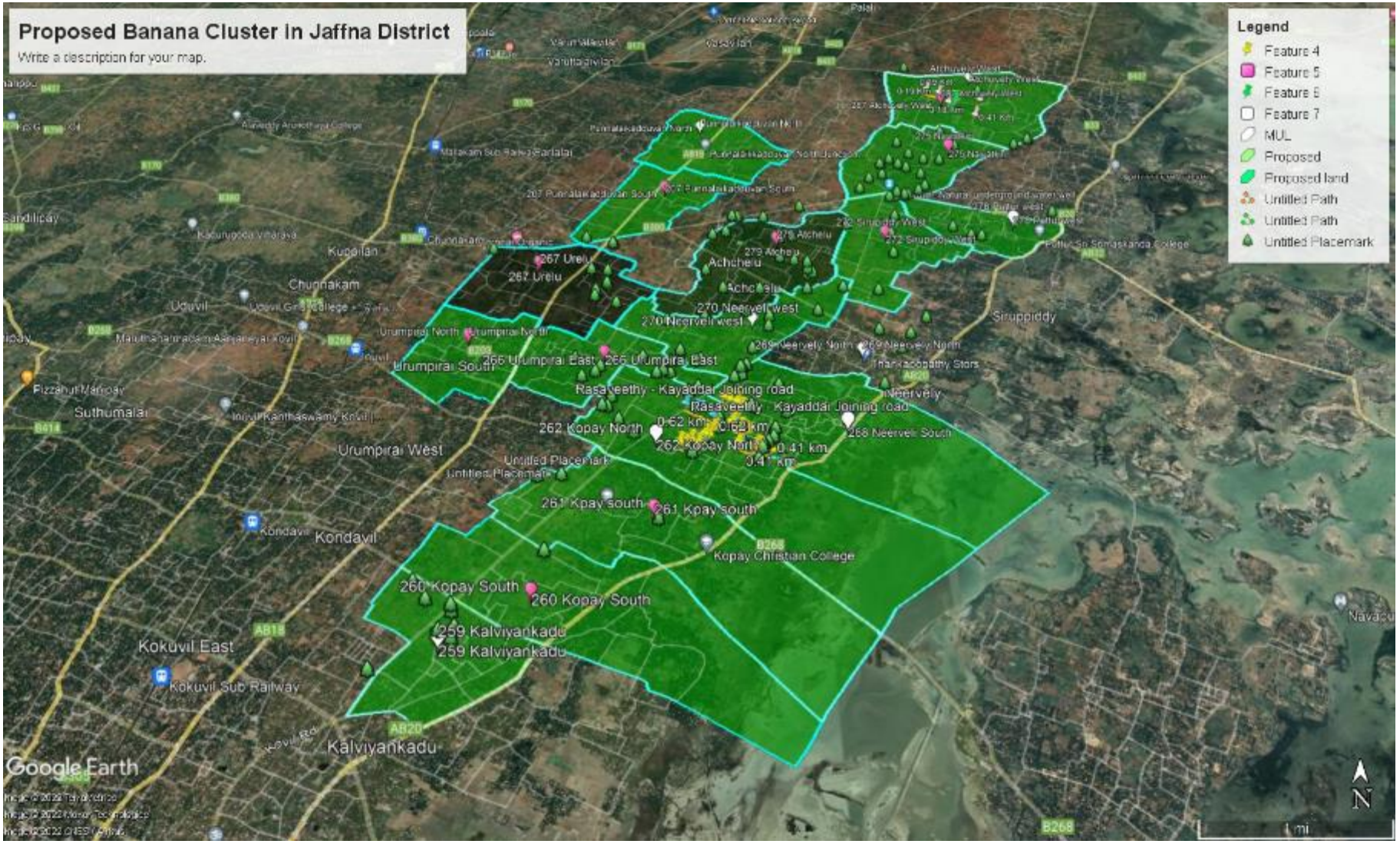
L. DETAILS OF APPROVAL AND SUBMISSION

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

ANNEX 1: INSTITUTIONAL MECHANISM

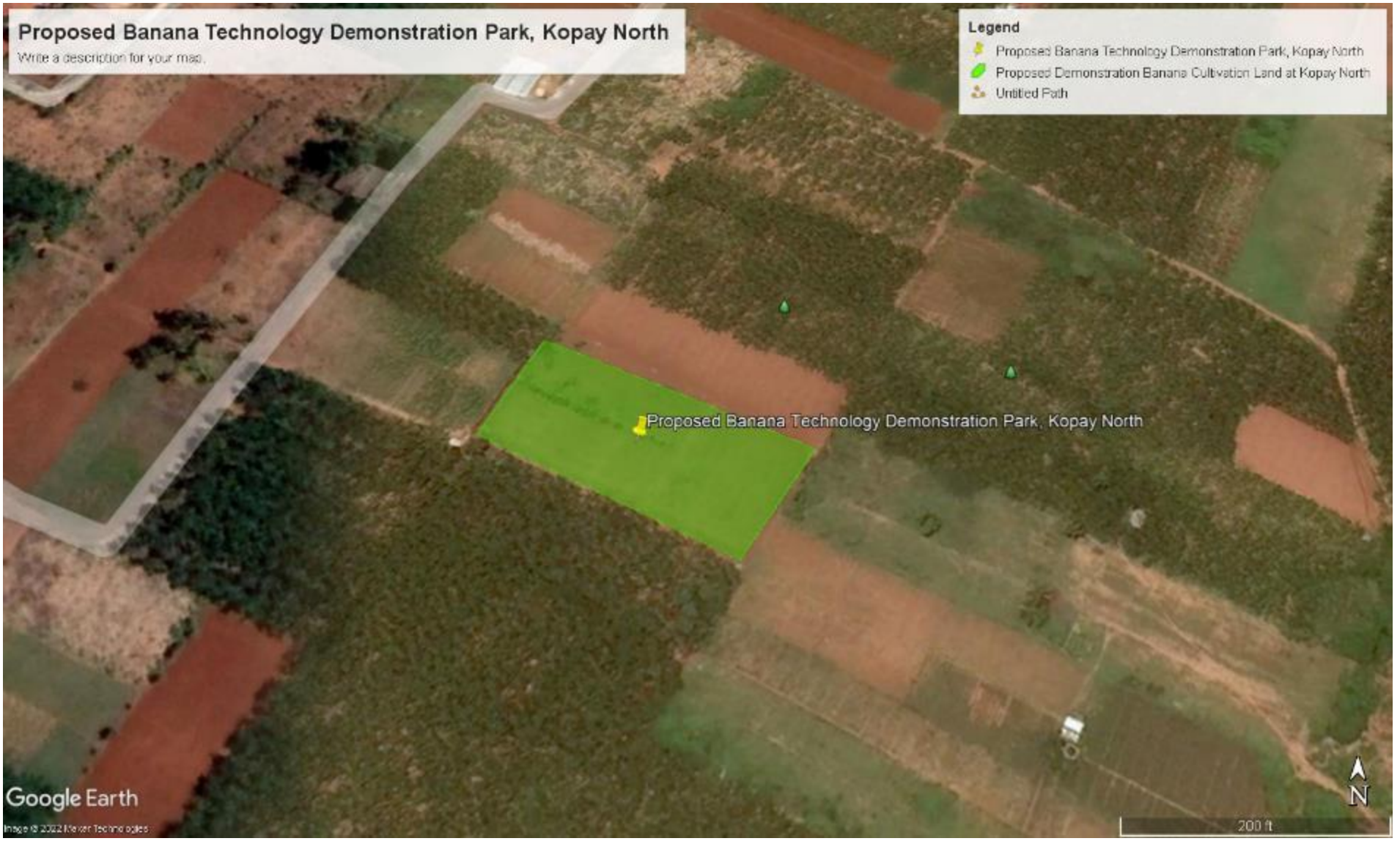
Agency/ private sector	Officer responsible	Expected role in cluster development
Provincial Department of Agriculture (North)	Provincial Director (Agriculture)	Lead and guide relevant officers and FPO. Coordinate all line agencies at the District level
	Deputy Director (Agriculture)	Guide relevant officers and FPO. Provide extension services and inputs. Solving farmer problems. Coordinate all line agencies at cluster level
	8 Agriculture Instructors	Maintain close link with Farmers in the cluster area. Training of farmers Play the role of farmer Facilitator
Valikamam North, East and South DSs	3 Divisional Secretaries	Make representation for review committees to assist district director (Agriculture) Settlement of land issues and issue land permits if necessary. Make required services to FPO from other agencies
	3 Land Officers	Settlement of land disputes. Clearing boundary demarcations
	36 Grama Niladaris	Assist to identify eligible legal farmers. Organise farmer meetings
Agrarian Development Department	4 Agrarian Development Officers	Get the involvement for input supplies such as seeds, Organic and Chemical fertilisers, Machinery For effective cooperation from existing FOs Gather agrarian related farmer information
Research Centre, Thinnaveli	Deputy Director, Pathologist, Entomologist and Soil scientist, Irrigation Agronomist	Provide research support to farmers when a problem emerged

