



Sri Lanka Agriculture Sector Modernisation Project (ASMP)

SOCIAL SCREENING REPORT FOR CDP No 9 - CAVENDISH BANANA, BATTICALOA

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

Revised: 4 July 2022

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TABLE OF ABBREVIATIONS

ADA	Assistant Director of Agriculture
ADO	Agricultural Development Officer
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
RPM	Residential Project Manager
SMP	Social management plan
WB	World Bank

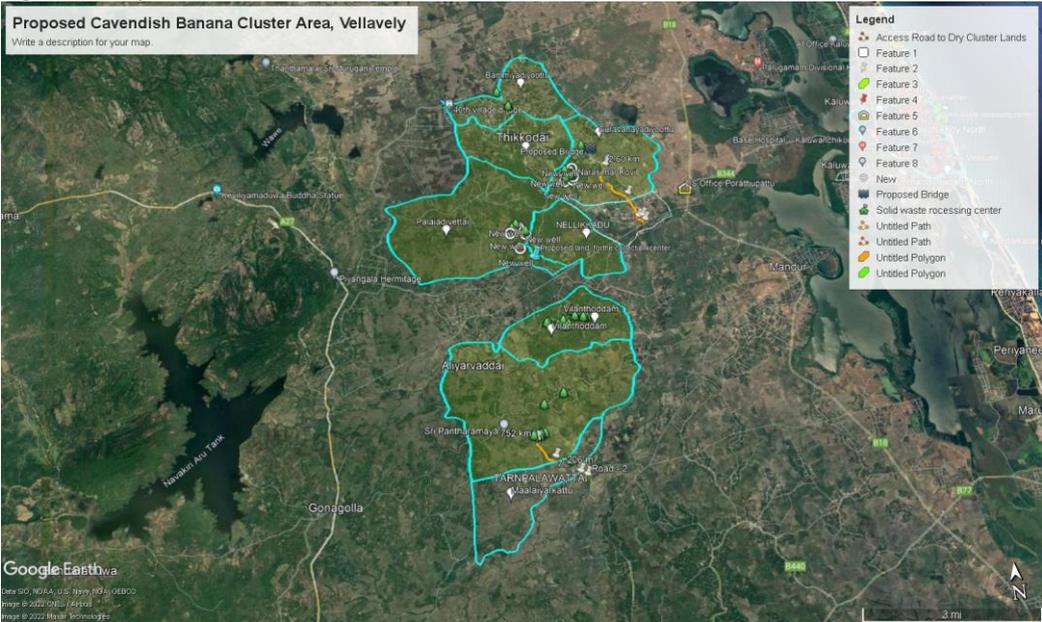
ASMP SOCIAL SCREENING REPORT

A. PROJECT IDENTIFICATION

Project title	Introduction of Improved Technologies to enhance the quality and productivity of Cavendish Banana in Batticaloa District
Parent Project Objectives (briefly)	<p>The Agriculture Sector Modernisation Project (ASMP) aims at supporting the Government of Sri Lanka's effort to modernise agriculture sector through the Country Partnership Strategy (CPS).</p> <p>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 per cent 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.</p> <p>The Project Development Objectives are to support increasing agriculture productivity, improving market access and enhancing value addition of smallholder farmers and agribusinesses in the project areas</p>
Project proponent	Project Management unit, ASMP, Ministry of Agriculture
Project management team	<p>Provincial Project Management Unit (PPMU) has been established in Batticaloa under the Ministry of Agriculture to implement proposed project activities.</p> <p>Contact Persons</p> <p>Project Director ASMP, Ministry of Agriculture No. 123/2 Pannipitiya Road, Battaramulla Tel: +94 112 877 550 Fax: +94 112 877 546 Email: projectdirectorasmp2@hotmail.com Web: https://www.asmp.lk/</p> <p>Deputy Project Director – Eastern Province Agriculture Sector Modernization Project Kallady, Batticaloa</p> <p>Environmental and Social Safeguards Specialist ASMP, Ministry of Agriculture No. 123/2 Pannipitiya Road, Battaramulla Tel: +94 112 877 550 Fax: +94 112 877 546</p>

	<p>Email: sanjayadms@hotmail.com Web: https://www.asmp.lk/</p> <p>Nature of Consultations and Inputs Received</p> <p>Consultations with Environmental and Social Safeguard Specialist/ PMU</p> <p>However, institutional mechanism for the Cavendish Banana Cluster Development has been proposed. Institutional roles in this cluster (Cluster Development Plan (CDP) No 9 - Vellaveli - Cavendish Banana) are attached in Annexure 3. The Vellaveli DS, Agrarian Service Department, DOA – Batticaloa, etc consisting of all the line agencies (Agriculture, irrigation, Agrarian Development and Land), and all the chairmen of farmer organisations have extended cooperation for Cavendish banana cultivation considering following reasons.</p> <ul style="list-style-type: none"> ▪ Great potential to increase Farmer income with less labour and inputs. ▪ Ability to save water in the reservoir 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
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B. PROJECT LOCATION

<p>Location:</p>	<p>The cluster encompasses land and beneficiaries in Porathevu Pattu DS Division (Vellaveli) which is located on the South Western Part of the Batticaloa District. Eastern part of the DS boundary is the Manmunai and Eruvil Pattu DS division. This DS is covering a land area of 167 sq.km which is about 6.3 percent of the district’s total land area. The selected eight Grama Niladhari Divisions are Malayarkaddu 99H, Anaikaddiyaveli, Palayadivaddai 99B, Sinnawathai 99C, Nellikkadu, Tikkodai 106A, Vemmiyadiyuththu, and Vilanthoddam 99D. Figure 1 shows the selected GNDs in Vellaveli.</p> <p>Figure 1: Project Area of the Cavendish Banana Cluster in Vellaveli</p>  <p>This area can be accessed through A27 and B18 roads. Nearest city to the area is Kaluwanchikudy which is about 8km away from the area towards the coastal belt.</p>
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<p>Definition of project area / project impact area</p>	<p>There are 216 farmers selected from eight GNDs in Vellaveli. Total of 43.2ha have been selected for cultivation of Cavendish banana with a minimum of 0.5acre for each farmer.</p> <p>Table 1: Distribution of selected farmers</p> <table border="1" data-bbox="392 322 1415 696"> <thead> <tr> <th>Ag. Service Centre</th> <th>GN Division</th> <th>No. of farmers</th> <th>Extent ha</th> <th>% of women farmers</th> </tr> </thead> <tbody> <tr> <td>Mandur</td> <td>Maalaiyarkadu</td> <td>56</td> <td>11.2</td> <td>41</td> </tr> <tr> <td></td> <td>Anaikaddiyaveli</td> <td>03</td> <td>0.6</td> <td>33.33</td> </tr> <tr> <td>Vellaveli</td> <td>Sinnawattai</td> <td>33</td> <td>6.6</td> <td>42.42</td> </tr> <tr> <td></td> <td>Vilanthoddam</td> <td>36</td> <td>7.2</td> <td>61.11</td> </tr> <tr> <td></td> <td>Paalayadivaddai</td> <td>23</td> <td>4.6</td> <td>30.43</td> </tr> <tr> <td></td> <td>Nellikadu</td> <td>04</td> <td>0.8</td> <td>00</td> </tr> <tr> <td></td> <td>Vammiyadiyoothu</td> <td>20</td> <td>4</td> <td>45</td> </tr> <tr> <td>Palugaamam</td> <td>Thikkodai</td> <td>41</td> <td>8.2</td> <td>39</td> </tr> <tr> <td></td> <td>TOTAL</td> <td>216</td> <td>43.2</td> <td>42.59</td> </tr> </tbody> </table> <p>Cultivation related impact would be mostly limited to the cultivation lands unless a special incident.</p> <p>In addition to the proposed cultivations, there are several production infrastructures proposed to be improved. Accordingly, 3.6km of rural roads in three GNDs namely Suruwanayadiyoothu, Sangarapuram and Sinnawattai GN Divisions. In the meantime, about 10m bridge to be rehabilitated. Construction related impacts will be restricted to either side of the proposed road sections. Further, about 21km length of electrical elephant facing to be erected as listed below:</p> <p>Table 2: Details of Electric fence</p> <table border="1" data-bbox="392 1055 1347 1406"> <thead> <tr> <th>GN Division</th> <th>Length of the fence (km)</th> </tr> </thead> <tbody> <tr> <td>1. Mallaikattu</td> <td>5.90</td> </tr> <tr> <td>2.Sinnwattai</td> <td>2.20</td> </tr> <tr> <td>3. Thikkodai</td> <td>4.94</td> </tr> <tr> <td>4. Villathottum</td> <td>2.70</td> </tr> <tr> <td>5. Vammiyadiyootu</td> <td>3.00</td> </tr> <tr> <td>6. Puliadiwattai</td> <td>1.60</td> </tr> <tr> <td>7. Nellikaddai</td> <td>0.60</td> </tr> <tr> <td>Total</td> <td>20.94</td> </tr> </tbody> </table> <p>Most importantly, about 35 numbers of Agro wells (shared) to be constructed with the recommendations from Water Resources Board.</p>	Ag. Service Centre	GN Division	No. of farmers	Extent ha	% of women farmers	Mandur	Maalaiyarkadu	56	11.2	41		Anaikaddiyaveli	03	0.6	33.33	Vellaveli	Sinnawattai	33	6.6	42.42		Vilanthoddam	36	7.2	61.11		Paalayadivaddai	23	4.6	30.43		Nellikadu	04	0.8	00		Vammiyadiyoothu	20	4	45	Palugaamam	Thikkodai	41	8.2	39		TOTAL	216	43.2	42.59	GN Division	Length of the fence (km)	1. Mallaikattu	5.90	2.Sinnwattai	2.20	3. Thikkodai	4.94	4. Villathottum	2.70	5. Vammiyadiyootu	3.00	6. Puliadiwattai	1.60	7. Nellikaddai	0.60	Total	20.94
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<p>Adjacent land and features</p>	<p>The proposed cluster is located in the Western and Southern part of Vellaveli DS division and encompass 8 GN divisions. Vellaveli DS division covers about 6% of Batticaloa district but entails 21% of the home steads and 17% paddy lands of the district. The DS Division plays an important role in paddy production in the Batticaloa District. Coconut and other palm tree products are the other major products of the DS Division. Developing upland lands for home gardens is problematic due to unsatisfactory drainage of the soil during the Maha season (wet) and the extreme dryness of the Yala season. Sparsely used cropland is presently widely used for low productive chena (Slash and burned) cultivation and can be used for banana cultivation.</p> <p>Table 3: Land Use Pattern in Cluster area and Batticaloa District</p> <table border="1" data-bbox="392 1895 1431 2051"> <thead> <tr> <th rowspan="2">Land use category</th> <th colspan="2">Land Extent ha</th> <th rowspan="2">% of Cluster DS</th> </tr> <tr> <th>Batticaloa District</th> <th>Porathive Pattu (Vellaveli)</th> </tr> </thead> <tbody> <tr> <td>Build Up area</td> <td>1370</td> <td>60</td> <td>4.4</td> </tr> <tr> <td>Homesteads</td> <td>12288</td> <td>2034</td> <td>21.4</td> </tr> </tbody> </table>	Land use category	Land Extent ha		% of Cluster DS	Batticaloa District	Porathive Pattu (Vellaveli)	Build Up area	1370	60	4.4	Homesteads	12288	2034	21.4																																																						
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Paddy	67320	11439	17
Mixed Trees and other perennials	3570	118	3.3
Coconut	7127	412	5.8
Sparsely used Crop Lands	35153	410	1.2
Other crop lands (palm trees etc)	360	70	19.4
Forests/Forest Cultivations	51730	10	0
Scrublands	33740	850	2.5
Grass lands	15040	320	2.1
Mrshes and Forest Mangroves	1520	312	20.5
Water Bodies	24400	566	2.3
Barren and unutilised Lands	12470	109	0.9
	266088	16710	6.3

Source: Resource Profile 2020, Batticaloa District and Vellaveli DS

Forest covers 41% of the total land area and the agricultural land covers 37% of the total land area in the district. The rest of the land covers by the home Garden, water bodies, wet-lands, and Non-Agricultural lands. Total land area of the selected GN divisions is 46.32 km² and high land crops and paddy are cultivated including fruit crops such as banana, lemon, and papaya. As per the resource profile of Porathivu Pattu DS division, lime and banana are the dominant fruit crops cultivated in the homestead gardens in the selected GN divisions and the second priority was given for Papaya cultivation while other crops such as Mung bean, Cowpea, ground nut and maize cultivation are also found in the selected area. The area is often faced elephant threats and they are approaching the from Navagiriya area.

In particular to the selected GNDs, mostly the adjoining lands are cultivated paddy and OFC. Very low density of houses and cultivated lands in the selected areas. There are livestock farms and animal raring in the area. There are number of streams passing through the selected areas. Further more, there are low lands which highly susceptible to flooding in the area. Most of these lands are irrigated through Navagiriya Scheme coming under DS Senanayake Reservoir.

C. PROJECT JUSTIFICATION

<p>Need for the project (What problem is the project going to solve)</p>	<p>This crop was introduced by the DOA as a pilot project in selected area and it was a good alternative crops for farmers to get maximum output from their uplands. Though there are three main banana varieties grown in the district such as Ambul, Seeni and Kolikuttu. Cavendish banana variety can be grown in Batticaloa due to its tolerant to Panama disease when compared to other varieties targeting export market. Accordingly, this project should be taken forward by overcoming the following problems and challenges.</p> <ol style="list-style-type: none"> 1 Low yield of banana presently farmers are experiencing in their homegarden cultivations due to poor agronomic practices being adopted. 2 Reluctant to adopt new technologies. 3 Commercial cultivation is new to them and the proposed Cavendish variety also new to them. 4 Presently experiencing flooding method of irrigation for crop productions creates many problems such as waterlogged conditions, poor crop performances, high disease incidence and waste of water. 5 High risk of soil erosion due to prolonged flood irrigation. 6 Poor crop management practices and poor sanitation. 7 No attention on pre or post harvesting quality improvement activities.
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	<p>After establishment of plantations, expenditure on banana cultivation is low and farmers are able to receive continuous income from their plantations. Banana is grown rainfed with supplementary irrigation whenever necessary. In general, farmers are using flood irrigation methods in banana cultivation where high amount of water will be used.</p> <p>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.</p> <p>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 identified with farmers and agribusiness is the modernisation of existing and renewed plantation of Ambul banana, for export to the Middle East.</p>
<p>Purpose of the project <i>(What is going to be achieved by carrying out the project)</i></p>	<p>A total of 50 technology demonstration plots will be established for bananas in Vellaveli. There are 216 farmers in Vellaveli 8 GNDs, out of which 50 number of leading farmers will be selected with existing plantations in most suitable locations with maximum exposure to large number of farmers in each GNDs. 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 banana for export market. The main objective of the subproject is to develop Agriculture-related livelihood by achieving below objectives.</p> <ul style="list-style-type: none"> • 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 <p>The famers 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 GAP by introducing new technologies and enhancing farmers' capacities.</p>
<p>Beneficiaries</p>	<p>The beneficiaries have been identified for the cluster project from eight GNDs in Vellaveli in Batticaloa. It comprises 216 farmers cultivating 43.2 ha in parcels of about 0.2 ha in area.</p>

