



காதி கலிதர்ஸ வகசகரிச
விவசாய நவீனாபயமாக்கல் திட்டம்
Agriculture Modernization Project



காதிதர்ஸ அலாநயா஁ச
Ministry of Agriculture
கமத்தொழில் அமைச்சு

Social Screening Report

Establishment of Cold Store Facilities for Seed Producer Organizations with all required facilities



Project Management Unit
Agriculture Sector Modernization Project
November 2021

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Abbreviations

AI	Agriculture Instructor
ASMP	Agriculture Sector Modernization Project
ASC	Agrarian Service Center
ATDP	Agricultural Technology Demonstration Park
CBO	Community Based Organization
DDR	Due Diligence Report
DSD	Divisional Secretary Division
EMF	Environmental Management Framework
EMP	Environmental Management Plan
ESR	Environmental Screening Report
FO	Farmers Organization
FPO	Farmers' Production Organization
GAP	Good Agricultural Practices
GND	Grama Niladari Division
GoSL	Government of Sri Lanka
IDA	International Development Association
IEE	Initial Environmental Examination
IPM	Integrated Pest Management
LGA	Local Government Authority
MOA	Ministry of Agriculture
MOPI	Ministry of Primary Industries
NIRP	National Involuntary Resettlement Policy
NGO	Non-Governmental Organization
OP	Operational Policy
PAP	Project Affected Persons
PCR	Physical Cultural Resources
PMP	Pest Management Plan
PMU	Project Management Unit
SLRs	Sri Lanka Rupees


Agriculture Sector Modernization Project Social Screening Report

a. Sub-Project Identification


Sub-Project title	Establishment of Cold Store Facilities for Seed Producer Organizations with all required facilities
Parent Project Objectives (briefly)	<p>The Agriculture Sector Modernization Project (ASMP) aims at supporting the Government of Sri Lanka's effort to modernise agriculture sector through the Country Partnership Strategy (CPS). The project seeks to contribute to two CPS focus areas, namely: "Supporting structural shifts in the economy" and "Improved living standards and social inclusion" through: (a) improving agricultural productivity and competitiveness to strengthen the links between rural and urban areas and facilitate Sri Lanka's structural transformation; (b) providing and strengthening rural livelihood sources, employment opportunities in agriculture and along agriculture value chains, as well as market access for the 40 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	Ministry of Agriculture, Agriculture Sector Modernization Project (ASMP)
Implementing Agency	Department of Agriculture, Uva Province
Project Management Team	<p>A Project Management Unit (PMU) has been established under the Ministry of Agriculture to implement the proposed project activities. Contact Persons:</p> <p>Project Director Agriculture Sector Modernization Project 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>Environmental and Social Safeguards Specialist Agriculture Sector Modernization Project Ministry of Agriculture No. 123/2 Pannipitiya Road, Battaramulla Tel: +94 112 877 550 Fax: +94 112 877 546 Email: sanjayadms@hotmail.com</p>

	<p>Web: https://www.asmp.lk/</p> <p>Nature of Consultations and Inputs Received Consultations with Environmental and Social Safeguard Specialist/ PMU and field visits to the project site.</p>
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b. Sub-Project Location

<p>Location (Google Map)</p> <p>Start: N: 6°49'31.03" E: 80°53'19.45"</p>	<p>The proposed land for construction of Cold Stores is located Rahangala GND of Welimada DS division in Badulla district (belongs to Uva Province). The location map is annexed as Annex 2.</p> <div style="text-align: center;">  <p>Figure 1: Location Map</p> </div>
<p>Definition of Project Area / Project Impact area</p>	<p>The approximate land extent of Welimada DSD is 18,800ha and per capita land consumption is 0.2ha¹. There are 300 farmers are planning to select for this Good Agricultural Practice (GAP) technology. The project site is located about 750m away along B508 road from Boraland Junction.</p> <p>The proposed land is being used for cultivate Pears and there are about 200 plants recently planted and which will be removed and planted somewhere else during construction. Further, there are many turpentine trees in this land and this land is a sloppy area.</p> <p>Further down, the proposed access road is there and behind the road private vegetable cultivation areas can be observed.</p>

¹ <http://www.statistics.gov.lk/statistical%20Hbook/2020/Badulla/3.2.pdf>

	 <p style="text-align: center;">Figure 2 : Present condition of the proposed Land</p> <p>In this particular land belongs to the Department of Agriculture, Uva province, there are carrying out few nurseries and existing seed stores.</p>
<p>Adjacent land and features</p>	<p>The proposed land is located closer to Boralanda Township about 750m away along B508 road. Adjacent to this land, Boralanda Police Training School is located and within the land itself there few nurseries which Department of Agriculture is maintaining.</p> <p>Within the site itself, there are bare lands allocated for nurseries and quarters buildings. Surrounding of the site is quite built area</p>