ANNEX 2: PROJECT AREA MAPS




Proposed Banana Cultivation Area, Neervely North
Write a description for your map.
Legend
Proposed Existing Banana Cultivation Land
Untitled Path
Proposed Banana Cultivation Area in Neervely North
Neervely Cross Rd
Google Earth
N
100 ft


Proposed Banana Cultivation Areas in Ponnalaikadduvan
Write a description for your map
Legend
Proposed Banana Cultivation Areas in Ponnalaikadduvan
Proposed Banana Cultivation Land
Untitled Path
Proposed Banana Cultivation Areas in Ponnalaikadduvan
Google Earth
N
100 ft


Proposed Banana Technology Demonstration Park, Kopay North
Write a description for your map.
Legend
Proposed Banana Technology Demonstration Park, Kopay North
Proposed Demonstration Banana Cultivation Land at Kopay North
Untitled Path
Proposed Banana Technology Demonstration Park, Kopay North
Google Earth
N
200 ft


Proposed Banana Cluster in Atchelu
Write a description for your map.
Legend
Kovil
Proposed
Neelvely Cross Rd
Google Earth
800 ft
N

ANNEX 3: BENEFICIARY LIST

No	Name of the Farmer	Gender	NIC	DSD	GN Division	Contact No	Land Extent (lach)	Land Extent (Acre)	Kathali %	Land Extent lach	Land Extent (Acre)	Type of water source	Land coordinates	
													Easting	Northing
1	Thavalingam Mathiyalagan	M	820901800V	Valikamam East	Kopay North	773058203	15	0.94	50	7.5	0.47	Well	396546	1074394
2	Kanagarasa Saravanabavan	M	792224393V	Valikamam East	Kopay North	779688048	20	1.25	50	10	0.63	Well	397900	1074125
3	Sivaprakasam Pathmanathan	M	671373928V	Valikamam East	Kopay North	773145670	26	1.63	50	13	0.81	Well	396485	1074415
4	Sellaiyya Lambotharan	M	733430052V	Valikamam East	Kopay North	771145338	8	0.50	70	5.6	0.35	Well	397747	1074162
5	Sellaiyya Kanthakumar	M	681770119V	Valikamam East	Kopay North	776273197	20	1.25	50	10	0.63	Well	398173	1073648
6	Rasathurai Parameshwaran	M	623183378V	Valikamam East	Kopay North	766362146	13	0.81	50	6.5	0.41	Well	396583	1074541
7	Sivapirakasham Uthayakumar	M	713314463V	Valikamam East	Kopay North	766362146	16	1.00	50	8	0.50	Well	396676	1074205
8	Subramaniyam Kandasamy	M	540624038V	Valikamam East	Kopay North	765477145	40	2.50	50	20	1.25			
9	Annalingam Jeyakumar	M	71283668V	Valikamam East	Kopay North	773056620	24	1.50	70	16.8	1.05	Well	397759	1074076
10	Rasaiah Krishnakumar	M	703491510V	Valikamam East	Kopay North	741331970	20	1.25	50	10	0.63	Well	396574	1074550
11	Kathiravelu Sivasubramaniyam	M	422500383V	Valikamam East	Kopay North	773821291	20	1.25	60	12	0.75	Well	398282	1073877
12	Sangarapillai Baratharasa	M		Valikamam East	Kopay North	773276387	12	0.75	70	8.4	0.53	Well	397588	1073916
13	Shanmugam Thanabalalingam	M	463283222V	Valikamam East	Kopay North	773452500	18	1.13	30	5.4	0.34	Well	398243	1073838
14	Sellaiah Jegatheeswaran	M	740061860V	Valikamam East	Kopay North	773209786	26	1.63	50	13	0.81	Well	397764	1074225
15	Sivakuru Selvarasa	M	540394326V	Valikamam East	Kopay North	770554306	18	1.13	50	9	0.56	Well	398208	1073805
16	Selvarasa Kajanthan	M	890761372V	Valikamam East	Kopay North	771372807	24	1.50	60	14.4	0.90	Well	398220	1073792
17	Selvarasa Arunan	M	781633496V	Valikamam East	Kopay North	777423534	37	2.31	50	18.5	1.16	Well	397472	1073725
18	Theivendram Nishakanthan	M	841641949V	Valikamam East	Kopay North	771630750	12	0.75	40	4.8	0.30	Well	397416	1073960

19	Rasanayagam Paraparan	M		Valikamam East	Urumpirai East	778274564	20	1.25	70	14	0.88	Well	397174	1075783
20	Thambirasa Sivaloganathan	M	512294146V	Valikamam East	Urumbirai East	212054546	8.75	0.55	90	7.875	0.49	Well	396143	1075151
21	Selvaratnam Sanmugarathinam	M	663640160V	Valikamam East	Urumbirai East	770641234	10	0.63	75	7.5	0.47	Well	396435	1075018
22	Kanagaretnam Vijayakanthan	M	632890656V	Valikamam East	Urumpirai East	773127002	1.25	0.08	50	0.625	0.04	Well	396381	1074933
23	Thillainadarasa Sivathasan	M	803032203V	Valikamam East	Urumpirai East	771726680	8	0.50	75	6	0.38	Well	396235	1074857
24	Nagendram Jeyakularasa	M	603074424V	Valikamam East	Kalviyankadu	776319553	12	0.75	40	4.8	0.30	Tube well	395190	1071827
25	Aruchunan Mayuran	M	883334868V	Valikamam East	Kalviyankadu	772823865	10	0.63	50	5	0.31	Tube well	395258	1071581
26	Sivapatham Sivalingam	M	673640230V	Valikamam East	Kopay Center	776944965	16	1.00	80	12.8	0.80	Well	398004	1074104
27	Veeravahu Rasalingam	M	512373453V	Valikamam East	Kopay Center	767317465	24	1.50	50	12	0.75	Well	398222	1073859
28	Sellaiah Satkunarasa	M	631081746V	Valikamam East	Kopay Center	774107540	20.0	1.25	50	10	0.63	Tube well	397133	1072848
29	Arumugam Parameshwary	F	463433402V	Valikamam East	Kopay South	779192526	12.0	0.75	50	6	0.38	Well	395112	1071546
30	Thurairasasingam Ramesh	M	801842860V	Valikamam East	Kopay South	770921654	16.0	1.00	40	6.4	0.40	Well	394534	1071129
31	Rasarathinam Yogarathinarasa	F	623262855V	Valikamam East	Kopay South	776701203	14.0	0.88	70	9.8	0.61	Well	396020	1072457
32	Sivaloganathan Theivarani	M	676900837V	Valikamam East	Kopay South	775177555	12.0	0.75	75	9	0.56	Well	395208	1071755
33	Aruchunan Kokilathasan	M	782153218V	Valikamam East	Kopay South	778365832	15.0	0.94	75	11.25	0.70	Well	394791	1072089
34	Senthamilselvan Pushparani	M		Valikamam East	Kopay South	778365832	24.0	1.50	70	16.8	1.05	Tube well	395242	1071461
35	Ramanathan Sivakumaran	M	773564728V	Valikamam East	Kopay South	771965794	12.0	0.75	50	6	0.38	Well	394941	1071892
36	Shankarapillai Shanthirasoodi	M	670271523V	Valikamam East	Neervely South	772562813	30	0.50	80	24	1.50	Well	398375	1075844
37	Kanapathipillai Sivamoorthy	M	197527801184	Valikamam East	Neervely South	763620082	30	1.88	70	21	1.31	Well	398026	1074876
38	Kathireshu Vairavanathan	F	502463543V	Valikamam East	Neervely South	768353972	20	1.25	80	16	1.00	Well	397941	1074839
39	Manikavashakar Tharmarasha	M	582760462V	Valikamam East	Neervely South	773341004	15	0.94	50	7.5	0.47	Well	399612	1074738
40	Vakeesan Kumulini	F	875301373V	Valikamam East	Neervely South	774832393	8	0.50	75	6	0.38	Well	398033	1074990

41	Muththaiyah Pathmanathan	M	542514060V	Valikamam East	Neervely South	779986410	4	0.25	50	2	0.13	Well	398015	1075002
42	Varatharajeshwaran Jeyarani	M	685620847V	Valikamam East	Neervely South	771630125	20	1.25		0	0.00	Well	398367	1074070
43	Poothathamphy Thanabalasingam	M	610911170V	Valikamam East	Neervely South	766731119	20	1.25	85	17	1.06			
44	Kanakarathinam Kamalenthira	F	751910584V	Valikamam East	Neervely South	775851437	20	1.25	35	7	0.44			
45	Ponnampalam Shanthiran	F	543210951V	Valikamam East	Neervely South	776158751	15	0.94	50	7.5	0.47	Well	397434	1074616
46	Apputhurai Meenambikai	M	537563915V	Valikamam East	Neervely South	776568920	25	1.56	95	23.75	1.48	Well	398342	1073944
47	Nadarasa Kamalambikai	M	588043576V	Valikamam East	Neervely South	776568920	30	1.88	95	28.5	1.78	Well	398332	1073924
48	Raveenthiran Sanjeepan	M	941821812V	Valikamam East	Neervely South	770615360	8	0.50	75	6	0.38	Well	398166	1074375
49	Raveenthiran Vaakeesan	M	198530504305	Valikamam East	Neervely South	777448617	10	0.63	50	5	0.31	Well	398116	1074415
50	Rasharathinam Navarathinam	M	490705740V	Valikamam East	Neervely South	773755455	8	0.50	0	0	0.00			
51	Kumarakuruparan Lavakeesan	M	198622303638	Valikamam East	Neervely South	757424133	16	1.00	5	0.8	0.05	Well	397536	1074688
52	Puvaneswaran Chithra	M	696340692V	Valikamam East	Neervely South	772184377	16	1.00	2	0.32	0.02	Well	398433	1074715
53	Uthayakumar Bhavani	M	707391693V	Valikamam East	Neervely South	769291991	26	1.63	0	0	0.00	Well	398346	1074028
54	Balasubramaniyam Shanthiramohan	M	773510768V	Valikamam East	Neervely South	774550773	10	0.63	0	0	0.00	Well	398081	1075029
55	Vaitheeswaran Yuvatheepan	M	199032400482	Valikamam East	Neervely South	773664365	8	0.50	0	0	0.00	Well	396908	1075171
56	Sivarasha Thishokan	M	199429103133	Valikamam East	Neervely South	777898243	15	0.94	40	6	0.38	Well	398358	1075674
57	Ramanathan Aananthamoorthy	M	773251088V	Valikamam East	Neervely South	764248031	8	0.50	5	0.4	0.03			
58	Selvanayakam Suthaharan	M	853214698V	Valikamam East	Urelu	777421397	20	1.25	5	1	0.06	Well	396311	1076315
59	Santheeswaran Thanushan	F	862813154V	Valikamam East	Urelu	776544393	4	0.25	10	0.4	0.03	Well	396435	1076672
60	Vigneshwaran Gowsikan	M	870200404V	Valikamam East	Urelu	772203110	13	0.81	80	10.4	0.65	Well	396454	1076407
61	Thurairasha Vigneswaran	F	543243507V	Valikamam East	Urelu	778435154	10	0.63	100	10	0.63	Well	396438	1076448
62	Keerthana Jegan	M	936740529V	Valikamam East	Urelu	773814787	18	1.13	80	14.4	0.90	Well	396236	1076699

63	Nagamuththu Rashaiyah	M	462223099V	Valikamam East	Urelu	775827701	32	2.00	90	28.8	1.80	Well	396497	1077175
64	Kirishnan Selvarooban	M	812632450V	Valikamam East	Urelu	774013959	20.0	1.25	75	15	0.94	Well	394997	1077081
65	Amirthalingam Kannathasan	M	653011512V	Valikamam East	Urelu	770856536	20.0	1.25	80	16	1.00	Well	396304	1076209
66	Amirthalingam Amirthayogan	M	602721752V	Valikamam East	Urelu	769269207	8.0	0.50	90	7.2	0.45	Well	396567	1076089
67	Jokarasa Santhiramalar	M	696682844V	Valikamam East	Urelu	774191071	35.0	2.19	70	24.5	1.53	Well	396474	1077200
68	Vaiththilingam Sivanantharajah	F	852545810V	Valikamam East	Achchelu	771538394	8.0	0.50	70	5.6	0.35	Well	399979	1077382
69	Ramalingam Sowntharajan	M	551643670V	Valikamam East	Achchelu	776155988	12.0	0.75	65	7.8	0.49	Well	398936	1076629
70	Kanakasabai Amirthalingam	M	601780682V	Valikamam East	Achchelu	771982976	25.0	1.56	50	12.5	0.78	Well	397891	1077423
71	Rasathurai Pushpakaran	M	823171250V	Valikamam East	Achchelu	775074772	16.0	1.00	70	11.2	0.70	Well	398279	1076333
72	Ponnambalam Radha	F	602211363V	Valikamam East	Achchelu	775803721	28.0	1.75	40	11.2	0.70	Well	397839	1076351
73	Nadarajah Karunakaran	M	840442470V	Valikamam East	Achchelu	770869670	12.0	0.75	70	8.4	0.53	Well	397975	1077741
74	Kanthaiya Annalingam	M	194904303350	Valikamam East	Achchelu		16.0	1.00	50	8	0.50	Well	397723	1077366
75	Ponnuththurai Thavanesan	M	583164669V	Valikamam East	Achchelu	777047207	15.0	0.94	30	4.5	0.28	Well	398881	1076825
76	Thurairajah Nimalan	M	843562337V	Valikamam East	Achchelu	772933958	20.0	1.25	40	8	0.50	Tube well	398849	1076331
77	Poobalarajah Puvaneshvararajah	M	530664147V	Valikamam East	Achchelu	776162306	8.0	0.50	50	4	0.25	Well	398850	1077930
78	Ladsumanan Jedmaranjan	M	693495059V	Valikamam East	Achchelu	778704089	32.0	2.00	70	22.4	1.40	Well	398376	1077709
79	Sivanesan Shanthiradevi	M	485763902V	Valikamam East	Achchelu	774385215	12.0	0.75	50	6	0.38	Well	398725	1076862
80	Sabaratnam Achchuthan	M	800622409V	Valikamam East	Achchelu	777046170	20.0	1.25	50	10	0.63	Well	398879	1076699
81	Suntharam Vilvarajah	M	581062664V	Valikamam East	Achchelu	772153983	9.0	0.56	85	7.65	0.48	Tube well	397634	1076682
82	Bavanantham Ramanantham	M	762211114V	Valikamam East	Achchelu	771746986	10.0	0.63	90	9	0.56	Well	398719	1077330
83	Somasuntharam Sivasubramaniyam	M	195901702561	Valikamam East	Achchelu	771644351	10.0	0.63	85	8.5	0.53	Well	398550	1076917
84	Sinnappa Thirunavukkarasu	M	580211011V	Valikamam East	Achchelu	771262207	12.0	0.75	70	8.4	0.53	Well	398568	1077287
85	Selvaraththinam Navaraj	M	850440417V	Valikamam East	Achchelu	776183242	16.0	1.00	98	15.68	0.98			