	<p>Since the project is very keen on women participation, high priority was given to selecting women headed families which having minimum of 0.2 hectare of land. The project will target to ensure that at least 40% of the selected beneficiaries would be women. It was reported that there are about 2,769 female headed families while 49.8% is female population in the division. Therefore, complying the requirement of having engaged minimum of 40% female beneficiaries will not be a difficult task.</p> <p>42% of total population is within the age of 20-54 years which indicates that there is a healthy workforce in the area allowing to select farmers. Further, vulnerable and marginalised disable farmers having minimum of 0.2 hectares of banana land) were selected if they had the ability to carry out the cultivation activities.</p> <p>Women headed families and low-income families exposed to the project and its benefits will be expected to gain economically.</p> <p>Infrastructure development includes renovation of roads, and construction of bridge which will get direct and indirect benefits for the other farmers on their agricultural activities. Further, public transportation and smooth access of community will be the advantages for the surrounding community. Organic fertiliser facility and post-harvest processing facilities will provide direct and indirect employment opportunities for the surrounding community. Erection of 21km length of elephant fence will provide more protection from elephants to the community in the area.</p> <p>Waste Mitigation, Income Generation and Empowerment Pilot Project seeks to protect the environment by using waste and by-products from the farm to create additional sources of income for more marginalised 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.</p>
<p>Justification and Alternatives considered <i>(Different ways to meet the project need and achieve the project purpose)</i></p>	<p>The Department of Agriculture, Batticaloa proposed Vellaveli as a Banana Cluster to be established. Vellaveli has an established ground nut farmer organisation already. At present, there are no commercial level banana cultivations in the district or in the cluster area. The existing banana is at homegarden level and are not using any new technologies. Therefore, new project will be “entirely new one” to the beneficiaries.</p> <p>Therefore, the project should start from the beginning to inculcate the beneficiaries in banana cultivation and its new technologies. Following concerns were focused during selection of Cavendish Banana Cluster in Vellaveli.</p> <ul style="list-style-type: none"> • Great potential to increase farmer income with less labour and inputs. • Ability to save water in the reservoir 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 is 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 Vellaveli

	<p>There are experienced banana farmers and majority farmers in Vellaveli rely on agriculture for livelihood. 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 is 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.</p> <p>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 outcomes. All these technological applications will prevent excess use of water, and also it will reduce the impact caused by the use of chemical fertilizers. Hence, technological applications of the proposed project will reduce the existing environmental impacts.</p> <p>The “no-action” alternative would mean that no Banana Cluster Development undertaken by the ASMP and hence no financial, technical and market support for the existing banana Cultivators and other agriculture farmers in Vellaveli. 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 Batticaloa. It will also continue the same agricultural practices and existing environmental impacts such as high-water usage, use of chemical fertilizers will be continued.</p>
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D. PROJECT DESCRIPTION

Proposed start date	August 2021
Proposed completion date	August 2023
Estimated total cost	LKR 153,357,044 million
Land ownership	Private Farmlands, majority are permits given by Divisional Secretariat of Vellaveli and a smaller number of deed lands Roads - Poraithivu Pattu Pradeshiya Sabha Collection Centres – Divisional Secretary, Vellaveli
Planned interventions	There are proposed agriculture productivity improvements, infrastructure improvements such as rural roads, irrigation infrastructures such as bridges, elephant fence, agro wells under this cluster. Details of the proposed activities are given below: Table 4: Good Agriculture Practice for cavendish banana

Main Technology	Practice (s)	Comments
Bunch clearing before bagging	<ul style="list-style-type: none"> Removing leaves that can damage bunch and bending or removal of placenta leaf 	<ul style="list-style-type: none"> Bunch clearing practices protect the bananas from mechanical damage by removing potential causes of damage
Bagging with plastic bags	<ul style="list-style-type: none"> Premature bagging when the bunch is just emerging and the centre flower bud points downward 	<ul style="list-style-type: none"> Bagging protects the banana bunch from physical and pest damage and increases bunch vigour
Bunch clearing after bagging	<ul style="list-style-type: none"> De-leafing, de-flowering, de-handing, de-budding 	<ul style="list-style-type: none"> Bunch clearing practices protect the bananas from mechanical damage by removing potential causes of damage and increase the vigour of the bunch
Tagging of the banana bunch with coloured plastic ribbons	<ul style="list-style-type: none"> Every week a different coloured ribbon is applied when the lower hands are parallel to the ground. Eight colours are used 	<ul style="list-style-type: none"> Tagging of the banana bunch fixes the age of the fruit. At tagging, the age is 1 week The count of bunches tagged develops a true fruit inventory that needs to be maintained and managed The fruit inventory 13 weeks before harvest improves marketing and selling practices to maximise pricing for farmers and maintains quality and shelf life
Propping and guying	<ul style="list-style-type: none"> The banana bunch is propped with wooden poles tied with rope or plastic 	<ul style="list-style-type: none"> Propping protects the banana bunch avoiding field losses of fruit
Harvesting by dehanding at the mat	<ul style="list-style-type: none"> Bunches for dehanding in the field are selected based on age (ribbon colour) and calliper grade to protect 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 	<ul style="list-style-type: none"> Dehanding at the mat avoids the handling of whole bunches after harvest and brings only good hands to the packing centre for packing All organic matter waste remains in the field as organic fertiliser. Prolongs life and usefulness of harvested of the mother plant
De-latexing in the field	<ul style="list-style-type: none"> Removed hands from harvested bunch are placed on banana leaves for de-latexing for at least one hour 	<ul style="list-style-type: none"> Fruit arrives free of latex for packing, avoiding the use of large amounts of water for de-latexing purposes A dry packing procedure can then be applied that requires less investment in packing infrastructure

		<ul style="list-style-type: none"> • Small farmers can easily pack bananas with minimum infrastructure
Transport to packing centre	<ul style="list-style-type: none"> • Packing the de-latexed 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 	<ul style="list-style-type: none"> • Protects banana hands from damage during transport to packing centre
Postharvest technology	<ul style="list-style-type: none"> • Field heat removal Line packing Cold chain management Integration of export protocols into standard SOP's 	<ul style="list-style-type: none"> • These practices are utilised to preserve optimum quality and shelf life throughout value chain
Quality monitoring and evaluation system	<ul style="list-style-type: none"> • Quality score Tally of defects Value chain feedback loop 	<ul style="list-style-type: none"> • The quality monitoring and evaluation system provides data for quality management and creates a feedback mechanism to correct quality problems to ensure and maintain high banana quality throughout the value chain
Export protocol	<ul style="list-style-type: none"> • Guidelines to grow, pack and ship bananas for export 	<ul style="list-style-type: none"> • The export protocol ensures bananas arrive in optimum biological and commercial condition to international markets

Table 5: Improved technology package

Main Technology	Practice (s)	Comments
Variety	Cavendish banana	
Tissue culture planting material		<ul style="list-style-type: none"> • Banana seedlings purchased from a tissue culture laboratory
"Peeper" planting material	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • "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	<ul style="list-style-type: none"> • Deep ploughing using mouldboard plough • Application of compost • Deep ploughing again using mouldboard plough (perpendicular to first ploughing) • Disking or harrowing (two perpendicular passes) 	<ul style="list-style-type: none"> • Improved land preparation practices

		<ul style="list-style-type: none"> • Micro levelling to facilitate drainage works 	
	Mini-sprinkler irrigation systems	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Site levelling using laser levelling machinery, quick water evacuation ditches, surface drainage techniques (removal of wet spots) 	<ul style="list-style-type: none"> • Onfarm drainage works avoid water from standing in the field for long periods of time preventing waterlogging
	Precision planting	<ul style="list-style-type: none"> • Construction type twine to demarcate planting rows, planting templates with plant spacing measurements 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • This double row planting pattern accommodates 2,400 banana plants per hectare (960 per acre) and it is suitable for multiple cropping
	Multiple cropping		<ul style="list-style-type: none"> • 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		<ul style="list-style-type: none"> • Mechanical weeding is herbicide free. It is a very environmentally friendly technology
	Precision fertilisation	<ul style="list-style-type: none"> • Fertigation with organic liquid fertilisers supplemented with fertilisation and/or fertigation with chemical fertilisers 	<ul style="list-style-type: none"> • Formulation of fertiliser regimes based on complete soil tests and foliar analyses
	IPM	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • IPM practices are combined with modern spray techniques when necessary i.e. ultra low volume spray using drones • Pesticide application through irrigation system

	<ul style="list-style-type: none"> Prevention and management of Fusarium wilt (Panama disease) Control of Sigatoka disease and other pre and postharvest diseases 	
Labelling for precision agriculture	<ul style="list-style-type: none"> Production area blocks and tree tagging labelling 	<ul style="list-style-type: none"> Production area blocking and tree tagging labelling develop a tree identification nomenclature to find tress quickly to apply precision agriculture practices on a timely basis

Table 6: Proposed Rural Roads in the Vellaveli Cluster

#	DESCRIPTION	Unit	Qty.
1	Rehabilitation of road in Sangarapuram and Sinnawattai GN Divisions. (Two separate stretches) Construction of Grewal paved carriage way.	Km	0.96
2	Rehabilitation of road in Suruwanayadiyoottu GN division. Construction of Grewal paved carriage way.	Km	2.64
3	Proposed bridge across the Irrigation canal in Surawanayadiyoottu GN Division.	Item	1

Table 7: Summary of Project Interventions in the Cluster

#	Project component	Key Activities	Approx. extent / quantity	Implementation responsibility
1	Cultivation of Cavendish Banana (Refer table 4 and 5)	Land Preparation Irrigation pipelaying Installation of mini-sprinklers	43.2ha	ISP PPMU DOA ASD
2	Improvements of Rural Roads (Rehabilitation) (Refer table 6)	Trimming, levelling and compaction of sub grade Supplying and pilling approved gravel Spreading and compaction garvel	3 road sections Total length 3.6km	Contractor LAs Civil Engineer –ISP PPMU Engineer - PMU
3	Rehabilitation of Bridge	Base construction Pilling Bridge construction	1	Contractor Civil Engineer –ISP PPMU Engineer - PMU
4	Construction of Agro wells	WRB reports Excavation Disposal of excavated materials Wall constructions	35	Contractor FO Civil Engineer –ISP PPMU Engineer - PMU
5	Construction of Collection centres and Compost Production Unit	Fencing Constrution of builing Disposal yards Mixing yards Leachat management	1 Large Collection centre 2 mini collection centre 1 Compost yard	Contractor FO Civil Engineer –ISP PPMU Engineer - PMU
6	Erection of Elephant fence	Clearing of vegetation Erection of fence	21km length	Contractor FO

	(Suppling and fixing Hanging type electric fence with GI posts, two horizontal power cables and hanging wires at 750mm centre. Rate includes energizer with all other accessories and jungle clearing)	Energizing of fence Maintanance		Civil Engineer –ISP PPMU Engineer - PMU
Beneficiary selection criteria and process	<p>Farmers in Vellaveli are depending on Agriculture based economy where more than 70% are paddy cultivation. Vellaveli has an established farmer organization for ground nut cultivation which can be strengthen easily used for Banana Cultivation. Most of the farmers have large scale, low flat farmer-based lands with water and with less drainage concerns. These villages are scattered all over the Divisional Secretariat area and already planned to carryout field operations considering the area of three main locations. Nearly about 50% of farmers are members of Farmer organizations and they have some experience in dealing with community works. Further, an attitude and market-led vision of field staff is highly acceptable. Hence, the selected area is highly supportive to meet the project needs within short period of time with the expected quality. Selection of potential cluster villages with interested farmers were carried out by the DC and CCs with the active support of Agriculture Instructors in the selected areas under the direction of PPMU and ISP consultants. The existing Farmer Organisations also have been consulted in this process. Following criteria were taken into consideration in the identification of farmers for the cluster.</p> <ul style="list-style-type: none"> • Availability of legally owned land • Farming experience • Water source with year-round availability of water • Selection of more than 40% of women farmers <p>The selection criteria looked at the farmers’ available lands with priority being given to those having a minimum of 0.2 hectares land growing bananas.</p> <p>As mentioned, the project is keen on female participation, so high priority was given to select women headed families having minimum of 0.2 hectares of land with bananas. The project aims to have a minimum of 40% beneficiaries being women. Additonally, vulnerable and marginalised disable farmers having a minimum of 0.2 hectares of bananas will be selected as long as they are able to work the land. Further, willingness of participation of existing farmers and youth were 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</p>			
Vulnerable groups and Gender	<p>According to the information, 42% of women farmers are included in the cluster. As per the clusters profile, it was agreed to include 200 farmers in this cluster and each farmer would be given assistance for 0.2 ha (half an acre) under the ASMP As per the latest available information 216 farmers have been identified from 3 Agrarian Development Centre areas covered by 4 Agriculture Instructors. These farmers are from 8 Grama Niladari Divisions.</p> <p>There are nearly 20% of female headed families in the Vellaveli DS which allows selection of minimum of 40% female farmers in to the programme. Further, 42.8% of population is within below 20 years of age which also provide room for selecting youth</p>			

	<p>into the cluster programme. Most importantly, economic vulnerability of the people in the area is critical and it shows from the poverty line of 19.4 and 25.7% is receiving Samurdhi benefits. This is a very good indication for the vulnerability of the people in the area.</p> <p>Though there are about 216 farmers in Vellaveli, with about 50 leading farmers selected from each tract having existing plantations in the most suitable locations that has maximum exposure other farmers in each tract.</p> <p>Inclusion of women farmers, youths and other vulnerable has already been mentioned and will included as described in previous sections.</p>
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E. DESCRIPTION OF THE SOCIOECONOMIC ENVIRONMENT

Community Profile	<p>Poraitivu Pattu or Vellaveli Divisional Secretariat Division has 43 Grama Niladari divisions, and population about 46,120¹. The Vellaveli Cavendish Banana Cluster (CDP-9) selected 5GN divisions which represent population about 5,465 of this population 2,465 (50.2%) is male and 2,720 females (49.8%). Number of families and the gender breakdown of selected GN divisions are shown below in table 5. Further, 330 out of 2,769 female headed families were found to be in these GN divisions. In addition, there are 776 youths belonging in the 20-29 age group in these GN divisions, potentially providing a good opportunity to become involved in Cavendish banana cultivation.</p>	<p>Table 9: Household and Agricultural population in Vellaveli DSD area</p> <table border="1"> <thead> <tr> <th>Households</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Male headed Fa</td> <td>11,776</td> </tr> <tr> <td>Female headed Fa</td> <td>2,769</td> </tr> <tr> <td>% of female head</td> <td>19.0.%</td> </tr> <tr> <td>Total Families</td> <td>14,535</td> </tr> <tr> <td colspan="2">Agricultural Population</td> </tr> <tr> <td>Agro Farmers</td> <td>2,055</td> </tr> <tr> <td>Livestock Farmers</td> <td>667</td> </tr> <tr> <td>Total</td> <td>2,722</td> </tr> </tbody> </table> <p>Source: Resource Profile Vellaveli DSD, 2020</p>	Households	Number	Male headed Fa	11,776	Female headed Fa	2,769	% of female head	19.0.%	Total Families	14,535	Agricultural Population		Agro Farmers	2,055	Livestock Farmers	667	Total	2,722																														
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	<p>Table 8: Livelihood Status of the Cluster</p> <table border="1"> <thead> <tr> <th rowspan="2">GN Divisions No</th> <th colspan="2">Government & Private sector</th> <th colspan="4">Self-Employment</th> </tr> <tr> <th>Government</th> <th>Private</th> <th>Farmers</th> <th>Animal Farms</th> <th>Foreign Emp.</th> <th>Daily Wage</th> </tr> </thead> <tbody> <tr> <td>99H</td> <td>49</td> <td>6</td> <td>49</td> <td>6</td> <td>90</td> <td>109</td> </tr> <tr> <td>99B</td> <td>4</td> <td>0</td> <td>62</td> <td>22</td> <td>47</td> <td>116</td> </tr> <tr> <td>99C</td> <td>39</td> <td>1</td> <td>165</td> <td>15</td> <td>95</td> <td>178</td> </tr> <tr> <td>106A</td> <td>16</td> <td>1</td> <td>70</td> <td>20</td> <td>126</td> <td>189</td> </tr> <tr> <td>99D</td> <td>2</td> <td>3</td> <td>27</td> <td>130</td> <td>58</td> <td>98</td> </tr> </tbody> </table> <p>Source : Resource profile, Vellaveli Divisional Secretariat 2020</p>	GN Divisions No	Government & Private sector		Self-Employment				Government	Private	Farmers	Animal Farms	Foreign Emp.	Daily Wage	99H	49	6	49	6	90	109	99B	4	0	62	22	47	116	99C	39	1	165	15	95	178	106A	16	1	70	20	126	189	99D	2	3	27	130	58	98	
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	<p>In discussions with farmers, they highlighted the local migration of youths, with soft skills, who were looking for different types of employment opportunities rather than engaging in agriculture. Further, they claimed that the existing agricultural activities do not ensure consistent stable monthly income in agriculture sector would be a key point to get the attraction of the youth. As per the information, more than 110 government and around 11 private sector employees are found within the selected area. Further, around 136 people of the selected areas are entitled to self-employment opportunities</p>																																																	

¹ Resource profile, Vellaveli Divisional Secretariat 2020

while around 257 were found as an unemployed. Employment categories including few self-employment figures are shown in table 8.

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

Table 10: No. of Families and population breakdown with gender

(GN Nos)	No of Families	Population	Male	Female
99H	203	652	323	329
99B	260	857	420	437
99C	410	1,405	754	651
106A	582	1,846	898	948
99D	217	705	350	355

Source : Resource profile, Vellavelly Divisional Secretariat 2020

There are no published Household Income and Expenditure details specific to crop or agricultural farmers in the selected areas or even not available in Vellavelly DSD resource profile. In general, the household Income

and Expenditure Statistics in Batticaloa District - 2006/07 – 2016, published by Department of Census & Statistics shows that the mean household monthly income in 2016 of Batticaloa district is about LKR 40,356. Even though there are no specific family income details relevant to the Banana Cluster in Vellavelly, there are two major rivers flowing through Vellavelly DS division and major livelihood activities are paddy farming and fishing. The farming lands near the rivers and closer to the lagoon often get flooded almost every year during Maha season and experience loss of income. At the same time fishermen community along the Lagoon enjoys a good catch and high income. Small plots of homesteads are being cultivated during Maha season and crops like maize, vegetables, fruits and groundnuts are cultivated in a small scale. Actual income levels of the farmers and fishermen are not available in any official records in the district. From the Samurdhi beneficiaries one could infer majority of the families are living below poverty line in the selected GN divisions.

Out of 1,672 families in the selected GNDs, 1,197 are receiving “Samurdhi” benefits from Department of Samurdhi Development: about 25.7% of the total population. Estimates from the 2012/13 HIES revealed, that high poverty incidence is also concentrated in some parts of Northern and Eastern provinces, particularly in Mannar, Mullaitivu, and Batticaloa districts. As per ‘the Spatial Distribution of Poverty in Sri Lanka’ published by Department of Census and Statistics - Sri Lanka in 2015, estimated head count index (2012/13) under Sri Lanka's official poverty line is 19.4 in Batticaloa District. In the same report the DS division wise spatial distribution of poverty has also been mapped and the Vellavelly Divisional Secretariat is shown in darkest red indicating the poverty rates between 24.7-45.1 percent. It clearly shows the importance of having economically stable agricultural projects to these selected areas. Shifting or converting Paddy fields into Cavendish Banana cultivation, due to low income and implementation of this agricultural project under selected GN divisions in Vellavelly Divisional Secretariat will create positive impacts for the annual income of farmers. Implementation of Cavendish banana cultivation project by targeting export market will increase the

	<p>income of the farmers in selected area and future expansions will help to reduce the head count poverty index under the Sri Lankan's poverty line of Vellavelly Divisional Secretariat.</p> <p>In the DS division there are two major irrigation schemes Navagiri and Thumpankerny and ten minor tanks operated by the Provincial irrigation department and more than 100 ponds as source of water for cultivation. Malayarkadu and Villanthoddam GN divisions have no pipe born water supply, but they have safety wells and tube wells in the areas. There are 73 safety wells and 17 tube wells and majority of them are in Villamthoddam GN division. In other three GN divisions there is pipe born water supply is available and out of 1,252 families 442 families are access to pipe born water supply from the National Water Supply and Drainage Board. Others have access to safety wells, tube wells and other sources for drinking water purpose.</p> <p>In the Poraithivu Pattu DS division there is a MOH office and family welfare officers in all 43 GN divisions are functioning to look after the health of the people. There are a central dispensary and clinic centres in the division. According to the information provided by DS office, there are 33 schools available in the DS division covering all the 43 GN divisions, and a Zonal Education Office functioning in the area to manage these schools. As per the classification of state schools all categories of schools are found in the DS division. School leavers belongs to the selected areas of Vellavelly DS division should be encouraged to contribute to the Cavendish banana cultivation or to get employment opportunities as skilled farmers or opportunities at post harvesting processing activities. Modernisation of agriculture sector increase or provide stable monthly income and other income generating opportunities in the agriculture sector. These developments should attract the school leavers, both males and females' youths in the area.</p>
<p>Project Benefits</p>	<ul style="list-style-type: none"> • Increase yield through the introduction of new and improved technologies <ul style="list-style-type: none"> ✓ Productive land preparation methods such as laser levelling ✓ Water conservation/management through introduction of micro sprinkling which reduces the water use about 60% and water accessibility will be improved by ensuring the accessibility for every farmer throughout the year ✓ New disease control techniques will be introduced such as drone technology ✓ Effective use of weedicides, pesticides (IPM) • Introduction of new quality enhancing technologies such as on-farm and off-farm technologies proposed above • Introduction and provision of irrigation system (micro sprinkling) • Introduction of post harvesting practices to minimise post-harvest losses • Increase engagement or participation of Youth and reduce unemployment in the area • Increase Women involvement and empower marginalised groups • Ensure sustainability of the project initiatives though benefits of development of Public Unlisted Company (PUC). • Training, awareness and capacity building programmes which leads to <ul style="list-style-type: none"> ✓ Increase the quality of production ✓ Improve Innovativeness ✓ Increase Business professionalism and empower farmers ✓ Increase Legal compliance • Increase sustainable income through increasing the yield, good market price, stable market, reduce input material cost, etc • Identify and establishment of international market linkages • Improvements to rural roads which will smooth farm accessibility and associated other benefits such as reduce loss/damage of postharvest

	<ul style="list-style-type: none"> • Establishment of intermediary collection centres in the locality to reduce the transport cost to the farmers • Establishment of compost yards which encourages the use of organic fertilisers and reduce cost for chemical fertilisers and reduce the volume of solid waste generation • Training and awareness will strengthen skills, talents and knowledge to undertake and manage all activities of commercial organisation • District level post-harvest facilities provide storage and hitec post harvesting facilities to keep products in market acceptable standards • Increase and improve the marketing and communication within the cluster
<p>Social Impact</p>	<p>Subsequently, the magnitude of the proposed project interventions and number of projects units scattered in the selected tracts. All the selected roads are belonged to the Porathivu Pattu Pradeshiya Sabha including the reservation. There will not be any changes in alignment or width. All the roads have been well established and no encroachments or legal issues. All the Banana lands are to be irrigated with the available wells and the new wells which are planned to be constructed in the cluster area. In addition, micro irrigation and Automation will have to be installed. No land acquisition is required, and no resettlement impacts are anticipated.</p> <p>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 capacity building through farmer business and marketing training. Hence, banana farmers will get direct economic advantages and surrounding community benefited by direct and indirect employment opportunities from the post-harvest processing centre related activities, establishment compost production plant, and waste minimisation, income generation and empowerment project.</p> <p>During the discussions had with farmers, it was highlighted that 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 engage 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, development of banana cultivation will a good prospect for the youth to have stable income and it prevents local employment migrations.</p> <p>The anticipated negative social impacts of the proposed project will be minor or insignificant. Summarised social impacts and mitigation measures are shown in table 11. However, following impacts are listed to get emphasis in the project selection and implementation:</p> <ul style="list-style-type: none"> • Exclusion of vulnerable groups in the beneficiary selection • Receive double benefits by farmer families which leads to unfair beneficiary selection and reduce opportunities for needy people in the area • Reduce social cohesion among the community in the area due to biasness and unfair distribution of benefits • Construction impacts such as noise, vibrations, dumping of excavated soil and siltation of waterbodies • Livelihood impacts during the construction period • Labour influx for post-harvest processing centres • Public/ occupational health and safety hazards, and on impacts on environment during the construction period

	<ul style="list-style-type: none"> All environmental related issues identified in the EMP will also have a serious impact on the society
<p>Mitigation Measures</p>	<p>Proposed migratory measures for the negative social impacts listed above</p> <ul style="list-style-type: none"> Exclusion of vulnerable groups in the beneficiary selection <p>Proposed beneficiaries are selected based on the availability of minimum of 0.2 hectares banana land and the willingness of the participation. Rest of farmers will be covered through future expansions</p> <p>Marginalise disabled farmers who has minimum 0.2 hectares of banana lands were considered by analysing the ability of carrying out the cultivation activities</p> <p>However, the selection norm of the project is underscored to select 40% female beneficiaries and give more attention to the vulnerable groups. Thus, 40% of project beneficiaries are expected to be female farmers in the area; each one having a minimum of 0.2 hectares of banana land</p> <ul style="list-style-type: none"> Receive double benefits by farmer families which leads to unfair beneficiary selection and reduce opportunities for needy people in the area <p>Similarly, there are possibility of receiving double benefits by single family due to biasness, influences, etc. Hence, selection procedure should be unbiased and transparent. Final list selected beneficiaries could be displayed at several common places for people to review. In the meantime, adhering to selection criteria's, avoid influences, etc. will be steps which the issue can be mitigated.</p> <ul style="list-style-type: none"> Reduce social cohesion among the community in the area due to biasness and unfair distribution of benefits <p>The potentials for disturbing the social cohesion due to distribution of benefits. Selection of beneficiary is the vital step of reducing the said potentials. Unbias and transparent beneficiary selection procedure will maintain the cohesion among the farmers in the area. Most importantly, agreement should be signed for sharing wells among farmers before establishing the wells.</p> <ul style="list-style-type: none"> Construction impacts such as noise, vibrations and dumping of cleared vegetations excavated soil <p>Anticipated impacts due to the construction will be generic and most of the impacts will be mitigated by following good construction practices</p> <p>Noise and vibration will be reduced by maintaining the construction machinery and limit the construction activities in the day time only</p> <p>The excavated soil will be used to rehabilitate the surroundings on the wells and landscaping of the area</p> <p>ASMP will also address the migratory measure detailed to be implemented during the construction</p> <ul style="list-style-type: none"> Livelihood impacts during the construction <p>Construction includes rehabilitation of irrigation, rehabilitation of roads and small-scale cluster value chain infrastructure facilities are also proposed including collection centre, organic fertiliser unit, waste mitigation and fruit bag manufacture unit. As considered the magnitude of the constructions and the land availability of the area, the impact due to construction on livelihood will be insignificant</p> <p>However, the safeguard officer responsible for community liaison and to handle public complaints on environmental/ social related matters or social Audit Committees will be mobilise closely and monitor project's construction progress and report to the project management if any</p> <ul style="list-style-type: none"> Labour influx for post harvesting processing centres

	<p>Labour will be hired where possible from the local community and the contractor will give priority to women when hiring</p> <p>Worker Code of Conduct will be included as part of the employment contract - that establishes the workers' commitment in attitudes and behaviour preventing, combating and responding Gender-Based Violence (GBV)</p> <p>During implementation, robust measures will be implemented to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination)</p> <ul style="list-style-type: none"> • Public/ occupational health and safety Hazards, and on impacts on environment <p>All measures in the Environment Management Plan (EMP) will be implemented in regard to management. Necessary COVID19 safety measures and protocols will be implemented as per government, WHO and World Bank guidelines by all construction workers</p> <p>Existing farmer usage of fertilisers and chemicals may cause acute or/and chronic health impacts to the farmers. Use of drone technology, training and awareness will reduce the direct exposure to minimise the risk</p>
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Table 11: Social Risks & Impacts and Mitigation Measures

Activities	Land requirements	Risk of exclusion of vulnerable groups	Receiving Double Benefits by Farmers	Temporary Impacts due to Constructions	Risks due to labour influx	Reduce Social Cohesion	Public/ occupational health and safety hazards	COVID19 risks
• Beneficiary selection	land owned by beneficiary	Yes	Yes			Yes		
• Cultivation Activities								
• Land preparation	land owned by beneficiary				Yes		Yes	Yes
• Irrigation Management Activities	land owned by beneficiary				Yes		Yes	Yes
• Use of fertilisers and chemicals • Mechanical Weeding • Insect Control • Sigatoka Fungus Control • Nematode Control • Other Spray					Yes		Yes	Yes
• Introduction of drone technology • Geo-positioning	land owned by beneficiary				Yes		Yes	Yes

Activities	Land requirements	Risk of exclusion of vulnerable groups	Receiving Double Benefits by Farmers	Temporary Impacts due to Constructions	Risks due to labour influx	Reduce Social Cohesion	Public/ occupational health and safety hazards	COVID19 risks
<ul style="list-style-type: none"> Land surveys for site selection Levelling for land preparation and drainage Disease surveys using infra-red photography Application of pesticides 								
<ul style="list-style-type: none"> 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 beneficiary				Yes		Yes	Yes
<ul style="list-style-type: none"> Harvesting, Post-harvesting, maintenance of fields 	land owned by beneficiary				Yes		Yes	Yes
<ul style="list-style-type: none"> Construction Activities 								
<ul style="list-style-type: none"> Rehabilitation of Roads 	owned by Govt			Yes	Yes	Yes	Yes	Yes
<ul style="list-style-type: none"> Rehabilitation of Bridge 	owned by Govt			Yes	Yes	Yes	Yes	Yes
<ul style="list-style-type: none"> Construction of Collection Centres 	owned by Govt			Yes	Yes	Yes	Yes	Yes
<ul style="list-style-type: none"> Establishment of compost production units 	owned by Govt			Yes	Yes	Yes	Yes	Yes
<ul style="list-style-type: none"> Construction of Agro Wells 	land owned by beneficiary			Yes	Yes	Yes	Yes	Yes

Activities	Land requirements	Risk of exclusion of vulnerable groups	Receiving Double Benefits by Farmers	Temporary Impacts due to Constructions	Risks due to labour influx	Reduce Social Cohesion	Public/ occupational health and safety hazards	COVID19 risks
<ul style="list-style-type: none"> Erection of Elephant Fence 	owned by Govt			Yes	Yes	Yes	Yes	Yes
<ul style="list-style-type: none"> Mitigation Measures 	<ul style="list-style-type: none"> -Review ownership details – confirm with DS -Consent/ approval letters GoSL -agreement to donate for private as per policy framework guidance 	<ul style="list-style-type: none"> -equitable beneficiary criteria and transparent selection process (Refer SOCIAL MANAGEMENT PLAN (SMP) mitigation measures) 	<ul style="list-style-type: none"> - adhering to selection criteria’ s, avoid influences, etc - display selected farmer list (Refer SMP mitigation measures) 	<ul style="list-style-type: none"> -implementation of EMP and good construction practices (Refer SMP mitigation measures) 	<ul style="list-style-type: none"> -prioritise hiring local labour -Code of Conduct (Refer SMP mitigation measures) 	<ul style="list-style-type: none"> - Transparent selection procedure, display selected farmer list (Refer SMP mitigation measures) 	<ul style="list-style-type: none"> - Documented consultations/consent/ agreement with all stakeholders (Refer SMP mitigation measures) 	<ul style="list-style-type: none"> WHO/SL/WBO Safety measures (Refer SMP mitigation measures)

F. STAKEHOLDERS ENGAGEMENT AND PUBLIC CONSULTATION

STAKEHOLDERS’ ENGAGEMENTS

The PPMU of ASMP has discussed with the Chief Secretary of Eastern Province, Provincial Director of Agriculture (Eastern Province), District Secretary, Batticaloa, Deputy Commissioner of Agrarian Development, Batticaloa who are responsible for all development coordination activities and agriculture extension works in the cluster area. 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 on the existing situation of FOs and their role and functions in fertiliser distribution for cultivation. Most of the identified farmers for banana cultivation are members of existing FOs. Another specific set up 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.

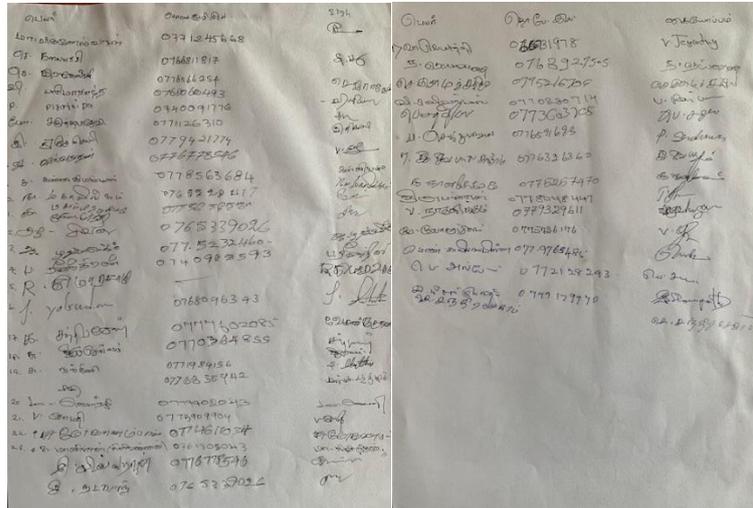
Selection of potential villages with interested farmers were done by District Coordinator with the active support of AIs in the relevant areas under the direction of PPMU and ISP consultants. The FOs have also been consulted in this process. Some banana farmers have been identified through the Farmer Organizations currently functioning in Vellaveli.

PUBLIC CONSULTATION

Consultation was held with the private sector involved in input supplies, marketing and transportation of agricultural products. Public consultations were mainly carried out with farmers to identify the social and environmental aspects that can be raised through the project activities. Community mapping outputs are

shown below. Most importantly, attention has been paid on the existing situation of Farmer Organisations (identified as DCOs) and their role and functions in irrigation management and decision making. Community consultations were conducted by ISP-ASMP (See Figure 2: Attendance sheets of public consultation, Figure 3: Photographs of community consultation/field visit). Following points were highlighted during the consultation held with farmers in the selected area.

Figure 2: Attendance Sheets of Community Consultation



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

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

Figure 3: Community mapping activities



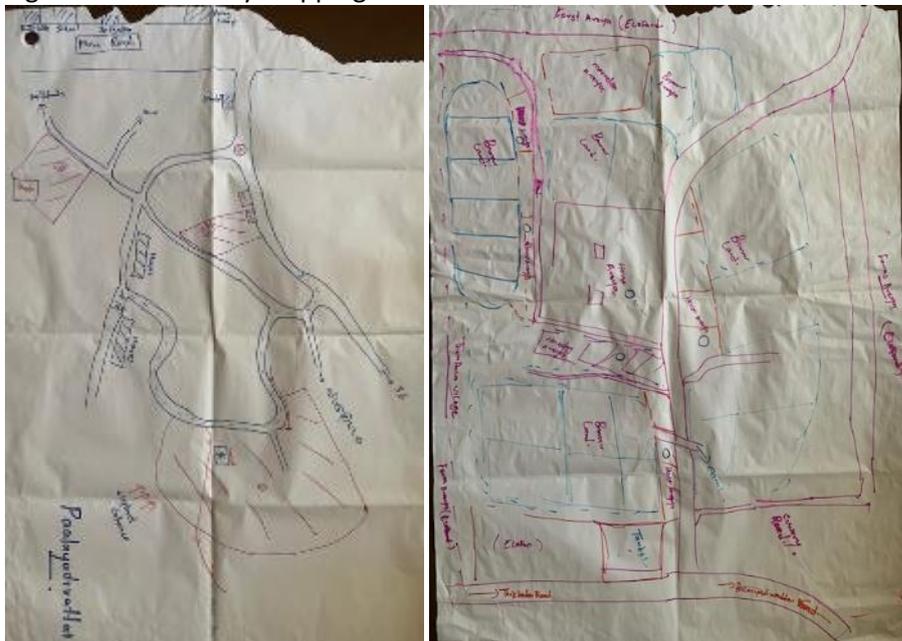


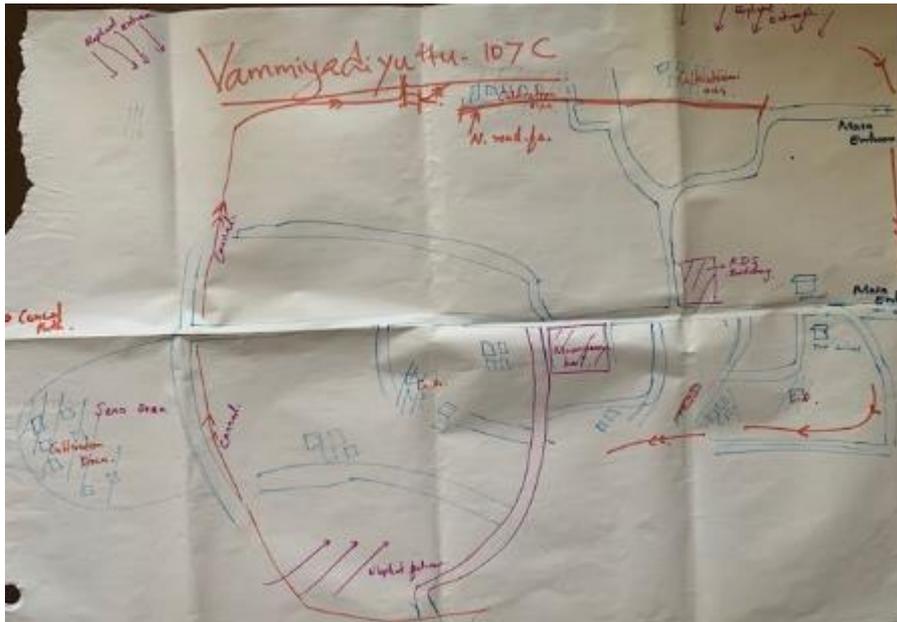
At present there are no commercial type banana cultivations in the district or in the cluster area. They do banana only in home gardens and are not using any new technologies. Therefore, new project will be “entirely new one” to the beneficiaries.

Therefore, the project should start from the beginning to inculcate the beneficiaries in banana cultivation and its new technologies. Accordingly, this project should be taken forward by overcoming the following problems and challenges.

1. Low yield of banana presently farmers are experiencing in their home garden cultivations due to poor agronomic practices being adopted.
2. Reluctant to adopt new technologies.
3. Commercial cultivation is new to them and the proposed Cavendish variety also new to them.
4. Presently experiencing flooding method of irrigation for crop productions creates many problems such as waterlogged conditions, poor crop performances, high disease incidence and waste of water.
5. High risk of soil erosion due to prolonged flood irrigation.
6. Poor crop management practices and poor sanitation.
7. No attention on pre or post harvesting quality improvement activities.
8. Difficulties in finding labor.
9. Most of the youth in the labor force have left the district or gone abroad for employments.
10. Even the youth living in the district are reluctant to choose agriculture as their main livelihood.
11. Unavailability as well as unbearable prices of chemical fertilizers and pesticides.
12. problems of using machineries in crop production activities under present crisis of fuel shortage.

Figure 4: Community mapping Outcomes





- Existing issues

Some farmers were raised their existing issues related to the agricultural activities during the public consultation such as floods and accessibility difficulties. There were many locations identified in the area having floods during monsoons and damage to roads. Most of these roads are belongs to Porathivu Pattu Pradeshiya Sabha. All these roads to be developed to ensure the smooth transportation of goods.

In the area, major concern discussed was elephant threat who are roaming in the area. Proper measures should be taken before establish any crop to make it sustainable. Further, there are other wild animal issues such toque macaque, wildbows, Porcupine, etc

Figure 5: Existing Condition of the proposed cultivation lands





Figure 6: Existing Agro Wells



G. GRIEVANCE READDRESSSED MECHANISM (GRM)

A GRM will be in place to promptly to 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 registry in their premises. The ASMP, irrigation and DS official will facilitate to resolve 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 provincial PMU/ regional project office to address the issues which are unsolved or when affected person is not satisfied with decision at field level. Further, IPS national level representatives are there to address the issues coming from field level. The third tier of GRM will operate at PMU headed by Project Director of ASMP with technical support from Environmental and Social Safeguards Specialist to address the issues which are not solved at 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 collection centre, organic fertiliser unit, waste mitigation, fruit bag manufacture unit. All the activities excluding compost plant are renovations/reconstructions. Only a compost plant to be introduced
Does the intervention include upgrading or rehabilitation of existing physical facilities?	✓			Land clearance will be there for the construction of smallscale cluster value chain infrastructure facilities. Further, rehabilitation of Birdge, rehabilitation of roads will be taking 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 is in possession of the government/community land?		✓		These lands include Private Farmlands, deed and permits given by Divisional Secretariat of Vellaveli. Some of the lands are belongs to DS which have been given on permit base
Is this project intervention requiring private land acquisitions?		✓		No land acquisition taken place
If the site is privately owned, can this land be purchased through negotiated settlement?				N/A
If the land parcel has to be acquired, is the present plot size and ownership status known?				N/A
Are these land owners willing to voluntarily donate the required land for this subproject?				N/A
Whether the affected land owners likely to lose more than 10% of their land/structure area because of donation?				N/A
Is land for material mobilisation or transport for the civil work available within the existing plot/ Right of Way?	✓			The accesses to proposed sites are free from other encumbrances. No extra land requirement identified by

Probable involuntary resettlement impacts	Yes	No	Not known	Details
				the engineering team as lower scale involvement to the infrastructures
Are there any non-titled people who are living/doing business on the proposed site/project locations that use for civil work?		√		
Is any temporary impact likely?	√			Noise, vibration, dumping of excavated soil dumping etc., Traffic and conveyance during construction of roads and some interruption of conveying water during drainage rehabilitations in the construction and labour management measures area given in the SMP
Is there any possibility to move out, close of business/ commercial/ livelihood activities of persons during constructions?		√		
Is there any physical displacement of persons due to constructions?		√		
Does this project involve resettlement of any persons? If yes, give details.		√		
Will there be loss of /damage to agricultural lands, standing crops, trees?		√		
Will there be loss of incomes and livelihoods?		√		
Will people permanently or temporarily lose access to facilities, services or natural resources?		√		There will be minor temporary interruptions to access during renovation of roads
Are there any previous land acquisitions happened and the identified land has been already acquired?		√		
Are any indigenous people living in proposed locations or affected/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 community and the stakeholders of the area. An awareness session will be conducted to select social auditing committee

about the project interventions and their responsible in the project implementation. ISP Safeguards specialist will continue to monitor all activities. In addition, the Environmental and Social Safeguards Specialist of ASMP will periodically monitor the effectiveness implementation ASMP.

2. Monitoring

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

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

- Chairperson: - Provincial Deputy Director of ASMP
- Members (representatives from the following institutions):
 - National Safeguards Specialist of ISP
 - Environmental and Social Safeguards specialist of the ASMP or his representative
 - Divisional Secretariat Vellaveli or DS representative
 - Department of Agriculture or Representative
 - GN representation from each GND
 - Vellaveli farmer organisation members
 - Village representatives from each selected GND.

J. SOCIAL MANAGEMENT PLAN (SMP)

No	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
1	Vulnerable groups in the beneficiary selection	<ul style="list-style-type: none"> • 40% of project beneficiaries will be female farmers in the area who have a minimum of 0.2 hectare of banana lands • Marginalise disable farmers who has minimum 0.2 hectares of banana lands will be considered by analysing the ability of carrying out the cultivation activities. • Excluded farmer of the project will be covered through future expansions 	<ul style="list-style-type: none"> • Provincial Office, GN, Agrarian, DS 	<ul style="list-style-type: none"> • PMU – Social and Environment Specialist 	<ul style="list-style-type: none"> • Included in EMP

No	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
2	Receive double benefits by a single unit family	<ul style="list-style-type: none"> • Selection criteria should not allow two farmers selected from single unit of family. • Selection process should not be bias and should be transparent. • Selected beneficiary list should be displayed for community • Selection panel should be a team with representing all aspects • Avoid influential selections 	<ul style="list-style-type: none"> • DOA, ISP, PPMU, GN, DS 	<ul style="list-style-type: none"> • PMU – Social and Environment Specialist 	Included in EMP
3	Disturbances to the social cohesion among farmers in the villages	<ul style="list-style-type: none"> • Proper, transparent, non-bias selection procedure should be followed to ensure fair selection of farmers to the program which won't lead any social imbalances. • Monitor/ supervise independently • Sign agreements with farmers for sharing wells before establishing wells 	<ul style="list-style-type: none"> • DOA, ISP, PPMU, GN, DS 	<ul style="list-style-type: none"> • PMU – Social and Environment Specialist 	Included in EMP
4	Public complaints and lack of community awareness and support for the project implementation	<ul style="list-style-type: none"> • Residents in the area will be briefed of the project, its purpose, design and outcomes with comprehensive discussion. Consultations will be repeated once the contractor is mobilised. • The GRM will be established to receive and resolve complaints/ grievances related to disturbances caused by construction including GBV related issues. • Awareness will be created of the GRM among community and contact details will be publicly displayed to report grievances 	<ul style="list-style-type: none"> • Social/ Environment safeguard officer/ PPMU Engineer 	<ul style="list-style-type: none"> • PMU 	• Included in EMP.

No	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
5	Possible livelihood impacts	<ul style="list-style-type: none"> Beneficiary, farmer organisation and project officials and/or Social Audit Committees etc. will be mobilised to closely monitor project's construction progress and report to the project management if any Safeguard Officer will be there and responsible for community liaison and to handle public complaints regarding environmental/ social related matters 	<ul style="list-style-type: none"> Contractor 	<ul style="list-style-type: none"> Social/ Environment safeguard specialist 	<ul style="list-style-type: none"> N/A
6	Construction related disturbances from noise, Vibration, Dumping of excavated soil & dust	<ul style="list-style-type: none"> All measures in the EMP will be implemented in regard to management of construction related impacts including impacts to the environment including pollution, deforestation, soil erosion and management of solid waste 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/environment safeguards mitigations measures during construction 	<ul style="list-style-type: none"> Contractor 	<ul style="list-style-type: none"> Social/ Environment safeguard specialist 	<ul style="list-style-type: none"> Included in construction cost.
7	Labour Influx related issues (e.g. GBV)	<ul style="list-style-type: none"> Local labour will be hired where possible and contract will give priority to women when hiring Worker Code of Conduct (Refer Annexed) will be included as part of the employment contract - that defines workers' commitment in attitudes and behaviour preventing, combating and responding GBV Contractor will implement robust measures to prevent 	<ul style="list-style-type: none"> Contractor 	<ul style="list-style-type: none"> Social/ Environment safeguard specialist 	<ul style="list-style-type: none"> Included in construction cost.

No	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
		sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination)			
8	Public/ occupational health and safety Hazards, and on impacts on environment	<ul style="list-style-type: none"> • All measures in the EMP will be implemented in regard to management. • Introduction of drone technology to conduct disease surveys and to apply pesticides by minimising human contact • Provide training and awareness on safe use of fertilisers and chemicals. Monitoring of handling practices/equipment handling by safeguard specialist and provide onsite trainings • Necessary COVID19 safety measures and protocols will be implemented as per Government, WHO and World Bank (WB) guidelines by all construction workers 	<ul style="list-style-type: none"> • Contractor 	<ul style="list-style-type: none"> • Social/ Environment safeguard specialist 	<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • Land preparation • Fencing (if applicable) • Land preparation • Micro levelling • Drainage Labour • Raised Beds • Preparation of pits & planting • Planting materials • Fertiliser in the planting pit • Planting Tools 	<ul style="list-style-type: none"> • Increase the income generation due to the increment of productivity and the quality with land preparation techniques 	<ul style="list-style-type: none"> • SP

Key project activities	Potential social effects	Significance of social effect with mitigation in place
<ul style="list-style-type: none"> • Planting Aids • Harvesting Crates 		
<ul style="list-style-type: none"> • Introduction of basic flood prevention and drainage field techniques • Site levelling using drone surveying and laser levelling machinery • Quick water evacuation ditches • Surface drainage techniques (removal of wet spots) 	<ul style="list-style-type: none"> • Enhance the productivity and the product quality 	<ul style="list-style-type: none"> • SP
<ul style="list-style-type: none"> • Use of fertilisers and chemicals • Mechanical Weeding • Insect Control • Sigatoka Fungus Control • Nematode Control • Other Spray 	<ul style="list-style-type: none"> • Exposure to health hazardous chemicals 	<ul style="list-style-type: none"> • NS
<ul style="list-style-type: none"> • Product transportation and storage 	<ul style="list-style-type: none"> • No significant impacts 	<ul style="list-style-type: none"> • NS
<ul style="list-style-type: none"> • Introduction of drone technology • Geo-positioning • Land surveys for site selection • Levelling for land preparation and drainage • Disease surveys using infra-red photography • Application of pesticides 	<ul style="list-style-type: none"> • Less exposure on health hazardous chemicals 	<ul style="list-style-type: none"> • SP
<ul style="list-style-type: none"> • New and improved quality enhancing technologies • Introduction of coloured plastic ribbons to fix the age of the fruit • Bunch clearing, de-flowering, de-handing, de-leafing, debudding, bagging, propping and guying • Fish line de-handing, de-latexing 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 	<ul style="list-style-type: none"> • Pleasant visual impact and comfortable working environment with easy handling techniques 	<ul style="list-style-type: none"> • SP

Key project activities	Potential social effects	Significance of social effect with mitigation in place
<ul style="list-style-type: none"> • Introduction of water conserving and low-pressure drip and mini sprinkler irrigation systems • Computer controlled heads for water application scheduling supported by fertility sensors, soil moisture sensors and irrigation friendly double row planting • Precision fertigation with liquid organic compounds • Precision application of liquid pesticides • Anti-clogging flushing components 	<ul style="list-style-type: none"> • Less exposure on hazardous chemicals and effortless of daily activities 	<ul style="list-style-type: none"> • SP
<i>Infrastructure Activities (Renovation of roads, construction of bridge, construction of collection centres and compost yard, construction of agro wells and erection of elephant fence)</i>		
<ul style="list-style-type: none"> • Vegetation clearing 	<ul style="list-style-type: none"> • Clearing of vegetation will collect significant amount of waste which will lead to public inconvenience, emission of dust, erosion of fertile topsoil layer 	<ul style="list-style-type: none"> • NS
<ul style="list-style-type: none"> • Material transportation and storage 	<ul style="list-style-type: none"> • Emission of dust, generation of noise, disturbance to natural drainage, traffic congestion, public inconvenience 	<ul style="list-style-type: none"> • NS
<ul style="list-style-type: none"> • Embankment Construction 	<ul style="list-style-type: none"> • Emission of dust, generation of noise and vibration, disturbances/blockage of natural drainage paths, public inconvenience 	<ul style="list-style-type: none"> • NS
<ul style="list-style-type: none"> • Disposal of waste 	<ul style="list-style-type: none"> • Pollution of waterways, blockage of drainage, siltation of downstream damage to habitats and public inconvenience 	<ul style="list-style-type: none"> • NS
<ul style="list-style-type: none"> • Wastewater 	<ul style="list-style-type: none"> • The proposed agricultural activities will be undertaken using only organic fertiliser and integrated pest management practices. Therefore, application of chemical fertiliser, pesticides and insecticides will be minimised. Hence the soil and ground/surface water will not be polluted. Further, health impacts will be negligible 	<ul style="list-style-type: none"> • NS

Key:

NS - Effect not significant, or can be rendered insignificant with mitigation

SP - Significant positive effect

SN - Significant negative effect

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

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

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

No. Yes. If yes, approximately how many?

No. of HHs losing <10% of their productive assets - **N/A**

(land/cowshed/shops)..... **N/A**

No. of HHs losing 10% or more of their productive assets?..... **N/A**

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

After reviewing the answers above, it is determined that the 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

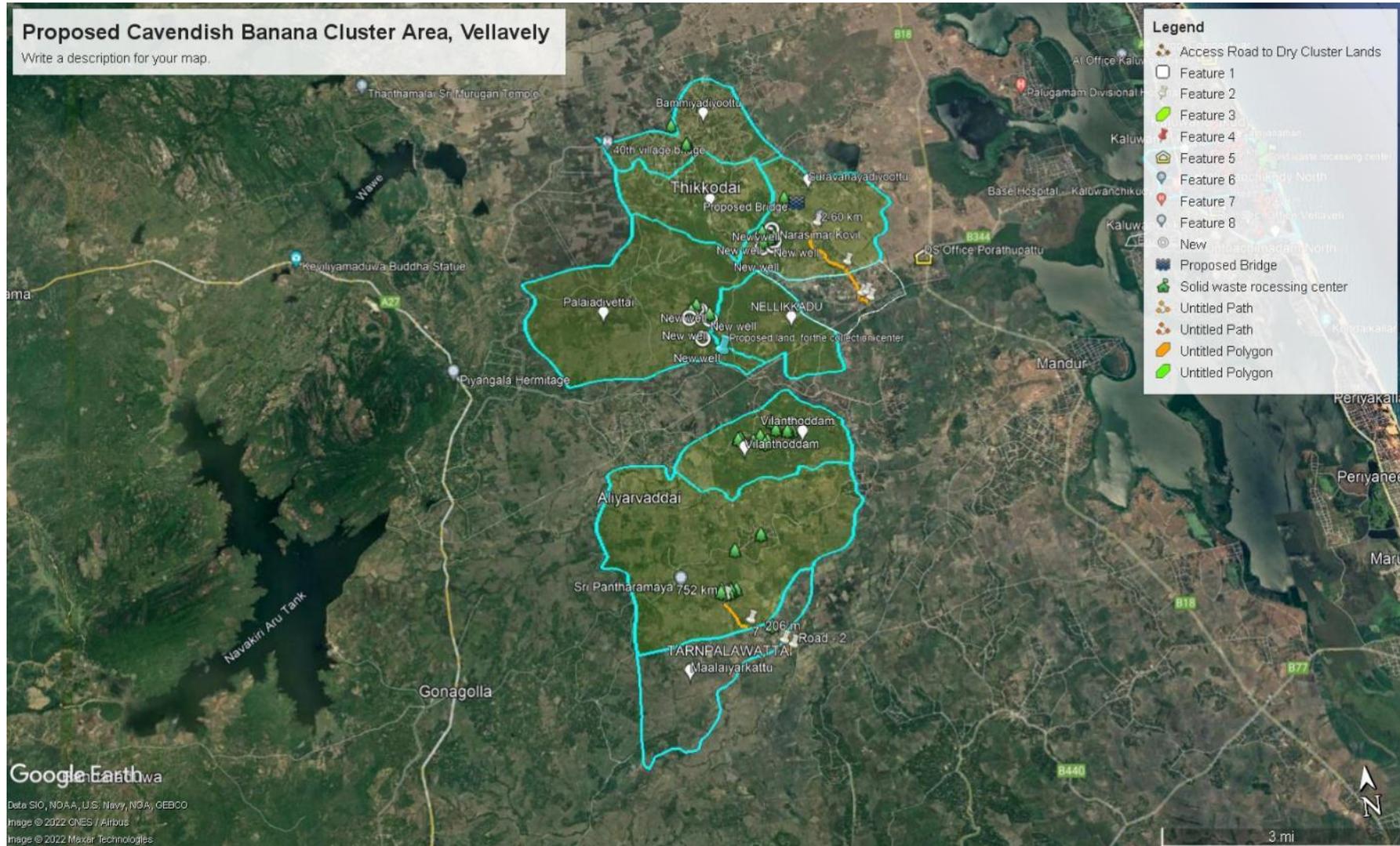
L. DETAILS OF APPROVAL AND SUBMISSION

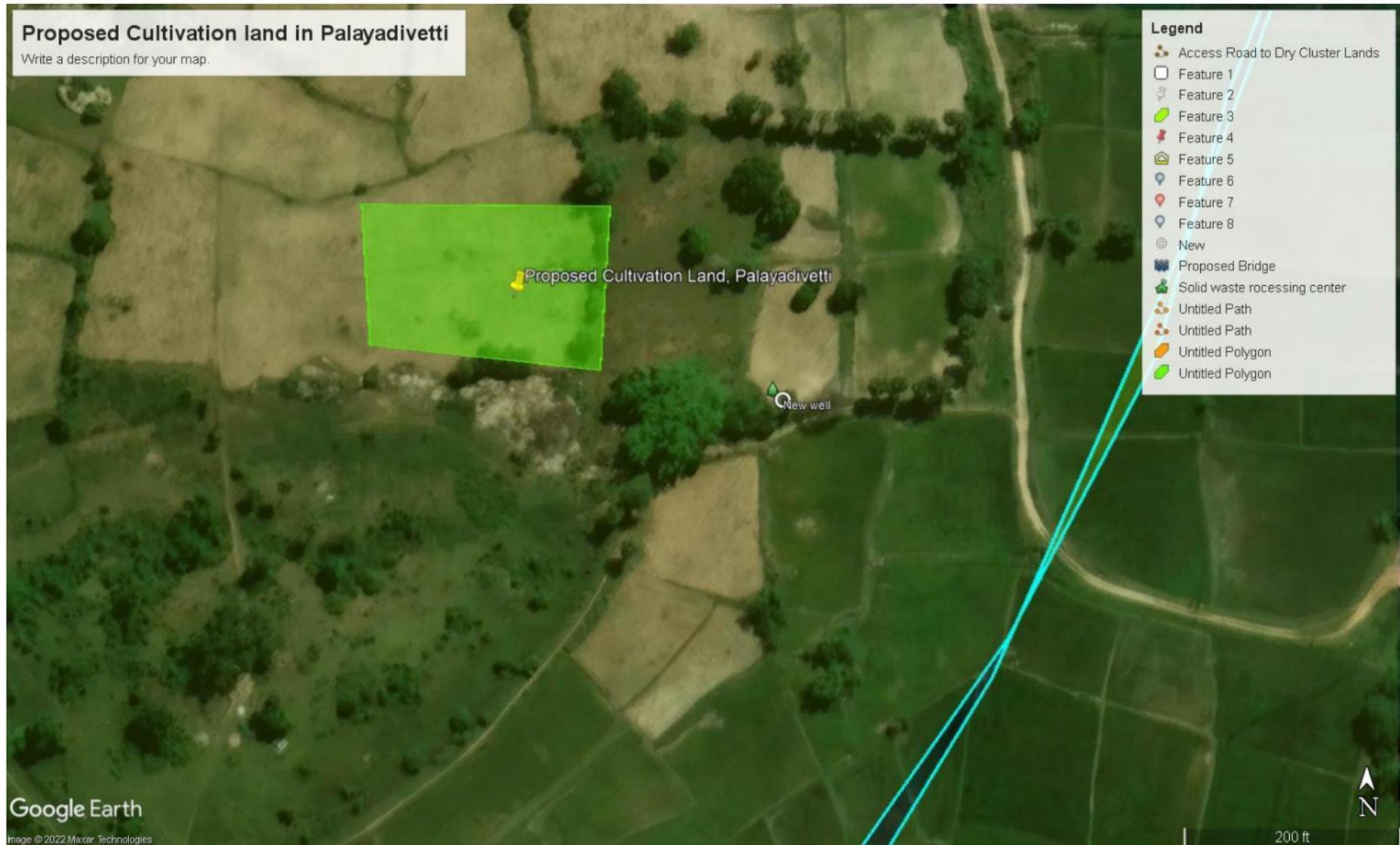
<p>Screening report completed by J.A.P. Jayaweera National Safeguards Specialist ISP/ASMP</p> <p>Name/Designation/Contact information</p>	<p>Date July 2022</p>  <p>Signature</p>
<p>Screening report reviewed by D.M. Sanjaya Bandara Environment and Social Safeguard Specialist Agriculture Sector Modernization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

ANNEX 1: INSTITUTIONAL ROLES IN VELLAVELI BANANA CLUSTER

Agency/ Private sector	Officer Responsible	Expected role in cluster development
Provincial Department of Agriculture (North)	Provincial Director (Agriculture)	Lead and provide guidance to relevant officers and FPO. Coordinate all line agencies at District level
	Deputy Director (Agriculture)	Provide guidance to relevant officers and FPO. Provide extension services and inputs. Solving of 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.
Divisional Secretariates (Valikamam North, East and South)	3 Divisional Secretaries	Make representation for review committees to assist DD (Agriculture) Settlement of land issues and issue land permits if necessary. Make required services to PFO from other agencies.
	3 Land Officers	Settlement of land disputes. Clearing boundary demarcations.
	36 Grama Niladaris	Assist to identify eligible legal farmers. Organize farmer meetings.
Agrarian Development Department	4 Agrarian Development Officers	Get the involvement for input supplies such as seeds, Organic and Chemical fertilizers, Machineries For effective cooperation from existing Farmer Organizations 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











ANNEX 3: BENEFICIARY LIST

Index No	Name of the Farmer	Gender (M/F)	NIC	GN Division (Adress)	Mobile TP	Land Extent (ac)	Ownership	Availability of water annually	Irrigation system	Water resource	GPS Coordinates/ Land location		GPS Coordinates/ Water source location	
											Easting	Northing	Easting	Northing
MALAIYARKADU														
1	Kumaarthambi Maheswaran	M	196331804160	Malaiyarkadu	776459128	1/2	Deed land	Yes	Manually	Tube well	575982	822169	575954	822182
2	Maheshwaran Patkunam	M	751751826V	Malaiyarkadu	741799288	1/2	Deed land	Yes	Manually	Well				
3	Samithampi Kanagarathinam	M	432362442V	Malaiyarkadu	779713877	1/2	Deed land	Yes	Manually	Well of other				
4	Inthirani Paramalingam	F	666475330V	Malaiyarkadu	771330217	1/2	Permit land	Yes	Manually	Drain water	575433	823837		
5	Thangarasa Kanesamoorthi	M	660882723V	Malaiyarkadu	779698524	1/2	Deed land	Yes	Manually	Well	576438	824112	576450	824103
6	Radnasingam Ponnathurai	M	601642794V	Malaiyarkadu	773066181	1/2	Deed land	Yes	Manually	Well	576574	824615	576563	824602
7	S.Moganasuntharam	M	730223374V	Malaiyarkadu	766345986	1/2	Deed land	Yes	Manually	Well	576423	822316	576383	822355
8	Sarawanamuthu Hemamalini	F	197684502920	Malaiyarkadu	769094196	1/2	Deed land	Yes	Manually	Well	576056	822020		
9	Kanakarathinam Veeramani	M	830701087V	Malaiyarkadu	770413111	1/2	Deed land	Yes	Manually	Well	575986	823311	575968	823292
10	Kaathamuthu Nadaraja	M	560283598V	Malaiyarkadu	771413560	1/2	Permit land	Seasonally	Manually	Drain water	575051	822997		
11	Nadarasa Jayadhaas	M	940113113V	Malaiyarkadu	750748989	1/2	Permit land	Yes	Manually	Well				
12	Thaivanaayakam Yuvarasa	M	700333841V	Malaiyarkadu	779493954	1/2	Permit land	Yes	Manually	Well	575101	822950		
13	Velupillai Kunavathi	F	587234432V	Malaiyarkadu	768728382	1/2	Permit land	Seasonally	Manually	Rain water	575151	822997		
14	K.Tharshini	F	197860203645	Malaiyarkadu	772925479	1/2	Permit land	Seasonally	Manually	Rain water	575038	823051		

SRR for CDP #9: Cavendish Banana Cluster, Batticaloa

15	V.Pakavathi	F	556433356V	Malaiyarkadu	754138427	1/2	Permit land	Seasonally	Manually	Drain water				
16	Nadarasa Suresh	M	8890152317V	Malaiyarkadu	752005953	1/2	Permit land	Seasonally	Manually	Drain water				
17	Kovinthapillai Poopalapilai	M	592361450V	Malaiyarkadu	758149266	1/2	Permit land	Yes	Manually	Well of other	575230	823002		
18	V.Punithavathi	F	637454188V	Malaiyarkadu	_	1/2	Permit land	Seasonally	Manually	Drain water				
19	T.Meharasa	M	196914603893	Malaiyarkadu	760524414	1/2	Permit land	Seasonally	Manually	Drain water	575344	823013		
20	Poopaalapilai Puvaneswari	F	837623600V	Malaiyarkadu	764180775	1/2	Permit land	Seasonally	Manually	Drain water	575230	823028		
21	Sarawanamuthu Selvaraja	M	622273543V	Malaiyarkadu	772320679	1/2	Permit land	Seasonally	Manually	Drain water	575326	823053		
22	K.Neelakunaratnam	M	197708401172	Malaiyarkadu	772850103	1/2	Permit land	Seasonally	Manually	Drain water	575186	822952		
23	Puwanasingam Prabaharan	M	842401364V	Malaiyarkadu	762452849	1/2	Permit land	Yes	Manually	well	575017	822987	575032	822993
24	T.Kumuthini	F	888012320V	Malaiyarkadu	_	1/2	Permit land	Seasonally	Manually	Drain water				
25	Samithambi Mohanasunthari	F	707990457V	Malaiyarkadu	778367528	1/2	Permit land	Yes	Manually	A.Puddle	575620	821821		
26	Kopaalapillai Jayavani	M	19794003440	Malaiyarkadu	765561086	1/2	Permit land	Seasonally	Manually	Drain water				
27	Iraasathurai Kunasekaram	M	197329001400	Malaiyarkadu	758632860	1/2	Permit land	Seasonally	Manually	Drain water	575369	823873		
28	S.Santhakumar	M	196018802736	Malaiyarkadu	_	1/2	Permit land	Seasonally	Manually	Drain water				
29	Radnasingam Uthayakumar	M	652092500V	Malaiyarkadu	766019048	1/2	Deed land	Yes	Manually	A.Puddle	576413	824648	576435	824609
30	Nallathambi Dilli	F	755373529V	Malaiyarkadu	757270008	1/2	Permit land	Seasonally	Manually	Rain water	575682	821702		
31	Maanikkam Thevarasa	M	196504604966	Malaiyarkadu	762860304	1/2	Deed land	Yes	Manually	Well	575712	821549	575696	821479
32	Ratnam Janamma	F	656354445V	Malaiyarkadu	763725040	1/2	Deed land	Seasonally	Manually	Small Puddle				

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33	A.Arasaretnam	M	812821270V	Malaiyarkadu	762322901	1/2	Deed land	Yes	Manually	Well	575651	821718		
34	Pillayanthambi Yokeswaran	M	700901173V	Malaiyarkadu	776789640	1/2	Permit land	Yes	Manually	Well				
35	K.Yogarasa	M	581502559V	Malaiyarkadu	779158135	1/2	Permit land	Seasonally	Manually	Drain water				
36	Saamithambi Yashotha	F	946741671V	Malaiyarkadu	774192434	1/2	Deed land	Yes	Manually	well	576175	821812	576209	821801
37	V.Prashanan	M	912550397V	Malaiyarkadu	761561050	1/2	Permit land	Yes	Manually	well				
38	Kumarasuwami Saarathevi	F	715773325V	Malaiyarkadu	754138427	1/2	Deed land	Yes	Manually	well	576191	821831		
39	Ganaseharam Sulojini	F	200263310295	Malaiyarkadu	769255014	1/2	Deed land	Yes	Manually	Small well				
40	T.Thangavadivel	M	651703570V	Malaiyarkadu	771239637	1/2	Deed land	Seasonally	Manually	Drain water				
41	Kumarasuwami Ganasekaram	M	650403827V	Malaiyarkadu	763725040	1/2	Permit land	Seasonally	Manually	Small well				
42	Kaalithasan Thayaledsumi	F	715873788V	Malaiyarkadu	768752707	1/2	Deed land	Seasonally	Manually	Rain water				
43	Yoharasa Rusiganthi	F	905573284V	Malaiyarkadu	774828727	1/2	Deed land	Seasonally	Manually	Well				
44	R.Viththiya	F	806371939V	Malaiyarkadu	778960126	1/2	Deed land	Yes	Manually	Well				
45	Vithahamuthu Srikothandan	M	196018802736	Malaiyarkadu	779038328	1/2	Permit land	Seasonally	Manually	Drain water	575397	823807		
46	Nagarsa Vithahan	M	8203334411V	Malaiyarkadu	772595589	1/2	Deed land	Yes	Manually	Well	575682	821667	575691	821669
47	Sountharajan Sasikumar	M	198513704957	Malaiyarkadu	771223560	1/2	Permit land	Seasonally	Manually	Drain water	575427	823822		
48	M.Selvarasa	M	741831996V	Malaiyarkadu	-	1/2	Permit land	Seasonally	Manually	Drain water	575850	823608		
49	Nallathambi Paranchothi	F	786074070V	Malaiyarkadu	779449057	1/2	Leasehold	Seasonally	Manually	Rain water	575683	821676		
SINNAWATTAI														
50	S.Kokularani	F	757200686V	Sinnawattai	776930974	1/2	Deed land	Yes	Manually	Well				
51	K.Jeevakaran	M	860103893V	Sinnawattai	775023887	1/2	Permit land	Seasonally	Manually	Rain water				
52	Kanthaya Sivarasa	M	196305203508	Sinnawattai	7632266073	1/2	Permit land	Seasonally	Manually	Drain water				

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53	T.Jesuthan	M	970231536V	Sinnawattai	756796186	1/2	Permit land	Seasonally	Manually	Rain water	576032	823880		
54	T.Sutharsini	F	888284303V	Sinnawattai	7652237667	1/2	Permit land	Seasonally	Manually	Rain water	575983	823853		
55	Adputharaja Lojini	F	199867302896	Sinnawattai	752577603	1/2	Deed land	Yes	Manually	well of other				
56	M.Santhamalar	F	73183730V	Sinnawattai	766837390	1/2	Permit land	Seasonally	Manually	Rain water	576008	823832		
57	Saravanamuthu Kuthusuwaman	M	551311554V	Sinnawattai	774088464	1/2	Deed land	Yes	Manually	Well				
58	Veluppilai Sivakumar	M	751543301V	Sinnawattai	763555621	1/2	Deed land	Yes	Manually	Well of other				
59	Thillayanparam Iyankeshvaran	M	-	Sinnawattai	761016745	1/2	Deed land	Yes	Manually	well				
60	Krishnapilai Thankarasa	M	196201605506	Sinnawattai	759227486	1/2	Permit land	Seasonally	Manually	Small well				
61	Veluppilai Rasalakshmi	F	805924829V	Sinnawattai	765939962	1/2	Permit land	Seasonally	Manually	Drain water				
62	Aariyaratnam Nakarathnam	M	593004600V	Sinnawattai	760047386	1/2	Permit land	Seasonally	Manually	Drain water				
63	Sarawanamuthu Susan	M	903373342V	Sinnawattai	769939328	1/2	Permit land	Seasonally	Manually	Drain water	576008	824119		
64	Sarawanamuthu Suventhiran	M	-	Sinnawattai	778934574	1/2	Permit land	Yes	Manually	Well	576021	824087	576034	824099
65	Sarawanamuthu Sujeevan	M	941034756V	Sinnawattai	759825982	1/2	Permit land	Seasonally	Manually	Drain water	575999	824148		
66	Savarathnam Thayanithi	F	657273333V	Sinnawattai	762609826	1/2	Deed land	Seasonally	Manually	small well	574999	824304		
67	Sivakuru Makeswari	F	196476703473	Sinnawattai	764162167	1/2	Permit land	Seasonally	Manually	Rain water				
68	Thampiyappa Krishnapilai	M	196233403979	Sinnawattai	764457168	1/2	Deed land	Yes	Manually	Agro well				
69	ThankarasaThiropatatha	F	195971210047	Sinnawattai	776372834	1/2	Permit land	Seasonally	Manually	Rain water				
70	Thampipilai Yoharani	F	845303800V	Sinnawattai	767407957	1/2	Permit land	Seasonally	Manually	Drain water				
71	Singaravel Priyadharshini	F	898270963V	Sinnawattai	775223405	1/2	Deed land	Yes	Manually	Well				

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72	Markakandu Baby	F	647713661V	Sinnawattai	774274493	1/2	Permit land	Seasonally	Manually	Drain water				
73	Kanthayya Parameshvaran	M	611035004V	Sinnawattai	-	1/2	Deed land	Seasonally	Manually	Rain water				
74	Thambipilai Karunainathan	M	691234037V	Sinnawattai	774991702	1/2	Deed land	Seasonally	Manually	Drain water				
75	Sarawanamuthu Sivamani	M	196274710099	Sinnawattai	759485555	1/2	Permit land	Yes	Manually	Drain water				
76	Aarumugam Kumaarasuwami	M	-	Sinnawattai	755194895	1/2	Deed land	Yes	Manually	Well	577211	825327	577259	825352
77	Thambipilai Inthirani	F	198068503240	Sinnawattai	-	1/2	Deed land	Yes	Manually	Drain water				
VILANTHODDAM														
78	Jayaweerasingam Jayakumaran	M	612773785V	Vilanthoddam	773551653	1/2	Deed land	Yes	Manually	Agro well	576314	826214		
79	K.Seethapillai	F	518243497V	Vilanthoddam	773551653	1/2	Deed land	Yes	Manually	well of other				
80	Thachanamoothi Saraswathi	F	675434581V	Vilanthoddam	774111996	1/2	Deed land	Yes	Manually	Well	576148	826118		
81	Samithambi Palasubramaniyam	M	662162108V	Vilanthoddam	774670459	1/2	Deed land	Yes	Manually	Drain water				
82	A.Thangathurai	M	611573936V	Vilanthoddam	753999306	1/2	Permit land	Seasonally	Manually	Rain water				
83	Puwaneshwari Rawinthiran	F	677864591V	Vilanthoddam	-	1/2	Deed land	Yes	Manually	Well				
84	Kunchithambi Jayaseelan	M	721034194V	Vilanthoddam	758801987	1/2	Deed land	Seasonally	Manually	Rain water	575827	826195		
85	Somanaathan Alaguraaja	M	531894561V	Vilanthoddam	776671630	1/2	Deed land	Seasonally	Manually	Puddle				
86	Muuthathambi Paranthaaman	M	593643590V	Vilanthoddam	772074411	1/2	Deed land	Yes	Manually	Drain water	576605	826484		
87	Suntharalingam Santhrathevi	F	705403490V	Vilanthoddam	755806298	1/2	Deed land	Yes	Manually	Drain water	576671	826304		
88	Krishnapilai Kopaalapillai	M	655004375V	Vilanthoddam	754732323	1/2	Deed land	Seasonally	Manually	Rain water	576910	826241		

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89	K.Suntharalinkam	M	560482981V	Vilanthoddam	775335708	1/2	Deed land	Seasonally	Manually	Drain water				
90	Thambipillai Nageshvari	F	687334230V	Vilanthoddam	757737714	1/2	Deed land	Seasonally	Manually	Drain water	576924	826254		
91	N.Nishanthini	F	977103844V	Vilanthoddam	750966906	1/2	Deed land	Yes	Manually	Well				
92	Padkunanaathan Thaiventhiran	M	803331685V	Vilanthoddam	758707846	1/2	Deed land	Seasonally	Manually	well of other				
93	Vellayapillai Murukamoorthi	M	581194846V	Vilanthoddam	759510020	1/2	Deed land	Yes	Manually	Well	577021	826227	577014	826297
94	Thambipillai Thavamani	M	728644753V	Vilanthoddam	755164749	1/2	Deed land	Seasonally	Manually	Drain water	576948	826265		
95	N. Sathiyanaathan	M	_	Vilanthoddam	756964633	1/2	Permit land	Seasonally	Manually	well of other				
96	M.Santhathevi	F	675924767V	Vilanthoddam	752590081	1/2	Deed land	Yes	Manually	Small well				
97	Veerasingam Keetha	F	896834258V	Vilanthoddam	752590081	1/2	Deed land	Yes	Manually	Well	576456	826089		
98	Vairamuthu Panchavarnam	F	565183907V	Vilanthoddam	754510342	1/2	Deed land	Yes	Manually	Agro well	576393	826025		
99	Saamiththampi Ranjitham	F	576762976V	Vilanthoddam	752029470	1/2	Permit land	Yes	Manually	Tube well				
100	Kaalikutty Karunaamma	F	607834148V	Vilanthoddam	752263901	1/2	Permit land	Yes	Manually	Well				
101	Arasarathinam Arasamma	F	555704534V	Vilanthoddam	752029470	1/2	Deed land	Yes	Manually	Agro well	575904	826169	575935	826154
102	Sanmukarasa Lohithamalar	F	777754769V	Vilanthoddam	758711459	1/2	Deed land	Yes	Manually	Well				
103	Kanakarathnam Ravinthiran	M	722512472V	Vilanthoddam	760509983	1/2	Deed land	Yes	Manually	Well				
104	Kopaalapillai Nishanthini	F	937103824V	Vilanthoddam	758707347	1/2	Deed land	Yes	Manually	Well				
105	Raasan Kayalvili	F	_	Vilanthoddam	758711459	1/2	Deed land	Seasonally	Manually	Drain water				
106	Santhirapillai Ambikavathi	F	657544442V	Vilanthoddam	757278435	1/2	Deed land	Seasonally	Manually	Well	575839	826209	575855	826222
107	Arasaradnam Barathini	F	938624283V	Vilanthoddam	_	1/2	Deed land	Seasonally	Manually	Near well	575872	826214		

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PAALAYADIVADDAI														
108	Parinpam Jeevaradnam	M	720443260V	Paalaiyadivaddai	766502858	1/2	Permit land	Seasonally	Manually	Drain water	575481	829186		
109	Navathepan Ambika	F	928360261V	Paalaiyadivaddai	754381393	1/2	Permit land	Seasonally	Manually	Drain water				
110	Kannapar Poopalapillai	M	512493009V	Paalaiyadivaddai	761792948	1/2	Permit land	Seasonally	Manually	Drain water	575161	829207		
111	Sellayya Mokanarasa	M	651863490V	Paalaiyadivaddai	758238184	1/2	Permit land	Seasonally	Manually	Drain water	575519	829200		
112	Kannamuthu Somasuntharam	M	196523103280	Paalaiyadivaddai	774041714	1/2	Permit land	Yes	Manually	Agro well				
113	Maanikkapodi Poopalaradnam	M	603233557V	Paalaiyadivaddai	755954506	1/2	Permit land	Seasonally	Manually	Drain water	575352	829324		
114	Sanmukarasa Rawichanthiran	M	800842093V	Paalaiyadivaddai	752619273	1/2	Permit land	Seasonally	Manually	rain water				
115	Rasavaruvatham Vavikaran	M	880652710V	Paalaiyadivaddai	757019483	1/2	Permit land	Seasonally	Manually	Drain water	575440	829276		
116	Kannapar Paakiyarasa	M	196307503686	Paalaiyadivaddai	751700870	1/2	Permit land	Seasonally	Manually	Drain water	575476	829245		
117	Sivalingam Arichchanthrakumar	M	800670080V	Paalaiyadivaddai	766795291	1/2	Deed land	Yes	Manually	Agro well	575568	829357	575549	829359
118	Kannapar Thilahawathi	F	698244364V	Paalaiyadivaddai	754745550	1/2	Permit land	Yes	Manually	Well	575890	828351		
119	Thirunaavukkarasu Yujenthini	F	887851670V	Paalaiyadivaddai	757676090	1/2	Permit land	Seasonally	Manually	Drain water	575348	829164		
120	Vairamuthu Visvalingam	M	196516202883	Paalaiyadivaddai	765715468	1/2	Permit land	Seasonally	Manually	Drain water	575322	829372		
121	Vellakkutti Vijayaradnam	M	195922903277	Paalaiyadivaddai	750382029	1/2	Leasehold	Seasonally	Manually	rain water				
122	Eliventhan Vijayalogini	F	977273978V	Paalaiyadivaddai	759622487	1/2	Permit land	Seasonally	Manually	Drain water	575268	829202		
123	Sanmuham Selvarasa	M	560983514V	Paalaiyadivaddai	752169008	1/2	Leasehold	Yes	Manually	Agro well				
124	Kanthappan Alaguraja	M	_	Paalaiyadivaddai	_	1/2	Permit land	Seasonally	Manually	Drain water				

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125	Nadarasa Thusanthini	F	867560602V	Paalaiyadivaddai	750382029	1/2	Permit land	Seasonally	Manually	Drain water	575530	829145		
126	Thavarasa kosalashevi	F	_	Paalaiyadivaddai	788771793	1/2	Permit land	Seasonally	Manually	Drain water	575398	828690		
127	Sanmukarasa Kalaivaani	F	_	Paalaiyadivaddai	762558252	1/2	Permit land	Seasonally	Manually	Drain water	575439	829310		
128	Ravichchandran Sinthuja	F	916622040V	Paalaiyadivaddai	750997526	1/2	Permit land	Seasonally	Manually	Drain water	575322	829209		
129	Vadivelu Nadarasa	M	532184169V	Paalaiyadivaddai	754257930	1/2	Deed land	Seasonally	Manually	Drain water	575597	828323		
130	Seeniththambi Paalenthiran	M	_	Paalaiyadivaddai	752642119	1/2	Permit land	Seasonally	Manually	Drain water				
131	Vijayaradnam Prakaash	M	200002502650	Paalaiyadivaddai	761348188	1/2	Permit land	Seasonally	Manually	Drain Water	575528	829173		
132	Sellayya Pathmanathan	M	_	Paalaiyadivaddai	767852289	1/2	Permit land	Seasonally	Manually	Drain Water	575590	829118		
133	Archunan Thayaparan	M	810263130V	Nellikkadu	778455536	1/2	Deed land	Seasonally	Manually	Drain water				
134	Eakaambaram Thavarasa	M	651684153V	Nellikkadu	773697613	1/2	Deed land	Seasonally	Manually	Drain water				
135	Maanikkapodi Subaskaran	M	832182770V	Nellikkadu	779931552	1/2	Deed land	Seasonally	Manually	Drain water				
136	Aarumugam Thankarasa	M	_	Nellikkadu	779931552	1/2	Permit land	Seasonally	Manually	Drain water				
THIKKODAI														
137	Vellupillai Santhanappillai	M	717743911V	Thikkodai	752837149	1/2	Deed land	Yes	Manually	Well				
138	Senapathi Sathiyaraj	M	883631412V	Thikkodai	756323664	1/2	Permit land	Seasonally	Manually	Drain water	577263	831027		
139	Naahamani Manoharan	M	692563581V	Thikkodai	759237812	1/2	Permit land	Seasonally	Manually	Drain water	577384	830994		
140	Krishna Renuka	M	956614236V	Thikkodai	750369935	1/2	Permit land	Seasonally	Manually	Drain water	577204	830740		

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141	Amarasingam Saanthakumaari	F	687273206V	Thikkodai	756842846	1/2	Permit land	Seasonally	Manually	Rain water	577198	830997		
142	Thangavadivelu Santhiramathi	F	656563737V	Thikkodai	762296061	1/2	Permit land	Yes	Manually	Well				
143	Thangavadivelu Tharshini	F	915812457V	Thikkodai	775168636	1/2	Permit land	Seasonally	Manually	Well of other	577286	830784		
144	Raamarpillai Puwaneshwari	F	666783620V	Thikkodai	755885195	1/2	Permit land	Seasonally	Manually	Rain water	577205	830740		
145	Ponnuthurai Maanikkavaasam	M	195723603015	Thikkodai	753991018	1/2	Deed land	Yes	Manually	Well	577035	830926		
146	Yoharaja Ajantha	F	199563004733	Thikkodai	753991018	1/2	Permit land	Seasonally	Manually	Well of other				
147	M. Rawichchandran	M	_	Thikkodai	_	1/2	Permit land	Seasonally	Manually	Well of other				
148	Paakiyarasa Mohan	M	870192347V	Thikkodai	751311870	1/2	Permit land	Yes	Manually	Well				
149	Krishti Nikshanbarath	M	860233843V	Thikkodai	755139406	1/2	Permit land	Yes	Manually	Well				
150	Navaradnam Rekka	F	955193857V	Thikkodai	755134406	1/2	Permit land	Seasonally	Manually	Rain water				
151	Seenithambi Prashanth	M	972821128V	Thikkodai	779115309	1/2	Permit land	Seasonally	Manually	Rain water	577026	830674		
152	Veluppilai Thevaki	F	697284028V	Thikkodai	751430302	1/2	Permit land	Seasonally	Manually	Drain water				
153	Naahappan Thankamma	F	596873847V	Thikkodai	759622487	1/2	Permit land	Yes	Manually	Well				
154	Senapathi Anushiya	F	200157103610	Thikkodai	752706252	1/2	Permit land	Seasonally	Manually	Rain water	577184	830733		
155	Somasuntharam Subaharan	M	_	Thikkodai	75933818	1/2	Permit land	Seasonally	Manually	Rain water				
156	Paakiyarasa Makeswari	F	197680793910	Thikkodai	751311870	1/2	Permit land	Seasonally	Manually	Drain water				
157	Thewarasa Vimalleshwaran	M	199015702879	Thikkodai	_	1/2	Permit land	Seasonally	Manually	Drain water				
158	Mahenthiran Prathipan	M	880170228V	Thikkodai	770031305	1/2	Permit land	Seasonally	Manually	Drain water	577173	830962		
159	Kethiswaran Jagathiswaran	M	199819202697	Thikkodai	774849571	1/2	Permit land	Seasonally	Manually	Drain water				

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160	Vaithiyalingam Sasikaran	M	912173291V	Thikkodai	758836646	1/2	Permit land	Seasonally	Manually	Drain water				
161	Sanmukarasa Uthayaraj	M	902971181V	Thikkodai	767435543	1/2	Permit land	Seasonally	Manually	Drain water				
162	N. Paakiyarsa	M	553294331V	Thikkodai	754160274	1/2	Permit land	Seasonally	Manually	Drain water				
163	Kanapathipillai Amurtheswari	F	658094661V	Thikkodai	769244448	1/2	Permit land	Seasonally	Manually	Drain water	577354	831078		
164	Perinpam Jeevaradnam	M	850480478V	Vivehananthapuram	758658033	1/2	Permit land	Seasonally	Manually	Drain water				
165	Paalasantharam Thaiventhiran	M	197831904830	Thikkodai	763239839	1/2	Permit land	Yes	Manually	A.Puddle	577660	831692		
166	Mayilvaahanam Nirmalanathan	M	820594355V	Thikkodai	772714002	1/2	Permit land	Seasonally	Manually	Drain water				
167	Irasharadnam Kanakaradnam	M	440481655V	Thikkodai	772028372	1/2	Permit land	Seasonally	Manually	Drain water				
168	Neermuharaja Prema	F	198461903332	Vivehananthapuram	762451114	1/2	Permit land	Yes	Manually	A.Puddle	578003	831334		
169	Kumarpodi Yoharasa	M	19870102095	Thikkodai	776894057	1/2	Permit land	Seasonally	Manually	Drain water	577924	831378		
170	Kovintharaja Vithiya	F	906123665V	Thikkodai	768303288	1/2	Permit land	Seasonally	Manually	Drain water				
171	Vasantharapillai Susihala	F	676534342V	Thikkodai	768303288	1/2	Permit land	Seasonally	Manually	Drain water				
172	Naagan Guvaalingam	M	691443426V	Thikkodai	779725344	1/2	Permit land	Yes	Manually	A.Puddle				
173	Savunthararaja Urithirakumar	M	822533280V	Thikkodai	766324885	1/2	Permit land	Seasonally	Manually	Drain water				
174	Yoharasa Malar	F	905013548V	Thikkodai	774942537	1/2	Permit land	Seasonally	Manually	Drain water				
175	Thankathurai Visiththiran	M	200307100300	Thikkodai	754346449	1/2	Permit land	Seasonally	Manually	Drain water				
176	Thavakumar Jayanthimalar	F	875452266V	Thikkodai	761954539	1/2	Permit land	Seasonally	Manually	Drain water				
177	Kulenthiran Srikanthan	M	199124303064	Thikkodai	777665687	1/2	Permit land	Seasonally	Manually	Drain water				

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178	Kaneshalingam Satheeswaran	M	199027329500	Thikkodai	755102764	1/2	Permit land	Seasonally	Manually	Drain water				
179	Prathifan Rufini	F	905845047V	Thikkodai	760568625	1/2	Permit land	Seasonally	Manually	Drain water				
180	Maanikkam Kathirkaamam	M	196609704490	Thikkodai	740312125	1/2	Permit land	Seasonally	Manually	Drain water				
181	Thankavel Dilakshana	F	986510206V	Thikkodai	756083030	1/2	Permit land	Seasonally	Manually	Drain water				
182	Thavarasa Janusha	F	997901401V	Thikkodai	776849305	1/2	Permit land	Seasonally	Manually	Drain water				
183	Vellachi Kopaalasingam	F	_	Thikkodai	776057494	1/2	Permit land	Seasonally	Manually	Drain water				
VAMMIYADIYOOOTHU														
184	Aarumuham Kanthappodi	M	812931628V	Vammiyadiyoothu	779503313	1/2	Deed land	Yes	Manually	Well				
185	Kaneshapillai Prabakaran	M	802033893V	Vammiyadiyoothu	775151710	1/2	Permit land	Yes	Manually	Well				
186	S. Thavanganasuntharam	M	813291126V	Vammiyadiyoothu	760226587	1/2	Permit land	Yes	Manually	A.Puddle	575439	833377		
187	Kanapathipillai Yamuna	F	736392976V	Vammiyadiyoothu	778387117	1/2	Deed land	Yes	Manually	A.Puddle	575615	833332		
188	Maarkandu Sivagaanam	M	861183955V	Vammiyadiyoothu	770620643	1/2	Deed land	Seasonally	Manually	Rain water	575591	833299		
189	Arulampalam Sumathi	F	828315234V	Vammiyadiyoothu	761919312	1/2	Permit land	Seasonally	Manually	Drain water				
190	Poopalapilai Kalaivaani	F	656493526V	Vammiyadiyoothu	752980002	1/2	Permit land	Seasonally	Manually	Rain water				
191	Alaguthurai Prabakaran	M	800165059V	Vammiyadiyoothu	774060710	1/2	Deed land	Yes	Manually	A.Puddle				
192	Thavarasa Suntharamma	F	818380240V	Vammiyadiyoothu	_	1/2	Permit land	Seasonally	Manually	rain water				
193	Nithiyathan Santhirakala	F	198261203931	Vammiyadiyoothu	767250319	1/2	Permit land	Seasonally	Manually	Drain water				
194	Sabapathi Yohendran	M	812123505V	Vammiyadiyoothu	771397295	1/2	Permit land	Seasonally	Manually	Drain water				
195	Thampirasa Pushparaja	M	751241283V	Vammiyadiyoothu	775618758	1/2	Permit land	Yes	Manually	Well				

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196	Sinathurai Ratnasingam	M	N5675626	Vammiyadiyoothu	-	1/2	Permit land	Seasonally	Manually	Drain water				
197	Irashayya Thevarasa	M	691246386V	Vammiyadiyoothu	752910770	1/2	Permit land	Seasonally	Manually	Drain water				
198	Maanikkapodi Viswalingam	M	582644195V	Vammiyadiyoothu	762041165	1/2	Deed land	Yes	Manually	well	575299	833822	575268	833803
199	K. Thineswari	F	958627358V	Vammiyadiyoothu	750635215	1/2	Deed land	Yes	Manually	A.Puddle				

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

INTERIM GUIDANCE ON COVID-19

VERSION 1: APRIL 7, 2020

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

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

1. INTRODUCTION

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

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

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

2. CHALLENGES WITH CONSTRUCTION/CIVIL WORKS

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

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

Given the complexity and the concentrated number of workers, the potential for the spread of infectious disease in projects involving construction is extremely serious, as are the implications of such a spread. Projects may experience large numbers of the work force becoming ill, which will strain the project's health facilities, have implications for local emergency and health services and may jeopardize the progress of the construction work and the schedule of the project. Such impacts will be exacerbated where a work force is large and/or the project is in remote or under-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 construction sites include dust masks, construction gloves and eye goggles. While these items are not recommended, they should be used as a last resort if no medical PPE is available.
- Ventilators will not normally be available on work sites, and in any event, intubation should only be conducted by experienced medical staff. If a worker is extremely ill and unable to breathe properly on his or her own, they should be referred immediately to the local hospital (see (g) below).
- Review existing methods for dealing with medical waste, including systems for storage and disposal (for further information see [WHO interim guidance on water, sanitation and waste management for COVID-19](#), and [WHO guidance on safe management of wastes from health-care activities](#)).

(g) LOCAL MEDICAL AND OTHER SERVICES

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

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

(h) INSTANCES OR SPREAD OF THE VIRUS

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

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

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

(i) CONTINUITY OF SUPPLIES AND PROJECT ACTIVITIES

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

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

(j) TRAINING AND COMMUNICATION WITH WORKERS

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

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

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

(k) COMMUNICATION AND CONTACT WITH THE COMMUNITY

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

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

6. EMERGENCY POWERS AND LEGISLATION

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

- Declaring a public health emergency

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

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

ANNEX

WHO Guidance

Advice for the public

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

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

Technical guidance

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

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

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

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

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

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

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

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

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

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

ILO GUIDANCE

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

MFI GUIDANCE

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

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

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

ANNEX 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 work site, the work site surroundings, at workers' camps, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution by the Police of those who commit GBV may be pursued if appropriate.

I agree that while working on the project I will:

1. Consent to Police background check.
2. Attend and actively partake in training courses related to ESHS, OHS, and GBV as requested by my employer.
3. Will wear my personal protective equipment (PPE) at all times when at the work site or engaged in project related activities.
4. Take all practical steps to implement the contractor's environmental and social management plan (C-ESMP).
5. Implement the OHS Management Plan.

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 other opinion, national, ethnic or social origin, property, disability, birth or other status.
7. Not use language or behaviour towards women, children or men that is 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 engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature is prohibited. E.g. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
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 in 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 defence. Consent from the child is also not a defence or excuse.

13. Unless there is the full consent² by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this Code.
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.

With regard to 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 labour 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 in relation to 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.

² **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, 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.

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.

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

Signature: _____

Printed Name: _____

Title: _____

Date: _____

SINHALA VERSION

පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය

පාරිසරික, සමාජමය, සෞඛ්‍ය, ආරක්ෂක සහ වෘත්තීය සෞඛ්‍යයට සහ ආරක්ෂාවට සම්බන්ධ ප්‍රමිතීන් ක්‍රියාත්මක කිරීම

ස්ත්‍රී පුරුෂ සමාජභාවය මත පදනම් වූ හිංසනයන් වැළැක්වීම

.....වන මම පාරිසරික, සමාජමය, සෞඛ්‍ය, සහ ආරක්ෂාව (ESHS) සම්බන්ධ ප්‍රමිතීන් පිළිපැදීම, ව්‍යාපෘතියේ වෘත්තීයමය, සෞඛ්‍ය සහ ආරක්ෂාවට (OHS) අදාළ අවශ්‍යතාවයන් අනුගමනය කිරීම, සහ ස්ත්‍රීපුරුෂ සමාජභාවය මත පදනම් වූ හිංසන ක්‍රියාවන් (GBV) වැළැක්වීම වැදගත් බව පිළිගනිමි. වැඩබිම, වැඩබිම අවට, කම්කරු කඳවුරුවල හෝ අවට ප්‍රජාවන්හිදී වේවා ESHS සහ OHS ප්‍රමිතීන් අනුගමනය කිරීමට අපොහොසත්වීම හෝ GBV සම්බන්ධ ක්‍රියාකාරකම්වල නිරතවීම දැඩි විෂමාවාර ක්‍රියාවන් බවට සමාගම සලකන හෙයින් ඒ අනුව ඒවා දඬුවම් පැනවීමට, 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 සැලැස්ම ක්‍රියාත්මක කිරීමට අවශ්‍ය සෑම ප්‍රායෝගික පියවරයන්ම ගැනීම.
5. රැකියාශ්‍රිත සෞඛ්‍ය ආරක්ෂණ කළමනාකරණ සැලැස්ම ක්‍රියාත්මක කිරීම.
6. සේවයේ යෙදී සිටින අවස්ථාවන්හිදී මධ්‍යසාර භාවිතයෙන් තොර ප්‍රතිපත්තිය අනුගමනය කිරීමට සහ මොළයේ ක්‍රියාකාරීත්වයන් නිතරම අඩපණ කරන්නා වූ මත්ද්‍රව්‍ය හෝ වෙනත් අන්තරායකාරී ඖෂධ භාවිතයෙන් වැළකී සිටීම.
7. වර්ගය, ශරීර වර්ණය, භාෂාව, ආගම, දේශපාලන හෝ වෙනත් මනිමනාත්තර, ජාතික, ජනවාර්ගික හෝ සමාජ සම්භවය, දේපල වත්කම්, ආබාධිත බව, උපත හෝ වෙනත් තත්ත්වයන් සලකිල්ලට නොගෙන සියළුම කාන්තාවන්ට, වයස අවුරුදු 18ට අඩු ළමයින්ට, සහ පුරුෂයින්ට ගෞරවයෙන් සලකන ලෙස සැලකීම.
8. කාන්තාවන්ට, ළමයින්ට සහ පුරුෂයින්ට නොගැලපෙන හිංසාකාරී, දෝෂාරෝපණ-බැනවැදීම, ලිංගික වශයෙන් ප්‍රකෝපකාරී, පහත් කොට සලකන්නා වූ, සංස්කෘතික වශයෙන් නුසුදුසු, ඇමතීමවලින් හෝ හැසිරීමවලින් වැළකී සිටීම.
9. ව්‍යාපෘති ප්‍රතිලාභීන් සහ අවට ප්‍රජාවන්හි සාමාජිකයින් ලිංගික සුරාකෑම්වලට හෝ අපයෝජනය කිරීමෙන් වැළකී සිටීම.
10. සේවක පිරිස හා කාර්ය මණ්ඩලයට ලිංගික හිරිහැර නොකිරීම. උදා- අනාරාධිත ලිංගික වර්ගා සඳහා පෙළඹවීම ලිංගික අනුග්‍රහයන් නොපැනීම සහ ලිංගික ස්වභාවයේ වෙනත්

වාචික හෝ ශාරීරික ක්‍රියාවන් සපුරා නොගනී වේ. උදා- කෙනෙකු දෙස පාදාන්තයේ සිට කේශාන්තය දක්වා බැලීම; සිපගැනීම, උස් හඬින් කථා කිරීම හෝ ශබ්ද කිරීම; නුසුදුසු ලෙස කෙනෙකු ළඟ ගැටීම; සුරුවම් බැම සහ නොමනා ශබ්ද සහ ලිංගික ස්වභාවය හුවා දැක්වෙන අභිනයන්; සමහර විටෙක පෞද්ගලික ත්‍යාග ලබා දීම.

11. ලිංගික අනුග්‍රහයන් හි නොයෙදීම - උදා- විශේෂ සැලකිලි පිළිබඳ පොරොන්දු දීම (උදා- සේවයේ උසස් කිරීම වැනි), අයහපත් ප්‍රතිවිපාක දක්වන තර්ජන (සේවයෙන් පහ කිරීම) හෝ මූල්‍යමය හෝ ද්‍රව්‍යමය ගෙවීම්, වෙනත් ආකාරයේ නින්දිත, පහත් හැසිරීම් හෝ පළිගැනීම් සහගත හැසිරීම්.
12. කිසිම විටෙක කිසිම ආකාරයක ගණිතමය වෘත්තීය 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 සමාචාර හෝ නිදහසට කරුණක් නොවේ.
14. අදාළ සියළුම පාර්ශ්වයන්හි පූර්ණ කැමැත්ත³ 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 නිංසනයන් සත්‍ය වශයෙන්ම සිදුවීමේදී හෝ එවැන්නක් යැයි සැක කෙරෙන අවස්ථාවලදී මෙන්ම මෙම වර්ගයට පද්ධතිය කිසියම් ලෙසකින් උල්ලංඝනය වන්නා වූ අවස්ථාවලදී එය සිදු කරන පුද්ගලයා මා අයත් සමාගමේ කෙනෙකු වූවත් නොවූවත් දුක්ගැන්වීම් කම්බුවට හෝ මාගේ කළමනාකරුට වාර්තා කිරීමට සැලකිලිමත් වීම.

වයස අවුරුදු 18 ට අඩු ළමයින් සම්බන්ධයෙන්:

16. ඉදිකිරීම් භූමියේ ළමයින් සිටි නම් හෝ අන්තරාදායක ක්‍රියාකාරකම්වල යෙදී සිටි නම් ඒ බව මාගේ කළමනාකරුගේ අවධානයට යොමු කිරීම.
17. ළමයින් ආසන්නයේ වැඩ කරන විටදී වැඩිහිටි පුද්ගලයෙකු ඒ අසල සිටිය යුතු බවට හැකි සෑමවිටකම වග බලා 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 සූරාකැමට හෝ හිරිහැරයකට ලක් කිරීමට හෝ ළමා අසැබි දර්ශන නැරඹීමට ඉඩ සලසන කිසිදු පරිඝණයක්, 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;

³ පුද්ගලයෙකුගේ නිදහස් සහ ස්වේච්ඡාමය අභිප්‍රාය, පිළිගැනීම, යමක්කිරීමට එකඟවීම මත පදනම් වූ දැනුවත් තේරීම කැමැත්ත ලෙසට අර්ථ ගැන්වී ඇත. එවැනි පිළිගැනීමක් හෝ එකඟතාවයක්, තර්ජනය කිරීමෙන්, බලෙන් හෝ අන් ආකාර වල සංයෝජනයන්ගෙන්, බලෙන් පැහැරගෙන යාමෙන්, වංචාවෙන්, රැවටීමෙන් හෝ වැරදි ලෙස නිරූපණය කිරීමෙන් ලබා ගන්නා අවස්ථාවන්හිදී කැමැත්ත නොමැති බව සොයාගත හැක. වර්ගයට පද්ධතිය හඳුන්වා දෙනු ලබන රටෙහි ජාතික නීති සම්පාදනයේ අඩු වයසක් දක්වා තිබුණද ලෝක බැංකුව එක්සත් ජාතීන්ගේ සංවිධානයේ ළමා අයිතිවාසිකම් පිළිබඳ සම්මුතිය අනුව යමින් වයස අවුරුදු 18ට අඩු ළමයින් යනු කැමැත්ත ලබා දිය නොහැකි අය බවට සලකනු ලබයි. ළමයකුගේ වයස පිළිබඳ වැරදි විශ්වාසය සහ ළමයාගේ කැමැත්ත නිදහසට හේතුවක් නොවේ.

කෙසේ වෙතත් අනතුරක් වීමේ සැලකිය 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 පිළිබඳ ලෝක බැංකුවේ ආරක්ෂණ ප්‍රතිපත්තිවලට අනුකූලවීම.

සේවා අවශ්‍යතාවයන් සම්බන්ධයෙන් ළමා ඡායාරූප භාවිතා කිරීම

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

23. දැරුවේකු ඡායාරූපගත කිරීමට හෝ රූ ගත කිරීමට පෙර හෝ පෞද්ගලික ඡායාරූප ප්‍රතිනිර්මාණ කිරීමේදී දේශීය සම්ප්‍රදායන් හා සීමාකරණයන් අධ්‍යයනය කිරීම හා අනුගමනය කිරීමට ගතහැකි සියළු ප්‍රයත්නයන් දැරීම.
24. දැරුවේකු ඡායාරූපගත කිරීමට හෝ රූගත කිරීමට පෙර, දැරුවාගෙන් හා දෙමාපියන්ගෙන් හෝ භාරකරුවෙකුගෙන් ඒ පිළිබඳව දැනුවත් කර නිසි කැමැත්ත ලබා ගැනීම. මේ සම්බන්ධයෙන් ඡායාරූපය හෝ චිත්‍රපටය භාවිතා කරන්නේ කෙසේද යන්න පිළිබඳ තේරුම් කරදීමට වගබලා ගැනීම.
25. ඡායාරූප, චිත්‍රපට, වීඩියෝ සහ ඩිවිඩි තැටි තුළින් ළමයින් නිරූපණය කිරීමේදී ළමයින්ගේ අභිමානය සහ ගෞරවය සුරක්ෂා වන පරිදි එය කිරීමට වග බලා ගැනීම. ඔවුන් අවාසි සහගත බලපෑම්වලට ලක් නොකිරීමට සහ යටහත් නොකිරීමට වග බලා ගැනීම. ළමයින් සුදුසු පරිදි ප්‍රමාණවත් ලෙස අඳුම් 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 දැරුවේකු පිළිබඳ හඳුනා ගැනීමේ තොරතුරු ගොනු ලේඛල මඟින් අනාවරණය නොවන බවට සහතික වීම.

දරුණුතාවයන්

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

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

පාරිසරික, සමාජමය, සෞඛ්‍යමය සහ ආරක්ෂාවට අදාළ ප්‍රමිතීන් සපුරාලීම සහතික කිරීමත්, වෘත්තීයට අදාළ සෞඛ්‍ය සහ ආරක්ෂක කළමනාකරණ සැලසුම පිළිපැදීමත්, එමෙන්ම ස්ත්‍රී පුරුෂ සමාජභාවය මත පදනම් වූ හිංසනයන් සේ හැඟවෙන ක්‍රියාකාරකම්වලින් සහ වර්ගවත්ගෙන් වැළකී සිටීමත් මගේ වගකීම බව මම තේරුම් ගනිමි. එවැනි ඕනෑම ක්‍රියාවක්

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