c. Sub-Project Justification

<p>Need for the project (What problem is the project going to solve)</p>	<p>In terms of developing seed potato cluster in Welimada, storing and distribution of seed potato is very essential. In terms of storing seed potato until the next season for potato cultivation is vital. Therefore, having a cold storage facility will enhance the capacity of DOA and Farmers Organizations.</p> <p>Special program will be introduced to seed potato producer organizations to marketing of seed potato with branding, packaging, and market promotion.</p>
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	<p>The seed will be produced during the cultivation season and need storage until next season begins. Therefore, the farmers will be needing cold storage facilities to store seed for about five months till the normal cultivation period starts. Accordingly, common storage facility will be constructed in Boralanda at the existing Seed Stores area. Management of these stores will be done by proposed farmer producer organizations.</p> <p>Availability of high-quality seed potato at lower prices in the area will benefit the potato producing farmers in the area while encouraging other farmers to turn up for potato cultivation in the other areas of the district. Expected Productivity increase and expansion of potato growing area due to high quality seed usage will be directly contributed to increase production whereby support reduction of import of consumption potato.</p>
<p>Purpose of the project (what is going to be achieved by carrying out the project)</p>	<p>The main constraints associated with potato industry in Uva province are high cost of seeds, unavailability of quality seeds at correct time, high cost of production and low productivity. The implementation of seed potato production program with the participation of government and private seed producers has become an immediate requirement to overcome the problems associated with potato industry and increase production of potato and income of potato producers in Badulla district.</p> <p>The general objective of this project is to increase production of high-quality potato seeds at a low cost, through private seed producers in Badulla district, and thereby raise productivity and profitability of the crop. The specific objectives are:</p> <ol style="list-style-type: none"> 1. To increase production and supply of high-quality seed potato locally at a low cost through private seed producers of Badulla district. 2. To improve productivity and quality of potato seeds produced by farmers themselves in Badulla district through introducing modern technologies. <p>To improve the production, storage and marketing system of potato seeds through strengthening private seed producer organizations and develop business partnerships.</p>
<p>Beneficiaries</p>	<p>The total targeted extent covered by 340 producers is around 260 acres and 1st stage of this project had been already completed covering 60 farmers during the early part of the 2021 with loan funds of ASMP. The results of the stage 1 was highly encouraging and proposed to expand the project for further 260 acres with EU funds of Badulla district. As a result of the subproject, high quality seed potato will be available at the market at reasonable price for other farmers and it will indirectly benefits to the 5,000 farmers in the district. This scenario enhance the living standards of the vulnerable groups since their family will gets more benefits through the potato cultivation.</p> <p>In addition to the material providing material inputs for production, trainings will be conducted on latest technology of Potato seed production and strengthening farmer organization and entrepreneurship development of society members.</p> <p>All these farmers including previous clusters formed will be beneficiaries of this project and all seed produced by these farmers will be stored until the next season for distribution among farmers who cultivate Potato.</p>

Alternatives considered (different ways to meet the project need and achieve the project purpose)	Existing seed stores is also located in the same Government Seed Production Farm where the proposed land is. Further, Boralanda is a quite accessible to all Welimada farmers. Hence, No alternatives considered.
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d. Sub-Project Description

Proposed Start Date (Duration)	October 2021
Proposed completion Date	April 2022
Estimated total cost	SLRs 100 Mn
Land Ownership	The proposed land for construction of Cold Store for Seed Potato Producer Organization is belongs to Department of Agriculture, Uva Province. Existing Government Seed Production Farm and Seed Potato Stores are also located in the land area. The consent from the Department of Agriculture, Uva Province is annexed as Annex 3.
Planned Interventions	<p>Farmer producer organization will be formed by project supported seed producers to manage production and marketing program of locally produced potato Seeds. Organizations will be supported with cold storage facilities as common market infrastructure and introduce branding, packaging labelling procedures for market promotion.</p> <p>The civil works of sub project includes;</p> <ul style="list-style-type: none"> • Construction of Cold Store with the capacity 300MT • Improve Access road • Power Supply/energizing <p>The design of the proposed cold stores given in Annex 2.</p>
Beneficiary selection criteria and process	<p>As mentioned above, there are no separate beneficiaries for this sub-project but the beneficiaries selected under Seed Potato Cluster in Boralanda and Keppetipola will be automatically selected for this as well. Selection of beneficiaries under the Seed Potato Cluster, following mechanism will be practiced.</p> <p>There are key stakeholders engaging with this sub project. They are 1. Department of Agriculture, 2. Provincial (Uva) Agriculture Department, Agrarian Service Department, Divisional Secretariat and ASMP.</p> <p>With participation of all key stakeholders, conducted the community consultation sessions to introduce the sub project and the selection of beneficiary farmers. The DOA officials involved to conduct an induction of</p>

	<p>the subproject. The selection criteria looked at the farmers ability to support with the beneficiary contribution for necessary capital investments, the capacity to carry out the activities, maintain the seed multiplication process without disturbances, hire laborers, pay utility & other crop management cost, having the interest to follow instructions and engage in the sales agreement, etc., Further, farmers who having vast experiences in potato cultivation and the size of the farmland exceeds the 1/2 acres were the fundamental requirements.</p> <p>Under this subproject, the sprinkler irrigation units will be installed in the farmlands. Hence, having an own perennial water source was considered as a compulsory criterion for selection of the beneficiary farmers.</p> <p>According to the DOA records, Welimada area is considered as the soil erosion prone area. Therefore, only the farmers who have conserved their farmlands with soil erosion control measures were selected for the subproject.</p>
Vulnerable groups and Gender	<p>The farmers who are gaining their sole income through the vegetable cultivation, were selected for the subproject and most of them are a little bit above the poverty level. There are 340 beneficiary farmers and it covers the vulnerable groups of the area. Further, potato seed farmers in the area will also have the access to this facility. This scenario enhance the living standards of the vulnerable groups since their family will gets more benefits through the potato cultivation.</p> <p>Further, there is more opportunity for the agricultural laborers of the area since two cultivation cycles are carrying out by the majority of the farmers under improved facilities. The project will complying to achieve its 40% inclusion of female beneficiaries as well.</p>

e. Description of the socio-economic environment

Community Profile	<p>The proposed Cold Stores will be constructed in Rahangala GN Division but the production for stores will be coming from Kappetipola and Boralanda GNDs in Welimada DSD.</p> <p>The total population² of Welimada DSD is 108,836 comprises 48.6% males and 51.4% females. Per head land use is around 0.2ha and per household land use is 0.7ha. Out of total workforce, 54.0% is employed in agriculture sector activities, 11.5% is engaged in business sector, 5.5% is engaged with manufacturing sector, 5.0% is employed in construction field. Other sector are minor and low contribution to the economy. Compared to other areas identified for ASMP, workforce for agriculture sector is significantly high in this DSD. The average monthly household's income is SLRs. 53,236/= and the average monthly household's expenditure is SLRs.41,234/-. The community who lives below the poverty line is around 6.8 %-(Statics in 2016). With compared to other area selected for ASMP, this district shows high percentage of occupants in agriculture sector. High percentage of community is poor 9live below the poverty line).</p>
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² <http://www.statistics.gov.lk/statistical%20Hbook/2020/Badulla/Chapter02.pdf>

Project Benefits	<p>The general objective of this project is to increase production of high-quality potato seeds at a low cost, through private seed producers in Badulla district, and thereby raise productivity and profitability of the crop. The specific objectives are:</p> <ol style="list-style-type: none"> 1. To increase production and supply of high-quality seed potato locally at a low cost through private seed producers of Badulla district. 2. To improve productivity and quality of potato seeds produced by farmers themselves in Badulla district through introducing modern technologies. 3. To improve the production, storage and marketing system of potato seeds through strengthening private seed producer organizations and develop business partnerships. <p>Following benefits would be generated due to this intervention:</p> <ul style="list-style-type: none"> ▪ Reduced Cost of seed materials ▪ Reduced Cost of Production ▪ High Quality seeds ▪ Availability of seeds in time ▪ Higher productivity ▪ Adequacy of suitable lands ▪ Improve the market accessibility to the farmers
Social Impact	<p>No land acquisition is required and no resettlement impacts are anticipated due to these project interventions. However, Department of Agriculture, Uva Province own this land and the facility will also be handed over to DOA. The anticipated negative social impacts of the proposed project will be minor or insignificant rather, it will generate a positive social impact such as reduce cost of transportation, improve local economy, reduce importation, accessibility improvement on social infrastructures, etc.</p> <p>However, following negative impacts are listed to get emphasis in the project selection and implementation.</p> <ol style="list-style-type: none"> 1. Construction impacts such as noise, vibrations, dumping of excavated soil, which will create public nuisance 2. Labour influx during construction (About 10-15 labourers and 2-3 officers) 3. Public/ occupational health and safety hazards, and on impacts on the environment during the construction period 4. All environmental related issues identified in the EMP will also have a serious impact on the society
Mitigation Measures	<p>Proposed migratory measures for the social impacts listed above:</p> <p style="text-align: center;">01. Construction impacts such as noise, vibrations and dumping of cleared vegetation excavated soil which will create public nuisance</p> <p>Anticipated impacts due to the construction will be generic and most of the impacts will be mitigated by following good construction practices. Noise and vibration will be reduced by maintaining the construction machinery and limit the construction activities in the daytime only. The excavated soil will be used to rehabilitate the surroundings landscaping of the area. Further, ASMP addressed the migratory measure detailed to be implemented during the construction</p>

	<p>02. Labour influx</p> <p>The Contractor should restrict recruitment of Alien Labours. Labour will be hired where possible from the local community and the contractor will give priority to women when hiring. 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). 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> <p>03. Public/ occupational health and safety Hazards, and on impacts on environment</p> <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 the government, WHO, and World Bank interim guidelines on COVID-19 (Annex 4) by all construction workers. Training and awareness will reduce the direct exposure to minimize the risk.</p>
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Table 1: Matrix of Social Risks & Impacts

Activities	Land requirements	Risk of exclusion of vulnerable groups	Construction impacts	Risks due to labour influx	Risk of livelihood impacts	Public/ occupational health and safety Hazards	COVID19 risks
Material transportation and storage	Land owned by Department of Agriculture		Yes	Yes		Yes	Yes
Vegetation clearing	Land owned by Department of Agriculture		Yes	Yes		Yes	Yes
Construction of building	Land owned by Department of Agriculture		Yes	Yes		Yes	Yes
Installation of Freezing equipment and energizing			Yes	Yes		Yes	Yes
Operational Activities		Yes		Yes		Yes	Yes

f. Social Management Plan (SMP)

#	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
1	Public complaints and lack of community awareness and support for the project implementation	<ul style="list-style-type: none"> Residents in the area will be briefed of the project, its purpose, design and outcomes with comprehensive discussion. Consultations will be repeated once the contractor is mobilised. The GRM will be established to receive and resolve complaints/ grievances related to disturbances caused by construction including GBV related issues. Awareness will be created of the GRM among community and contact details will be publicly displayed to report grievances 	Social/Environment safeguard officer / PPMU Engineer	PMU	Included in EMP
2	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 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 	Contractor	Social/Environment safeguard specialist	Included in construction cost.
3	Labour Influx related issues (e.g. GBV)	<ul style="list-style-type: none"> Local labour will be hired where possible and contract will give priority to women when hiring Worker Code of Conduct will be included as part of the employment contract - that defines workers' commitment in attitudes and behaviour preventing, combating and responding GBV Contractor will implement robust measures to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination) 	Contractor	Social/Environment safeguard specialist	Included in construction cost.

#	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
4	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 WB guidelines by all construction workers • Follow the instruction laid down in the Interim Guidance on COVID-19 issued by the World Bank for construction activities given in Annex 4. 	Contractor	Social/Environment safeguard specialist	Included in construction cost.

g. Stakeholders Engagement and Public consultation

01. Stakeholders Engagements

The Department of Agriculture is the main technical expert who assists to implement the subproject. Agrarian Service Department, Uva Province Agriculture Department is also engaging with the subproject since they are directly mobilizing the agriculture extension service at the field. The GNs of particular GND represents the DS- Welimada for the subproject identification stage.

Two Farmers' Organizations will be formed representing the beneficiary farmers at two locations (Boralanda and Keppetipola). In the future, they will act as the field level institutional part of this subproject.

The ASMP field staff and other key stakeholders conducted consultations to identify the interested groups on the subproject. Subsequently, the project staff together with DOA conducted a series of awareness to enhance interested farmers knowledge in the subject area.

The selection criteria looked at the farmers ability to support with the beneficiary contribution for necessary capital investments, capacity to carry out the activities, hire laborers, pay utility & other running costs, to follow instructions and engage in the sales agreement, etc., Further, the availability of perennial water source for irrigation purposes was a fundamental criterion for the selection of beneficiary farmers. Special attention was given to identify the farmers who are already engaging with potato cultivation. And land prone to soil erosion were excluded from the list since it help to environmental issues.

Special attention and priority were given to select women, farmers, include vulnerable and disable farmers as beneficiaries living in the area as well.

02. Public Consultation & Information disclosure

The initial consultation meeting was conducted by ASMP with participation of DOA and Farmers organizations and other stakeholders to explain about the subproject at the GND level. The community presented their concerns on the subproject at the meeting and other stakeholders facilitated. The identification of beneficiaries was also done at the community consultations in a transparent manner. The same procedure was applied during the subproject designing phase. During the social and environmental screening process, individual consultations had with the surrounding farmers.

Meantime, another consultation session was conducted for the environmental impacts assessment process. Due to COVID 19 pandemic situation, public gatherings were conducted adhering to the health guidelines issued by the Director-General of Health. The outputs of community consultations during the screening process is summarized below:

- Even though this subproject directly deliver the benefits for about 500 farmers including previous year clusters developed by ASMP, it will indirectly benefits to other parties too
- All the participant highly appreciated the subproject



Figure 3: Stakeholder Consultations in Rahangala

h. Grievance Readdressed 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 the Contractor by keeping registry in their premises. The ASMP, DOA, and DS official will facilitate to resolve the grievance. The middle 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. The 3rd tier of GRM will operate at PMU headed by Project Director of ASMP with technical support from Social Development Specialist to address the issues which are not solved at initial stages.

i. Implementation and Monitoring

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. The social auditing committee will do close monitoring of the project interventions and report to the ASMP staff.

Monitoring Committee

Considering the magnitude of the proposed project interventions and land availability of project target area; the anticipated social impacts of the proposed project will be minor or insignificant. There are no significant negative social impacts envisaged from the proposed project during the construction and/or operational stages as the project area is away from the human settlements. 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.

Section F shows the social management/monitoring plan details. 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.

Chair Person: Provincial Deputy Director of ASMP

Members: Representatives form following institutions

01. Environmental and Social Safeguards specialist of the ASMP or his representative
02. Divisional Secretariat Welimada or DS representative
03. Department of Agriculture, Uva Province or Representative
04. GNs Keppitipola, Vidurapola, Boralanda and Rahangala
05. Farmer organization members
06. Village representatives for each villages proposed

j. Social Impact Screening Checklist

Probable Resettlement Impacts	Involuntary	Yes	No	Not known	Details
Will the intervention include new physical construction work?		√			New building to be constructed
Does the intervention include upgrading or rehabilitation of existing physical facilities?			√		
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?			√		Selected land belongs to Department of Agriculture, Uva Province
Is this subproject intervention requiring private land acquisitions?			√		No land acquisition taken place
If the site is privately owned, can this land be purchased through negotiated settlement?					N/A
If the land parcel has to be acquired, is the present plot size and ownership status known?					N/A
Are these land owners willing to voluntarily donate the required land for this sub-project?					N/A
Whether the affected land owners likely to lose more than 10% of their land/structure area because of donation?					N/A
Is land for material mobilisation or transport for the civil work available within the existing plot/ Right of Way?		√			The accesses to proposed sites are free from other encumbrances.

Probable Involuntary Resettlement Impacts	Yes	No	Not known	Details
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?	√			Dust, Noise, vibration, dumping of excavated soil dumping etc.,
Is there any possibility to move out, close of business/ commercial/ livelihood activities of persons during constructions?		√		
Is there any physical is placement of persons due to constructions?		√		
Does this project involve resettlement of any persons? If yes, give details.		√		
Will there be loss of /damage to agricultural lands, standing crops, trees?	√			Few turpentine trees will have to be removed
Will there be loss of incomes and livelihoods?		√		
Will people permanently or temporarily lose access to facilities, services or natural resources?		√		
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?		√		

k. Estimate of Specific Impacts

Key project activities	Potential Social Effects	Significance of Social effect with mitigation in place³
Vegetation clearing	Clearing of vegetation will collect significant amount of waste which will lead to several environmental issues such as	NS

³ 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

Key project activities	Potential Social Effects	Significance of Social effect with mitigation in place ³
	blockage of drainage, siltation of downstream, damage to habitats, spreading of invasive species etc. and public inconvenience	
Material transportation and storage	Emission of dust, generation of noise, disturbance to natural drainage, traffic congestion, public inconvenience	NS
Construction of building	Emission of dust, generation of noise and vibration causing public nuisance	NS
Operational activities (processing center)	Solid waste will be generated including perishable item, general solid waste	NS

l. Information on Affected Persons



<p>Any estimate of the likely number of households that will be affected by the sub project?</p> <ul style="list-style-type: none"> • <input checked="" type="checkbox"/> No. <input type="checkbox"/> 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
<p>Are any vulnerable households affected? <input checked="" type="checkbox"/> No. <input type="checkbox"/> Yes. If yes, please briefly describe their situation with estimated numbers of HHs? N/A</p>
<p>What are the needs and priorities for social and economic betterment of vulnerable people who are affected by this project? N/A</p>

m. Screening Decision on Categorization

After reviewing the answers above, it is determined that the sub project is:

- Categorized as a 'B' project, an Abbreviated Resettlement Action Plan is required
- Categorized as a 'C' project, no ARAP is required, Only Social Screening/ Due Diligence Report is required

n. Details of Approval and Submission

Screening report completed and reviewed D.M. Sanjaya Bandara Environment and Social Safeguard Specialist Agriculture Sector Modernization Project <i>Name/Designation/Contact information</i>	Date November 2021  Signature
Screening report approved by Dr. Rohan Wijekoon Project Director Agriculture Sector Modernization Project <i>Name/Designation/Contact information</i>	Date November 2021  Signature

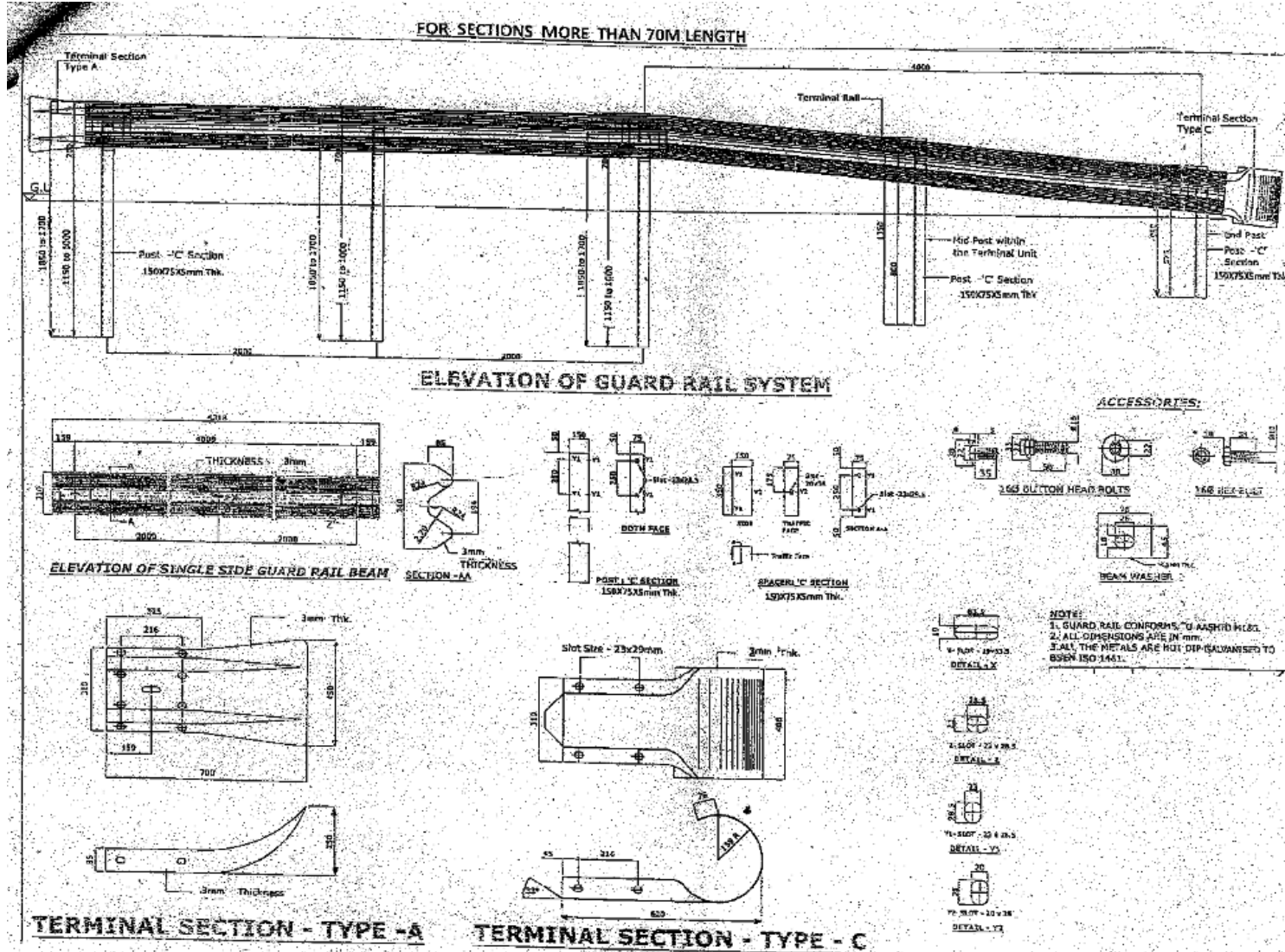
o. Annexes

01. Google Map/ Location Map



Source: Google Map

02. Cold Storage Design



04. 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

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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](#)

05. Individual Code of Conduct for Labour Contract

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

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

I agree that while working on the project I will:

1. Consent to Police background check.
2. Attend and actively partake in training courses related to ESHS, OHS, and GBV as requested by my employer.
3. Will wear my personal protective equipment (PPE) at all times when at the work site or engaged in project related activities.
4. Take all practical steps to implement the contractor’s environmental and social management plan (C-ESMP).
5. Implement the OHS Management Plan.
6. Adhere to a zero-alcohol policy during work activities, and refrain from the use of narcotics or other substances which can impair faculties at all times.
7. Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
8. Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
9. Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
10. Not engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature is prohibited. E.g. looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
11. Not engage in sexual favors—for instance, making promises of favorable treatment (e.g. promotion), threats of unfavorable 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 behavior.
12. Not use prostitution in any form at any time.
13. Not participate in sexual contact or activity with children under the age of 18—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
14. Unless there is the full consent⁴ by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or

⁴ **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

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

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

With regard to children under the age of 18:

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

Use of children's images for work related purposes

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

23. Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
24. 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.
25. 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.
26. Ensure images are honest representations of the context and the facts.
27. Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

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

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

consent cannot be given by children under the age of 18, even if national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I will adhere to the occupational health and safety management plan. That I will avoid actions or behaviors 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: _____

පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය

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

ස්ත්රී පුරුෂ සමාජභාවය මත පදනම් වූ හිංසනයන් වැළැක්වීම

.....වන මම පාරිසරික, සමාජමය, සෞඛ්‍ය, සහ ආරක්ෂාව ශිෂ්- සම්බන්ධ ජර්මනීන් පිළිපැදීම, වියාපෘතියේ වෘත්තීයමය, සෞඛ්‍ය සහ ආරක්ෂාවට ශිෂ්- අදාළ අවශ්‍යතාවයන් අනුගමනය කිරීම, සහ ස්ත්රීපුරුෂ සමාජභාවය මත පදනම් වූ හිංසන ක්රියාවන් ශිෂ්- වැළැක්වීම වැදගත් බව පිළිගනිමි. වැඩබිම, වැඩබිම අවට, කම්කරු කඳවුරුවල හෝ අවට ජර්ජාවන්හිදී වේවා ශිෂ් සහ ශිෂ් ජර්මනීන් අනුගමනය කිරීමට අපොහොසත්වීම හෝ ශිෂ් සම්බන්ධ ක්රියාකාරකම්වල නිරතවීම දැඩි විෂමාචාර ක්රියාවන් බවට සමාගම සලකන හෙයින් ඒ අනුව ඒවා දඬුවම් පැනවීමට, දණ්ඩනවලට ලක්කිරීමට හෝ ඇතැම්විට සේවය අවසන් කිරීමට වුවද හේතු වේ. ශිෂ් ක්රියාවල යෙදෙන්නන්ට විරුද්ධව අවශ්‍ය නම් පොලීසිය විසින් නඩු පැවරීමටද කටයුතු කරනු ඇත.

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

- 1ග පොලීසිය විසින් සිදුකරනු ලබන පසුබිම් තොරතුරු සෙවීමට කැමැත්ත පළ කිරීම.
- 2ග මාගේ සේවා යෝජකයාගේ ඉල්ලීම පරිදි ශිෂ් ශිෂ් සහ ශිෂ් සම්බන්ධ පුහුණු වැඩසටහන්වලට සහභාගි වීම සහ ඒවාට ක්රියාශීලීව සම්බන්ධවීම.
- 3ග වැඩබිමේ සිටින විට දී සහ වියාපෘතියට සම්බන්ධ කටයුතුවල නිමග්නව සිටිනා සෑම අවස්ථාවකදීම මාගේ පුද්ගලික ආරක්ෂක උපකරණ :පෑ- පැළදගෙන සිටීම.
- 4ග කොන්ත්රාත්කරුගේ පාරිසරික සහ සමාජ කළමනාකරණ සැලැස්ම ක්රියාත්මක කිරීමට අවශ්‍ය සෑම ජරායෝගික පියවරයන්ම ගැනීම.
- 5ග රැකියාශීර්ත සෞඛ්‍ය ආරක්ෂණ කළමනාකරණ සැලැස්ම ක්රියාත්මක කිරීම.
- 6ග සේවයේ යෙදී සිටින අවස්ථාවන්හිදී මධ්යසාර භාවිතයෙන් තොර ජර්නිපත්තිය අනුගමනය කිරීමට සහ මොළයේ ක්රියාකාරීත්වයන් නිතරම අඩපණ කරන්නා වූ මත්ද්රව්ය හෝ වෙනත් අන්තරායකාරී ඖෂධ භාවිතයෙන් වැළකී සිටීම.
- 7ග 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 ගෞරවනවිත ලෙස සැලකීම.
- 8ග කාන්තාවන්ට, ළමයින්ට සහ පුරුෂයින්ට නොගැළපෙන හිංසාකාරී, දෝෂාරෝපණ- බැනවැදීම, ලිංගික වශයෙන් ජරකෝපකාරී, පහත් කොට සලකන්නා වූ සංස්කෘතික වශයෙන් නුසුදුසු, ඇමතීමිවලින් හෝ හැසිරීමිවලින් වැළකී සිටීම.
- 9ග වියාපෘති ජර්නිලාභීන් සහ අවට ජර්ජාවන්හි සාමාජිකයින් ලිංගික සුරාකැමිවලට හෝ අපයෝජනය කිරීමෙන් වැළකී සිටීම.
- 10ග සේවක පිරිස හා කාර්ය මණ්ඩලයට ලිංගික හිරිහැර නොකිරීම. උදා- අනාරාධිත ලිංගික වර්යා සඳහා පෙළඹවීම ලිංගික අනුග්රහයන් නොපැනීම සහ ලිංගික ස්වභාවයේ වෙනත් වාචික හෝ ශාරීරික ක්රියාවන් සපුරා තහනම් වේ. උදා- කෙනෙකු දෙස පාදාන්තයේ සිට කේශාන්තය දක්වා බැලීම; සිපගැනීම, උස් හඬින් කථා කිරීම හෝ ශබ්ද කිරීම; නුසුදුසු ලෙස කෙනෙකු ළඟ ගැවසීම; සුරුවම් බැම සහ

නොමනා ශබ්ද සහ ලිංගික ස්වභාවය හුවා දැක්වෙන අභිනයන් ; සමහර විටෙක පෞද්ගලික ත්‍යාග ලබා දීම.

11ග ලිංගික අනුග්‍රහයන් හි නොයෙදීම - උදා- විශේෂ සැලකිලි පිළිබඳ පොරොන්දු දීම)උදා- සේවයේ උසස් කිරීම වැනි(, අයහපත් ජරනිවිපාක දක්වන තර්ජන)සේවයෙන් පහ කිරීම(හෝ මූල්‍යමය හෝ දරවියමය ගෙවීම්, වෙනත් ආකාරයේ නින්දිත, පහත් හැසිරීම් හෝ පළිගැනීම් සහගත හැසිරීම්

12ග කිසිම විටෙක කිසිම ආකාරයක ගණකා වෘත්තිය භාවිතා නොකිරීම.

13ග අලුම් පැළඳුමින් හෝ ඩිජිටල් මාධ්‍ය හරහා සම්බන්ධවීම් ඇතුළුව වයස අවුරුදු 18ට අඩු ළමයින් සමඟ ලිංගික සම්බන්ධතා හෝ ලිංගික ක්‍රියාවල නොයෙදීම. ළමයකුගේ වයස පිළිබඳව වැරදි නිශ්චය නිදහසට කාරණාවක් නොවේ. දරුවාගේ කැමැත්ත මත එවැන්නක් කිරීමද සමාවට හෝ නිදහසට කරුණක් නොවේ.

14ග අදාළ සියළුම පාර්ශ්වයන්හි පූර්ණ කැමැත්ත⁵ නොමැතිව, අවට ජරජාවන්හි සාමාජිකයින් සමඟ ලිංගික සබඳතා මා හට පැවැත්විය නොහැකිය. ජරනිලාභ නොගෙවා රඳවා ගැනීම් හෝ සත්‍ය වශයෙන්ම ජරජාවේ සාමාජිකයින්ට වන පොරොන්දු)මූල්‍යමය හෝ මූල්‍යමය නොවන(සත්‍ය ජරනිලාභවල සැපයීම්)මූල්‍යමය හෝ මූල්‍යමය නොවන(රඳවා ගැනීම් හෝ ලබා දෙන බවට පොරොන්දුවීම් ආදියද මෙයට ඇතුළත් වේ.

15ග ධර්ම හිංසනයන් සත්‍ය වශයෙන්ම සිදුවීමේදී හෝ එවැන්නක් යැයි සැක කෙරෙන අවස්ථාවලදී මෙන්ම මෙම වර්ගයට පද්ධතිය කිසියම් ලෙසකින් උල්ලංඝනය වන්නා වූ අවස්ථාවලදී එය සිදු කරන පුද්ගලයා මා අයත් සමාගමේ කෙනෙකු වුවත් නොවුවත් දුක්ගැනවිලි කම්ටුටට හෝ මාගේ කළමනාකරුට වාර්තා කිරීමට සැලකිලිමත් වීම.

වයස අවුරුදු 18 ට අඩු ළමයින් සම්බන්ධයෙන්:

16ග ඉදිකිරීම් භූමියේ ළමයින් සිටි නම් හෝ අන්තරාදායක ක්‍රියාකාරකම්වල යෙදී සිටි නම් ඒ බව මාගේ කළමනාකරුගේ අවධානයට යොමු කිරීම.

17ග ළමයින් ආසන්නයේ වැඩ කරන විටදී වැඩිහිටි පුද්ගලයෙකු ඒ අසල සිටිය යුතු බවට හැකි සෑමවිටකම වග බලා ගැනීම.

18ග මාගේ දොති නොවන කිසිම දරුවෙකු, හදිසි තත්ත්වයක් මත වහාම ජරනිකාර කිරීමට අවශ්‍ය විටෙක හෝ ශාරීරික වශයෙන් අනතුරකට ලක්වීමේ අවදානමක සිටින අවස්ථාවක හැර මාගේ නිවසට තනිව කැඳවා ගැනීමෙන් වැළකී සිටීම.

19ග ළමයින් ලිංගික පුරාකැමට 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(.

20ග ළමයින්ට ශාරීරික දඬුවම් කිරීමෙන් හෝ හික්මවීමෙන් වැළකී සිටීම.

⁵ පුද්ගලයෙකුගේ නිදහස් සහ ස්වේච්ඡාමය අභිප්‍රාය, පිළිගැනීම, යමක්කිරීමට එකඟවීම මත පදනම් වූ දැනුවත් තේරීම **කැමැත්ත** ලෙසට අර්ථ ගැන්වී ඇත. එවැනි පිළිගැනීමක් හෝ එකඟතාවයක්, තර්ජනය කිරීමෙන්ද බලෙන් හෝ අන් ආකාර වල සංයෝජනයන්ගෙන්ද බලෙන් පැහැරගෙන යාමෙන්ද වංචාවෙන්ද 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.

- 21ග නීතියෙන් ඉහළ වයස් සීමාවක් නියම කර නොමැති විටෙක අවම වයස් සීමාව අවුරුදු 14 ට අඩු ළමයින් ගෘහාශ්රිත හෝ වෙනත් ශ්රම අවශ්යතා සඳහා කුලියට යොදා නොගැනීම; කෙසේ වෙතත් අනතුරක් වීමේ සැලකිය යුතු අවදානම් තත්ත්වයකට පත් වීමට ඉඩ ඇති අවස්ථාවන්හිදී වයස අවුරුදු 14 ට වැඩි වුවද ළමයින් සේවයේ යොදා ගත නොහැක.
- 22ග ළමා ශ්රමයට අදාළ කම්කරු නීති ඇතළු සියළුම දේශීය නීති සහ සහ ළමා ශ්රමය සහ අවම වයස පිළිබඳ ලෝක බැංකුවේ ආරක්ෂණ ජරනිපත්තිවලට අනුකූලවීම.

සේවා අවශ්යතාවයන් සම්බන්ධයෙන් ළමා ඡායාරූප භාවිතා කිරීම

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

- 23ග දරුවෙකු ඡායාරූපගත කිරීමට හෝ රූ ගත කිරීමට පෙර හෝ පෞද්ගලික ඡායාරූප ජරනිනිර්මාණ කිරීමේදී දේශීය සම්ප්රදායන් හා සීමාකරණයන් අධ්යයනය කිරීම හා අනුගමනය කිරීමට ගතහැකි සියළු ජරයන්ගෙන් දැරීම.
- 24ග දරුවෙකු ඡායාරූපගත කිරීමට හෝ රූගත කිරීමට පෙර, දරුවාගෙන් හා දෙමාපියන්ගෙන් හෝ භාරකරුවෙකුගෙන් ඒ පිළිබඳව දැනුවත් කර නිසි කැමැත්ත ලබා ගැනීම. මේ සම්බන්ධයෙන් ඡායාරූපය හෝ චිත්රපටය භාවිතා කරන්නේ කෙසේද යන්න පිළිබඳ තේරුම් කරදීමට වගබලා ගැනීම.
- 25ග ඡායාරූප, චිත්රපට, වීඩියෝ සහ ඩිවිඩි තැටි තුළින් ළමයින් නිරූපණය කිරීමේදී ළමයින්ගේ අහිමානය 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 ජරමාණවත් ලෙස ඇඳුම් ඇඳිය යුතු අතර ලිංගික කාරණා ඉස්මතු නොවන ලෙස අදාළ ඉරියව්වලින් පෙනී සිටින ලෙසට වග බලා ගැනීම.
- 26ග ළමා නියෝජනය කිරීමේදී ඒවා සන්දර්භය සහ සත්යවාදී කරුණු සමඟ සංගතතාවයෙන් යුක්ත බවට තහවුරු කිරීම.
- 27ග විද්යුත් තැපෑලෙන් ඡායාරූප යවන විට දරුවෙකු පිළිබඳ හඳුනා ගැනීමේ තොරතුරු ගොනු ලේබල මඟින් අනාවරණය නොවන බවට සහතික වීම.

දණ්ඩනයන්

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

- 1ග අවිධිමත් අනතුරු ඇඟවීම්
- 2ග විධිමත් අනතුරු ඇඟවීම්
- 3ග අතිරේක පුහුණු කිරීමේ
- 4ග සතියක් දක්වා වැටුප් අහිමිවීම්
- 5ග රැකියාව අත්හිටුවීම)වැටුප් නොගෙවා(, අවම මාස 1 ක කාලයක සිට උපරිම මාස 6 ක කාලයක් දක්වා

6෨ රැකියාව අවසන් කිරීම

7෨ අවශ්‍ය වුවහොත් පොලීසියට වාර්තා කිරීම

පාරිසරික, සමාජමය, සෞඛ්‍යමය සහ ආරක්ෂාවට අදාළ ජර්මිනිස් සපුරාලීම සහතික කිරීමත්ල වෘත්තීයට අදාළ සෞඛ්‍ය සහ ආරක්ෂක කළමනාකරණ සැලසුම පිළිපැදීමත්ල එමෙන්ම ස්නිරි පුරුෂ සමාජභාවය මත පදනම් වූ හිංසනයන් සේ හැඟවෙන ක්රියාකාරකම්වලින් සහ වර්යාවන්ගෙන් වැළකී සිටීමත් මගේ වගකීම බව මම තේරුම් ගනිමි. එවැනි ඕනෑම ක්රියාවක් මෙම පුද්ගලානුබද්ධ වර්යාධර්ම පද්ධතිය උල්ලංඝනය කිරීමක් බවට මම අවබෝධ කර ගෙන සිටිමි. ඉහතින් දක්වා ඇති පුද්ගලානුබද්ධ වර්යාධර්ම පද්ධතිය මා විසින් කියවා බැලූ බවත් එහි ඇති ජර්මිනිස්වලට අනුකූලවීමටත් මම එකඟවන බවත්, ෂිල ඛෂල ධජඛ ගැටළු ඇති වීම වැළැක්වීමට සහ ඒවාට ජරනිවාර දැක්වීමට අදාළ මාගේ කාර්යභාරයන් සහ වගකීම් මා විසින් පිළිගන්නා බවත් මෙයින් ජරකාශ කර සිටිමි. මෙම පුද්ගලානුබද්ධ වර්යාධර්ම පද්ධතිය හා නොගැළපෙන ක්රියාවක් සිදුකිරීම හෝ මෙම පුද්ගලානුබද්ධ වර්යාධර්ම 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