86	Kunaraththinam Piratheepan	M	812711334V	Valikamam East	Achchelu	776630471	12.0	0.75	5	0.6	0.04	Well	398060	1077719
87	Kanakasabai Yogalingam	M	730200510V	Valikamam East	Achchelu	779870539	16.0	1.00	25	4	0.25	Well	398037	1077714
88	Thavasi Bali	M	407890302V	Valikamam East	Siruppiddy West	776258785	30.0	1.88	60	18	1.13	Well	399707	1076308
89	Ponnambalam Kantharajah	M	691602788V	Valikamam East	Siruppiddy West	776841343	9.0	0.56	70	6.3	0.39	Well	400062	1077740
90	Pillayan Ruvendra	F	642001728V	Valikamam East	Siruppiddy West	776258785	15.0	0.94	65	9.75	0.61	Tube well	399965	1077000
91	Rasu Karunamoorthy	F	682921870V	Valikamam East		776751681	8.0	0.50	50	4	0.25	Well	402098	1077816
92	Kanthasamy Niththiyananthan	M	902063510V	Valikamam East	Puttur West	772577631	12.0	0.75		0	0.00	Well	400292	1078186
93	Kanthasamy Logeswaran	M	801554121V	Valikamam East	Puttur West	774486123	8.0	0.50	75	6	0.38	Well	400149	1078241
94	Selvanayagam Vimaladevi	M	658244230V	Valikamam East	Puttur West	778186108	10.0	0.63	25	2.5	0.16	Well	400230	1078160
95	Mahadeva Annaladsumi	M	467300458V	Valikamam East	Puttur West	778186108	10.0	0.63		0	0.00	Well	400242	1078193
96	Kanthaiya Balendran	M	611643489V	Valikamam East	Puttur West		8	0.50	75	6	0.38	Well	400002	1075555
97	Kunaraththinam Mahadevan	M	19720450284	Valikamam East	Puttur West	776911089	8	0.50	20	1.6	0.10	Tube well	400984	1077350
98	Sinnakuddi Thiyagarajah	M	573636228V	Valikamam East	Puttur West	765755312	8	0.50	50	4	0.25	Well	400778	1077519
99	Kanthaiya Chandran	M	630542944V	Valikamam East	Puttur West	770266424	8	0.50	50	4	0.25	Well	401115	1077337
100	Iyathurai Alaganathan	M	701801997V	Valikamam East	Navagiri	779865029	8	0.50	40	3.2	0.20	Well	400439	1078287
101	Thiyagarasa Gnaneswaran	M	196817403979	Valikamam East	Navagiri	764459746	8	0.50	60	4.8	0.30	Well	399989	1078870
102	Thilainadaraja Thurairatnam	M	452562537V	Valikamam East	Navagiri	777498307	8	0.50	40	3.2	0.20	Well	400234	1078863
103	Thiyagaraja Nadarajah	M	571700697V	Valikamam East	Navagiri	779228871	8	0.50	75	6	0.38	Well	400275	1079366
104	Moothathamby Ratnasingam	M		Valikamam East	Navagiri	773558631	8	0.50	50	4	0.25	Well	400405	1079098
105	Alaguratnam Subramaniyam	F	531605012V	Valikamam East	Navagiri	775401518	4	0.25	50	2	0.13	Well	400041	1078142
106	Ponnaiyah Balasingam	M	442897621V	Valikamam East	Navagiri	776089784	4	0.25	50	2	0.13	Well	401057	1079288
107	Selvam Vipulananthan	M	650772466V	Valikamam East	Navagiri	775244453	8	0.50	40	3.2	0.20	Well	399995	1078634
108	Velupillai Tharmasri	M	611423535V	Valikamam East	Navagiri	777990009	8	0.50	70	5.6	0.35	Well	400125	1078161
109	Mathiyan Sakunthaladevy	M	196063601769	Valikamam East	Navagiri	775443694	4	0.25	50	2	0.13	Well	399670	1078322

110	Sinnaiyah Rasaiyah	F	472863851V	Valikamam East	Navagiri	779116049	8	0.50	70	5.6	0.35	Well	400512	1078638
111	Iyakkuddi Yogeswaran	M	691660257V	Valikamam East	Navagiri	774107107	4	0.25	60	2.4	0.15	Well	400004	1078857
112	Selvarasa Yogeswaran	F		Valikamam East	Navagiri	779890339	4	0.25	30	1.2	0.08	Well	400902	1079605
113	Jeyaratnam Kantharuban	M	822022936V	Valikamam East	Navagiri	776633937	4	0.25	50	2	0.13	Well	400536	1078382
114	Kajani Prasanna	F	199155703495	Valikamam East	Navagiri	764599667	4	0.25	75	3	0.19	Well	399813	1078546
115	Thiyagarasa Mahendranathan	F	197711903919	Valikamam East	Navagiri	767024598	4	0.25	60	2.4	0.15	Well	399428	1077562
116	Ilayathamby Sulojanadevi	M	755505539V	Valikamam East	Navagiri	767104142	14	0.88	30	4.2	0.26	Tube well	400590	1078973
117	Ranganathan Rakulan	M	821244153V	Valikamam East	Navagiri	776089784	16	1.00	30	4.8	0.30	Well	400804	1078960
118	Shanmugalingam Mahaladsumi	M	567360660V	Valikamam East	Navagiri	779591222	40	2.50	20	8	0.50	Tube well	400333	1078785
119	Sivasothi Gnanamani	M	815662199V	Valikamam East	Navagiri	763948567	20	1.25	25	5	0.31	Tube well	400125	1078971
120	Bastiyanpillai Mariyathas Fubord Lakshan	M	195377502874	Valikamam East	Achchuvely West	712041172	15	0.94	30	4.5	0.28			
121	Kanthasamy Vethesvaran	M	711194061V	Valikamam East	Achchuvely West	761822413	25	1.56	30	7.5	0.47	Well	401877	1079318
122	Phlipaiyah Arudprakasam	M	513121695V	Valikamam East	Achchuvely West	776681921	8.0	1.00	60	4.8	0.30	Well	401599	1080666
123	Ponnuththurai Logeswaran	M	751854200V	Valikamam East	Achchuvely West	776084819	10.0	0.63	50	5	0.31	Well	402108	1079424
124	Balakrishnan Balatheepan	M	813612038V	Valikamam East	Achchuvely West	770761045	8.0	0.50	65	5.2	0.33	Well	402082	1079446
125	Sebastithasan Anton Franchis	M	753053662V	Valikamam East	Achchuvely West	776012995	26.0	1.63	80	20.8	1.30	Tube well	400602	1081274
126	Manikam Nitharshan	M	971883030V	Valikamam East	Urumbirai North	776696574	16.0	1.00	70	11.2	0.70	Well	394307	1075565
127	Kulashekarasingam Srikanthan	M	610081541V	Valikamam East	Neervely North	770690599	8.0	0.50	40	3.2	0.20	Well	400217	1075820
128	Thirugansampanthapillai Thayalini	M	725520964V	Valikamam East	Neervely North	761317640	16.0	1.00	80	12.8	0.80	Tube well	399642	1075614
129	Sithamparapillai Shanthakumar	M	751590725V	Valikamam East	Neervely North	774743150	8.0	0.50	50	4	0.25	Well	399286	1076362
130	Thurairasha Ganavel	M	811545180V	Valikamam East	Neervely North	776062818	40.0	2.50	75	30	1.88	Well	398953	1075938
131	Nadarasa Hariharan	M	198624401249	Valikamam East	Neervely North	773590514	40.0	2.50	90	36	2.25	Well	399871	1075308
132	Subramaniyam Rashaiya	F	501561009V	Valikamam East	Neervely West	773835420	20.0	1.25	50	10	0.63	Well	398159	1075304

133	Santhirasekaram Vithuran	M	960071441V	Valikamam East	Neervely West	776691250	10.0	0.63	75	7.5	0.47	Well	398104	1075934
134	Shenathirasha Pulenthiran	F	652461026V	Valikamam East	Neervely West	779234535	6.0	0.38	50	3	0.19	Well	397638	1075799
135	Pulenthiran Parankunran	M	922421366V	Valikamam East	Neervely West	779597233	35.0	2.19	75	26.25	1.64	Well	397617	1075847
136	Suntharalingam Kabilan	M	933260488V	Valikamam East	Neervely West	777965565	20.0	1.25		0	0.00	Well	397520	1075104
137	Rathinam Suthakaran	M	810141840V	Valikamam East	Neervely West	771630988	30.0	1.88	60	18	1.13	Well	397232	1075093
138	Sinnaiyah Manokaran	M	791771510V	Valikamam East	Neervely West	774186860	20.0	1.25	75	15	0.94	Well	397566	1075121
139	Kirusha Thayaseelan	M	875634453V	Valikamam East	Neervely West	775961049	23.0	1.44	55	12.65	0.79	Well	397333	1075272
140	Muththukrishnan Kanthaiyah	M	562790667V	Valikamam East	Neervely West	779989213	12.0	0.75	70	8.4	0.53	Well	397070	1074911
141	Thampaiyah Selvarasha	M	422895213V	Valikamam East	Neervely South	779688156	22.0	1.38	50	11	0.69	Tube well	397225	1074918
142	Selvarasha Jeyakumar	M	661221895V	Valikamam East	Neervely South	776103428	22.0	1.38	50	11	0.69	Tube well	397144	1074952
143	Selvarasha Selvakumar	M	760974404V	Valikamam East	Neervely South	779051312	22.0	1.38	50	11	0.69	Tube well	397120	1074939
144	Murukuppillai Kirishnamoorthy	M	196501502212	Valikamam East	Neervely South	779847588	13.0	0.81	50	6.5	0.41	Tube well	398503	1074306
145	Viyajakumaran Annalaxmy	F	646471478V	Valikamam East	Neervely West	778133039	24.0	1.50		0	0.00			
146	Kanakashapai Kanthaiyapillai	M	461341322V	Valikamam East	Neervely South	766489178	18.0	1.13		0	0.00			
147	Manikavashakar Sivananthan	M	621642235V	Valikamam East	Urumpirai North	772567282	40.0	2.50	25	10	0.63			
148	Periyathamby Amirthalingam	M	543430870V	Valikamam East	Neervely North	772305706	16.0	1.00	50	8	0.50	Well	399917	1075583
149	Suntharam Subramaniam	M	481074843V	Valikamam East	Neervely North	775440505	24.0	1.50	80	19.2	1.20	Well	398656	1075843
150	Muthuvelu Varatharashan	M	630621968V	Valikamam East	Neervely North	774142023	10.0	0.63	30	3	0.19	Well	399279	1076000
151	Thambirasha Vigneswaran	M	661771070V	Valikamam East	Neervely North	779258959	10.0	0.63	90	9	0.56	Well	399940	1075551
152	Rajeshwary Rathinasabapathi	M	467470256V	Valikamam East	Neervely North	774709573	18.0	1.13	85	15.3	0.96	Well	399468	1075830
153	Sivalinganathan Sumanan	M	812961071V	Valikamam East	Neervely North	773486115	26.0	1.63	60	15.6	0.98	Well	399609	1075900
154	Ponnambalam Ramashanthiran	M	531838661V	Valikamam East	Neervely North	760030279	10.0	0.63		0	0.00	Well	399358	1075844
155	Shabarathinam Vijayarathinam	M	513555318V	Valikamam East	Neervely North	779900035	25.0	1.56	50	12.5	0.78	Well	398075	1076151

156	Sivagnanasuntharam Nanthakumar	M	701520386V	Valikamam East	Achchelu	776513569	4.0	0.25	95	3.8	0.24	Well	399956	1075510
157	Shanmukam Thavalingam	M	641214236V	Valikamam East	Neervely North	774766935	10.0	0.63	60	6	0.38	Well	399315	1075923
158	Rathineshwaran Anoraj	M	892631298V	Valikamam East	Neervely North	766668340	10.0	0.63	70	7	0.44	Well	399255	1076099
159	Vallipuram Vaseekaran	M	763540073V	Valikamam East	Neervely North	779231512	8.0	0.50	75	6	0.38	Tube well	399104	1075794
160	Ponnuththurai Selvarasha	M	501945188V	Valikamam East	Neervely North	779231512	8.0	0.50	40	3.2	0.20	Well	399346	1076219
161	Kathireshu Sivasubramaniam	M	562824405V	Valikamam East	Neervely North	776503115	30.0	1.88	80	24	1.50	Well	398591	1075948
162	Nadarasha Ravichanthiran	M	672932211V	Valikamam East	Vevipuram, Sirupiddy	776087873	10.0	0.63	70	7	0.44	Well	399310	1076774
163	Sriskantharasha Santhiraleela	F	575884474V	Valikamam East	Neervely North	776701282	8.0	0.50	75	6	0.38	Well	399183	1075773
164	Sathasivam Vigneswaran	M		Valikamam East	Neervely North	771539276	9.0	0.56	70	6.3	0.39	Well	399248	1075939
165	Arumugarasha Logeswaran	M	642410598V	Valikamam East	Neervely North	766451394	10.0	0.63	75	7.5	0.47	Well	399288	1075851
166	Shenathirasha Thayaseelan	M	612025762V	Valikamam East	Neervely North	775548856	20.0	1.25	35	7	0.44	Well	399922	1075875
167	Velupillai Vinayamoorthy	M	490262539V	Valikamam East	Neervely North	770562429	14.0	0.88	90	12.6	0.79	Well	399450	1075907
168	Subramaniam Paramanathan	M	550232928V	Valikamam East	Neervely North	778476978	16.0	1.00	90	14.4	0.90	Well	399188	1075815
169	Paramanathan Sujakan	M	942120281V	Valikamam East	Neervely North	772636449	12.0	0.75	80	9.6	0.60	Well	399184	1075854
170	Kathirkamanathan Jegatheeswaran	M	196319302975	Valikamam East	Neervely North	777192096	24.0	1.50	50	12	0.75	Well	399342	1076770
171	Selvaraththinam Partheepan	M	571310546V	Valikamam East	Neervely North	779918356	22.0	1.38	85	18.7	1.17	Well	398676	1075938
172	Partheepan Pratheep	M	912001652V	Valikamam East	Neervely North	768580154	8.0	0.50	20	1.6	0.10	Well	398909	1075797
173	Kanapathipillai Somasekaram	M	581802641V	Valikamam East	Neervely North	779779782	13.0	0.81	75	9.75	0.61	Well	399474	1075847
174	Rathineswaran Vigneswary	F	665851745V	Valikamam East	Neervely North	777196531	25.0	1.56	80	20	1.25	Well	399336	1076159
175	Illaiyathamby Thevarasha	M	730183941V	Valikamam East	Neervely West	774131409	23.0	1.44	70	16.1	1.01			
176	Veerasingam Sivagnanam	M		Valikamam East	Neervely South	212230145	10.0	0.63	70	7	0.44			
177	Kirushnapillai Santhiramohan	M	603463935V	Valikamam East	Urelu	773237529	8.0	0.50	70	5.6	0.35	Well	396376	1076328

178	Amirthananthan Aruljothi	M	595564280V	Valikamam East	Urelu	771906534	16.0	1.00	50	8	0.50			
179	Thampaiyah Thayakuanm	M	195804210012	Valikamam East	Urelu	779599545	10.0	0.63	10	1	0.06	Well	396475	1076651
180	Thampaiyah Ramashanthiran	M	420332564V	Valikamam East	Urelu	774464556	15.0	0.94	35	5.25	0.33	Well	396473	1076538
181	Amirthananthan Arunraj	M	880403222V	Valikamam East	Urelu	773210962	13.0	0.81	10	1.3	0.08	Well	396483	1076670
182	Ponnaiyah Thabhanantham	M	641230448V	Valikamam East	Neervely West	771979615	36.0	2.25	85	30.6	1.91	Well	398430	1075680
183	Poothathamphy Kajan	M	831981610V	Valikamam East	Neervely North	779231580	40.0	2.50	75	30	1.88	Well	399989	1075947
184	Nallaiyah Kaneshalingam	M	431010402V	Valikamam East	Neervely North	212230791	20.0	1.25	20	4	0.25			
185	Kanthasamy Satheeskumar	M		Valikamam East	Neervely West	777238524	4.0	0.25	90	3.6	0.23	Tube well	398529	1076192
186	Kuganeshwaran Jeyan	M	832852988V	Valikamam East	Neervely North	772313191	24.0	1.50	50	12	0.75	Well	398172	1075030
187	Velupillai Kuganeshwaran	M	531840704V	Valikamam East	Neervely North	212230189	21.0	1.31	95	19.95	1.25	Well	398158	1075529
188	Rasha Subramaniam	M	194932510038	Valikamam East	Neervely South	776176920	20.0	1.25	50	10	0.63			
189	Balasingam Kanagarathinam	M	513334010V	Valikamam East	Urelu	771395523	40.0	2.50		0	0.00	Well	396138	1077305
190	Sivakumar Kumuthini	F	848620360V	Valikamam East	Kopay North	764837345	8.0	0.50	70	5.6	0.35	Well	397637	1073859
191	Kanagarathinam Balasingam	M	640071125V	Valikamam East	Kopay North	779417241	10.0	0.63	75	7.5	0.47	Well	397503	1073980
192	Arumugam Nallanathan	M	540155348V	Valikamam East	Kopay North	766031959	15.0	0.94	50	7.5	0.47	Well	396856	1074036
193	Balasingam Reginold	M	197703004912	Valikamam East	Kopay North	769677063	10.0	0.63		0	0.00			
194	Kathiravelu Sivasubramaniyam	M	422500383V	Valikamam East	Kopay North	773821291	20.0	1.25	40	8	0.50	Well	396785	1074934
195	Kaneshalingam Thinesh	M	198832300310	Valikamam East	Kopay North	770417770	15.0	0.94	60	9	0.56	Tube well	397919	1074329
196	Sellaiah Kasipillai	M		Valikamam East	Kopay North	779451255	20.0	1.25	75	15	0.94	Well	3974782	1074782
197	Selathurai Kesavarajan	M	842362334V	Valikamam East	Kopay North	776346753	20.0	1.25	40	8	0.50	Well	396959	1074225
198	Sivakoluunthu Sothilingam	M	552773101V	Valikamam East	Kopay North	775710096	16.0	1.00		0	0.00	Well	396524	1074213
199	Sinnathampy Nageshwaran	M	482650015V	Valikamam East	Kopay North	772784407	8.0	0.50	50	4	0.25	Well	396719	1073975
200	Rathinam Balasingam	M	591426690V	Valikamam East	Kopay North	776478392	12.0	0.75	75	9	0.56	Well	396927	1074254

201	Thanabalasingam Logathas	M	851402780V	Valikamam East	Kopay North	778849664	24.0	1.50	50	12	0.75	Well	397454	1074513
202	Selvaratnam Mohanathan	M	781103721V	Valikamam East	Kopay North	777186729	22.0	1.38	36	7.92	0.50	Well	396871	1074897
203	Vithuraj Rathimala	F	735530992V	Valikamam East	Kopay North	770029843	12.0	0.75	60	7.2	0.45	Well	397526	1074624
204	Subramaniyam Sornalingam	M	722700813V	Valikamam East	Kopay Center	779086452	20.0	1.25	40	8	0.50	Well	396942	1074352
205	Nallaiah Thayaparan	M	742360563V	Valikamam East	Kopay North	774053118	25.0	1.56	50	12.5	0.78	Well	396883	1074033
206	Thanabalasingam Sinthujan	M	942462760V	Valikamam East	Urumbirai East	767600738	16.0	1.00	35	5.6	0.35			
207	S Kayatheepan	M	890742360V	Valikamam East	Kopay North	779580051	20.0	1.25	70	14	0.88	Tube well	398258	1072842
208	Kalaimohan Anjaladevi	F	766264700V	Valikamam East	Urumbirai South	741655861	8.0	0.50	50	4	0.25	Tube well	395869	1073406
209	Sivapatham Nanthini	F	736732351V	Valikamam East	Kopay Center	771249875	10.0	0.63	80	8	0.50	Tube well	397414	1073773
210	Subramaniam Sutharshan	M	791831890V	Valikamam East	Kopay Center	773126616	8.0	0.50	50	4	0.25	Tube well	397588	1072091
211	Chandrsegaram Pirahalathan	M	820172299V	Valikamam East	Kopay North	778449274	20.0	1.25	50	10	0.63	Well	398084	1074142
212	Shanmugam Thanabalalingam	M	463283222V	Valikamam East	Kopay North	773452500	12.0	0.75	58	6.96	0.44	Well	398247	1073845
213	Suganthini Thillainathan	M	778484595V	Valikamam East	Kopay North	761328469	8.0	0.50	100	8	0.50	Well	398009	1074055
214	Sivapatham Sivalingam	M	673640230V	Valikamam East	Kopay Center	776944965	12.0	0.75	80	9.6	0.60	Well	398057	1074112
215	Kesavalingam Valarmathy	M	736340712V	Valikamam East	Kopay Center	778448088	15.0	0.94	75	11.25	0.70	Well	398022	1074042
216	Nadarajah Pathmanathan	M	690934574V	Valikamam East	Kopay North	762281269	10.0	0.63	40	4	0.25			
217	Arumugam Rathinam	M	590400955V	Valikamam East	Kopay North	740761959	20.0	1.25	40	8	0.50	Well	397961	1074443
218	Kumarasamy Piratheepan	M	773460655V	Valikamam East	Kopay North	772145958	13.0	0.81	50	6.5	0.41	Well	396766	1074068
219	Rasathurai Nivashkaran	M		Valikamam East	Kopay North	775160107	9.0	0.56	75	6.75	0.42	Well	396441	1074488
220	Thavalingam Kajendram	M	902562630V	Valikamam East	Kopay North	777064544	30	1.88	80	24	1.50	Well	396849	1074011
221	Tharmalingam Yogeswaran	M	771812732V	Valikamam East	Kopay North	776452466	10	0.63	50	5	0.31	Well	395806	1075093
222	Tharmalingam Kugarajan	M	770214130V	Valikamam East	Kopay North	772733764	28	1.75	40	11.2	0.70	Well	397896	1074622
223	Sivasupaiah Jegarasa	M	772685009V	Valikamam East	Kopay North	776294711	13.5	0.84	50	6.75	0.42	Tube well	397343	1073651

224	Thirunavukarasa Perinpanathan	M	603221443V	Valikamam East	Kopay North	776653089	12	0.75	70	8.4	0.53	Well	396360	1074181
225	Sangarapillai Selvarasa	M	440470394V	Valikamam East	Kopay North	775407770	10	0.63	70	7	0.44	Tube well	397443	1073735
226	Kandasamy Sellakumaran	M		Valikamam East	Kopay North	776081004	15	0.94	50	7.5	0.47			
227	Selvarasa Thayalan	M		Valikamam East	Kopay North	775407770	36	2.25	80	28.8	1.80	Well	397761	1076123
228	Subramaniyam Sivasakthivel	M	750331050V	Valikamam East	Kopay North	772912550	15	0.94	55	8.25	0.52	Tube well	397612	1074047
229	Arulaiah Perinpanayakam	M	590091367V	Valikamam East	Kopay North	775930490	10	0.63	85	8.5	0.53	Well	398228	1073637
230	Kumarasamy Thayaparan	M	710482373V	Valikamam East	Kopay North	779580213	36	2.25	50	18	1.13	Well	397999	1073930
231	V Sothiruban	M		Valikamam East	Kopay North	773686752	16	1.00	70	11.2	0.70	Well	397717	1073840
232	Yogamoorthi Renuka	F	695803389V	Valikamam East	Kopay North	776660684	12	0.75	50	6	0.38	Well	397944	1074249
233	Vellupillai Varnathasan	M	713023663V	Valikamam East	Kopay North	779586696	15	0.94	50	7.5	0.47	Tube well	397570	1073820
234	Srinivasam Krishnathasan	M		Valikamam East	Kalviyankadu	776315964	40	2.50	75	30	1.88			
235	Muththaiyah Lavathas	M	197906304926	Valikamam South	Eeevinai Centre	777168573	16	1.00	10	1.6	0.10	Well	398124	1078998
236	Thangarasa Suganthan	M	197906505826	Valikamam South	Eeevinai Centre	774528131	12	0.75	40	4.8	0.30	Well	398157	1078198
237	Kanagalingam Vimalathasan	M	840965023V	Valikamam South	Eeevinai Centre	779720601	16	1.00	50	8	0.50	Well	398249	1078200
238	Niththiyananthan Paranthaman	M	970373110V	Valikamam South	Eeevinai Centre	763227089	8	0.50	95	7.6	0.48	Well	398273	1079029
239	Thangarasa Nimalan	M	198411003157	Valikamam South	Eeevinai Centre	773333796	20	1.25	50	10	0.63	Well	398466	1078887
240	Ragunathan Ilamurugan	M	19593200266	Valikamam South	Eeevinai Centre	769328649	16	1.00	30	4.8	0.30	Well	397413	1077908
241	Saravanamuthu Kanthasamy	M	572732746V	Valikamam South	Eeevinai Centre	764132354	30	1.88	25	7.5	0.47	Well	397480	1077837
242	Rasenthiram Raviraj	M	197523903010	Valikamam South	Eeevinai Centre	777149188	24	1.50	60	14.4	0.90	Well	398360	1078184
243	Muththu Sriskantharajah	M	631812344V	Valikamam South	Eeevinai Centre	765489118	12	0.75	25	3	0.19	Well	397103	1077049
244	Arudchelvam Balakumar	M	941223850V	Valikamam South	Eeevinai Centre	777896038	16	1.00	40	6.4	0.40	Well	398341	1078138
245	Thambu Kanagalingam	M	592523450V	Valikamam South	Punnalaikadduvan South	769950275	12	0.75	20	2.4	0.15	Well	396762	1077822
246	Thambaiyah Maheswaran	M	451571206V	Valikamam South	Punnalaikadduvan South	773891661	6	0.38	50	3	0.19	Tube well	397137	1078030
247	Antony Albred	M	195417701425	Valikamam South	Punnalaikadduvan South	770208952	8	0.50	75	6	0.38	Well	396825	1077592

248	Saththiyanathan Mangalan	M	822631231V	Valikamam South	Punnalaikadduvan South	777205074	8	0.50		0	0.00	Well	396949	1077952
249	Veluppillai Mahendran	M	513271387V	Valikamam South	Punnalaikadduvan South	772846797	15	0.94	35	5.25	0.33	Well	397585	1077823
250	Sellathurai Thayalan	M	752844836V	Valikamam South	Punnalaikadduvan South	770258702	12	0.75	65	7.8	0.49	Tube well	396986	1077871
251	Aaseervatham Jeevaraththinam	M	740392551V	Valikamam South	Punnalaikadduvan South	770258702	8	0.50	50	4	0.25	Tube well	397121	1077999
252	Erambu Kanakalingam	M	603063767V	Valikamam South	Punnalaikadduvan South	779232478	10	0.63	60	6	0.38	Well	397030	1077758
253	Suppan Nagendram	M	590053872V	Valikamam South	Punnalaikadduvan South	779320892	6	0.38		0	0.00	Well	397488	1078518
254	Sellathurai Vickneswaran	M	751403720V	Valikamam South	Punnalaikadduvan South	776411571	20	1.25	50	10	0.63	Well	396949	1078660
255	Ponnuthurai Balasubramaniam	M	480414608V	Valikamam South	Punnalaikadduvan South	762150401	15	0.94		0	0.00	Tube well	397355	1078176
256	Kumaraguruparan Tharmarani	F	658300750V	Valikamam South	Punnalaikadduvan South	778582438	10	0.63	40	4	0.25	Well	397250	1078275
257	Sabaraththinam Ilangovan	M	822373267V	Valikamam South	Punnalaikadduvan South	773321234	10	0.63	40	4	0.25	Tube well	397016	1078007
258	Kanthasamy Sabeswaran	M	750083013V	Valikamam South	Punnalaikadduvan South	761423905	30	1.88	50	15	0.94	Well	396993	1077769
259	Kamalini Balsubramaniam	F	196478800150	Valikamam South	Punnalaikadduvan South	763884323	16	1.00	30	4.8	0.30	Tube well	397179	1077918
260	Kaddaiyan Raththinasingam	M	540901481V	Valikamam South	Punnalaikadduvan South	779366268	8	0.50	30	2.4	0.15	Well	397148	1078388
261	Sithamparappillai Yoganathan	M	540823693V	Valikamam South	Punnalaikadduvan South	776323175	6	0.38	25	1.5	0.09	Well	396928	1078127
262	Sinnaththambi Selvarasa	M	194709404447	Valikamam South	Punnalaikadduvan South	776621739	8	0.50	35	2.8	0.18	Well	396815	1078325
263	Sivajini Parameswaran	F	747320527V	Valikamam South	Punnalaikadduvan South	775242025	8	0.50	50	4	0.25	Well	396490	1077629
264	Visvalingam Ambalavanar	M	582253293V	Valikamam South	Punnalaikadduvan South	775713328	10	0.63	50	5	0.31	Well	396743	1077849
265	Chelliah Sivarasa	M	650352467V	Valikamam South	Punnalaikadduvan South	771163256	4	0.25	50	2	0.13	Well	397430	1078187
266	Murukaiyah Sivananthan	M	751831552V	Valikamam South	Punnalaikadduvan South	771547551	16	1.00	35	5.6	0.35	Well	396584	1077585
267	Nageswaran Selvaranjini	F	657723760V	Valikamam South	Punnalaikadduvan South	770258702	12	0.75	40	4.8	0.30	Tube well	397095	1077848
268	Karthigesu Muthukumarasuwami	M	611342234V	Valikamam South	Punnalaikadduvan South	772840352	30	1.88	50	15	0.94	Well	396945	1077846

269	Sinnaththambi Shanmuganathan	M	421654190V	Valikamam South	Punnalaikadduvan South	772233283	28	1.75	40	11.2	0.70	Tube well	396959	1077683
270	Sellathurai Ganeshamoorthi	M	643371847V	Valikamam South	Punnalaikadduvan South	771806161	20	1.25	65	13	0.81	Well	396463	1078340
271	Sinnaththurai Gnanasothi	M	652791905V	Valikamam South	Punnalaikadduvan South	777520332	14	0.88	2	0.28	0.02	Well	396859	1077018
272	Sellathurai Krishnamoorthi	M	670152731V	Valikamam South	Punnalaikadduvan South	779749286	9	0.56	50	4.5	0.28	Well	396916	1078661
273	Nagar Amirthalingam	M	195620402245	Valikamam South	Punnalaikadduvan North	771882141	17	1.06	75	12.75	0.80	Well	398774	1079258
274	Sellar Thavarasa	M	5906836671V	Valikamam South	Punnalaikadduvan North	772716264	6	0.38	50	3	0.19	Well	398748	1079180
275	Thuraiyar Jeyasingam	M	197536104249	Valikamam South	Punnalaikadduvan North	775783479	4	0.25	75	3	0.19	Well	398634	1079448
276	Kandiah Srikanthan	M	95909101410	Valikamam South	Punnalaikadduvan North	776400115	8	0.50	90	7.2	0.45	Well	398650	1079435
277	Murukaiya Kunagnanawathi	F	565073788V	Valikamam South	Punnalaikadduvan North	768227850	6	0.38	25	1.5	0.09	Well	398632	1079148
278	Ramesh Karunanithi	M	641071978V	Valikamam South	Punnalaikadduvan North	770826313	4	0.25	75	3	0.19	Well	398547	1079410
279	Arosenthiram Naguleswaran	M	661681381V	Valikamam South	Punnalaikadduvan North	775282246	10	0.63	75	7.5	0.47	Well	398593	1079528
280	Ilaiyavi Kunasingam	F	481032018V	Valikamam South	Punnalaikadduvan North	770826313	8	0.50	65	5.2	0.33	Well	398577	1079400
281	Krishnalingam Prabakaran	M	761862081V	Valikamam South	Punnalaikadduvan North	776176520	8	0.50	75	6	0.38	Well	398384	1079612
282	Sinnappu Panchadcharam	M	561112863V	Valikamam South	Punnalaikadduvan North	776986971	8	0.50	90	7.2	0.45	Well	398136	1079362
283	Ponnuthurai Nanthakopan	M	710720460V	Valikamam South	Punnalaikadduvan North	777159348	8	0.50	50	4	0.25	Well	397540	1080145
284	Arunthavanayakam Pratheepan	M	821635098V	Valikamam South	Punnalaikadduvan North	777958145	4	0.25	50	2	0.13	Tube well	397173	1080052
285	Rasarathinam Vishnuranjan	M	762504374V	Valikamam South	Punnalaikadduvan North		4	0.25	50	2	0.13	Well	397621	1079701
286	Muthuthamby Sathiyaparameswaran	M	591264710V	Valikamam South	Punnalaikadduvan North	771303935	11	0.69	75	8.25	0.52	Well	398391	1079056

ANNEX 4: INTERIM GUIDELINES ON COVID-19 OF WORLD BANK

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-serviced 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 constructions 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

INTERIM GUIDANCE ON COVID-19 VERSION 1: APRIL 7, 2020

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 5: INDIVIDUAL CODE OF CONDUCT FOR LABOUR CONTRACT

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 worksite, the worksite 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. I will wear my protective equipment (PPE) at all times when at the worksite 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.

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.

6. Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or another opinion, national, ethnic or social origin, property, disability, birth, or another status.
7. Not use language or behaviour towards women, children, or men that are inappropriate, harassing, abusive, sexually provocative, demeaning, or culturally inappropriate.
8. Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
9. Not engaging 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.
10. 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 cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.
11. Not use prostitution in any form at any time.
12. 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 defense. Consent from the child is also not a defense or excuse.
13. Unless there is full consent[3] 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 a 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.

14. 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.

About children under the age of 18:

15. Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
16. Wherever possible, ensure that another adult is present when working in the proximity of children.
17. Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
18. 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).
19. Refrain from physical punishment or discipline of children.
20. Refrain from hiring children for domestic or other labor below the minimum age of 14 unless national law specifies a higher age, or which places them at significant risk of injury.
21. Comply with all relevant local legislation, including labour laws about child labour and World Bank's safeguard policies on child labour and minimum age.

Use of children's images for work-related purposes

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

22. Before photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images.
23. 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.
24. 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.
25. Ensure images are honest representations of the context and the facts.
26. 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 of 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: _____

SINHALA VERSION

පුද්ගලානුබද්ධ චර්යාධර්ම 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 ප්‍රමිතින් පිළිපැදීම, ව්‍යාපෘතියේ වෘත්තීයමය, සෞඛ්‍ය සහ ආරක්ෂාවට (OHS) අදාළ අවශ්‍යතාවයන් අනුගමනය කිරීම, සහ ස්ත්‍රීපුරුෂ සමාජභාවය මත පදනම් වූ හිංසන ක්‍රියාවන් (GBV) වැළැක්වීම වැදගත් බව පිළිගනිමි. වැඩබිම, වැඩබිම අවට, කම්කරු කඳවුරුවල හෝ අවට ප්‍රජාවන්හිදී වේවා ESHS සහ OHS ප්‍රමිතීන් අනුගමනය කිරීමට අපොහොසත්වීම හෝ GBV සම්බන්ධ ක්‍රියාකාරකම්වල නිරතවීම දැඩි විෂමාචාර ක්‍රියාවන් බවට සමාගම සළකන හෙයින් ඒ අනුව ඒවා දඬුවම් පැනවීමට, දණ්ඩනවලට 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 සැළැස්ම ක්‍රියාත්මක කිරීමට අවශ්‍ය සෑම ප්‍රායෝගික පියවරයන්ම ගැනීම.
5. රැකියාශ්‍රිත සෞඛ්‍ය ආරක්ෂණ කළමනාකරණ සැළැස්ම 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 සළකිල්ලට නොගෙන සියළුම කාන්තාවන්ට, වයස අවුරුදු 18ට අඩු ළමයින්ට, සහ පුරුෂයින්ට ගෞරවාන්විත ලෙස සැළකීම.
8. කාන්තාවන්ට, ළමයින්ට සහ පුරුෂයින්ට නොගැළපෙන හිංසාකාරී, දෝෂාරෝපණ-බැනවැදීම්, ලිංගික වශයෙන් ප්‍රකෝපකාරී, පහත් කොට සළකන්නා වූ, සංස්කෘතික වශයෙන් නුසුදුසු, ඇමතීම්වලින් හෝ හැසිරීම්වලින් වැළකී සිටීම.
9. ව්‍යාපෘති ප්‍රතිලාභීන් සහ අවට ප්‍රජාවන්හි සාමාජිකයින් ලිංගික සූරාකෑම්වලට හෝ අපයෝජනය කිරීමෙන් වැළකී සිටීම.
10. සේවක පිරිස හා කාර්ය මණ්ඩලයට ලිංගික හිරිහැර නොකිරීම. උදා- අනාරාධිත ලිංගික චර්යා සඳහා පෙළඹවීම ලිංගික අනුග්‍රහයන් නොපැතීම සහ ලිංගික ස්වභාවයේ වෙනත්

වාචික හෝ ශාරීරික ක්‍රියාවන් සපුරා තහනම් වේ. උදා- කෙනෙකු දෙස පාදාන්තයේ සිට කේශාන්තය දක්වා බැලීම්; සිපගැනීම්, 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 සැළකිලි 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 ගණිකා වෘත්තිය භාවිතා නොකිරීම.
13. ඇඳුම් පැළඳුමින් හෝ ඩිජිටල් 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 කැමැත්ත[4] 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 චර්යාධර්ම පද්ධතිය කිසියම් ලෙසකින් උල්ලංඝනය වන්නා වූ අවස්ථාවලදී එය සිදු කරන පුද්ගලයා මා අයත් සමාගමේ කෙනෙකු වූවත් නොවූවත් දුක්ගැනවිලි කමිටුවට හෝ මාගේ කළමනාකරුට වාර්තා කිරීමට සැළකිළිමත් වීම.

වයස අවුරුදු 18 ට අඩු ළමයින් සම්බන්ධයෙන්:

16. ඉදිකිරීම් භූමියේ ළමයින් සිටී නම් හෝ අන්තරාදායක ක්‍රියාකාරකම්වල යෙදී සිටී නම් ඒ බව මාගේ කළමනාකරුගේ අවධානයට යොමු කිරීම.
17. ළමයින් ආසන්නයේ වැඩ කරන විටදී වැඩිහිටි පුද්ගලයෙකු ඒ අසල සිටිය යුතු බවට හැකි සෑම විටකම වග බළා ගැනීම.
18. මාගේ ඥාති නොවන කිසිම දරුවෙකු, හදිසි තත්ත්වයක් 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 සූරාකෑමට හෝ හිරිහැරයකට ලක් කිරීමට හෝ ළමා අසැබි දර්ශන නැරඹීමට ඉඩ සළසන කිසිදු පරිෂණයක්, ජංගම දුරකථන, වීඩියෝ සහ ඩිජිටල් 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;

[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, රැවටීමෙන්හෝ වැරදි ලෙස නිරූපණය කිරීමෙන් ලබා ගන්නා අවස්ථාවන්හිදී කැමැත්ත නොමැති බව සොයාගත හැක. චර්යාධර්ම 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.

කෙසේ වෙතත් අනතුරක් වීමෙ සැළකිය යුතු අවදානම් තත්ත්වයකට 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 පිලිබඳ 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 කිරිමේදි දේශීය සම්ප්‍රදායන් හා සීමාකරණයන් අධ්‍යයනය කිරීම හා අනුගමනය කිරීමට ගතහැකි සියළු ප්‍රයත්නයන් දැරීම.
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 ඩීවීඩී 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 ලේබල මඟින් අනාවරණය නොවන බවට සහතික වීම.

දණ්ඩනයන්

මා මෙම පුද්ගලානුබද්ධ චර්යාධර්ම පද්ධතිය උල්ලංඝනය කළහොත්, මාගේ සේවා යෝජකයා මට විරුද්ධව විනය ක්‍රියාමාර්ග ගන්නා බවත් ඒවාට පහත දැක්වෙන දණ්ඩනයන් 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 ප්‍රමිතින් සපුරාලීම සහතික කිරීමත්, වෘත්තීයට අදාළ සෞඛ්‍ය සහ ආරක්ෂක කළමනාකරණ සැලසුම පිළිපැදීමත්, එමෙන්ම ස්ත්‍රී පුරුෂ සමාජභාවය මත පදනම් වූ හිංසනයන් සේ හැඟවෙන ක්‍රියාකාරකම්වලින් සහ චර්යාවන්ගෙන් වැළකී සිටීමත් මගේ වගකීම බව මම තේරුම් ගනිමි. එවැනි ඕනෑම ක්‍රියාවක්

මෙම පුද්ගලානුබද්ධ චර්යාධර්ම පද්ධතිය උල්ලංඝනය කිරීමක් බවට මම අවබෝධ කර ගෙන සිටිමි. ඉහතින් දක්වා ඇති පුද්ගලානුබද්ධ චර්යාධර්ම 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 චර්යාධර්ම පද්ධතිය හා නොගැළපෙන ක්‍රියාවක් සිදුකිරීම හෝ මෙම පුද්ගලානුබද්ධ චර්යාධර්ම 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: