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விவசாய நவீனமயமாக்கல் திட்டம்
Agriculture Modernization Project



Funded by
The European Union



Sri Lanka Agriculture Sector Modernisation Project (ASMP)

**SOCIAL SCREENING REPORT
FOR
CLUSTER DEVELOPMENT PLAN FOR HYBRID
MAIZE SEED PRODUCTION IN VAVUNIYA**

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

Submitted: 30 October 2022

Table of Contents

A. PROJECT IDENTIFICATION	1
B. SUBPROJECT LOCATION	2
C. SUBPROJECT JUSTIFICATION	5
D. SUBPROJECT DESCRIPTION	10
E. DESCRIPTION OF THE SOCIO-ECONOMIC ENVIRONMENT	15
F. STAKEHOLDERS ENGAGEMENT AND PUBLIC CONSULTATION	21
<i>Stakeholders Engagements</i>	21
<i>Public Consultation</i>	21
G. GRIEVANCE READDRESSSED MECHANISM (GRM)	26
H. SOCIAL IMPACT SCREENING CHECKLIST	27
I. IMPLEMENTATION AND MONITORING	29
<i>Social Auditing/monitoring committee</i>	29
<i>Monitoring</i>	29
J. SOCIAL MANAGEMENT PLAN (SMP)	30
K. SCREENING DECISION ON CATEGORIZATION	32
<i>Annex 1: List of References</i>	35
<i>Annex 2: Project Area Map</i>	36
<i>Annex 3: Beneficiary List</i>	39
<i>Annex 4: Individual Code of Conduct for Labour Contract</i>	43

Tables:

Table 1: Land Use Pattern in Cluster area	4
Table 2: No. of Families and population breakdown with gender	7
Table 3: Suitability chart.....	9
Table 4: Comparative Assessment - Available Infrastructure & Processing Facilities	9
Table 5: Agriculture Productivity Improvement Measures	11
Table 6: Proposed Training and Capacity building	12
Table 7: No of Samurdhi Recipients.....	14
Table 8: Social characteristics of the cluster.....	16
Table 9: Employment and Unemployment in the Area	16
Table 10: No of Samurdhi Recipients.....	17
Table 11: Social risks and impacts and mitigation measures.....	19

Figures

Figure 1: Proposed Maize Seed Production area in Vavuniya.....	3
Figure 2: Land Use Pattern of Padiyathalawa.....	4
Figure 3 : Suitability Map of Vavuniya and Vengadachettikulam.....	9
Figure 4: Stakeholder Consultation in Vavuniya	21
Figure 5: Attendance Sheets of Public Consultation.....	22
Figure 6: Community Mapping at Poovarasankulam and Kurukkalputhukkulam	24
Figure 7: Public Consultation at Poovarasankulam and Kurukkalputhukkulam	24
Figure 8: Existing Condition of the Selected Lands at Poovarasankulam and Kurukkalputhukkulam	25
Figure 9: Existing Irrigation methods	25

Abbreviations

AEZ.....	Agroecological zone
ASMP.....	Agriculture Sector Modernisation Project
ATDP	Agriculture Technology Demonstration Parks
CDP.....	Cluster Development Plan
CEA.....	Central Environmental Authority
DCO	Distributary Canal Organisation
DoA.....	Department of Agriculture
DS	Divisional Secretary
DWLC.....	Department of Wildlife Conservation
EU	European Union
FO	Farmers' organisation
FPO	Farmer Producer Organisation
GAP.....	Good Agricultural Practices
GN.....	Grama Niladhari
LA	Local Authority
LKR.....	Sri Lankan Rupee
MoA	Ministry of Agriculture
MoD	Ministry of Defence
MoH	Medical Officer of Health
NCB	National Competitive Bidding
NCP.....	North Central Province
O&M.....	Operation and maintenance
OFC.....	Other food crops
PCR.....	Physical Cultural Resource
PMP.....	Pest management plan
PMU	Project Management Unit
PPMU.....	Provincial Project Management Unit
RDA	Roads Development Authority
RPM	Resident Project Manager
SMP.....	Social Management Plan
WHO.....	World Health Organisation

ASMP SOCIAL SCREENING REPORT

A. PROJECT IDENTIFICATION

Project title	Hybrid Maize Seed Production Cluster in Vavuniya District (Vavuniya and Vengadachettikulam DSDs)
Parent Project Objectives <i>(briefly)</i>	<p>The ASMP aims at supporting 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 poor, bottom 40 percent, and vulnerable people, thereby 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	Project Management Unit, ASMP, Ministry of Agriculture
Project title	<p>A PMU was established under the MOA to implement proposed project activities.</p> <p>Contact Persons Project Director ASMP, MOA 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 – Northern Province No. 340, Point Pedro Road, Anaipanthy, Jaffna.</p> <p>Environmental and Social Safeguards Specialist ASMP, MOA</p>

	<p>No. 123/2 Pannipitiya Road, Battaramulla Tel: +94 112 877 550 Fax: +94 112 877 546 Email: sanjayadms@hotmail.com Web: https://www.asmp.lk/</p> <p>Nature of Consultations and Inputs Received Consultations with Environmental and Social Safeguard Specialist/ PMU Consultations had with DD-DOA, AI, and Farmer Organizations’ leaders. In terms of developing the Hybrid Maize Seed Production Cluster, required all services and related implications were discussed. DOA-AIs will support in selection of farmers for Maize Seed Production. FD should be consulted in terms of Kurukkalputhukkulam proposed forest reserve. In addition, discussed the way of implementing the activities environmentally and socially accepted manner. DOA, was fully appreciated the initiatives and their fullest cooperation agreed to provide.</p>
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B. SUBPROJECT LOCATION

<p>Location</p>	<p>Hybrid Maize Seed Production Cluster in Vavuniya district will be implemented in Vavuniya and Vengadachettikulam Divisional Secretariat Divisions. According to the feasibility study conducted, this area has been recognised as the most feasible areas in Vavuniya District. The location of Vavuniya between 5° 55' to 9° 51' North latitude and between 79° 42' to 81° 53' East longitude. In the initial stage cluster will be formed in Poovarasankulam GND in Vavuniya and Kurukkalputhukkulam GND in Vengadachettikulam DSDs (Figure 1) and from next season onwards the area will be spread within the said DSDs to get about 300 farmers.</p> 
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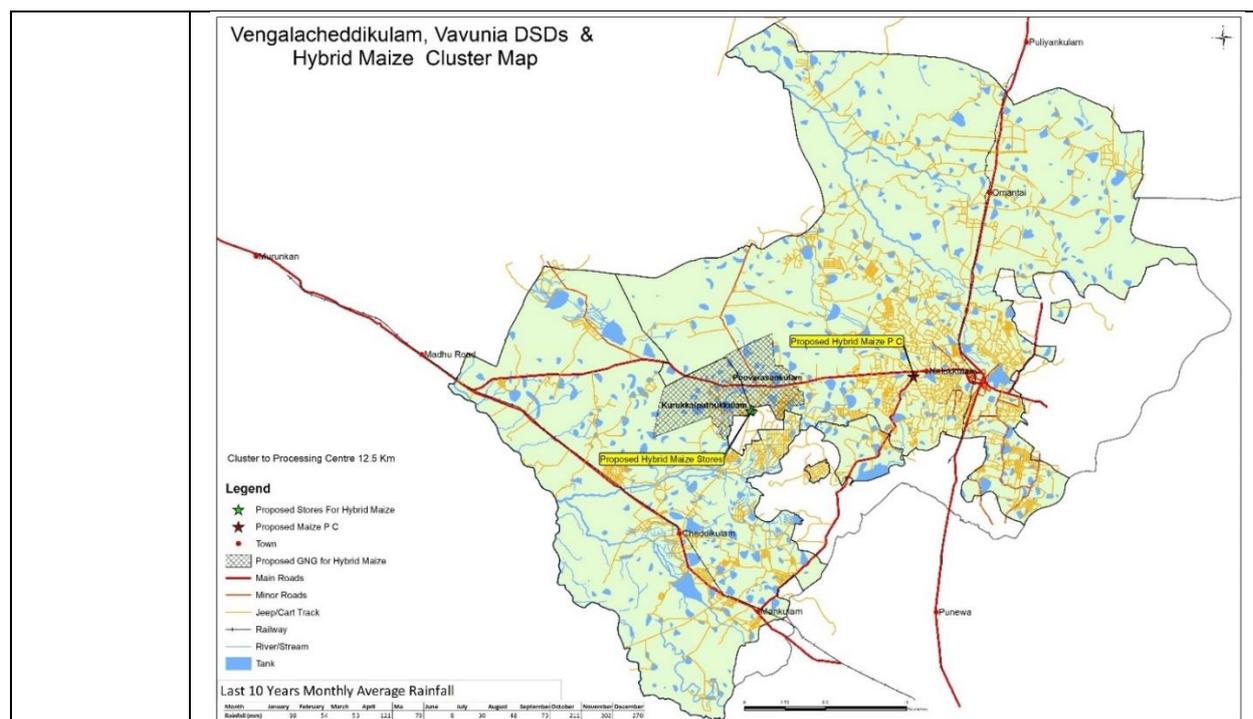


Figure 1: Proposed Maize Seed Production area in Vavuniya

Particularly these two GNDs are located adjoining to each other. These two GNDs are located along A30 Vavuniya-Mannar road at the chainage 15+km where Poovarasamkulam-Cheddikulam road starts. Poovarasamkulam-Cheddikulam road separates the two GNDs and two DSDs. There is about 8km to Cheddikulam.

Definition of Project Area / Project Impact area

Vavuniya and Vengadachettikulam Divisional Secretariats are located in Vavuniya district where it is bordering to Madu, Medawachchiya, Welioya, Vavuniya North, and Vavuniya South. Vavuniya DS Division consist of 42 GNDs and Vengadachettikulam DS division is consisted of 20 GN Divisions. Vavuniya DSD extent is about 640.86 sq.km and Vengadachettikulam extent is about 412.98 sq.km. This Maha-2022 season will only target for 50 Acres (50 farmers) from both Kurukkalputhukkulam and Poovarasamkulam GNDs. Due to the limitation of planting material 50 leading farmers with 50 acres have been selected for collective production under the cluster to contribute to the needs of the country in Maha season. Most suitable areas with maximum number of farmers in the same area with the size of 1.0 acre each plot have already been chosen. Next season, Yala – 2023, will expand the cluster area to entire both GNDs for 300 Acres (300 farmers).

Further, there are rural roads in both GNDs and processing centre location in Nelukkulam and Poovarasamkulam identified for improvement which will be assessing separately.

Adjacent land and features

Vavuniya and Vengadachettikulam Divisional Secretariats are located in Vavuniya district where it is bordering to Madu, Medawachchiya, Welioya, Vavuniya North, and Vavuniya South. Vavuniya DS Division consist of 42 GNDs and Vengadachettikulam DS division is consisted of 20 GN Divisions. Vavuniya DSD extent is about 640.86 sq.km and Vengadachettikulam extent is about 412.98 sq.km.

In Vengadachettikulam, there is 11,510 Ha under dense forest which is nearly 29 % of the total land area of this division. Open forest accounts 3.2 and there is no forest reserved in this area. In Vavuniya, the land area can be divided into 32280.3 Ha and 30876.1 Ha belongs to government and private land owners respectively. Out of the total land area of Vavuniya 51.11% are Government land and the remaining 48.89% are belongs to private land owners. 36.41% of the land of the Vavuniya division is forest area. There are eight minor tanks and one major tank located within the selected cluster area.

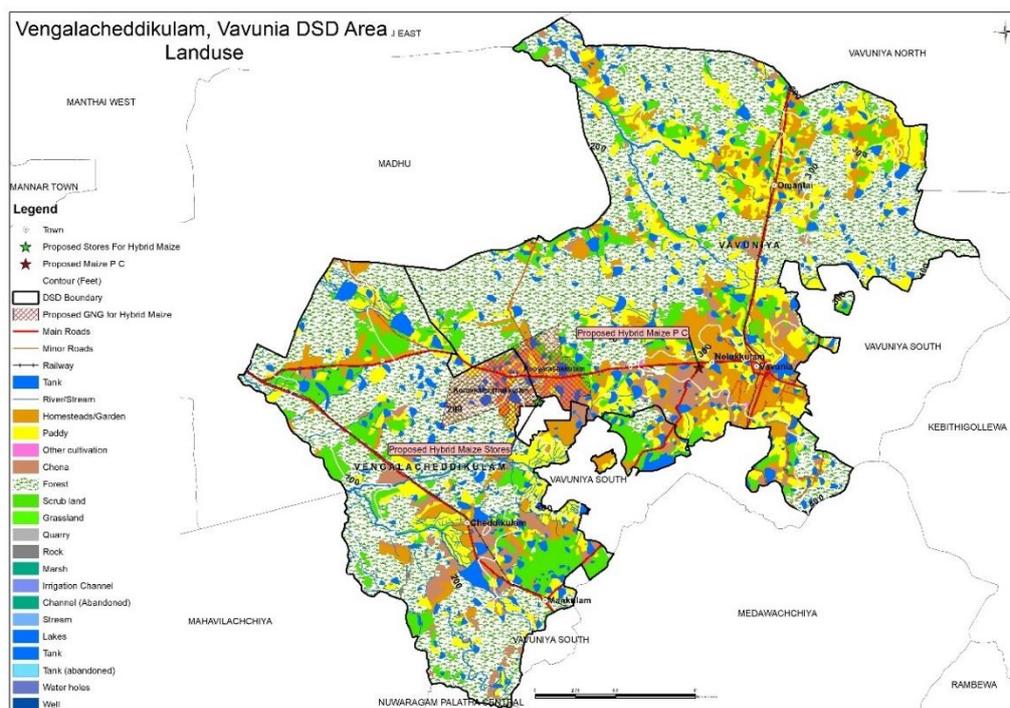


Figure 2: Land Use Pattern of Padiyathalawa

Main economic base of the people living in the area is Agriculture and mostly Mung, Black grame, green grame, Cowpea, Paddy, other fruit crops and chena cultivations are prominent. Further, livestock industry is prominent in the area. The land use pattern of these two DSDs are given below:

Table 1: Land Use Pattern in Cluster area

Land Use Type	Area (Ha)	
	Vavuniya	Vengadachettikulam
Paddy	10501.01	4,614.00
Chena	2680.34	3,593.00
Homesteads/Garden	7996.29	4,618.00
Builtup areas		140.00
Other cultivation	30.28	336.00
Forest	31254.58	20,761.00
Scrub land	5321.42	3,316.00
Barelands		136.00
Rock		34.00

	Marsh	5.90	5.00
	Waterbodies	3930.05	3246.00
	Total Area	61719.88	40,798.00

Source: Resource Profile, 2021

There are eight minor tanks and one major tank located within the cluster area namely Poovarasamkulam, Kurukkalputhukkulam, Maniar kulam, Helambagas wewa, Pemaduwa kulam, Salambai kulam and many more small tanks. There are no major irrigation systems within the cluster area. These tanks are small tanks belongs to Agrarian Services Department.

Kurukkalputhukkulam proposed forest area is within the cluster area and there are few more forest patches located in Poovarasamkulam and Kurukkalputhukkulam GNDs.

C. SUBPROJECT JUSTIFICATION

<p>Need for the project</p> <p><i>(What problem is the project going to solve)</i></p>	<p>Maize second main important cereal crop which mainly provide essential ingredient to animal feed processing industry while catering to the countable number of value-added human food. Food and nutrition security of the country, especially protein market of the country heavily depends on availability of maize as key feed ingredient. Extent of cultivation and volume production trend shows positive increasing trend over the last decades. Entire industry collapsed due to the recent government policy on organic agriculture along with import ban of fertilizer and agro-chemicals. On the other hand, restrict maize imports as a fiscal management policy badly affected on animal feed production industry of the country. Therefore, re-establish the crippled maize production industry is essential to cater the crying need of the animal feed industry.</p> <p>When maize production in Badulla, Vavuniya, Ampara and Kilinochchi districts are considered, the Badulla and Ampara districts have recorded higher yield than that of other two districts in Yala and Maha seasons. Maize production in Vavuniya and Kilinochchi districts is not very popular and they cultivate other crops instead of maize.</p> <p>Maize seed requirement of Sri Lanka is largely fulfilled by the imports. Apart from seed imports, maize and related products are also imported to Sri Lanka. Although Sri Lanka imports more than 100000 MT of maize in 2019, it has sharply dropped to 28000 tons in 2020. Surprisingly, in 2020, Sri Lanka allowed importing wheat grains for animal feed and introduced it as an import quota of 185,000 MT of wheat grains. This initiative was made by the government to compensate the local corn production shortfall eventually filling 170,000 MT of the authorized quota volume. Sri Lanka also authorized subsequently an additional import quota of 100,000 MT for the April 15 through July 31, 2021, period. Import quota for wheat grains was said to be introduced as domestic corn production is unlikely to increase quickly enough in the short-term to meet the animal feed milling industry’s demand.</p> <p>According to FAO (2021), annual growth rate of maize is around 16.73 percent. However, the overall productivity of maize is not in a satisfactory condition and has not been adequate to meet the increasing local demand. As a result, maize imports have been taking place. FAO (2021) further shows that approximately</p>
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	<p>98 to 99 percent of the hybrid maize seeds widely used by farmers for cultivation are imported. Although the Department of Agriculture (DoA) has already developed four local hybrids of which characters and yield parameters are comparable with imported hybrids, the use of local hybrid seeds among farmers are low as a result of the non-availability of local hybrid seed materials in required quantities in the local markets. The yield of local hybrid varieties is in par with those of imported varieties and average yield is around 5.5-6.5 metric tons per hectare. And the potential yield has been estimated to be 7.5-8.5 metric tons per hectare. Those hybrid varieties have been named as MI (III), MI (IV) and MI (V). In 2020, Sri Lanka has imported more than 1600 metric tons of maize seeds. Therefore, country like Sri Lanka should now turn to import substitution and save the foreign exchange. In this process, local hybrid seed production has important implications towards Sri Lankan economy. As a result, the Agriculture Sector Modernization Project intends to introduce hybrid maize seed production choosing 150 farmers from Badulla, Vavuniya, and Kilinochchi. Through this initiative above 150 acres of land are to be allocated for seed production. The expected seed yield from 150 farmers would be about 100 metric tons. Therefore, ASMP expects to check the feasibility of seed production in these 3 districts through data collected from the relevant stakeholders and secondary sources.</p>
<p>Purpose of the project <i>(What is going to be achieved by carrying out the project)</i></p>	<p>According to the above scenario, government of Sri Lanka want primarily to substitute importation of maize seed. However, DOA has parental material for 150 acres at the moment. Therefore, ASMP under this cluster plan to start hybrid maize seed production cluster initially with 150 Acres and next season with multiplied seeds extend the cluster up to 1500 acres. Accordingly, followings can be achieved through the cluster:</p> <ol style="list-style-type: none"> 1. Substitution of importation of Maize Seed 2. Save foreign exchange 3. Boost the animal feed industry in Sri Lanka 4. Increase the protein sources of poor and increase access to protein of Sri Lankans 5. Introduced modern technologies for post-harvest practices with intention of sustainability (water, energy, etc) 6. Capacity build of Maize Farmers specially with deep technical training on seed production and close monitoring 7. Develop the farmers into established business focussing seed production
<p>Beneficiaries</p>	<p>Hybrid Maize Seed Production Cluster in Vavuniya District will be implemented in Vvauniya and Vengadachettikulam Divisional Secretariat areas. Based on the feasibility, Hybrid Maize Seed Production in Vavuniya district confirmed and Vvauniya and Vengadachettikulam DSDs selected as most potentials' areas. However, due to unavailability of Parental materials for Seed cluster, initially the cluster will start with 50 Farmers (50 Acres) in Poovarasankulam and Kurukkalputhukkulam GNDs in Vvauniya and Vengadachettikulam DSDs. Seed cultivation in these areas is very prominent and farmers are well aware of seed cultivation related techniques and related infrastructures are mostly developed. Maize seed cultivation has not done previously but commercial maize cultivation related experience is there. Provincial Agriculture department facilitating at the ground level with PPMU-ASMP and District and Cluster Coordinators. There is an existing well established Farmer Organization like</p>

WESPO who are specialised in Seed production. In general, farmers in the area are cultivated using well water and small and major irrigation water. During Maha, most of them cultivated using rainwater.

Vavuniya DS division is consisted of 42 GN Divisions and accounts to a total population of 122,170 while Vengadachettikulam consist 20 GNDs and accounts to a total of 27,219 population. Vavuniya DSD extent is about 640.86 sq.km and Vengadachettikulam extent is about 412.98 sq.km. There are 35,059 families in Vavuniya DS division. In the meantime, 8079 families in Vengadachettikulam. Maize Seed Production Cluster in Vavuniya district will mainly limited to Poovarasankulam in Vavuniya DS and Kurukkalputhukkulam in Vengadachettikulam. Accordingly, Poovarasankulam GND accounts for 1613 population and 498 number of families whereas 1333 population and 440 number families in Kurukkalputhukkulam.

The Hybrid Maize Seed Production Cluster will be expanded up to 300 farmers from next Yala season and up to 500 in Maha.

Most suitable areas, with maximum exposure to a large number of farmers in the same geographical area and with a size of 1 acre each plot, will be selected. The technology package and other management practices will be demonstrated in a 1 acre plot owned by a progressive farmer that already uses advanced technology. This demonstration will provide the foundation to initiate Hybrid Maize Seed production activities using new and improved technology working with many farmers and their lands in the Yala season.

Proposed lands at Poovarasankulam and Kurukkalputhukkulam are possess with deeds, permit lands and leased where they have been cultivating black gram, green gram, ulundu, vegetable, mung, cowpea, sesame, kurakkan, etc.

In general, the presence of female is about 50% where it allows more females engage in Maize Seed Production Cluster.

Table 2: No. of Families and population breakdown with gender

GND	No of Families	Population	Male	Female
Poovarasankulam GND	ND	1862	893	969
Kurukkalputhukkulam GND	356	1194	594	600
Total		3056	1487	1569

Source : Resource Profiles, Divisional Secretariats, 2021

Since the project is very keen on women participation, high priority was given to select women headed families who are interested in cultivating maize. The project will target to ensure that at least 40% of the selected beneficiaries would be female. There are 62638 females in Vavuniya and 13782 in Vengadachettikulam where as 969 from Poovarasankulam and 600 from Kurukkalputhukkula respectively. According to these statistics and field involvements, engaging 40% female beneficiaries would not be a difficulty. In addition, a greater potential is there on engaging youth in these divisions. Further, vulnerable and marginalised disable farmers were selected as long as they have ability to carry out the cultivation activities.

	<p>Women headed families and low-income families will be exposed to the project and get the economic benefits. Infrastructure development includes rehabilitation of roads and canals which get direct and indirect benefits for the other farmers on their agricultural activities. Further, public transportation and smooth access of community will be the advantages for the surrounding community. Improved canals will be providing water access to the other farmer's lands. Organic fertiliser facility and postharvest processing facilities will provide direct and indirect employment opportunities for the surrounding community.</p>
<p>Alternatives considered <i>(Different ways to meet the project need and achieve the project purpose)</i></p>	<p>Cultivation of Hybrid Maize for seed production will help to upgrade their living standard up to a certain extent. Small land sizes are not enough to sustain. Minimum land extent of one acre needs for seed cultivation, in the same time they have to continue the other vegetable seed production also (about ¼ an acre of land extent). It is essential to shift to higher value crops with value addition to ensure the large-scale income.</p> <p>Soil type, Rainfall, Relative Humidity, land availability, farmers' experience and willingness of farmers have been considered as selection criteria. Different soil types in one divisional secretary division available and couldn't find the soil types relevant Grama Niladhari divisions and Rain fall also the same. Farmers' experience and willing ness identified through the rapid discussions with farmers. Considering three main categories namely Soil type, Rainfall and farmer willingness and experience most suitable, suitable and not suitable areas identified and mentioned in above table. Vavuniya and Vengadachettikulam are most suitable areas for Maize seeds cultivation.</p> <p>However, Vavuniya district has more than 40% of Forest Cover in total, which needs to be considered during selection of lands and farmers. Selected GNDs would be ideal in terms of agronomy as Maize Seed cultivation should maintain an isolation distance of minimum about 600m as long as forest areas are not disturbed. Water resources in the district has severe stress and therefore, water conserving methods should be introduced in terms of using water resources in a sustainable manner. Introduction of sprinkler irrigation system will reduce the amount of water required. Use of precision methods will reduce the wastage. Selection of farmers in this area should be carefully and transparently carried out to reduce the biasness which will lead to issues in social cohesiveness. In addition, human-elephant conflict and damages to cultivations are higher in Vavuniya South, Vavuniya and some parts of Vavuniya. Hence, proactive measures should be arranged.</p>

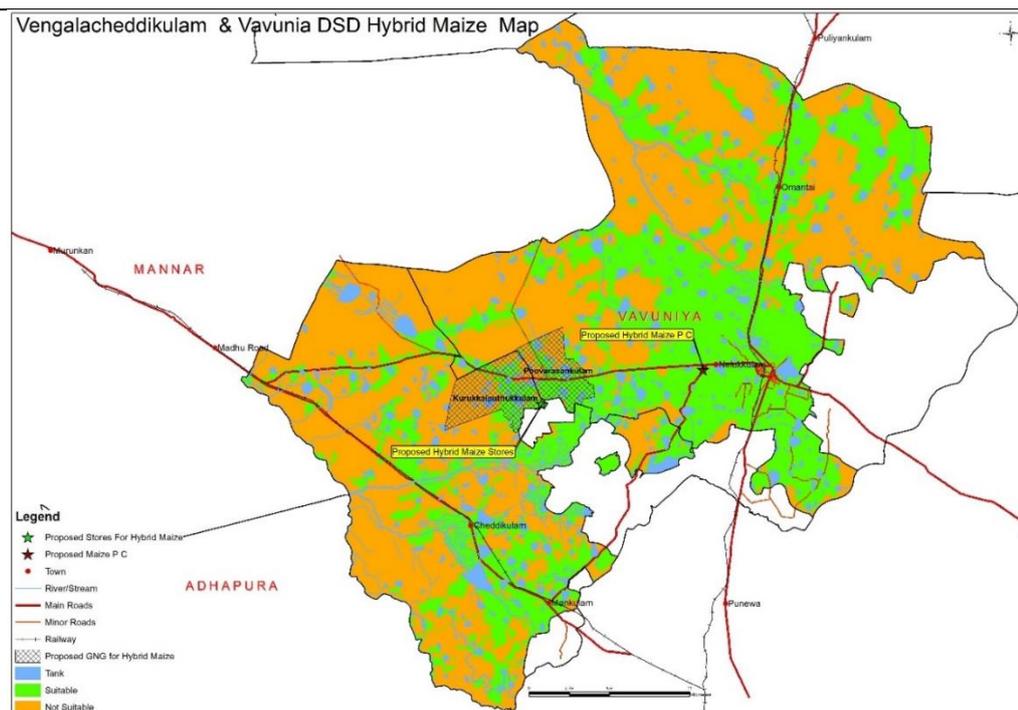


Figure 3 : Suitability Map of Vavuniya and Vengadachettikulam

Table 3: Suitability chart

Area	Soil type			Rainfall			Farmers experience			Environmental			Social			Overall Suitability
	Most suitable	Suitable	Not suitable	Most suitable	Suitable	Not suitable	Most suitable	Suitable	Not suitable	Most suitable	Suitable	Not suitable	Most suitable	Suitable	Not suitable	
Vavuniya	✓			✓			✓				✓		✓			Most suitable

Table 4: Comparative Assessment - Available Infrastructure & Processing Facilities

Interested Area	Vavuniya	Derived on
Sample Size - No of farmers	17	Participants
Infrastructure Availability		
Field Access Road Condition	2	Nos.

Availability of national grid Connection	1	Nos.
Availability of Water Sources	2	Nos.
Conclusion	Less Favorable	
Availability of Own Maize Farming Machineries		
Tractors - 4 Wheel	4	Nos.
Maize Seeders	2	Nos.
Weeding Machines	2	Nos.
Chemical Sprayers	3	Nos.
Water Pumps	4	Nos.
Conclusion	Favorable	
Availability of Hire-out Maize Seed processing machineries and lab testing facilities		
Shelling Machines	2	Nos. & Distance
Grader (Paddy Grader Machine)	4	Nos. & Distance
Seed Coating Machine	3	Nos. & Distance
Lab Facilities	1	Nos. & Distance
Conclusion	Less Favorable	
Availability of abandoned government buildings for processing and storing facilities	Least Favorable	Distance & Required rehabilitation works
Technical Know-how on Agri Machineries	Less Favorable	Nos.

D. SUBPROJECT DESCRIPTION

Proposed start date (duration)	October 2022
Proposed completion date	December 2024
Estimated total cost	LKR 462,759,000
Land Ownership	Private Lands with Deeds, Permits and Leased Processing Centre – Department of Agriculture

Planned Interventions	Once the Farmer Company is established the farmers are entitled to receive some benefits under the financing and service program of ASMP.		
	Table 5: Agriculture Productivity Improvement Measures		
	Draw backs	Reasons for drawbacks	Remedies to overcome drawbacks
	Low yields against potential	Poor land utilization	Introduce systematic training program. Proper monitoring methodology. Introduce methods to test soils and manage the soil. Should be addressed to the all deficiencies of the soil. Introduce new chemical packages to increase photosynthesis and get more yield. Introduce proper land preparation, fertigation, weeding, watering with modern technology. Introduce organic fertilizer preparation unit. IPM practices.
		Poor fertilizer usage	
		Poor water usage	
		Poor land preparation practices	
		Poor crop maintenance	
		Poor weed control	
		Poor pest and disease management	
Poor soil management			
	Inefficient labour management	Modern and appropriate technology to minimize the labour usage.	
Quality of the product	Poor knowledge about the markets and demand	Properly train them as a company, how to link with market, how to build rapport and continue. New technology introduces with relevant implements like computers, Apps etc.	
	No idea about the customer expectation	After having understanding with buyers, the FC can have buyers' all the expectation and work accordingly. We should facilitate for this.	
	Poor knowledge about the quality and improvement		
Less adoptability to modern technology.	Poor knowledge about the modern technology	Improve the quality of training using different	

			videos, exposure visits etc.
		Scarcity of capital	The project can help to the FCs on this matter. Local manufacturers can be introduced to FCs. If locally not available the project can import those
		Purchasing difficulties	
		Not appropriate technology	
Seeding for Maha 2022 will be started before end of October 2022.			
Table 6: Proposed Training and Capacity building			
Training number	Target group	Areas to be considered ***	
01	Farmers and relevant officers.	Improve the awareness of the project and the product going to be produced.	
02	Relevant Officers in the selected area.	All advanced technical points of product as well as the process.	
03	Selected farmers for the cluster.	Soil, soil structure, soil conservation, and importance of the organic matter. IPM practices. Record keeping.	
04	Selected farmers for the cluster.	Land preparation and depth of LP. Organic matter and basal fertilizer application. Importance of the high-quality seeds, seeding and importance of the seed treatment etc. Watering and why we water.	
05	Selected farmers for the cluster.	Weeds and weeding, Top dressings of fertilizer, relationship watering and fertigation. Guiding of plants (removing male flowers of female plants). Sunshine and Photosynthesis.	
06	Selected farmers for the cluster.	Pest and disease management, harvesting drying and transport.	
07	Discussion of success stories.	Effectiveness of correct implementing of technical things.	
No agro-wells and tube wells proposed in the cluster.			
In addition to agriculture improvements, establishment of Public Unlisted Company for the cluster farmers to ensure the sustainability of the cluster, Value chain development, farmer mechanization with modern technology, introduction			

	<p>of modern irrigation systems, improvements of selected rural roads and maize seed processing centre. Environmental screening for all infrastructure developments will be undertaken separately.</p>
<p>Beneficiary selection criteria and process</p>	<p>The Hybrid Maize Seed Production cluster focuses on the farmers who are currently continuing OFC on Uplands.</p> <p>There are farmer organizations and farmer producer organizations established in Vavuniya and Vengadachettikulam specially for Seed Production. However, mostly the cultivation in both areas have been carried out using rainwater in Maha season. During yala, they have been cultivating using well water and some minor irrigation schemes.</p> <p>Recently, due to non-availability of maize seed, cultivation of maize has been drastically reduced and hence people in the area have been economically hit.</p> <p>There are experienced maize farmers who rely on maize cultivation along with the other crops for livelihood. They commonly cultivate hybrid varieties which bought from private sector vendors. However, due to the economic crisis and restriction on importation, cultivation of maize becoming problem. Most of the farmers have large-scale, low flat farmer-based lands with irrigation facilities. ASMP planned to provide both ground-level infrastructure developments and advanced technological support by utilizing resources for farmer mobilization and capacity building through a strategic partnership. Further, an attitude and market-led vision of field staff are highly acceptable. Hence, the selected area is highly supportive to meet the project needs within a short period of time with the expected quality. The selection criteria for farmer-beneficiaries includes 12 requirements. The main selection criteria looked at the farmers' available lands and priority was given for the women and farmers who can utilize a minimum of 1 acre for Maize Seed production and full-time farmers. Below criteria were derived to select the farmers who have a minimum of 1 acre cultivable lands with a stable water source.</p> <ul style="list-style-type: none"> • Farmers below 35 years old • At present and also willing to expand the cultivation of the crop as a commercial venture • Land ownership should be confirmed by the beneficiaries • The farmer should confirm the land and soil suitability for the selected crop • Should have continues water supply for cultivation • Willing to adopt soil conservation practices if required • Willing to contribute beneficiary contribution decided by the project team • An innovative farmer who is capable to adopt improved technologies on his/her own with project support • Willing to join in the farmer company and abide by the rules and regulations of the organization/company • Willing to become a shareholder of the farmer company • Willing to supply products to the farmer producer organization/company • Willing to integrate value addition of his/her produce in their operation. <p>Since the project is very keen on women's participation, high priority was given to select women-headed families based on land availability. The project will target to ensure that about 40% of the selected beneficiaries would be women. Further, vulnerable and marginalized disabled farmers having a minimum of 1 acre were selected as long as they have the ability to carry out the cultivation</p>

	<p>activities. Further, the willingness of participation of existing farmers and the young farmers 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> <p>In the first stage, the project will commence its cultivation with selected 50 Farmers (50acres) using a modern technology package of Sprinkler irrigation, land preparation techniques, seeding, weeding, IPM, pollination, post-harvest practices, etc.</p>											
<p>Vulnerable groups and Gender</p>	<p>Vavuniya and Vengadachettikulam cultivating OFC in commercial scale and they have a vegetable and paddy seed production as well. Therefore, with other factors in relation to Maize Seed Production, Poovarasankulam from Vavuniya and Kurukkalputhukkulam from Vengadachettikulam selected for Maize Seed Production Cluster in Vavuniya. There are no published Household Income and Expenditure details specific to crop or agricultural farmers in the selected areas. However, according to the 2019 HIES survey, mean household monthly income of Vavuniya district is about LKR 68,859 whereas mean household monthly income of Sri Lanka is LKR 76,414. The mean household expenditure per month of Vavuniya district was LKR 56,086 whereas for Sri Lanka the value was LKR 63,130 for the year 2019 (Department of Census & Statistics, 2019). Estimated head count index (2012/13) under Sri Lanka's official poverty line is 13.9 in Vavuniya District and 12.1% of population in Vavuniya are under poverty line. Per-capita monthly income in Vavuniya is LKR 18,320 whereas per-capita monthly expenditure is LKR 14,922. However, as per the Resources Profile of Vengadachettikulam (2020) income of 1,090 families is below in Rs. 2500/= per month which is 13.01% of the total Families. These families are depending on Samurdhi and other livelihood assistance.</p> <p style="text-align: center;">Table 7: No of Samurdhi Recipients</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th rowspan="2" style="background-color: #d9ead3;">DSD</th> <th colspan="2" style="background-color: #d9ead3;">Samurdhi</th> </tr> <tr> <th style="background-color: #d9ead3;">No of Families</th> <th style="background-color: #d9ead3;">%</th> </tr> </thead> <tbody> <tr> <td>Vavuniya</td> <td style="text-align: center;">ND</td> <td style="text-align: center;">ND</td> </tr> <tr> <td>Vengadachettikulam</td> <td style="text-align: center;">2009</td> <td style="text-align: center;">24</td> </tr> </tbody> </table> <p style="text-align: center;">Source : Resource Profiles, Divisional Secretariats, 2021</p> <p>In Vavuniya DSD, 18.14% of the population is Farmers. 0.69 % are Fishermen, 27.70% are engaged in Labour (Cooli) works. This indicates only 42.9% is only engaged in earning, balance is idling or not aware about the access for income generating activities. In Vengadachettikulam DSD also, majority of people are unskilled labors and only a few percentages of government and private employers. Therefore, new income generation activities should be promoted in the area. Most of the small and medium scale industries found in the division are based on local resources such as Coconut, Milk, and grains products. Small and medium cottage industries such as handicrafts, batik, paper production, agriculture-based products etc are common in the area. In addition, there are eight vocational training centers in Vavuniya DSD.</p> <p>In addition to Agriculture, mainly animal husbandry and livestock industries are very popular in the area. Statistics revealed a significant increase in number of animals in the year 2021.</p>	DSD	Samurdhi		No of Families	%	Vavuniya	ND	ND	Vengadachettikulam	2009	24
DSD	Samurdhi											
	No of Families	%										
Vavuniya	ND	ND										
Vengadachettikulam	2009	24										

	<p>There are 62,638 females in Vavuniya and 13,782 in Vengadachettikulam where as 969 from Poovarasankulam and 600 from Kurukkalputhukkula respectively. According to these statistics and field involvements, engaging 40% female beneficiaries will be achievable. In addition, a greater potential is there on engaging youth in these divisions. Further, vulnerable and marginalised disable farmers were selected as long as they have ability to carry out the cultivation activities.</p> <p>Though there are many farmers in the area, at the initial stage, only 50 farmers will be cultivated as parental materials for Maize Seed Production available only for 50 acres. New and improved technology packages to enhance productivity and quality will be featured in these plots mostly from the next season onward, strategically located for maximum exposure to large numbers of farmers. These plots will serve as learn-by-doing sites where, at the beginning when technology is first introduced, training of trainers will take place to prepare “change agents” to work in the dissemination and expansion of the new technology packages to large numbers of farmers. The project is keenly looking to get on board at least 40% of female representation for the project.</p> <p>Female headed families and low-income families will be exposed to the project and get the economic benefits. Infrastructure development includes renovation of roads, canals, processing centre, etc which get direct and indirect benefits for the other farmers on their agricultural activities. Further, public transportation and smooth access of community will be the advantages for the surrounding community. Organic fertiliser facility and postharvest processing facilities will provide direct and indirect employment opportunities for the surrounding community.</p> <p>Implementation of this subproject, will be benefited to the vulnerable people, since there are more agriculture related job opportunities creates due to the maize cluster. Especially, manual weeding, harvesting is convenient agriculture related labor works that can involve for the vulnerable community too.</p>
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E. DESCRIPTION OF THE SOCIO-ECONOMIC ENVIRONMENT

<p>Community Profile</p>	<p>Maize Seed Production Cluster in Vavuniya district planned to be implemented in Vavuniya and Vengadachettikulam DSDs. Vavuniya DS division is consisted of 42 GN Divisions and accounts to a total population of 122,170 while Vengadachettikulam consist 20 GNDs and accounts to a total of 27,219 population. Vavuniya DSD extent is about 640.86 sq.km and Vengadachettikulam extent is about 412.98 sq.km. There are 35,059 families in Vavuniya DS division. In the meantime, 8079 families in Vengadachettikulam. Maize Seed Production Cluster in Vavuniya district will mainly limited to Poovarasankulam in Vavuniya DS and Kurukkalputhukkulam in Vengadachettikulam. Accordingly, Poovarasankulam GND accounts for 1613 population and 498 number of families whereas 1333 population and 440 number families in Kurukkalputhukkulam.</p>
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Social characteristics of the selected cluster are shown in Table 8. In both DSDs, majority of people are Tamil, however in Vengadachettikulam DSD, there is considerably high percentage of Muslims as well.

Table 8: Social characteristics of the cluster

Characteristic	Description	Percentages	
		Vavuniya	Vengadachettikulam
Gender	Male	48.7	49.4
	Female	51.3	50.6
Age	Below 18 years	27.8	30.9
	19 - 59	60.8	57.6
	Above 60 years	11.4	11.5
Ethnicity	Sinhala	0.05	0.1
	Tamil	99.8	66.7
	Muslim	0.15	33.2
Religion	Hindus	99.7	53.4
	Christian	0.1	13.4
	Islam	0.2	33.4

Source: Resource profile, Divisional Secretariats, 2021

The employment level of the people in the area is given in Table 9.

Table 9: Employment and Unemployment in the Area

DSD	Gvt	Private	Farmers	Skilled labors	Un skilled labors	Other
Vavuniya	9183	6050	7663	5041	11700	6593
Vengadachettikulam	638	186	3155	1481	3973	814
Total in DSD	9821	6236	10,818	6522	15673	7407

Source: Resource Profiles, Divisional Secretariats, 2020

In Vavuniya DSD, 18.14% of the population is Farmers. 0.69 % are Fishermen, 27.70% are engaged in Labour (Cooli) works. This indicates only 42.9% is only engaged in earning, balance is idling or not aware about the access for income generating activities. In Vengadachettikulam DSD also, majority of people are unskilled labors and only a few percentages of government and private employers. Therefore, new income generation activities should be promoted in the area. Most of the small and medium scale industries found in the division are based on local resources such as Coconut, Milk, and grains products. Small and medium cottage industries such as handicrafts, batik, paper production, agriculture-based products etc are common in the area. In addition, there are eight vocational training centers in Vavuniya DSD.

There are no published Household Income and Expenditure details specific to crop or agricultural farmers in the selected areas. However, according to the 2019 HIES survey, mean household monthly income of Vavuniya district is about LKR 68,859 whereas mean household monthly income of Sri Lanka is LKR 76,414. The mean

household expenditure per month of Vavuniya district was LKR 56,086 whereas for Sri Lanka the value was LKR 63,130 for the year 2019 (Department of Census & Statistics, 2019). Estimated head count index (2012/13) under Sri Lanka's official poverty line is 13.9 in Vavuniya District and 12.1% of population in Vavuniya are under poverty line. Per-capita monthly income in Vavuniya is LKR 18,320 whereas per-capita monthly expenditure is LKR 14,922. However, as per the Resources Profile of Vengadachettikulam (2020) income of 1,090 families is below in Rs. 2500/= per month which is 13.01% of the total Families. These families are depending on Samurdhi and other livelihood assistance.

Table 10: No of Samurdhi Recipients

DSD	Samurdhi	
	No of Families	%
Vavuniya	ND	ND
Vengadachettikulam	2009	24

Source: Resource Profiles, Divisional Secretariats, 2021

Though there are no details on Samurdhi beneficiaries of Vavuniya DSD, 23,537 Samurdhi beneficiaries in Vavuniya district was recorded in April 2022, which is 19% of total population of the district. In Vengadachettikulam also, 24% of families in the DSD are Samurdhi beneficiaries.

Project benefits

- Produce hybrid maize seed requirement within the country itself and save foreign exchange
- New productivity enhancing technologies will be introduced to increase yield
- Productive Land preparation methods
- Water conservation/Management and water accessibility will be improved
- New disease control techniques will be introduced
- Implementation of Integrated Pest Management Practices
- Introduction of new quality Enhancing Technologies
- Introduction of post harvesting practices to minimise postharvest losses
- Project expansion will create new employment opportunities
- Benefits of development of FPOs, training, awareness and capacity building programs out put such as
 - ✓ Good quality products
 - ✓ Innovativeness
 - ✓ Business professionalism
 - ✓ Legal compliance
- Sustainable farm income will be increased
- Identify market opportunities including export potentials
- Productive market infrastructure improvement which enhances the clusters' accessibility
- Cluster scale or communal micro-irrigation system will be introduced
- Training and awareness will strengthen skills, talents and knowledge to undertake and manage all activities of commercial organization
- Capacity building of farmers to produce seeds
- Cluster postharvest facilities provide storage facilities to keep goods in market acceptable standards
- Organic fertiliser facilities will provide organic fertilisers and minimise environmental impacts by minimising solid waste

<p>Social Impact</p>	<p>Subsequently, the magnitude of the proposed project interventions and number of projects units scattered in the selected area. No land acquisition is required, and no resettlement impacts are anticipated. Farmers are expected to directly benefit through improved production capacity and input supply/management, better and more efficient technologies for production and postharvest, improved market linkages as well as opportunities for value addition. Furthermore, farmers would benefit from capacity building through farmer business and marketing training. Hence, maize seed farmers will get direct economic advantages and surrounding community benefitted by direct and indirect employment opportunities from the Postharvest Processing Centre related activities, and establishment compost production plant. In addition, improvement of infrastructures will ease the mobility of the farmers and other requirements too. Separate Social Screening Report will be prepared for all infrastructure improvements including processing centre.</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 maize cultivation will be 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. Summarized 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 which leads miss opportunities to needy groups • Livelihood impacts during engagement in cultivation activities • Labour influx for proposed cultivation and postharvest activities • Public/ occupational health and safety Hazards, and on impacts on environment • All environmental related issues identified in the Environment Management Plan (EMP) will also have a serious impact on the society
<p>Mitigation Measures</p>	<p>Proposed migratory measures for the negative social impacts are listed above but mitigation measures are discussed below:</p> <p>Exclusion of vulnerable groups in the beneficiary selection</p> <ul style="list-style-type: none"> • Beneficiary selection should be done transparently and should not be bias. Selection should be witnessed by the AIs-DOA, PPMU-ASMP and EU Consultants. Consider as much as possible to include really vulnerable but satisfy the criteria. Special attention should be paid on farmers with disabilities, female headed families, and youth. However, the selection norm of the project is underscored to select 40% women beneficiaries and give more attention to the vulnerable groups. Selected beneficiary list can be displayed for better clarity. <p>Receive double benefits which leads miss opportunities for needy groups</p> <ul style="list-style-type: none"> • Receive double benefits by a family which hinders a needy family to receive the opportunity. Selection criteria should not allow two farmers

	<p>selected from single unit of family. Selection process should not be bias. FOs should be held responsible to enforce the farmers with the programme.</p> <p>Labour influx during cultivation periods</p> <ul style="list-style-type: none"> • Labours will be hired where possible from the local community and Farmers will have to give priority to women when hiring. Worker Code of Conduct will be included (Refer Annex 4) as part of the employment contract - that defines workers’ commitment in attitudes and behaviour preventing, combating and responding Gender Based Violence (GBV). Contractor will implement robust measures to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination). <p>Public/ occupational health and safety Hazards, and on impacts on environment</p> <ul style="list-style-type: none"> • All measures in the EMP will be implemented in regard to management. Necessary COVID19 safety measures and protocols will be implemented as per government, and WHO. Existing usage practices 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.
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Table 11: Social risks and impacts and mitigation measures

Activities	Land requirements	Risk of exclusion of vulnerable groups	Receiving Double Benefits by Farmers	Risks due to labour influx	Reduce Social Cohesion	Public/ occupational health and safety hazards	COVID 19 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 • Other Spray				Yes		Yes	Yes

Activities	Land requirements	Risk of exclusion of vulnerable groups	Receiving Double Benefits by Farmers	Risks due to labour influx	Reduce Social Cohesion	Public/ occupational health and safety hazards	COVID 19 Risks
<ul style="list-style-type: none"> Levelling for land preparation and drainage Disease surveys using infra-red photography Application of pesticides 	land owned by beneficiary			Yes		Yes	Yes
<ul style="list-style-type: none"> Introduction of water conserving and low-pressure sprinkler irrigation systems Installation of sprinkler system 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"> 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"> -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 Safety measures (Refer SMP mitigation measures)

F. STAKEHOLDERS ENGAGEMENT AND PUBLIC CONSULTATION

STAKEHOLDERS ENGAGEMENTS

EU Consultants and Provincial PMU of the ASMP project was conducted a field investigation with the farmers and relevant stakeholders and identified the proposed projects for the development. Initial stakeholder consultation held in Vavuniya with the participation of Chief Secretary – Northern Province, District Secretary – Vavuniya and all heads of line agencies including Divisional Secretaries. Second stage of stakeholder consultation conducted at Vavuniya with DD-DOA, AIs, SPMDC, etc. DOA proposed Poovarasankulam and Kurukkalputhukkulam GNDs as potential areas for Maize Seed Production and initially about 50 acres (50 farmers) will be selected from these two GNDs. The Divisional Secretary, Department of Agriculture and the GN of the area will engage in the monitoring of the project.

PUBLIC CONSULTATION

Consultations conducted with potential farmers of the selected areas in Poovrasamkulam and Kurukkalputhukkulam, DD-DOA, Agriculture Instructors, District and Cluster Coordinators. Focus Groups Discussions held with Farmers and Key Informant Interviews carried out with Key Officials. Outcomes of the discussions are summarised below:



Figure 4: Stakeholder Consultation in Vavuniya

Maize Seed Production in Vavuniya
Farmers' Group Discussion - Poovarasankulam

#	Name	Contact Details	Signature
01.	A. S. S. S. S. S.	0773385427	S. S. S.
02.	D. S. S. S. S.	0766710013	S. S. S.
03.	Y. M. S. S. S.	0774384696	S. S. S.
04.	K. S. S. S. S.	0775826618	S. S. S.
05.	S. S. S. S. S.	0773952732	S. S. S.
06.	S. S. S. S. S.	0772158242	S. S. S.
07.	A. S. S. S. S.	0770825134	S. S. S.
08.	S. S. S. S. S.	0779358150	S. S. S.
09.	S. S. S. S. S.	0764822917	S. S. S.
10.	S. S. S. S. S.	0775849824	S. S. S.
11.	S. S. S. S. S.	0779644432	S. S. S.
12.	S. S. S. S. S.	0777869200	S. S. S.
13.	S. S. S. S. S.	07731020366	S. S. S.
14.	S. S. S. S. S.	077-0840686	S. S. S.
15.	S. S. S. S. S.	0773063203	S. S. S.
16.	S. S. S. S. S.	077-2040985	S. S. S.
17.	Chandra Rajeswaran	076-7038998	S. S. S.
18.	A. Muththu	074-2401537	S. S. S.
19.	V. Sarojini	074-3414102	V. Sarojini
20.	K. Sunthoralingam	077-9591564	S. S. S.
21.	S. Sutharson	0779105828	S. S. S.
22.	R. Perarangan	0775297370	S. S. S.

Figure 5: Attendance Sheets of Public Consultation

- Existing crop related issues

Proposed Poovarasankulam and Kurukkalputhukkulam 50 farmers with minimum of 50 acres lands have been cultivating for years with rainwater in Maha and well water in Yala. Technically, this land is ideal for Maize Seed Cultivation as there are no other maize cultivation in the surrounding area. These farmers have cultivated black gram, green gram, cowpea, etc for years in addition to Paddy. Dry zone vegetation can be seen. There area Farmers Organization in Poovarasankulam and Kurukkalputhukkulam and there is well established farmer organization for Seed Production called WESPO Seed Producers in vavuniya. These villages are located about 15km away from Vavuniya twonship along Mannar road.

Following concerns were raised by the farmers during the consultations:

1. There are more than 50 acres in the area and it will be easy to find about 300 farmers with 300 acres for cluster expansion
2. Pest attacks such as Sena Catapillar, Birds, etc
3. Peacock, monkey, and elephants' damages to crops
4. Fertiliser application is not practised by based on soil and foliar analyses
5. No attention for micronutrient fertilisers
6. Poor primary post- harvest handling and high wastage
7. Low quality standards for marketing
8. High technical know-how requires for Maize Seed production where farmers are lack with and isolation requirements to be adhered
9. Continuity of Seed Clusters as business entity
10. Establishment of irrigation system due to site conditions and prevailing conditions in the country
11. Stable market for production and price
12. There are existing buildings which can be used for stores, and processing units with minimum improvements

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

Farmers have less experience in maize cultivation, but experienced Seed production including vegetable seeds. However, understading basics of maize cultivation, availability of lands with sufficient isolation requirements, availability of water throughout the year, farmer leadership and positive attitudes, farmers willingness, etc can be recognised as positives in establishing the cluster. Required technical know-how specially on Hybrid Maize Seed Production will be given very initially to all potential farmers before starting even land preparation. As this is a Hybrid Maize Seed Production cluster, adhering to the technical requirements are very much essential to ensure the quality of the seeds produced and for certification purpose. Seed certification team will be following up with farmers continuously to ensure the required standard is maintained. First season will be somewhat difficult but later on with the experience, farmers will be able to go ahead. DOA staff is very keen on this program and their support will be immense to get this successful.

Farmer mechanization such as seeding and weeding will be arranged as a technological improvement. This will save both time and money. Land preparation assistance will also be provided by the project to the Farmer Company. Farmer Company will have to allocate the available machineries to each farmer. However, initial land preparation will be critical as these lands are not properly ploughed previously.

- Moisture conditions that should be maintained during harvesting as well as post harvesting periods.

Hygienic and moisture conditions of the Seeds are vital factors. All technical requirements will be trained for farmers and follow up closely by the team and AIs and SPMDC Staffs. Harvesting time, post-harvest practices, treatment, by-products, etc will have greater importance here.

- Infrastructure development

Mainly, irrigation system for each farmer with required water sources improvement, market access road improvements, improvements to drainage canals, establishment of sump, etc will be provided. Further, processing centre with central access to the entire cluster and with required facilities such as shelling, drying, seed cleaning & grading, packing & storing, etc will be provided by the project.



Figure 6: Community Mapping at Poovarasankulam and Kurukkalputhukkulam



Figure 7: Public Consultation at Poovarasankulam and Kurukkalputhukkulam



Figure 8: Existing Condition of the Selected Lands at Poovarasankulam and Kurukkalputhukkulam



Figure 9: Existing Irrigation methods

G. 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 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 Social Development 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?		√		Under this SSR, construction related activities have not considered. Separate SSR will be prepared for Infrastructure development including processing centre
Does the intervention include upgrading or rehabilitation of existing physical facilities?		√		Under this SSR, construction related activities have not considered. Separate SSR will be prepared for Infrastructure development including processing centre
Is the intervention likely to cause any permanent damage to or loss of housing, other assets, resource use?		√		These farmlands are being cultivated for years
Are the sites chosen for this work free from encumbrances and is in possession of the government/community land?		√		
Is this subproject intervention requiring private land acquisitions?		√		No land acquisition taking place
If the site is privately owned, can this land be purchased through negotiated settlement?				N/A
If the land parcel has to be acquired, is the actual plot size and ownership status known?				N/A
Are these land owners willing to voluntarily donate the required land for this 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?		√		Only cultivation activities considered here

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?	√			Minor disturbances during land preparation due to machinery movements can be expected
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?	√			Proposed farmlands are being cultivating for years by the farmers
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/benefitted by the project intervention?		√		

I. IMPLEMENTATION AND MONITORING

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. Consultant – Environmental and Social Safeguards-EU/ASMP will continue to monitor all activities. In addition, Safeguards specialist of ASMP will periodically monitor the effectiveness implementation ASMP.

MONITORING

Considering the magnitude of the proposed project interventions 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. 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:
 01. Consultant – Environmental and Social Safeguards of EU-ASMP
 02. Environmental and Social Safeguards specialist of the ASMP or his representative
 03. Divisional Secretariat of proposed divisions or DS representative
 04. Deputy Director, Department of Agriculture, Vavuniya
 05. GN representation from each selected GN division
 06. Selected farmer organisation members
 07. Village representatives from each selected village

J. SOCIAL MANAGEMENT PLAN (SMP)

№	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
1	Vulnerable groups in the beneficiary selection	40% of project beneficiaries should be female farmers. Marginalise disable farmers who has minimum of Maize cultivable lands 1 acre will be considered by analysing the ability of carrying out the cultivation activities. Excluded farmer of the project will be covered through future expansions	EU District level staffs, PPMU-ASMP, DD-DOA, AI	Consultant - Environment and Social PMU – Social and Environment Specialist	Included in EMP
2	Receive double benefits by a single unit family	Receive double benefits by a family which hinders a needy family to receive the opportunity. Selection criteria should not allow two farmers selected from single unit of family. Selection process should not be bias and should be transparent	EU District level staffs, PPMU-ASMP, DD-DOA, AI	Consultant - Environment and Social PMU – Social and Environment Specialist	Included in EMP
3	Public complaints and lack of community awareness and support for the project implementation	Residents in the area will be briefed of the project, its purpose, design and outcomes with comprehensive discussion. 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	EU District level staffs, PPMU-ASMP, DD-DOA, AI	Consultant - Environment and Social PMU – Social and Environment Specialist	Included in EMP
4	Possible livelihood impacts	Beneficiary, farmer organisation and project officials and/or Social Audit Committees etc. will be mobilised to closely monitor project's construction progress and report to the project management if any Cluster Coordinator will be there and responsible for community liaison and to handle public complaints regarding environmental/ social related matters	EU District level staffs, PPMU-ASMP, DD-DOA, AI	Consultant - Environment and Social PMU – Social and Environment Specialist	N/A
5	Labour Influx related issues (e.g. GBV)	Local labour will be hired where possible and contract will give priority to women when hiring. Worker Code of Conduct will be included as part of the employment contract - that defines workers' commitment in attitudes and behaviour preventing, combating and responding GBV. Contractor will implement robust measures to prevent sexual harassment/GBV including training of workforce and sanctions for non-compliance (e.g. termination). Individual code of conduct for labour contract is attached in annexure 4.	EU District level staffs, PPMU-ASMP, DD-DOA, AI	Consultant - Environment and Social PMU – Social and Environment Specialist	N/A

№	Issues/ Impacts and risks	Mitigation measures	Institutional responsibility		Mitigation cost
			Implementation	Supervision/ monitoring	
6	Public/ occupational health and safety Hazards, and on impacts on environment	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. The contractor must ensure that all workers, including managers are well trained on COVID 19 safety precautions published by health ministry.	EU District level staffs, PPMU-ASMP, DD-DOA, AI	Consultant - Environment and Social PMU – Social and Environment Specialist	N/A

K. SCREENING DECISION ON CATEGORIZATION

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
Preliminary Stage		
Formation and strengthenin of institutional mechanism (PUC)	Empowerment of farmers Training Capacity building Gender inclusion	SP
During agricultural activities		
Land preparation	Increase the income generation due to the increment of productivity and the quality with land preparation techniques	SP
Introduction of basic flood prevention and drainage field techniques	Enhance the productivity and the product quality	SP
Use of fertilisers and chemicals	Exposure to health hazardous chemicals	NS
Product transportation and storage	No significant impacts	NS
New and improved quality enhancing technologies	Pleasant visual impact and comfortable working environment with easy handling techniques	SP

Note: 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 households (HHs)?

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

• [] No. [] Yes.

If yes, approximately how many?

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

• Land/cowshed/shops..... **N/A**

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

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

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

[] Categorized as a 'B' project, an Abbreviated Resettlement Action Plan is required

[] Categorized as a 'C' project, no Abbreviated Resettlement Action Plan is required, only social screening/ due diligence reporting is required

Details of Approval and Submission

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

ANNEX I: LIST OF REFERENCES

Census and Statistics, 2016

Resource profile of Vavuniya DS Division, 2021

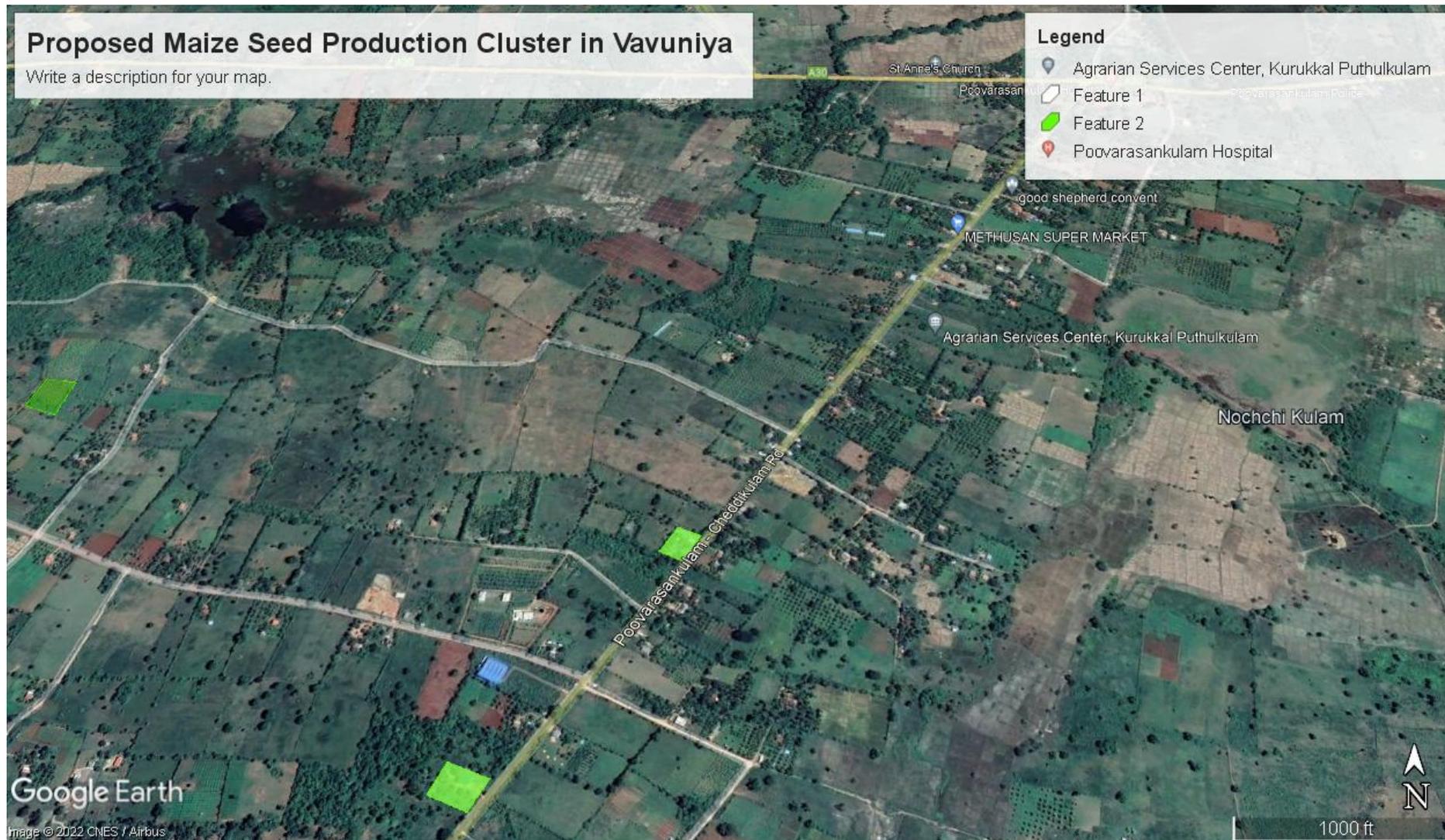
Resource profile of Vengadachettikulam DS Division, 2021

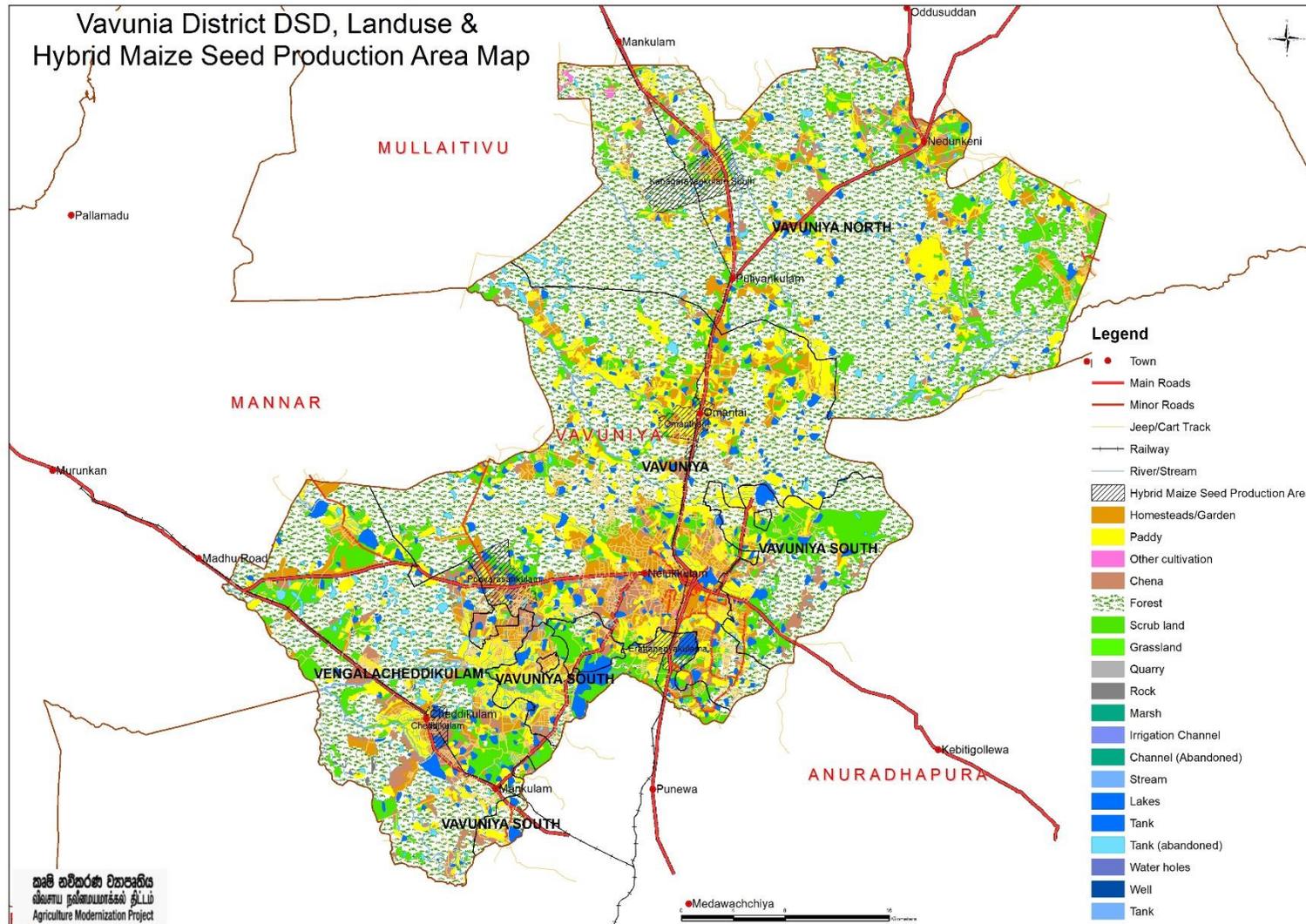
Census of Population and Housing, 2016

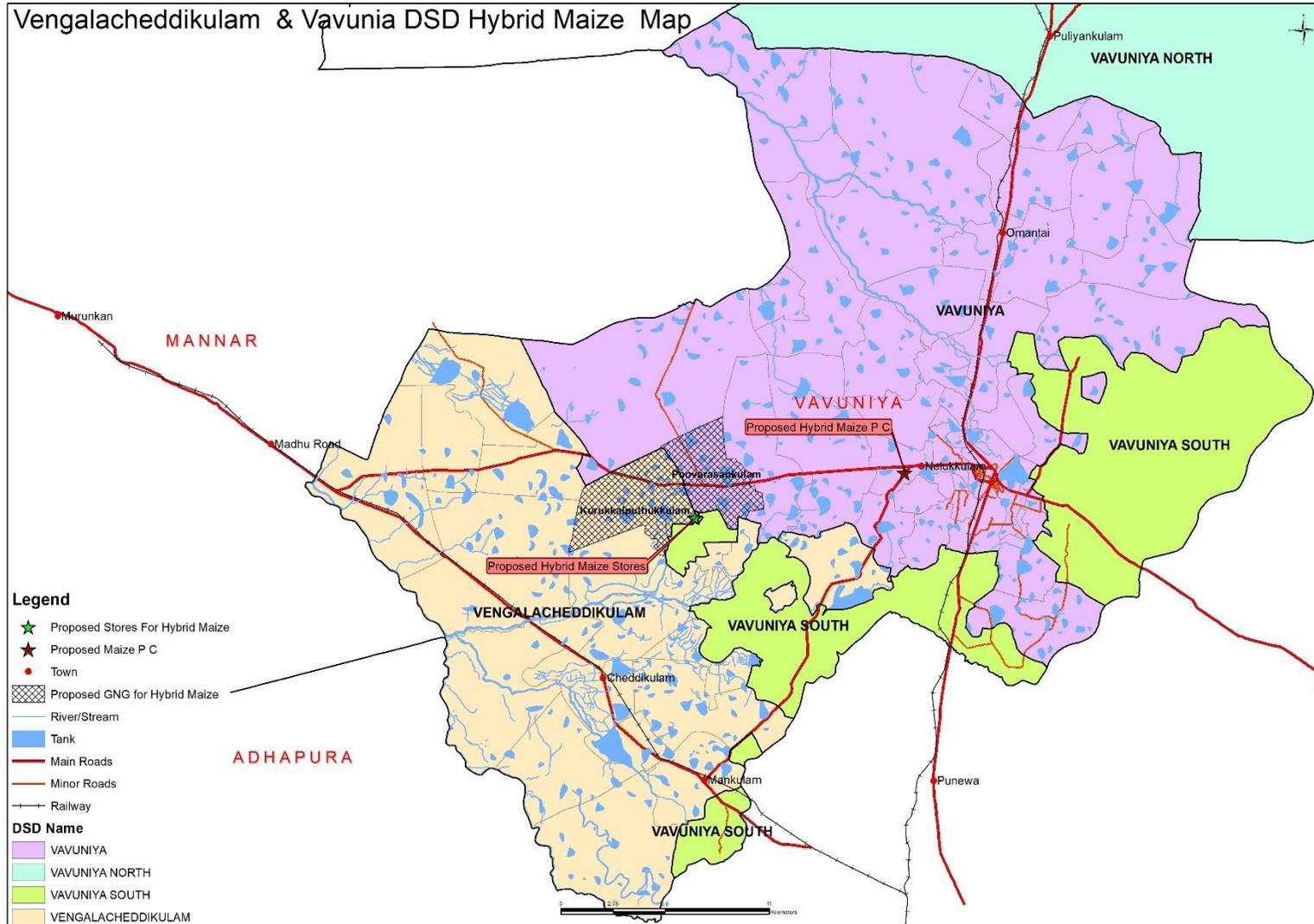
Environmental Assessment and Management Framework, ASMP

Feasibility Report for Maize Seed Production in Badulla, Ampara, Vavuniya and Kilinochchi, 2022

ANNEX 2: PROJECT AREA MAP







ANNEX 3: BENEFICIARY LIST**Maize- Hybrid Seed Production - ASMP Project****Beneficiaries Selection List****District: Vavuniya****Location: Kurukkalputhukkulam GN & Poovarasankulam GN**

S.N	Full Name	Gender	Civil status	Address	NIC	Contact No	Land Avail	Land Ownership type	Water Source	Type of Motor (currently using)	HP
1	Sethukavalar Thiruthukavalar	M	Married	Ramayankal, Poovarasankulam, Vavuniya.	1961 26505162	773065203	1 Acr	Permit	Agro well	Electric 2"	1 1/2
2	Chandrakumary Rajeswaran	F	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	1990 77403080	767038998	1 Acr	Permit	Agro well	Kerosine 2"	2
3	Kanthasamy Vigneswaran	M	Married	Erukkalamkal, Poovarasankulam, Vavuniya.	751892853v	773385427	1 Acr	Permit	Agro well	Submersible 2"	1 1/2
4	Sivapatham Sivaramu	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	752580987V	771995907	1 Acr	Permit	Agro well	Electric 2"	2
5	Yapa Mudhiyanselage Rathnasiri	M	Married	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	790175468v	774384696	1 Acr	Deed	Agro well	Electric 2"	1 1/2
6	Thusyanthan Leelampikai	F	Married	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	1984 81401453	773849824	1 Acr	Deed	Agro well	Electric 2"	1 1/2
7	Rasathurai Keetheshwarakumar	M	Married	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	701044240v	773952737	1 Acr	Permit	Agro well	Electric 2"	2
8	Rathnasiri Nuwan Prasanna	M	Single	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	2000 33002585	772214006	1 Acr	Deed	Agro well	Electric 2"	1 1/2
9	Kanthasamy Suntharalingam	M	Married	Erukkalamkal, Poovarasankulam, Vavuniya.	613244433v	779591564	1 Acr	Permit	Agro well	Electric 2"	1 1/2

SSR for Hybrid Maize Seed Production Cluster, Vavuniya

10	Thevathash Pathuvai Niksan	M	Married	Cheddikulam Rd, Erukkalamkal, Poovarasankulam, Vavuniya.	813380480v	775284649	1 Acr	Permit	Agro well	Submersible 2"	1 1/2
11	Vijayakanth Sarojini	F	Married	Erukkalamkal, Poovarasankulam, Vavuniya.	885734227v	743414102	1 Acr	Permit	Agro well	Kerosine 2"	2
12	Kanthasamy Logeswaran	M	Married	Erukkalamkal, Poovarasankulam, Vavuniya.	803003807v	775826618	1 Acr	Permit	Agro well	Electric 2"	2
13	Yogarasa Rishikaran	M	Married	Erukkalamkal, Poovarasankulam, Vavuniya.	891942265v	768715639	1 Acr	Permit	Agro well	Electric 2"	1 1/2
14	Ganeshan Tharmabala	M	Married	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	780701889v	776673664	1 Acr	Permit	Agro well	Electric 2"	2
15	Kulanthaiivadivel Sellachchamy	M	Married	Pulavanaaroor, Poovarasankulam, Vavuniya.	620492124v	770825134	1 Acr	Permit	Agro well	Electric 2"	1 1/2
16	Balachandran Sanjeevan	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	943562296V	779370850	1 Acr	Permit	Agro well	Kerosine 2"	2
17	Kasinathar Balasubramaniam	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	572623106V	743573669	1 Acr	Deed	Agro well	Electric 2"	1 1/2
18	Rasaiya Fransispillai	M	Married	Puliyankulam, Kurukkalputhukkulam, Poovarasankulam, Vavuniya.	880303474V	7779832908	1 Acr	Permit	Agro well	Electric 2"	1 1/2
19	Ganeshamoorthy Piratheepan	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	743390398	743390398	1 Acr	Permit	Agro well	Electric 2"	2
20	Sithamparanathan Puvanendran	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	722610741v	765282186	1 Acr	Permit	Agro well	Electric 2"	2
21	Vimalachandran Dineshan	M	Single	Maniyarkulam, Poovarasankulam, Vavuniya.	950754133v	770785135	1 Acr	Deed	Agro well	Electric 2"	1 1/2
22	Gunabalasingam Niththiyananthan	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	832774189v	778991605v	1 Acr	Permit	Agro well	Electric 2"	2
23	Kanthasami Anantharasa	M	Married	Erukkalamkal, Poovarasankulam, Vavuniya.	581835760V	767374974	1 Acr	Permit	Agro well	Electric 2"	1 1/2

SSR for Hybrid Maize Seed Production Cluster, Vavuniya

24	Palani Aarumugam	M	Married	Nithiyannagar, Maniyarkulam, Poovarasankulam, Vavuniya.	642953672v	771336432	1 Acr	Permit	Agro well	Electric 2"	1 1/2
25	Kanthasamy Thavakkumar	M	Married	Kurukkalthukkulam, Poovarasankulam, Vavuniya.	813620987v	770085381	1 Acr	Permit	Agro well	Electric 2"	2
26	Vijayareththinam Jeyanthini	F	Married	Puliyankulam, Kurukkalthukkulam, Poovarasankulam, Vavuniya.	787133983v	775165343	1 Acr	Permit	Agro well	Electric 2"	1 1/2
27	Rasalingam Thayaparan	M	Married	Puliyankulam, Kurukkalthukkulam, Poovarasankulam, Vavuniya.	1965 35404340	776275140	1 Acr	Permit	Agro well	Electric 2"	1 1/2
28	Rasalingam Thaventhiran	M	Married	Kurukkalthukkulam, Poovarasankulam, Vavuniya.	682430131v	769130841	1 Acr	Permit	Agro well	Electric 2"	1 1/2
29	Aarumugam Sevendran	M	Married	Kurukkalthukkulam, Poovarasankulam, Vavuniya.	743004345V	778374524	1 Acr	Permit	Agro well	Electric 2"	1 1/2
30	Murugesu Jeyatheepan	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	850105405v	768714526	1 Acr	Permit	Agro well	Electric 2"	1 1/2
31	Alberd Varathakumar	M	Married	Kurukkalthukkulam, Poovarasankulam, Vavuniya.	590502782v	763453397	1 Acr	Permit	Agro well	Electric 2"	1 1/2
32	Muththurasa Balamurali	M	Single	Erukkalamkal, Poovarasankulam, Vavuniya.	931502603v	775660997	1 Acr	Permit	Agro well	Electric 2"	1 1/2
33	Naarayanan Kanthavel	M	Married	Pulavannaroor, Poovarasankulam, Vavuniya.	511904374v	769089071	1 Acr	Permit	Agro well	Electric 2"	2
34	Muththu Thananjayan	M	Married	Ramayankal, Poovarasankulam, Vavuniya.	902512667v	762642533	1 Acr	Permit	Agro well	Kerosine 2"	1 1/2
35	Kanapathippillai Amirthalingam	M	Married	Poovarasankulam, Vavuniya.	1961 32603080	776006472	1 Acr	Permit	Agro well	Electric 2"	2
36	Palaniyappan Santhirachchelvan	M	Married	Erukkalamkal, Poovarasankulam, Vavuniya.	682042591v	766564778	1 Acr	Permit	Agro well	Electric 2"	1 1/2
37	Ganeshan Rameshwaran	M	Single	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	871641323v	775622187	1 Acr	Permit	Agro well	Submersible 2"	2

SSR for Hybrid Maize Seed Production Cluster, Vavuniya

38	Sokkalingam Sivarasa	M	Married	Ramayankal, Poovarasankulam, Vavuniya.	790020138v	766380010	1 Acr	Permit	Agro well	Electric 2"	1 1/2
39	Sinnaththampi Sithamparanathan	M	Married	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	1976 34404341	771470737	1 Acr	Permit	Agro well	Submersible 2"	2
40	John Makendran	M	Married	Kurukkalputhukkulam, Poovarasankulam, Vavuniya.	682903198v	779590753	1 Acr	Permit	Agro well	Electric 2"	1 1/2
41	Kathiresu Jegatheesan	M	Married	Poovarasankulam, Vavuniya.	571931907v	774905203	1 Acr	Permit	Agro well	Electric 2"	2
42	Paalchchamy Logeswaran	M	Married	Erukkalamkal ullaka veethi, Poovarasankulam, Vavuniya.	1973 04003550	768901594	1 Acr	Permit	Agro well	Electric 2"	1 1/2
43	Subramaniyam Gnanasegaram	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	633002843V	775212528	1 Acr	Deed	Agro well	Kerosine 2"	2
44	Thampan Ulakanathan	M	Married	Nithiyanagar, Maniyarkulam, Poovarasankulam, Vavuniya.	641022381v	774924497	1 Acr	Permit	Agro well	Electric 2"	1 1/2
45	Samuvel Jebanesan	M	Married	Maniyarkulam, Poovarasankulam, Vavuniya.	1992 07803856	779378665	1 Acr	Permit	Agro well	Electric 2"	2
46	Kumarakulasingam Vinorajan	M	Single	Kurukkalputhukkulam, Poovarasankulam, Vavuniya.	922333483v	763712160	1 Acr	Permit	Agro well	Electric 2"	1 1/2
47	Punniyamorthy Satheeshkumar	M	Married	Kurukkalputhukkulam, Poovarasankulam, Vavuniya.	782299719v	774059990	1 Acr	Permit	Agro well	Electric 2"	1 1/2
48	Thirusethukavalar Sethuppirayan	M	Single	Ramayankal, Poovarasankulam, Vavuniya.	2001 21104389	763537625	1 Acr	Permit	Agro well	Electric 2"	1 1/2
49	Kanthan Balakrishnan	M	Married	Nithiyanagar, Maniyarkulam, Poovarasankulam, Vavuniya.	543574317V	779619624	1 Acr	Permit	Agro well	Electric 2"	1 1/2
50	Vikneswaran Jathursan	M	Single	Erukkalamkal, Poovarasankulam, Vavuniya.	2001 16101996	741524537	1 Acr	Permit	Agro well	Electric 2"	1 1/2

ANNEX 4: INDIVIDUAL CODE OF CONDUCT FOR LABOUR CONTRACT

Individual Code of Conduct

Implementing environmental, social, health and safety (ESHS) and occupational health and safety (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 behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
9. Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
10. Not engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual 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 behaviour.
12. Not use prostitution in any form at any time.
13. Not participate in sexual contact or activity with children under the age of 18—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
14. Unless there is the full consent¹ by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding

¹ **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.

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

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

With regard to children under the age of 18:

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

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.

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 OHS 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: _____

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. වැඩබිම්, වැඩබිම් අවට, කම්කරු කඳවුරුවල හෝ අවට ප්‍රජාවන්හිදී වේවා ESHS සහ OHS ප්‍රමිතීන් අනුගමනය කිරීමට අපොහොසත්වීම හෝ GBV සම්බන්ධ ක්‍රියාකාරකම්වල නිරතවීම දැඩි විෂමාවාර ක්‍රියාවන් බවට සමාගම සලකන හෙයින් ඒ අනුව ඒවා දඬුවම් පැනවීමට, 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 මතිමතාන්තර, ජාතික, ජනවාර්ගික හෝ සමාජ සම්භවය, දේපල වත්කම්, ආබාධිත බව, උපත හෝ වෙනත් තත්ත්වයන් සලකිල්ලට නොගෙන සියළුම කාන්තාවන්ට, වයස අවුරුදු 18ට අඩු ළමයින්ට, සහ පුරුෂයින්ට ගෞරවෝන්විත ලෙස සැලකීම.
8. කාන්තාවන්ට, ළමයින්ට සහ පුරුෂයින්ට නොගැළපෙන හිංසාකාරී, දෝෂාරෝපණ- බැනවැදීම්, ලිංගික වශයෙන් ප්‍රකෝපකාරී, පහත් කොට සලකන්නා වූ, සංස්කෘතික වශයෙන් නුසුදුසු, ඇමතීමවලින් හෝ හැසිරීමවලින් වැළකී සිටීම.
9. ව්‍යාපෘති ප්‍රතිලාභීන් සහ අවට ප්‍රජාවන්හි සාමාජිකයින් ලිංගික සූරාකෑම්වලට හෝ අපයෝජනය කිරීමෙන් වැළකී සිටීම.
10. සේවක පිරිස හා කාර්ය මණ්ඩලයට ලිංගික හිරිහැර නොකිරීම. උදා- අනාරාධිත ලිංගික වර්ගා සඳහා පෙළඹවීම ලිංගික අනුග්‍රහයන් නොපැතීම සහ ලිංගික ස්වභාවයේ වෙනත් වාචික හෝ ශාරීරික ක්‍රියාවන් සපුරා තහනම් වේ. උදා- කෙනෙකු දෙස පාදාන්තයේ සිට කේශාන්තය දක්වා බැලීම; සිපගැනීම, උස් හඩින් කථා කිරීම හෝ ශබ්ද කිරීම; නුසුදුසු ලෙස කෙනෙකු ළඟ ගැවසීම; සුරුවම් බෑම සහ නොමනා ශබ්ද සහ ලිංගික ස්වභාවය හුවා දැක්වෙන අභිනයන්; සමහර විටෙක පෞද්ගලික ත්‍යාග ලබා දීම.
11. ලිංගික අනුග්‍රහයන් හි නොයෙළීම - උදා- විශේෂ සැලකිලි පිළිබඳ පොරොන්දු දීම (උදා- සේවයේ උසස් කිරීම වැනි), අයහපත් ප්‍රතිවිපාක දක්වන තර්ජන (සේවයෙන් පහ කිරීම) හෝ මූල්‍යමය හෝ ද්‍රව්‍යමය ගෙවීම්, වෙනත් ආකාරයේ නින්දිත, පහත් හැසිරීම් හෝ පළිගැනීම් සහගත හැසිරීම්.
12. කිසිම විටෙක කිසිම ආකාරයක ගණිකා වෘත්තීය භාවිතා නොකිරීම.
13. ඇඳුම් පැළඳුමින් හෝ ඩීජීටල් මාධ්‍ය හරහා සම්බන්ධවීම් ඇතුළුව වයස අවුරුදු 18ට අඩු ළමයින් සමඟ ලිංගික සම්බන්ධතා හෝ ලිංගික ක්‍රියාවල නොයෙදීම. ළමයකුගේ වයස පිළිබඳව වැරදි නිශ්චය නිදහසට කාරණාවක් නොවේ. දරුවාගේ කැමැත්ත මත එවැන්නක් කිරීමද සමාචට හෝ නිදහසට කරුණක් නොවේ.

14. අදාළ සියළුම පාර්ශ්වයන්හි පූර්ණ කැමැත්ත² නොමැතිව, අවට ප්‍රජාවන්හි සාමාජිකයින් සමඟ ලිංගික සබඳතා මා හට පැවැත්විය නොහැකිය. ප්‍රතිලාභ නොගෙවා රඳවා ගැනීම් හෝ සත්‍ය වශයෙන්ම ප්‍රජාවේ සාමාජිකයින්ට වන පොරොන්දු (මූල්‍යමය හෝ මූල්‍යමය නොවන) සත්‍ය ප්‍රතිලාභවල සැපයීම් (මූල්‍යමය හෝ මූල්‍යමය නොවන) රඳවා ගැනීම් හෝ ලබා දෙන බවට පොරොන්දුවීම් ආදියද මෙයට ඇතුළත් වේ.
15. GBV හිංසනයන් සත්‍ය වශයෙන්ම සිදුවීමේදී හෝ එවැන්නක් යැයි සැක කෙරෙන අවස්ථාවලදී මෙන්ම මෙම වර්ගයට පද්ධතිය කිසියම් ලෙසකින් උල්ලංඝනය වන්නා වූ අවස්ථාවලදී එය සිදු කරන පුද්ගලයා මා අයත් සමාගමේ කෙනෙකු වූවත් නොවූවත් දුක්ගැනවිලි කමිටුවට හෝ මාගේ කළමනාකරුට වාර්තා කිරීමට සැලකිලිමත් වීම.

වයස අවුරුදු 18 ට අඩු ළමයින් සම්බන්ධයෙන්:

16. ඉදිකිරීම් භූමියේ ළමයින් සිටි නම් හෝ අන්තරාදායක ක්‍රියාකාරකම්වල යෙදී සිටි නම් ඒ බව මාගේ කළමනාකරුගේ අවධානයට යොමු කිරීම.
17. ළමයින් ආසන්නයේ වැඩ කරන විටදී වැඩිහිටි පුද්ගලයෙකු ඒ අසල සිටිය යුතු බවට හැකි 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 අසැබෑ දර්ශන නැරඹීමට ඉඩ සලසන කිසිදු පරිඝණයක්, ජංගම දුරකථන, විඩියෝ සහ ඩිජිටල් කැමරා හෝ වෙනත් මාධ්‍යයක් භාවිතා නොකිරීම (පහත සඳහන් “සේවා අවශ්‍යතාවයන් සම්බන්ධයෙන් ළමා ඡායාරූප භාවිතා කිරීම” ද බලන්න).
20. ළමයින්ට ශාරීරික දඩුවම් කිරීමෙන් හෝ හික්මවීමෙන් වැළකී සිටීම.
21. නීතියෙන් ඉහළ වයස් සීමාවක් නියම කර නොමැති විටෙක අවම වයස් සීමාව අවුරුදු 14 ට අඩු ළමයින් ගෘහාශ්‍රිත හෝ වෙනත් ශ්‍රම අවශ්‍යතා සඳහා කුලියට යොදා නොගැනීම; කෙසේ වෙතත් අනතුරක් වීමේ සැලකිය යුතු අවදානම් 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 දරුවෙකු ඡායාරූප ගත කිරීමේදී හෝ රූ ගත කිරීමේදී, මා විසින්

23. දරුවෙකු ඡායාරූපගත කිරීමට හෝ රූ ගත කිරීමට පෙර හෝ පෞද්ගලික ඡායාරූප ප්‍රතිනිර්මාණ කිරීමේදී දේශීය සම්ප්‍රදායන් හා සීමාකරණයන් අධ්‍යයනය කිරීම හා අනුගමනය කිරීමට ගතහැකි සියළු ප්‍රයත්නයන් දැරීම.
24. දරුවෙකු ඡායාරූපගත කිරීමට හෝ රූගත කිරීමට පෙර, දරුවාගෙන් හා දෙමාපියන්ගෙන් හෝ භාරකරුවෙකුගෙන් ඒ පිළිබඳව දැනුවත් කර නිසි කැමැත්ත ලබා ගැනීම. මේ සම්බන්ධයෙන් ඡායාරූපය හෝ චිත්‍රපටය භාවිතා කරන්නේ කෙසේද යන්න පිළිබඳ තේරුම් කරදීමට වගබලා ගැනීම.

² පුද්ගලයෙකුගේ නිදහස් සහ ස්වේච්ඡමය අභිප්‍රාය, පිළිගනීම, යමක්කිරීමට එකඟවීම මත පදනම් වූ දැනුවත් තේරීම **කමුත්ත** ලෙසට අර්ථ ගන්වී ඇත. එවැනි පිළිගනීමක් හෝ එකඟතාවයක්, තර්ජනය කිරීමෙන්, බලෙන් හෝ අන් ආකාර වල සංයෝජනයන්ගෙන්, බලෙන් පහරගෙන යෑමෙන්, වංචාවෙන්, රැවටීමෙන් හෝ වරද ලෙස නිරූපණය කිරීමෙන් ලබාගන්නා අවස්ථාවන්හිදී කමුත්ත නොමැති බව සෙසභන හක. වර්ගයට පද්ධතිය හඳුන්වාදෙනු ලබන රටෙහි ජාතික නීති සම්පද්‍රායයේ අඩු වයසක් දක්වන බුණුද ලෙඛි බැඳුම් එක්සත් ජාතීන්ගේ සංවිධානයේ ළමා අයිතිවාසිකම් පිළිබඳ සම්මුතිය අනුව යමින් වයස අවුරුදු 18 ට අඩු ළමයින් යනු කමුත්ත ලබාදිය නොහැකි අය බවට සලකනු ලබයි. ළමයකුගේ වයස පිළිබඳ වරද විශ්වාසය සහ ළමයෙහි කමුත්ත නිදහසට හේතුවක් නොවේ.

25. ඡායාරූප, චිත්‍රපට, වීඩියෝ සහ ඩිවිඩ් තැටි තුළින් ළමයින් නිරූපණය කිරීමේදී ළමයින්ගේ අභිමානය සහ ගෞරවය සුරක්ෂා වන පරිදි එය කිරීමට වග බලා ගැනීම. ඔවුන් අවාසි සහගත බලපෑම්වලට ලක් නොකිරීමට සහ යටහත් නොකිරීමට වග බලා ගැනීම. ළමයින් සුදුසු පරිදි ප්‍රමාණවත් ලෙස ඇඳුම් ඇඳිය යුතු අතර ලිංගික කාරණා ඉස්මතු නොවන ලෙස අදාළ ඉරියව්වලින් පෙනී සිටින ලෙසට වග බලා ගැනීම.
26. ළමා නියෝජනය කිරීමේදී ඒවා සන්දර්භය සහ සත්‍යවාදී කරුණු සමඟ සංගතතාවයෙන් යුක්ත බවට තහවුරු කිරීම.
27. විද්‍යුත් තැපෑලෙන් ඡායාරූප යවන විට දරුවෙකු පිළිබඳ හඳුනා ගැනීමේ තොරතුරු ගොනු ලේබල මගින් අනාවරණය නොවන බවට සහතික වීම.

දණ්ඩනයන්

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

1. අවිධිමත් අනතුරු ඇඟවීම
2. විධිමත් අනතුරු ඇඟවීම
3. අතිරේක පුහුණු කිරීමේ
4. සතියක් දක්වා වැටුප් අහිමිවීම
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 නිංසනයන් සේ හැඟවෙන ක්‍රියාකාරකම්වලින් සහ වර්ගාවන්ගෙන් වැළකී සිටීමත් මගේ වගකීම බව මම තේරුම් ගනිමි. එවැනි ඕනෑම ක්‍රියාවක් මෙම පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය උල්ලංඝනය කිරීමක් බවට මම අවබෝධ කර ගෙන සිටිමි. ඉහතින් දක්වා ඇති පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය මා විසින් කියවා බැලූ බවත් එහි ඇති ප්‍රමිතීන්වලට අනුකූලවීමටත් මම එකඟවන බවත්, ESHS, OHS, GBV ගැටළු ඇති වීම වැළැක්වීමට සහ ඒවාට ප්‍රතිචාර දැක්වීමට අදාළ මාගේ කාර්යභාරයන් සහ වගකීම් මා විසින් පිළිගන්නා බවත් මෙයින් ප්‍රකාශ කර සිටිමි. මෙම පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතිය හා නොගැළපෙන ක්‍රියාවක් සිදුකිරීම හෝ මෙම පුද්ගලානුබද්ධ වර්ගාධර්ම පද්ධතියෙන් බලගන්වා ඇති පරිදි ක්‍රියා කිරීමට අපොහොසත් වීම, විනයානුකූල පියවර ගැනීමට හේතු වන බවත් ඉන් දැනට මා නියුක්තව සිටින රැකියාවට කිසියම් අහිතකර බලපෑමක් සිදු විය හැකි බවත් මම අවබෝධ කරගෙන සිටිමි.

අත්සන:

මුද්‍රිත නාමය:

තත්ත්වය/තරුණිකම:

දිනය: