



Social Monitoring Report

Project Number: 47273 – 003 /004 /005 /006

Loan Numbers: Tranche 1 – 3171

Tranche 2 – 3221

Tranche 3 – 3325

Tranche 4 – 3610

Semi Annual Report

June 2020

SRI: Integrated Road Investment Program RMC – Southern, North Central Province

Prepared by the Road Development Authority, Ministry of Roads and Highways for the Asian Development Bank.

This social monitoring report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature. Your attention is directed to the “terms of use” section on ADB’s website.'. In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area

Asian Development Bank



**DEMOCRATIC SOCIALIST
REPUBLIC OF SRI LANKA**

Ministry of Roads and Highways

Road Development Authority

**SOCIAL SAFEGUARD MONITORING SEMI- ANNUAL
REPORT**

January to June- 2020

LOAN 3171 - SRI: Tranche 01 – MC / 001

**Monitoring Consultants (MC) for Road Management Contracts (RMC)
of National Roads**



Prepared by:

**Oriental Consultants Global Co. Ltd.
In Joint Venture with
Consulting Engineers and Architects
Associated (Pvt.) Ltd.**

Submitted to:

**Project Implementation Unit (PIU)
Road Development Authority
Ministry of Roads and Highways**

Table of Contents

1	BACKGROUND OF THE PROJECT	11
1.1	Road Management Contract Package (RMC)	11
1.2	Project Data	12
1.3	Description of the Project	13
1.4	Objective of the Project	14
1.4.1	Specific Objectives of this Project are to;	15
1.5	Project Locations	15
1.6	Summary of Current Contracts	16
1.7	Consulting Services Contract	17
1.8	Roles and Responsibilities of PIU, MC, and Contractors	17
1.8.1	Roles and Responsibilities of PIU, MC, and Contractors	17
1.9	Overview of Institutional Framework	18
1.10	Duties of Social/Gender/Resettlement Specialist:	18
1.11	Context and Purpose of this Report	19
2	PROJECT DESCRIPTION OF RMC ROAD PACKAGES	20
2.1	RMC 03 - Maradankadawala – Habarana Road	20
2.1.1	Contract Details	20
2.1.2	Road Map	20
2.1.3	Road Construction Progress RMC 03 Project	21
2.2	Karapitiya to Thawalama Road Project – SP 01	22
2.2.1	Road Construction Progress	23
3	SOCIAL SAFEGUARDED ISSUES AND MITIGATION MEASURES IMPLEMENTED	25
3.1	Compliance on Social Safeguards Provisions the Loan Covenant	25
3.2	Compliance with Requirement in the Resettlement Framework (RF)	27
3.3	Compliance to the Social requirements under the project Facility Administration Manual (FAM)	28
3.4	Introduction of Concept of Context Sensitive Design (CSD)	30
3.4.1	Design Change on Community Public Request	30
3.4.1.1	RMC -03	30
3.4.1.2	RMC SP – 01	32
3.5	Training and Awareness Programmes	32
3.6	Grievance Redress Mechanism	35
3.6.1	Establishment of Grievance Redress Committees (GRCs)	36
3.6.2	Establishment of GRCs at Divisional Secretariat Division (DSD) Level	36
3.6.3	Grievance Redress Committees	36

3.6.4	Grievances Submitted	37
3.6.5	Maintenance of Records for Public Grievances	38
3.6.6	Classified Summary of Public Grievances, Requests, Suggestions and Complaints	39
4	ARRANGEMENTS TO ENSURE HEALTH AND SAFETY	41
5	PROCESS OF LAND DONATION	43
5.1.1	Status of Land Donation Activities	43
5.1.2	Keeping Records Land Donation	44
5.1.3	Land Donation and Newly Construction Details / Thalagaha Wanduramba Section SP 01 – Galle	46
5.1.4	Land Donation photos Maradankadawala- Habarana Road	48
6	COMPLIANCE WITH GENDER ACTION PLAN (GAP)	50
7	HIV / AIDS PREVENTION AND HEALTH AWARENESS PROGRAMME CONDUCTED – STEP 1 55	
7.1	The step 01 Programme in SP01 for Karapitiya -Thalagaha Road	55
8	COVID-19 PREPAREDNESS AND RESPONSE PLAN FOR RMC PROJECT	56
8.1	Impact on RMC Work Sites	56
8.1.1	First Impact on RMC Worksites:	56
8.1.1.1	Return to work	56
8.1.2	Current Status (as of 23rd April 2020)	56
8.1.3	Identification of the Risks	56
8.2	Preparedness and Response Plan	57
8.3	Composition of the Plan	57
8.4	Contractor Work Offices:	58
8.4.1	Road Manager Office	58
8.5	Preparation and the Implementation of the Plan	58
8.5.1	Identification of site specific risks and preparation of Site Specific Action Plans:	58
8.5.2	Implementation of the plan	58
8.6	Monitoring of the Implementation of the Plan	59
8.7	Photograph	59
8.7.1	Photographs RMC-SP 01 Package	59
8.7.2	Photographs RMC-03 Package	61
9	ROAD SAFETY AWARENESS PROGRAMS	65
9.1	Safety Practices on Road	67
10	MONITORING OF PROJECT ACTIVITIES	68
11	SOCIAL WELFARE PROGRAMMES	70
12	CONCLUSION AND RECOMMENDATION	72
12.1	Conclusion	72
12.2	Recommendation	73

13 ANNEXURE	I
13.1 Annexure: MC (RMC) STAFF DETAILS	I
13.2 Annexure: COVID-19 Preparedness and Response Implementation Plan of RMC-SP 01 in Galle Project II	
13.3 Annexure: Women they receive equal wages for equal work	VI

List of Tables

Table 1–1 National road sections which are proposed for development	14
Table 1–2 Roles and Responsibilities Summary	17
Table 2–1 Contract Details of RMC-03 Package	20
Table 2–7 Contract Details of RMC-SP1 Package	22
Table 3–1 Compliance with Loan conditions (Social Safeguards).....	25
Table 3–2 Compliance with RF	27
Table 3–3 Compliance with FAM	28
Table 3–4 Design Changes on Community Request - RMC 03 Package	30
Table 3–5 Design Changes on Community Request - RMC SP1 Package.....	32
Table 3–6 Training and Awareness Programmes Conducted.....	32
Table 3–7 GRC establishment	37
Table 3–9 Maradankadawela – Habarana Road – RMC 03.....	39
Table 3–10 Karapitiya – Thawalama Road /Galle RMC SP 01	39
Table 5–1 Land Donation status 1 st of January 2020– 30th of June 2020	44
Table 6–1 Complying Status with the GAP.....	52
Table 6–2 Status of Gender Composition – RMC 03 and RMC SP01	54
Table 8–1 Summarizing the staff and worker numbers prior	56
Table 11–1 Details of Social Work Conducted	70

List of Figures

Figure 1-1 Project Locations.....	16
Figure 1-2 Overall Institutional Framework for RMC Programme.....	18
Figure 2-1 Maradankadawala to Habarana Road Section Map	20
Figure 2-2 Maradankadawella Habarana Road ch. 3+400.....	21
Figure 2-3 Road construction work on going at 3+ 150	21
Figure 2-4 Safety arrangement at 11/5 culvert	21
Figure 2-5 Women work at 11/3 culvert.....	21
Figure 2-6 Construction culvert at Heenukiriyawa ch 11+400.....	21
Figure 2-7 Line Drains Improvement Work at 0+850	21
Figure 2-8 Maradankadawala to Habarana Road Section Map	22
Figure 2-9 Sub base overlay by using ABC at CH 0+060 on B303 Road.....	23
Figure 2-10 Sub base overlay by using ABC at CH 0+060 on B303 Road.....	23
Figure 2-11 Grass cutting at CH 2+139 on B139 Road.....	23
Figure 2-12 Reinforcement work on 3/7 Bridge B429 Road.....	23
Figure 2-13 Road excavation at CH. 0+300 on B 139 road.....	24
Figure 2-14 Sub base construction at CH 0+265 on B303	24
Figure 2-15 Sub base construction using ABC at CH. 2+200 on B429 Road	24
Figure 2-16 Retaining wall construction at CH 0+760 on B429 Road	24
Figure 3-1 Awareness meeting at RE –03 by ESDD/RDA - Maradankadawala	34
Figure 3-2 Awareness inspection at Maradankadawala by ESDD Office RDA Maradankadawala to Habarana Road.....	34
Figure 3-3 ESDD /RDA awareness meeting with MC Officersat RE Office Galle	34
Figure 3-4 Meeting with Water Board Officer at Galle	34
Figure 3-5 Inspection by ESDD/RDA Officers at Karapitiya Thawalama road Galle	34
Figure 3-6 Monthly progress review meeting at RE office Maradankadawala	34
Figure 3-7 Grievance Redress Mechanism Process.....	35
Figure 3-8 Discussion on public matter – Talagaha – Wanduramba Road.....	36
Figure 3-9 Complaints boxes placed to receive public concerns at Road ID: RMC 03 Package Maradankadawala – Habarana.....	38
Figure 3-10Public grievances are addressed at site (Udugama Galle) RMC SP 1	40
Figure 3-11Public grievance redress at Maminiyawa maradankadawala	40
Figure 3-12 Public Consultation at Gonadeniya to Udugama Bar Junction - RMC SP1	40
Figure 3-13Inspect community Drinking water supply line with community Base Organization Galle	40
Figure 4-1 Awareness about health and road safety – Karapitiya – Thawalama RMC SP 01 package, Galle.....	41
Figure 4-2 Awareness on road safety for Drivers – Maradankadawala – Habarana Road RMC 03 package	41
Figure 4-3 Awareness about road safety for Drivers – Maradankadawala – Habarana Road RMC 03 package, Maradankadawala	41
Figure 4-4 Safety awareness meeting for workers Maradankadawala – Habarana Road RMC 03	41
Figure 4-5 Conducting of health and safety toolbox meeting at office premises, Urala KDAW Company – RMC SP 01 Galle.....	42
Figure 4-6 Conducting of health and safety toolbox meeting at B248 road, Urala KDAW Company – RMC SP 01 Galle.	42
Figure 4-7 Women workers with full PPE measures in Maradankadawala – Habarana Road.....	42
Figure 4-8 Disinfection temporary police check point at Ganewalpola in Maradankadawala	42
Figure 5-1 A graphical Presentation of limits for Consent letter and MOU	43

Figure 5-2 Consent letters taken from the land owner for township development at Talagaha in Galle	45
Figure 5-3 Consent letters taken from the land owner for land donation RMC SP 01 Galle	45
Figure 5-4 Land Donation and Re construction at Chainge: 2+242-2+259 LHS	46
Figure 5-5 Land Donation and Re construction at Chainge 3+402-3+437.5 LHS	46
Figure 5-6 Land Donation and Re construction at Chainge 2+924.7-2+935 RHS	47
Figure 5-7 Land Donation and Re construction at 6 +790-6+795 RHS	47
Figure 5-8 Land Donation and Re construction at chainage 6+938-6+958 RHS	48
Figure 5-9 Maradankadawala Habarana Road/ Land donation for leaderaway at change 0+850	48
Figure 5-10 Maradankadawala Habarana Road Land donation for leaderaway at chainge 4+825	49
Figure 6-1 Female participation in GRC Meeting – RMC SP 01 Package, Galle	50
Figure 6-2 Female workers discuss their issue with Female Social Officer– RMC 03	50
Figure 6-3 Female participation at B303 Road – RMC SP 01 Package, Galle.....	51
Figure 6-4 Female workers involvement in road construction in Maradankadawala-Habara Road RMC 03	51
Figure 6-5 Woman in traffic management – RMC 03 Maradankadawala Habarana road	51
Figure 6-6 Women in road work – RMC 03 Maradankadawala Habarana road	51
Figure 8-1 Conducted Date: 2020/03 /20 RE RMC-SP 01	59
Figure 8-2 Conducted Date: 2020/03/18.....	59
Figure 8-3 Hand washing / sanitizing system at the entrance of RE’s office	60
Figure 8-4 Placed posters and other awareness leaflets.....	60
Figure 8-5 Drain backfilling preparation on Road B 248 Road Ch.3+825 (RHS)	61
Figure 8-6 Drain construction on Road B 429 Road Ch.0+130 (RHS)	61
Figure 8-7 Officer use PPE in Resident Engineer’s office	61
Figure 8-8 Conducted Date: 2020/04/20.....	62
Figure 8-9 Poster display at Resident Engineer’s office.....	62
Figure 8-10 For Resident Engineer’s Office staff Conducted Date: 2020/04/21.....	62
Figure 8-11 RE Office Maradankadawala	63
Figure 8-12 Sanitization facilities at Maradankadawala CEC office.....	63
Figure 8-13 Keeping social distance and office work.....	64
Figure 8-14 Office disinfections process at Resident Engineer’s office.....	64
Figure 9-1 Safety awareness training for bus road workers on Road	65
Figure 9-2 Road safety awareness training for bus driver in Maradankadawala- Habarana Road.....	66
Figure 9-3 Contractor’s driver operator and officer’s awareness training safety road usage Galle project.....	66
Figure 9-4 Safety awareness session Maradankadawala- Habarana Road	66
Figure 9-5 Safety audit awareness by Team Leader at Maradankadawala- Habarana Road.....	66
Figure 9-6 Safety in practice Galle Project.....	67
Figure 9-7 Safety arrangement in Mradankadawala- Habarana Road.....	67
Figure 9-8 Safety arrangement in Karapitiya – Thalawa road in Galle.	67
Figure 10-1 Field visit conducted with RDA Specialist at Nagoda to Gonadeniya road in Galle.....	68
Figure 10-2 Road inspection Maradankadawala.....	68
Figure 10-3 Field visit conducted with Team Leader, Specialist of RDA at Maradankadawala.....	68
Figure 10-4 Joint Site visit conducted by PIU and MC in Maradankadawala.....	69
Figure 10-5 Discussion with ESDD/RDA Officers – RMC SP 01	69
Figure 10-6 Road visit with ESDD / RDA Officer SP01 Project RMC Galle.....	69
Figure 10-7 RDA/ RE and Contractor’s staff discussion - Maradankadawala	69
Figure 11-1 Disinfection process by contractor Wanduramba- Bustand –Galle	70
Figure 11-3 Contribution made to conduct Health and community development program (Manusath Derana) at Nagoda in Galle RMC SP 01	71
Figure 11-2 Community tree planting in Maradankadawala at Rahula Maha vidyalaya	71

Figure 11-4 Prepared existing road to Tampita village to facilitate chief incumbent cremation
ceremony Of Tampita temple Habarana RMC 03 71

List of Abbreviations

AC	Asphalt Concrete
AF	Affected Families
ADB	Asian Development Bank
AIDS	Acquired Immunodeficiency
AP	Affected Person
ARE	Assistant Resident Engineer
BIQ	Basic Information Questionnaire
BOQ	Bills of Quantities
CE	Construction Engineer
CEA	Central Environment Authority
CEA	Consultant Engineering Architect
CRC	Conventional Road contract
CSD	Centex Sensitive Design
CSR	Cooperate Social Responsibility
DE	Design Engineer
DSD	Secretariat Division
DTL	Deputy Team Leader
EARF	Environment Assessment and Review Framework
EOI	Expressions of interest
EOT	Extension of time
ES	Specialist
ESDD	Environment and Social Development Division
ESO	Environmental Safeguard Officer
ESSO	Environmental and Social Safeguard Officer
FAM	Facility Administration Manual
GAP	Gender Action Plan
GN	Grama Niladhari
GND	Grama Niladhari Division
GoSL	Government of Sri Lanka
GRCs	Grievance Redress Committees
GRM	Grievance Redress Mechanism
HIV	Human Immunodeficiency Virus
IA	Implementing Agency
IEE	Initial Environment Examination
IPPF	Indigenous People's Planning Framework
IPP	Indigenous People Plan
IR	Involuntary Resettlement
iRoad	Integrated Road Investment Program
LARP	Land Acquisition and Resettlement Plan
MFF	Multi Trance Financing Facility
MoR&H	Ministry of Road and Highways
MOU	Memorandum of Understanding
NEA	National Environment Act
NR	Not Relevant
PD	Project Director
PE	Project Engineer
MC	Monitoring Consultant
PIU	Project Implementing Unit
PPE	Personal Protective Equipment
PRDD	Provincial Roads Development Department
PS	Pradeshiya Sabha
RDA	Road Development Authority
RE	Residential Engineer

RF	Resettlement Framework
RM	Road Manager
ROW	Right of Way
RMC	Road Management Contract
RPF	Request for Proposals
RSA	Road Safety Audit
SAPE	Preliminary Engineering Survey
SGRS	Social/Gender/Resettlement Specialist
SSSO	Senior Social Safeguard Officer
SSO	Social Safeguard Officer
TBC	To be conducted
TL	Team Leader
UC	Urban Council

1 BACKGROUND OF THE PROJECT

1.1 Road Management Contract Package (RMC)

Integrated Road Investment Program (iRoad) funded by the Asian Development Bank (ADB) through a Multi tranche Financial Facility (MFF) The Government of Sri Lanka (GoSL) is implementing the Road Management Contract (RMC) under the Ministry of Port and Highways, while the Road Development Authority (RDA) is the project implementing agency. Part of the funds is to be used for rehabilitating and maintaining about 400 km of national roads using Road Management Contract (RMC) model.

The program intends to stimulate economic growth and enhance the quality of life and welfare in rural areas by improving transport connectivity between rural communities and socioeconomic centers. Enhancement of the connectivity is to be achieved through (1) improving rural access roads linking the rural hubs to trunk road network to all weather standards and (11) operating a sustainable trunk road network, encompassing national roads of at least in fair condition. Improvements comprise bringing selected roads to an all-weather standard through the rehabilitation and upgrading of existing carriageways and associated drainage works.

Civil works in iRoad program involve two type of contract modalities;

1. Conventional Road Contract (CRC): The convention measure and value contract, requiring detailed contract supervision, will be used for the rehabilitation of provincial, local authority, and isolate national road sections. Initial construction is to be completed in the first 1-2 years, followed by a 3-year maintenance period.
2. Road Management Contracts (RMC); these contacts are based on a sample bidding document developed by the World Bank for output and performance-based road contracts. Within packages a significant portion, if not the full length, will be rehabilitated while the remaining sections requiring periodic maintenance and routine maintenance of the entire length throughout the contract period (maximum of up to 6 years) as part of the work.

1.2 Project Data

Loan No.	Loan 3171- SRI: Tranche 01-MC/001
Project Title	Integrated Road Investment Program -Road Management Contracts (RMC) for National Roads
Executing Agency	Ministry of Road & Highways
Implementing Agency	Road Development Authority
Monitoring Consultant	Oriental Consultants Global Co. Ltd in Joint Venture with Consulting Engineers and Architects Associated (Pvt.) Ltd
ADB loan amount	USD 800 Million
Date of Loan Approval	3 rd October 2014
Date of Loan Agreement	5 th November 2014
Date of Loan effectiveness	7 th January 2015
Date of loan completion	September,2024
Duration of Monitoring Consultants (MC)	84 months

Monitoring Consultants for the Road Management Contracts were selected from joint ventures of International and Local consultancy firms through a procurement process in accordance with the ADB Guidelines and this Consultancy Contract was awarded to the joint venture of Oriental Consultants Global Co. Ltd and Consulting Engineers and Architects Associated (Pvt.) Ltd.

An involuntary Resettlement (IR) due diligence and socioeconomic surveys have been for the roads currently under construction, which are, in the Southern province in Galle; Karapitiya – Thawalama Road and in North central province; Maradankadawala – Habarana Road under RMC during Survey and Preliminary Engineering Survey (SAPE) works conducted in May 2014.

The improvements will be carried out within the available corridor of the selected roads, and will entail community participation in the development, with the avoidance of involuntary resettlement.

Funding for the program is provided through the ADB's Multi-Tranche Financing Facility (MFF) which provides loans up to an aggregate amount of USD 800 million. Counterpart funding of USD 106 million is provided by the GoSL for feasibility studies, engineering, tax and duties, and part of the contingency.

Up to date, there are Five (05) Road Management Contract (RMC) packages identified in Southern, Central, Sabaragamuwa and North Central provinces comprising approximately 260km of National roads have been identified. Initially selected five (05) National road contract packages have undergone a number of changes.

1.3 Description of the Project

RMC package of iRoad program includes two segments as; (I) rehabilitation and improvement, and (II) routine and periodic maintenance. Under the rehabilitation and improvement segment it is expected that the selected road will be resurfaced with proper and adequate road side drainage facilities and other road furniture. The road pavement and other road furniture of these improved roads as well as the other roads selected under RMC package will be subjected to routine and periodic maintenance under the second segment

The contracts are based on the sample bidding document developed by the World Bank for Output and Performance-based Road Contracts. Within each package, a significant proportion of roads will require rehabilitation in the first 1-2 years, with the remainder possibly requiring periodic maintenance throughout the contract period. Routine maintenance of the entire length throughout the contract period is part of the project originally, a duration of 84 months (7 years) was considered for all of the contract packages. This will be adjusted for individual contract package considering the time required for design and preliminary survey works followed by the tendering process, and the time available until the lapse of the loan facility (currently September 2024).

Details of the current contract packages and location maps of are shown in the Table and maps below,

Table 1–1 National road sections which are proposed for development

Contract package	Name of the Road	Length km	Duration (month)
RMC 03	Maradankadawela – Habarana – Tirikondiadimadu (A011) Road	25.0	72
RMC- SP - 1	Karapitiya-Wanduramba Road (B248) Wanduramba-Nagoda Road (B454) Nagoda-Gonadeniya (B303) Gonadeniya-Udugama Bar Junction (B139) Udugama Bar Junction-Udugama (B129) Udugama-Hiniduma (B429) Hiniduma- Thawalama (B156)	51.7	66
RMC - 04	Pelmadulla – Ambilipitiya – Nonagama (A018) Road	66.0	<i>To be decided</i>
RMC - 05	Thalawa-Kekirawa-Ganewalpola-Galenbindunuweva-Dachchihalmillewa Road (B 213, B 212, B 133)	80.0	<i>To be decided</i>
RMC - 06	Colombo-Kandy Road (A01) (Ambepussa- Kadugannawa Section)	40.0	<i>To be decided</i>

These national road sections will be developed as Road Management Contracts (RMC) where the rehabilitation and improvement works will be carried out for a period of two (2) years and maintained for another five (5) years. This type of contract significantly expands the involvement and responsibility of private sector civil contractors in infrastructure development, from a simple execution of civil works to management and conservation of national assets (in this case the road infrastructure).

During SAPE works for iRoad, a Resettlement Framework (RF) was prepared to guide screening and selection of roads, social impact assessment and involuntary resettlement categorization and to monitor implementation of social safeguards during project implementation. This report is the second semiannual monitoring report on social safeguard compliance in RMC.

At the outset of the program it has been decided to avoid any acquisition of land which leads to any permanent physical or economic displacement of community. Paragraph five (5) of RF states that rehabilitation works of national roads will be undertaken entirely within the existing Right of Way (ROW).

1.4 Objective of the Project

The broad objective of this project is to improve the connectivity of the road network between socio economics centers, cities, townships of districts in project implementation provinces. This is to ensure that people living in the province will have a better and convenient national road connectivity which will lead to the nationwide economic and social development.

1.4.1 Specific Objectives of this Project are to;

- Improve, rehabilitate and maintain Class A, Class B and Provincial roads to all weather standard,
- Improve connectivity between production centers and market places and improve linkage with the other district and provinces,
- Facilitate mobility by improving inter and intra provincial road network,
- Open up rural areas for development
- Generate efficiency gains by lowering the unit cost of producers through transport efficiency which will lead to increase their margins and profits thus making them generating another round of investments.
- Reduce rural poverty through improved access to markets and economic centers social infrastructure, and new employment opportunities.

In addition, the project will ensure that women are closely involved in the design, construction and maintenance of these national and rural access roads.

In order to achieve these objectives, the road network in Anuradhapura, Galle, Ratnapura, Kandy and Kegalle, Districts will be rehabilitated and maintained with the following guidelines;

- To upgrade and maintain the selected roads to all weather standards,
- To surface the existing pavement with Asphalt Concrete (AC) or Concrete (in special cases such as steep inclinations and inundated areas) if the present surface is weak,
- To improve or reconstruct bridges, culverts and drainage structures,
- To introduce earth drains for all road sections and build up drains where necessary, and
- To remove any irregularities on the existing vertical profile and horizontal profile, thereby improving the road alignment through voluntary land donation.

1.5 Project Locations

Five project locations were identified for project implementation purpose as shown in above table. (Table 1.1)

RMC two packages are currently being implemented at two locations; Maradankadawala to Habarana section of Maradankadawela – Habarana – Tirikondiadimadu (A011) Road Package for a length of 25 km and Galle package for a length of 51.7 km of roads comprised of a number of B class roads from Karapitiya to Thawalama.

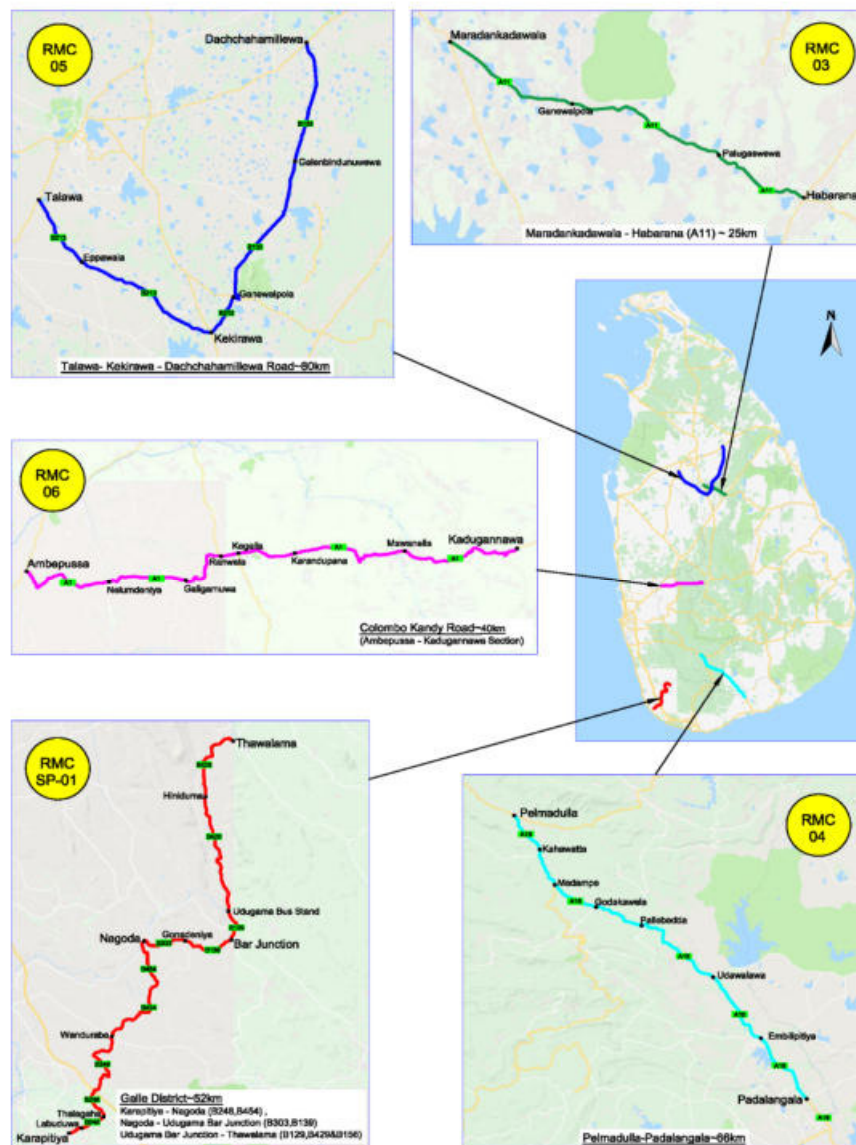


Figure 1-1 Project Locations

1.6 Summary of Current Contracts

- 1) **Contract Package RMC03:** Road Management Contract (RMC) for Rehabilitation and Improvement works and Routine Maintenance Works of Maradankadawala-Habarana-Tirikkondiadimadu Road (A11) from Maradankadawala to Habarana
- 2) **Contract Package SP01:** Rehabilitation and Improvement, Periodic Maintenance and Routine Maintenance Works of 51.7 kms of National Roads in Galle District

1.7 Consulting Services Contract

In order to assist in the supervision and administration of the RMC contracts, RDA has appointed the Joint Venture of Oriental Consultants Global Co. Ltd (Japan) and Consulting Engineers and Architects (Sri Lanka), the OGC-CEA JV, as the Monitoring Consultant (MC). The first construction contract, which is the Maradankadawala- Habarana Section of A11 Roads commenced on 16th April, 2019. This is the first semi -annual report on monitoring of social safeguards prepared by the MC for RMC and covering the mobilization, social safeguard activities from January to the end of June, 2020.

Annexure 1: Consultant’s Organization Chart.

1.8 Roles and Responsibilities of PIU, MC, and Contractors

The table below summarizes the roles and responsibilities of PIU, MC, and Contractors (RF, 2014, pg. 31-32):

1.8.1 Roles and Responsibilities of PIU, MC, and Contractors

The table below summarizes the roles and responsibilities of PIU, MC, and the Contractor in relation to Social Safeguards.

Table 1–2 Roles and Responsibilities Summary

Key Agency	Responsibility
Project Implementation Unit	<p>The PIU will play the key role of coordinating with other concerned agencies and facilitating the entire process. The PIU will facilitate and coordinate the enrollment of vulnerable DPs in project and delivery of entitlements as described in the agreed mitigation measures matrix and entitlement matrix.</p> <ul style="list-style-type: none"> • Oversee land availability for taking up proposed roads. • Ensure that survey and consultation activities are properly conducted. • Provide support to survey team in making records/information and maps available before the PRA activities. • For negotiated settlement process. Ensure that MOUs are signed and support/assistance provided on time. • Ensure GRCs have been formed and complaints are being addressed in a timely manner. • Conduct internal monitoring and prepare reports.
Project Monitoring Consultants (MC)	<ul style="list-style-type: none"> • Review Level 1 design to ensure community suggestions have been integrated where feasible. • Provide technical support and advice to address complaints and grievances and participate in resolving issues as a member of the GRC. • Provide technical advice and on the job training to the contractors as necessary. • Preparation of semi-annual monitoring reports based on the monitoring checklists and submission to RDA for further submission to ADB. • Preparation of due diligence reports on the social safeguard performance of the earlier tranche before the approval of the next tranche.

Key Agency	Responsibility
Contractor	<ul style="list-style-type: none"> Ensure outcomes/suggestions from community consultation/transect walk are integrated into Level 1 design. Commence construction only when alignment is free of encumbrance. Respond in a timely fashion to recommendations from GRCs.

1.9 Overview of Institutional Framework

The Executing Agency of the iRoad investment programme is Ministry of Roads and Highways (MoR&H) is the Road Development Authority (RDA). The Project Implementation Consultants (MC) are to be engaged for CRC component and the RMC component also. The overall project organization is shown below, Figure 1.1

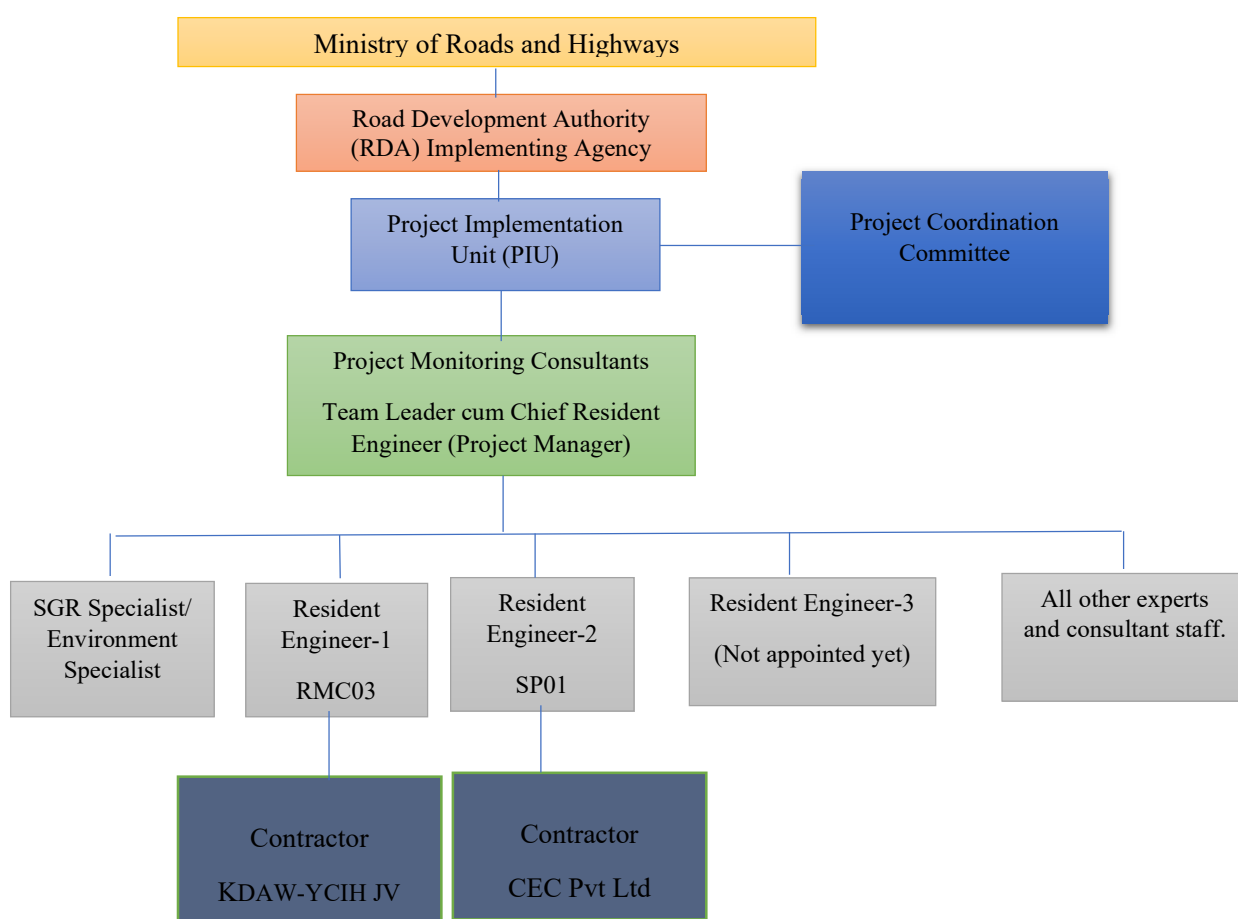


Figure 1-2 Overall Institutional Framework for RMC Programme

1.10 Duties of Social/Gender/Resettlement Specialist:

Check and ensure detail design prepared by civil works contractors have incorporated feasible features based on the outcome from transect walks.

1. During preparation of subsequent tranche, prepare due diligence reports on 20% of randomly selected sample of roads for all ongoing projects tranches.

2. Monitor and evaluate implementation of the community participation process prescribed in the RF and recommend improvements to the participatory process to ensure broader participation of rural population in project roads formulation.
3. For roads, which require land donations, monitor the land donation process and conduct field visit on a monthly basis until land donation is finalized.
4. During construction phase, conduct monitoring of all roads and prepare monitoring reports on a biannual basis for all project tranches.
5. During maintenance phase, conduct monitoring of all roads and prepare monitoring report on an annual basis for all project tranches.
6. Implementing the Gender Action Plan (GAP) activities at the field level.
7. Lead the implementation of specific gender-mainstreaming activities as detailed in the GAP.
8. Monitor and report overall implementation of relevant activities included in the GAP for all tranches on a semi-annual basis.

1.11 Context and Purpose of this Report

Resettlement Framework (RF) which has been prepared during the Project Preparatory Technical Assistance (PPTA) stage sets out guidelines and procedures that need to be complied under social safeguards of the project. As section IX of RF on “Monitoring and Reporting” it is required to prepare a semi-annual monitoring report on the progress of social safeguards compliance of the project.

This report is prepared to serve as the 2nd Semi - Annual monitoring report on social safeguards and the reporting period is from January to June 2020 for MC (Road Management Contract / (RMC) project.

2 PROJECT DESCRIPTION OF RMC ROAD PACKAGES

2.1 RMC 03 - Maradankadawala – Habarana Road

2.1.1 Contract Details

Table 2–1 Contract Details of RMC-03 Package

Contract Number	RDA/ADB/iROAD/ICB/RMC/03
Description	Rehabilitation and Improvement Works and Routine Maintenance Works of Maradankadawala- Habarana- Tirikkondiadimadu Road (A11) From Maradankadawala to Habarana Section
Contractor	Consulting Engineers & Contractors Pvt Ltd
Contract Sum	LKR 3,155,519,785.00
Duration	72 months
Date of Award	15/02/2019
Contract Agreement signed on	15/03/2019
Date of Commencement	16/04/2019

2.1.2 Road Map

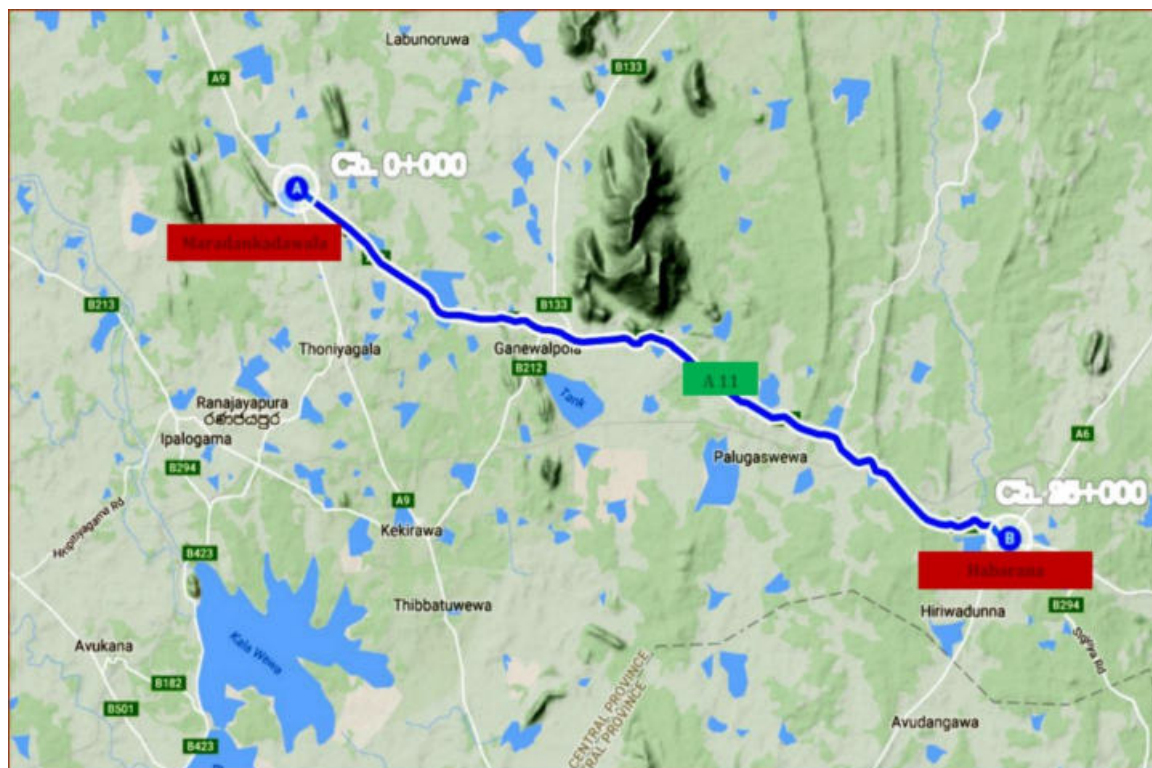


Figure 2-1 Maradankadawala to Habarana Road Section Map

2.1.3 Road Construction Progress RMC 03 Project

	
<p><i>Figure 2-2 Maradankadawella Habarana Road ch. 3+400</i></p>	<p><i>Figure 2-3 Road construction work on going at 3+150</i></p>
	
<p><i>Figure 2-4 Safety arrangement at 11/5 culvert</i></p>	<p><i>Figure 2-5 Women work at 11/3 culvert</i></p>
	
<p><i>Figure 2-6 Construction culvert at Heenukiriya ch 11+400</i></p>	<p><i>Figure 2-7 Line Drains Improvement Work at 0+850</i></p>

2.2 Karapitiya to Thawalama Road Project – SP 01



Figure 2-8 Maradankadawala to Habarana Road Section Map

Table 2–2 Contract Details of RMC-SP1 Package

Contract Number	RDA/ADB/iROAD/ICB/RMC/SP01
Description	Road Management Contract (RMC) For Rehabilitation and Improvement, Periodic Maintenance and Routine Maintenance Works of 51.7 Km of National Roads in Galle District.
Contractor	KDAW-YCIH Joint Venture
Letter of Acceptance	04 th of June 2019
Signing of Agreement	28 th of June 2019
Date of Commencement	25 th July 2019
Date of Completion	
- Construction	24 th July 2021
- Maintenance	24 th January 2025
Contract Period	66 Months
Contract Amount	Rs.6, 108,200,364.84 (Without VAT)

2.2.1 Road Construction Progress



Figure 2-9 Sub base overlay by using ABC at CH 0+060 on B303 Road



Figure 2-10 Sub base overlay by using ABC at CH 0+060 on B303 Road



Figure 2-11 Grass cutting at CH 2+139 on B139 Road



Figure 2-12 Reinforcement work on 3/7 Bridge B429 Road



Figure 2-13 Road excavation at CH. 0+300 on B 139 road



Figure 2-14 Sub base construction at CH 0+265 on B303



Figure 2-15 Sub base construction using ABC at CH. 2+200 on B429 Road



Figure 2-16 Retaining wall construction at CH 0+760 on B429 Road

3 SOCIAL SAFEGUARDED ISSUES AND MITIGATION MEASURES IMPLEMENTED

3.1 Compliance on Social Safeguards Provisions the Loan Covenant

The requirement stipulated in the loan condition of MC 06 have been or are being complied with as detailed in the below table.

Table 3–1 Compliance with Loan conditions (Social Safeguards)

Item/Section/ Schedule	Description	Status of Compliance
Schedule 5- Execution of the project; financial matters	3 The borrower shall ensure, or cause RDA to ensure, that the project does not have any Indigenous Peoples Safeguards and Involuntary Resettlement Safeguards impacts both within the meaning of SPS. In the event that the Project does have any such impact, the Borrower shall take all steps required to ensure that the project complies with the RF and IPPF, applicable laws and regulations of the borrower and the SPS	Complied No indigenous people present along the subject road corridors and there is no involuntary settlement involved in these projects
	4 The Borrower shall ensure, or cause RDA to ensure, that any voluntary donation of land by beneficiaries for any national, provincial, or rural road is implemented in accordance with the procedures laid out in Appendix 3 of the RF after free, prior and informed consultation and consent of the affected persons under all road categories. Appendix 3 has been included in the RF which details the process for land donation. The Appendix includes process for carrying out transect walk and meaningful consultations along project roads before finalizing the design will ensure active community participation, designs and construction modality that best suit the community's needs and minimizes adverse social and environmental impacts	Being complied with. Some road sections being rehabilitated under SP01 project traverses through well-established heavily populated areas. The ROW is limited in such areas to accommodate the typical road section and at the same time, there are many encroachments in the road reservations. Among other measures, the Project team has been seeking the consent of house/land owners for voluntary donation of small strips of land to ensure the safety of the road users and the roadside residents at some locations. Early consultation with the local residents through the GRC mechanism under the guidance provided in RF has been very effective to the success of this process. Upon hearing the scope of the project and realizing long term community benefits, the willingness of the house and land owners to

Item/Section/ Schedule	Description	Status of Compliance
		<p>donate small strips of lands has been remarkable.</p> <p>The consultation and negotiations (if applicable) with the relevant people, are undertaken by the PE, Chairman of GRC and RE, SGRS, SSO and other members of the GRC.</p> <p>All documentation procedures have been followed as in Appendix 3 in RF and both first and second parties signed with witnesses.</p> <p>During the process a few numbers of parapet walls and fences have been identified for replacement. The relevant agreements have been prepared for future actions.</p> <p>During the subject period, 232 number of consent letters have been obtained from the owners for the donation of land strips of less than one-meter width. Further details are provided in the relevant Section.</p>
Schedule-5 Labour Standards	<p>9. Project construction is expected to generate employment opportunities for local communities during construction and maintenance phases. Men and women will be paid equally for equal work. Provisions are in the bidding documents for the contractors to ensure that all the civil works comply with core labor standards (e.g., no child labor; no bonded labor; no work discrimination regardless of gender, race, and ethnicity; and freedom of association and collective bargaining). Targets for employing women for construction and maintenance have been established in the GAP. The MC will monitor the provisions.</p>	<p>Complied.</p> <p>The Contractors are advised to recruit more females for their work force.</p> <p>All the Contractors have paid equal wages to men and women for work of equal value.</p> <p>All the other conditions were applied to maintain labour standards.</p>
Schedule-5- Financial matter	<p>Human and financial resources to implement safeguard requirements</p> <p>5 The Borrower shall make available, or cause RDA to make available, necessary budgetary and human resources to fully implement the SPS, IEE, EMP and any safeguard documents which may be prepared for the Project.</p>	<p>Complied.</p> <p>Social Gender Resettlement Specialist and Social Assistant for two projects have been appointed</p>

3.2 Compliance with Requirement in the Resettlement Framework (RF)

As per the guidelines given in RF of RMC should adopt the following key social safeguards requirements:

Table 3–2 Compliance with RF

Item/Section/ Schedule	Description	Status of Compliance
A. Background	Clause 6: National Roads For the national roads, there will be two contract packages within the three districts. The national roads will follow road management contract where the contractor will be responsible for ensuring that the road is in good riding condition for period of 7 years including reconstruction and maintenance. For the rehabilitation of national road, the carriageway width will be from 5.5m to 8.0m and rehabilitation will be completely within the existing ROW. Rehabilitation works will include improving pavements/road surface, construction of side drains and embankments, and improvement of culverts, cause ways, and bridges.	Complied with in selection of roads. No road having an average ROW of less than 5.5 m has been selected under this program. Locations where improvements to road structures and safety needs have been highlighted in transect walk records. Road selections that need additional strips of land for safety purposes have been identified.
E. Screening Criteria of Subsequent Project	The PIU will be responsible for clearly documenting the answers to these questions in a table format. In addition, the PIU will submit to ADB the Involuntary Resettlement (IR) Impact Categorization Checklist in Appendix 1 for each subsequent tranche. Based on the screening, the tranche will be assigned to one of the following categories depending on the significance of probable involuntary resettlement impacts: (i) Category A – A proposed tranche is classified as Category A if it is likely to have significant involuntary resettlement impacts. A resettlement plan, including an assessment of social impacts, is required. (ii) Category B – A proposed tranche is classified as category B if it includes involuntary resettlement impacts that are not deemed significant. A resettlement plan, including assessment of social impacts, is required. (iii) Category C – A proposed tranche is classified as Category C if it has no involuntary resettlement impacts. No further action is required.	Compiled during Survey and Preliminary Engineering Works (SAPE works). Screening of all roads has been completed.
E. 2. Land Acquisition Due Diligence Reports	If no acquisition and resettlement impacts were identified during screening, the government will be required to prepare a due diligence report providing support and evidence that there is no impact on land and structures. The due diligence report should confirm whether there are outstanding grievances or issues from previous acquisition of land. The information in the report should be supplemented with findings and analysis from the socioeconomic survey comprising of 20% of households in the project affected area.	complied Involuntary Resettlement Due Diligence and Socioeconomic Assessment were prepared under SAPE works.

3.3 Compliance to the Social requirements under the project Facility Administration Manual (FAM).

The requirements stipulated in the ADB have been or and being fulfilled. Details of each is summarized in below table.

Table 3–3 Compliance with FAM

Item/Section/ Schedule	Description	Status of Compliance
Section VII, B – Involuntary Resettlement. 48	Categorization. The scope of works under the MFF involves the improvement of rural access roads and national roads to be carried out all within the existing alignment with no widening. Therefore, all tranches under the MFF have been classified as B in accordance with ADB’s Safeguard Policy Statement. A land acquisition due diligence was undertaken for all project roads and did not identify any impact on land, structures, private trees, or community resource properties.	To be complied with brief justification No involuntary settlement involved under the Contracts.
Section VII, B – Involuntary Resettlement. 49	Preconstruction. The RDA, supported by its ESDD and consultants, is responsible for conducting a transect walk for each rural road, during which the community is consulted and involved to (i) minimize construction impact, (ii) identify and minimize social and environment impacts, and (iii) integrate road safety design into the project. The community has also been briefed about the grievance redress mechanism. The results from the transect walk (report and map) will be submitted to the civil works contractor who will integrate feasible features into the Level-1 final design. The MC will review the final design.	Complied Transect walks have been conducted for all candidate roads during SAPE works. Community participation has been a key feature of these transect walks. Outcomes of the transect walks and video footage have been provided to respective contractors to consider feasible features in to the designs.
Section VII, B – Involuntary Resettlement. 50	Construction and maintenance. During the construction phase, the MC will be responsible for conducting semi-annual on-site social safeguard monitoring. During the maintenance phase, the MC will be responsible for conducting annual on-site social safeguard monitoring. The MC should pay close attention to ensure that all grievances are addressed in a timely manner. Reporting templates can be found in the resettlement framework.	Complied MC is paying close attention to address all the public grievances and monitor onsite social safeguards. SSSO, SSO and ESO from RDA and SGRS, ES, ESOs from OGC-CEA meet ESOs and RMs of the 02 contract packages on a monthly basis to do field visits and review the progress on the implementation of social safeguard activities by the contractor. The Complaint register is being maintained by Contractor. The feedback form is completed for each settled complaint.

Item/Section/ Schedule	Description	Status of Compliance
Section VII, C, 51 & 52 - Indigenous Peoples	<p>For the investment program, an indigenous peoples' planning framework (IPPF) has been prepared to guide the screening and preparation of safeguard planning for the implementation of projects.</p> <p>No indigenous people were identified during due diligence. In case of any adverse impacts identified during implementation, the RDA will ensure that the indigenous peoples' plan (IPP) is prepared in accordance with the IPPF, and the IPP is reviewed and approved by ADB before commencement of the relevant section of the civil works contract.</p>	<p>Complied</p> <p>There are no roads that passes close to or through settlements of indigenous people</p>
Section VII, D- Grievance Redress Mechanism	<p>Grievances from the affected people on social and environmental issues during project implementation will be addressed mainly through the existing local administrative system. Depending on the nature and significance of the grievances or complaints, grievances will be addressed at three levels. The first will be at the grassroots level where complaints will be directly received and addressed by the contractor, the MC, or the PIU representative on the site. Grievances that are simple but still cannot be addressed at the grassroots level will be addressed at the Grama Niladhari level.</p> <p>The Grievance Redress committee will be composed of the Grama Niladhari as chairperson, the PIU representative as secretary, a representative of the MC, a representative of the contractor, a community member or religious leader, and a woman representative from among the community. More complex grievances that cannot be addressed at the Grama Niladhari level will be raised to the divisional secretariat level. The committee at the divisional secretariat level will include the divisional secretary as the chairperson, a representative of the PIU as secretary, Grama Niladhari, a representative of the MC, a representative of the contractor, a representative of an NGO or community-based organization in the area, a community member or religious leader, and a woman representative from the community.</p>	<p>Complied</p> <p>First level is the grass root level where the grievances handled by project staff and resolving issues by themselves. Second level is the GN level and GRCs are being formed with the leadership of Grama Niladharis. Third level GRCs are being formed with the leadership of the DSs.</p> <p>The total numbers of DS level GRCs in both projects have been established and only 85% of GND level GRCs have been established up to May 2020. There are thirteenth GND level GRCs to be established only in RMC SP 01- Galle package.</p>

3.4 Introduction of Concept of Context Sensitive Design (CSD)

As per the ADB's Safeguards Policy Statement (SPS 2009), National laws and policies and any development for the country should not leave a set of people negatively affected in economic or physical terms. As this project is linked with the rural population it is best to develop a system where participation of community is considered at various stages of the project. Such approach enables to ensure the sustainability of the project facilities provided. In considering the fact that the involvement of all relevant stakeholders is prime necessary, the project has introduced concept of Context Sensitive Design from which provides a basis for shared vision and work to achieve early consensus. CSD recognizes that roadways must be carefully engineered to move traffic efficiently and safely; it asserts that these goals can be achieved without sacrificing the unique qualities of the community they intend to serve. Conducting systematic road safety audits of 10% preliminary design and 10% of detailed design (including preparation of safety auditing and safety check reports) are in process of completion. After completing, supplementary report will be submitted separately. Summary of design changes due to public requests received including the transect walks suggestions will be considered CSD designed done by RMC 03 and RMC-SP 01 packages.

3.4.1 Design Change on Community Public Request

3.4.1.1 RMC -03

Table 3–4 Design Changes on Community Request - RMC 03 Package

Road Section	Location made to the original design	Issue	Social	Environmental	Discussed at GRC level		Response of the complainant
					GND	DSD	
0+000 – 25+000	1+700 – 2+100	Smooth the curve	✓		✓		Satisfied
	5+480 – 5+580	For side widening in tank area	✓			✓	Satisfied
	2+000 – 2+986	Smooth the curve and culvert widening	✓		✓		Satisfied
	3+000 – 3+980	Centre line shifted to save trees existing culvert convert to bridge		✓	✓		Satisfied
	4+000 – 5+000	Centre line shifted to save trees		✓	✓		Satisfied
	6+000- 6+610	For side widening in tank area		✓		✓	Satisfied
	6+320- 6+420	Save RHS tree about 10 m girth		✓		✓	Satisfied
	7+740- 7+860	Save3 trees 2-5m girth		✓	✓		Satisfied

Road Section	Location made to the original design	Issue	Social	Environmental	Discussed at GRC level		Response of the complainant
					GND	DSD	
	8+160-8+300	For one side widening 9/2 bridge		✓	✓		Satisfied
	8+940-9+140	For one side widening 10/2 bridge		✓		✓	Satisfied
	9+140-9+420	For one side widening 10/7 bridge		✓		✓	Satisfied
	10+000-10+300	Curve widening		✓	✓		Satisfied
	10+300-10+700	Save the temple wall	✓		✓		Satisfied
	12+700-13+100	Curve widening	✓		✓		Satisfied
	14+900-15+100	For one side widening Save large tree	✓			✓	Satisfied
	15+340-15+400	Change existing center line	✓			✓	Satisfied
	16+760-16+920	Change existing center line		✓	✓		Satisfied
	17+720-17+960	Change existing center line	✓			✓	Satisfied
	18+380-18+520	Change existing center line	✓			✓	Satisfied

3.4.1.2 RMC SP – 01

Table 3–5 Design Changes on Community Request - RMC SP1 Package

Location made to the original design (B429)	Culvert No.	Nature of the request	The reason for the design change	Social	Env.	Discussed at GRC level	Response of complainant
0+563	1/9	Introducing a catch pit for culvert no. 1/9 on road B429 and replacing existing RRM wall with RCC wall	Due to the need for easy drainage	✓		Public Request	✓
0+662	1/10	Enlarging culvert, no 1/10 on road B429 to cater for higher in-flow	The existing culvert is insufficient to carry water	✓		Public Request	✓

3.5 Training and Awareness Programmes

Following programmes have been conducted during the period under review as shown in the table below.

Table 3–6 Training and Awareness Programmes Conducted

Date	Nature of workshop	Venue	Objective	Target group	Participants		Total
					M	F	
25.02.2020	Awareness /road inspection Programs by ESDD/RDA Officers	Galle RE Office	To educate MC's and Contractor's officers on implementation program	PE, TL, DTL SGRS, ES and RE Participants, MC Staff, Contractors' staff	04	07	21
January 2020 to end of June 2020	Monthly progress review meeting PD/RDA	Maradanka -dawala RE Office	Review progress and address issues	PE, TL, DTL SGRS, ES and RE Participants, MC Staff, Contractors' staff	75	06	81
January 2020 to end of June 2020	Monthly progress review meeting	RE Office /Galle	Review progress and address issues	PE, TL, DTL SGRS, ES and RE Participants, MC Staff, Contractors' staff	60	06	66

Date	Nature of workshop	Venue	Objective	Target group	Participants		Total
					M	F	
20th April 2020	Project awareness session for Ceylon Electricity Board / Water Board Officers	Galle CEB/ Water Board office	To explain the scope of the project and need to shift utilities	DTL SGRS, ES and RE Participants, MC Staff, Contractors' staff Relevant officers of the two boards	12	01	13
	Awareness session on COVID 19 preparedness and responsibility by Team Leader	RE Office Maradanka dawala	To emphasize MC's and Contractor's staff on the implementation of Covid-19 action plan	RE/ Construction Company Officers	30	06	36
21/04/2020	COVID 19 awareness training program by PHI Palugasdama na / Maradankada wala	CEC Company Office premises	To educate officer/workers of CEC Company members	CEC Company Officers and workers	125	40	165
21/04/2020	COVID 19 awareness training program by PHI Palugasdama na / Maradankada wala	RE Office Maradanka dawala	To educate RE's staff regarding COVID 19	RE Officer and workers	24	06	30
18/03/2020	COVID 19 awareness training program by PHI Galle	RE Office /Galle	To remind RE's staff on COVID 19	RE Officer and workers	122	04	126
09/06/2020	COVID 19 awareness training program by PHI Palugasdama na / Maradankada wala	RE Office Maradanka dawala	To remind RE's staff on COVID 19	RE Officer and workers	145	12	157



Figure 3-1 Awareness meeting at RE -03 by ESDD/RDA - Maradankadawala



Figure 3-2 Awareness inspection at Maradankadawala by ESDD Office RDA Maradankadawala to Habarana Road



Figure 3-3 ESDD /RDA awareness meeting with MC Officers at RE Office Galle



Figure 3-4 Meeting with Water Board Officer at Galle



Figure 3-5 Inspection by ESDD/RDA Officers at Karapitiya Thawalama road Galle



Figure 3-6 Monthly progress review meeting at RE office Maradankadawala

3.6 Grievance Redress Mechanism

Grievance Redress Mechanism (GRM) is an arrangement for receiving, evaluating and facilitating the resolution of affected person's requests, complaints, suggestions and grievances on social and environmental performances of the project. Affected persons need a trusted way to voice and resolve project related concerns.

During the reporting period Road Management Contract programme handled complaints and Social issues as stated in section VI of Resettlement Framework (RF) and subsection V of Environment Assessment and Review Framework (EARF). Last six months the program has been following procedures according to above documents. Figure 3.7 summarizes GRC mechanism.

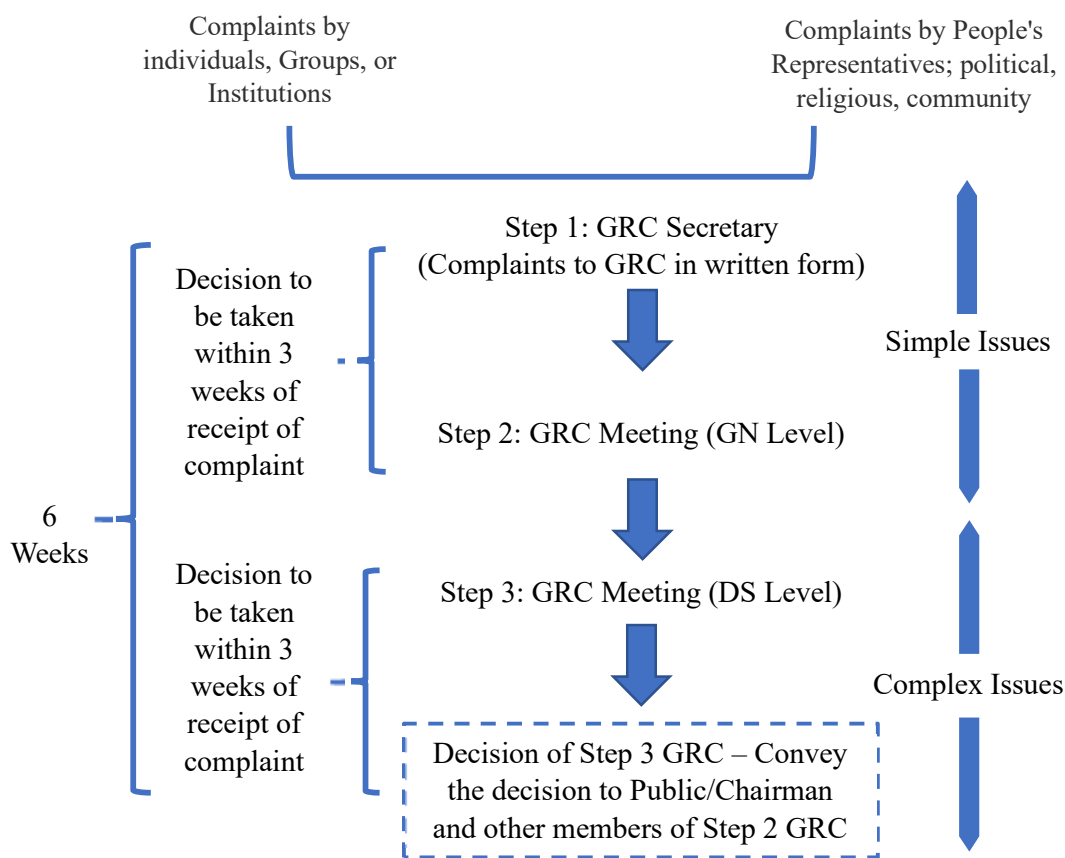


Figure 3-7 Grievance Redress Mechanism Process

As illustrates in the figure 3.5, grievances from the affected people on social and environmental issues during project implementation will be addressed mainly through existing local administrative system. Depending on the nature and significance of the grievances or complaints, grievances will be addressed at two levels which are GN level and DS level. However, minor complaints or requests will be handled at the grass roots level before the GN level. Grievances which cannot be addressed

through grass root level, which are major concerns, will be managed through GN Level or DS Level. In addition, Project Coordinating

Unit (PCU) of iRoad/RMC – RDA introduced an online public complaint registering system. Those complaints will be handed over to PIU and MC to resolve through grass root level, GN level, and DS level.

3.6.1 Establishment of Grievance Redress Committees (GRCs)

GRCs are being established at all GNDs in the project area with the objective of finding solutions for the grievances. During the reporting time January to December GRC formation activities were restricted due to COVID 19 outbreak.

The PE, SSSO, SSO, and ESO, will ensure the establishment of GRC. Ensuring public participation along with contribution for CSD works and gender participation and conducting awareness sessions on land donations, grievances handling mechanism, and environmental safeguards are the tasks completed by SGR Specialist and Environmental Specialist of MC.



Figure 3-8 Discussion on public matter – Talagaha – Wanduramba Road

3.6.2 Establishment of GRCs at Divisional Secretariat Division (DSD) Level

GRCs are being established at all Divisional Secretary Divisions in the project area with the objective of finding solutions for the grievances that cannot be addressed at GND level.

PIU representatives, PE, SSSO, SSO, and ESO, will ensure the establishment of GRC. Ensuring the participation of Grama Niladharis relevant to each GND and Divisional Secretaries of each DSD and other relevant officers to the GRC meeting. Conducting awareness sessions on land donations, gender participation, grievances handling mechanism, and environmental safeguards are the tasks completed by SGR Specialist and Environmental Specialist of MC.

3.6.3 Grievance Redress Committees

Grievance Redress Committees (GRCs) have been established, according to the project level and implementation schedule of each project area.

There are 02 DS Divisions in RMC 03 Maradankadawala -Habarana Road project and 06 DS Divisions in Karapitiya – Thawalama road project. During the period under consideration, 08 GRCs at DSD Level have been established out of 08 DSD Level GRCs and 41 GRCs at GN Level have been established out of 55 GN Level GRCs.

Table 3–7 GRC establishment

June – December 2019					January – June 2020	
Project	DSD		GND		DSD	GND
	Total	Established	Total	Established	To be Established	To be Established
RMC-01	02	02	12	12	No any	No any
SP - 01	06	06	42	29	No any	13

3.6.4 Grievances Submitted

The community awareness meetings held at the commencement of the project; a public notice developed in local language is being displayed at community attracted places in the project area. The main purpose of the notice is to create awareness among communities on the project, understand to what extent the community can involve in project activities and how to make complaints, suggestions, grievances and requests to the project. The public notice brings the key information about the project and contact numbers of relevant officers of the project whom to be contacted regarding social and environment issues.

➤ Grievances Receiving Channels

A system of channels has been established to receive public suggestions, requests, complaints and grievances by the project. The public is clearly informed that they can follow any of the following channels in submitting their complaints/ grievances/ suggestions or requests to the project.

➤ Directly from Interested Parties

Some interested parties direct their complaints through telephone or at meeting their complaints to the Contractors, MC, PIU and Government officers (DS or GN). These complaints are conveyed to the contractors by the receiver through PIU.

➤ Complaints, Request and Suggestion Box

Availability of complaints, suggestions and Request Boxes at the work sites has been identified as one of the effective methods to share views of public design stage and construction stage. This box is installed at contractor's site offices in all contract packages, Grama Niladhari's office and common places of the construction sites. The project management team expect to collect the community written ideas through these boxes. Complaints, request and suggestion are being collected from the boxes at the end of each week. MC has introduced a common format for the complaints, request and suggestion boxes.



Figure 3-9 Complaints boxes placed to receive public concerns at Road ID: RMC 03 Package Maradankadawala – Habarana

➤ **Through Grama Niladhari (GN)**

Grama Niladhari is the grass root level administration officer of the village. GN also play the role of the chairman of the Grievance Redress Committee (GRC) established under the RMC programme at GND level. He/She maintains an office in the Village and the Contractor of road project install public complaints, request and suggestions box in this office. A public notice is also displayed at each GND offices in the Project area.

➤ **Through Divisional Secretary (DS)**

DS is also playing the role of Chairman of Grievance Redress Committee (GRC) established under the project at Divisional Secretary level (DSD). A public notice is also displayed at each DSD offices in the project area.

3.6.5 Maintenance of Records for Public Grievances

Maintenance of relevant records is considered as a prime requirement. All the received complaints/suggestions are being registered at the Project Manager's office of the Contractors and attended. This register is monitored and reviewed by Senior Social Safeguard officer, ESDD and MCOfficers during their site visits. Monthly summary of the complaints, request and suggestion book is present by the relevant Project Manager to the Monthly Progress Review meeting.

It was evident that this mechanism is very effective and shown better results. All the grievances received are classified according to the nature. Received grievances were solved through the PIU, MC, and contractors up to now and so far, there were no grievances taken to GN level or DS level. Classified grievances and the status of action taken are summarized in the table 3.8. Table 3.7 summarizes the package wise distribution in each divisional secretariat.

3.6.6 Classified Summary of Public Grievances, Requests, Suggestions and Complaints

Table 3–8 Maradankadawela – Habarana Road – RMC 03

Route No	Road Name	June – December 2019			January – June 2020			Cumulative total up to January – June 2020			Attended	Unattended	Completed	In progress
		No. of complaint	No. of Suggestions	No. of Requests	No. of complaint	No. of Suggestions	No. of Requests	No. of complaint	No. of Suggestions	No. of Requests				
A011	Maradankadawala-Habarana	06	03	22	28	-	93	34	03	115	152	00	53	99
	Total	06	03	22	28	-	93	34	03	115	152	00	53	99

Table 3–9 Karapitiya – Thawalama Road /Galle RMC SP 01

Route No	Road Name	June – December 2019			January – June 2020			Cumulative total up to January – June 2020			Attended	Unattended	Completed	In progress
		No. of complaint	No. of Suggestions	No. of Requests	No. of complaint	No. of Suggestions	No. of Requests	No. of complaint	No. of Suggestions	No. of Requests				
SP-01	Karapitiya – Thawalama Road	00	00	17	01	00	79	01	00	96	96	00	60	36
	Total	00	00	17	01	00	79	01	00	96	96	00	60	36



Figure 3-10 Public grievances are addressed at site (Udugama Galle) RMC SP 1



Figure 3-11 Public grievance redress at Maminiyawa maradankadawala



Figure 3-12 Public Consultation at Gonadeniya to Udugama Bar Junction - RMC SP1



Figure 3-13 Inspect community Drinking water supply line with community Base Organization Galle

4 ARRANGEMENTS TO ENSURE HEALTH AND SAFETY

Safety Programs. Contractors carry out safety programs every day to discuss and emphasize the importance of using PPEs during the work and other specific arrangements to ensure the safety of public and co-workers.

Tool box meetings. Tool box meetings are conducted once a week and special focus for these meeting are driven to health and safety of contractor’s staff and public. During the meeting, week plan will be developed aligning to health and safety plan and discuss the lessons learnt from previous weeks to develop upcoming week safety arrangements and improve work progress. Addition to the contractor’s staff, RE SGRS and ES from MC participate in these meetings.



Figure 4-1 Awareness about health and road safety – Karapitiya – Thawalama RMC SP 01 package, Galle



Figure 4-2 Awareness on road safety for Drivers – Maradankadawala – Habarana Road RMC 03 package



Figure 4-3 Awareness about road safety for Drivers – Maradankadawala – Habarana Road RMC 03 package, Maradankadawala



Figure 4-4 Safety awareness meeting for workers Maradankadawala – Habarana Road RMC 03



Figure 4-5 Conducting of health and safety toolbox meeting at office premises, Urala KDAW Company – RMC SP 01 Galle.



Figure 4-6 Conducting of health and safety toolbox meeting at B248 road, Urala KDAW Company – RMC SP 01 Galle.



Figure 4-7 Women workers with full PPE measures in Maradankadawala – Habarana Road



Figure 4-8 Disinfection temporary police check point at Ganewalpola in Maradankadawala

5 PROCESS OF LAND DONATION

Paragraph five and six (5 and 6) of the Resettlement Framework (RF) for iRoad 2 state that “for the rural roads improvements will be undertaken completely within the existing Right of Way (ROW) which is between 2.5m to 5.5m and national roads improvements will be undertaken completely within the existing Right of Way (ROW) which is between 5.5m to 8.0m”. However, Appendix 1 of the RF further explains that land donation will be the method if private land is required for the iRoad.2 Voluntary donation of land involves the contribution by individuals of land for the project that has the community benefits including rural roads and national roads that are part of the community driven development. The basic principles are the following:

- That the project benefits will realistically offset the size of the donated land;
- In case negotiations for voluntary land donation fail, eminent domain or other powers of the state will not be used;
- A maximum of 5% of land can be donated, particularly for the vulnerable households; and for households donating land, no physical displacement will take place

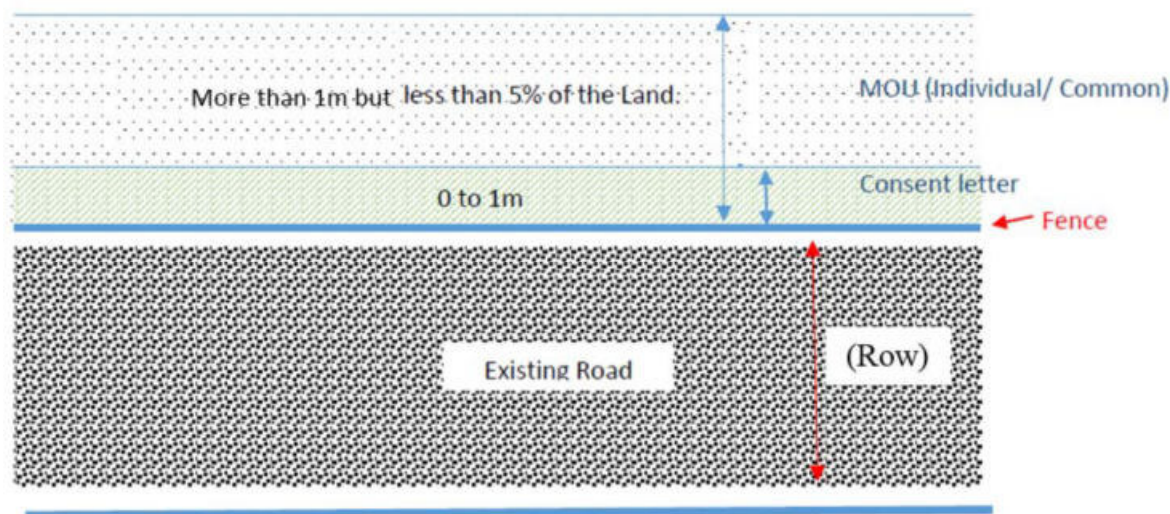


Figure 5-1 A graphical Presentation of limits for Consent letter and MOU

5.1.1 Status of Land Donation Activities

In the implementation of the RMC, it was identified that some Contractors are in the need to obtain additional land strips to carry out the road improvement to the required standard.

Hence, the project has followed the procedure as per guidelines stipulated in the RF for land donation as follows:

- Disseminate the information to all relevant agencies on project information and land donation concept. Continued public awareness on Land donation among road related community through public awareness GRC meetings and focus group discussions. The public awareness notice has been developing in local language as per the guide line of Resettlement Framework land owners have donate their pieces of land to meet the additional land requirements for the improvement of the road in reporting period.

- Obtaining written confirmation for donating lands.
- Identified and verify land ownership through deeds.
- Consent letter or Memorandum of Understanding (MOU) reporting on the situation have been signed by respective GN as a proof of transparency. Two types of MOU have been introduced.

They are;

- a) Individual MOU – Signed by the private land owner
- b) Common MOU – Signed by the group of land owner

Table 5–1 Land Donation status 1st of January 2020– 30th of June 2020

District	Package	Number of Consent Letters		Number of MOU	
		Individual	Common	Individual	Common
Galle	RMC SP01	231	00	33	14
Sub Total		231	00	33	14
Anuradhapura	RMC 03	00	01	02	00
Sub Total		00	00	02	00
Grand Total		231	01	35	14

5.1.2 Keeping Records Land Donation

A record keeping system has been developed to maintain all records related to land donation process. This system includes keeping information on the following;

- The initial letter of willingness to donate land
- Photographs taken during the awareness meeting
- Plan or sketch of the land to be donated
- A copy of the land title
- Consent letter or MOU
- Photographs taken before and after the improvement of the road section.



Figure 5-2 Consent letters taken from the land owner for township development at Talagaha in Galle



Figure 5-3 Consent letters taken from the land owner for land donation RMC SP 01 Galle

Some road sections being rehabilitated under SP01 project traverses through well-established heavily populated areas. Among other measures, the Project team has been seeking the consent of house/land owners for voluntary donation of small strips of land to ensure the road safety improvement of the road users and the roadside residents at the most locations. As well as to construct the proper drainage system to mitigate the inundations in highly populated areas.

The consultation and negotiations (if applicable) with the relevant people, are undertaken by the PE, Chairman of GRC and RE, SGRS, SSO and other members of the GRC.

All documentation procedures have been followed as in appendix 3 in RF and both first and second parties signed with witnesses.

During the process a few numbers of parapet walls and fences have been identified for replacement. The relevant agreements have been prepared for future actions.

During the subject period, 232 number of consent letters have been obtained from the owners for the donation of land strips of less than one-meter width. Further details are provided in Section.

5.1.3 Land Donation and Newly Construction Details / Thalagaha Wanduramba Section SP 01 – Galle

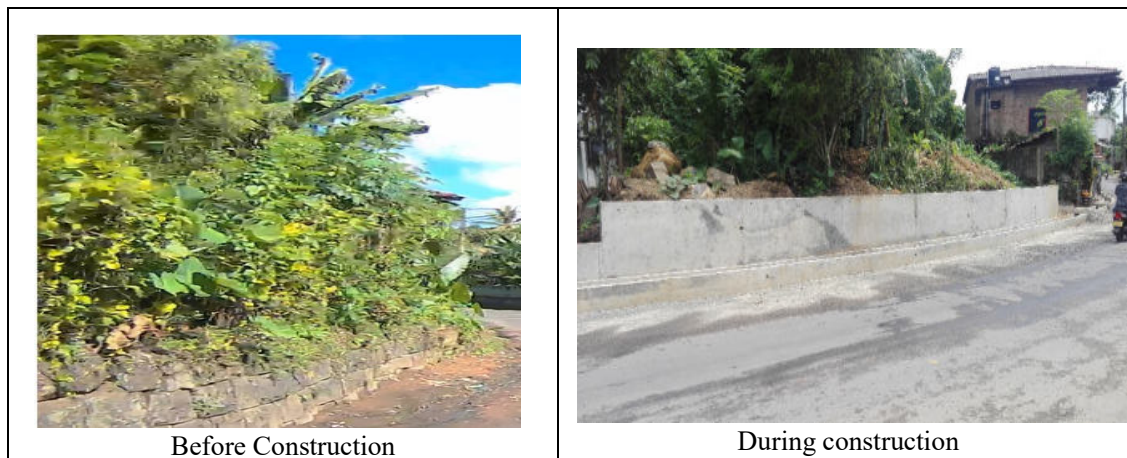


Figure 5-4 Land Donation and Re construction at Chainge: 2+242-2+259 LHS



Figure 5-5 Land Donation and Re construction at Chainge 3+402-3+437.5 LHS

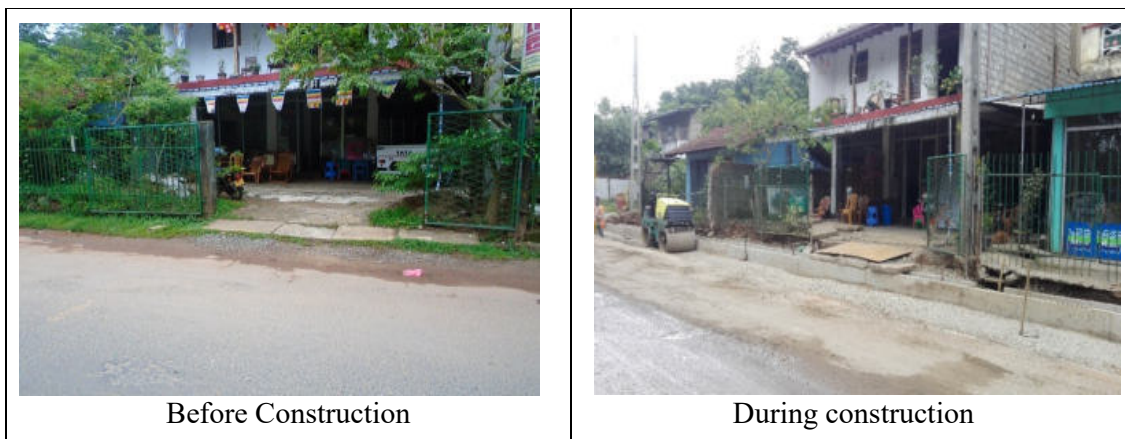


Figure 5-6 Land Donation and Re construction at Chainge 2+924.7-2+935 RHS



Figure 5-7 Land Donation and Re construction at 6 +790-6+795 RHS



Figure 5-8 Land Donation and Re construction at chainage 6+938-6+958 RHS

5.1.4 Land Donation photos Maradankadawala- Habarana Road



Figure 5-9 Maradankadawala Habarana Road/ Land donation for leaderaway at change 0+850



Figure 5-10 Maradankadawala Habarana Road Land donation for leaderaway at chainge 4+825

6 COMPLIANCE WITH GENDER ACTION PLAN (GAP)

A Gender Action Plan (GAP) has been formulated for iRoad Programme according to the Clause 56 (page no. 27) in FAM. Key gender mainstreaming activities identified in the GAP includes;

- i. Engage at least 35% women in consultation during design;
- ii. Integrate features that increase road safety and meet the needs of the elderly, women, children, and the disabled;
- iii. Encourage the employment of local women as road construction workers;
- iv. Ensure at least 15% of local employees hired for road maintenance are women and that they receive equal wages for equal work;
- v. Conduct road safety and HIV/STI awareness trainings with minimum of 40% women participants;
- vi. Appoint gender focal persons at all levels;



*Figure 6-1 Female participation in GRC Meeting – RMC
SP 01 Package, Galle*



*Figure 6-2 Female workers discuss their issue with
Female Social Officer– RMC 03*



Figure 6-3 Female participation at B303 Road – RMC SP 01 Package, Galle



Figure 6-4 Female workers involvement in road construction in Maradankadawala-Habara Road RMC 03



Figure 6-5 Woman in traffic management – RMC 03 Maradankadawala Habarana road



Figure 6-6 Women in road work – RMC 03 Maradankadawala Habarana road

Table 6–1 Complying Status with the GAP

S/N	Requirement	Current Status																												
01	Engage at least 35% women in consultation during design and integrate features that increase road safety and meet the needs of the elderly, women, children, and the disabled	<p>During the project awareness among road users and government officers at GRC formation meetings, the importance of EWCD friendly designs was emphasized.</p> <p>Then the participants proposed their requirements at meetings or during refreshing transect walks. Difficulties due to narrow road sections, especially for women, elderly people and children at schools, hospitals and religious places, road sections with water stagnation etc. are found as common requests in RMC 03 – Anuradhapura and RMC SP 01 Galle.</p> <p>Contractor, MC and PIU included these proposals in the final road designs as they are technically and financially appropriate. Parking bay and pedestrian crossings, dedicated foot walks, proper and safety access included in to the designs of the road section at the school, responding to public requests received during refreshing transect walks. Topic 3.4 exemplify the CSD and EWCD applications implemented by contractors.</p> <p>Female participation</p> <table><tr><th colspan="4">First Semi – Annual Reporting Period July- December 2019</th><th colspan="3">Second Semi – Annual Reporting Period January - June 2020</th></tr><tr><th>Project</th><th>Total</th><th>Female</th><th>Percentage</th><th>Total</th><th>Female</th><th>Percentage</th></tr><tr><td>SP - 01</td><td>940</td><td>362</td><td>39 %</td><td>205</td><td>12</td><td>6 %</td></tr><tr><td>RMC - 03</td><td>400</td><td>103</td><td>26 %</td><td>233</td><td>24</td><td>10.3 %</td></tr></table>	First Semi – Annual Reporting Period July- December 2019				Second Semi – Annual Reporting Period January - June 2020			Project	Total	Female	Percentage	Total	Female	Percentage	SP - 01	940	362	39 %	205	12	6 %	RMC - 03	400	103	26 %	233	24	10.3 %
First Semi – Annual Reporting Period July- December 2019				Second Semi – Annual Reporting Period January - June 2020																										
Project	Total	Female	Percentage	Total	Female	Percentage																								
SP - 01	940	362	39 %	205	12	6 %																								
RMC - 03	400	103	26 %	233	24	10.3 %																								
02	Encourage the employment of local women as road construction workers and ensure at least 15% of local employees hired for road maintenance are women and that they receive equal wages for equal work	<p>During formation of DS level and GN level GRCs, a considerable number of women have participated. 25- 30% road users and officials who participated in GRC meetings were women.</p> <p>Also, they contributed with suggestions to improve the road conditions, safety, and reduce difficulties to the public during construction.</p> <p>However, due to some cultural reason’s women participation was less from some villages. There is an increasing trend to achieve the set target; however, Contractors have informed the public that women employment is also available.</p> <p>The whole project female representation Galle – RMC SP 01 is 05 % and RMC 03 female representation is 30 % during this period.</p> <p>The low female representation at SP01 project can be attributed to the subject area having other avenues of employment for the females, especially in household tea cultivations.</p> <p>Annexure. 13.3 Women they receive equal wages for equal work</p>																												
03	For rural roads, a 3-year maintenance	Within packages a significant portion, if not the full length, will be rehabilitated while the remaining sections requiring periodic																												

S/N	Requirement	Current Status
	period with an estimated 18,000 person-days of work for women For national roads, during maintenance period in program, with an estimated 3,000 person days of work for women	maintenance and routine maintenance of the entire length throughout the contract period (maximum of up to 6 years) as part of the work. Still we are in the construction stage.
04	Conduct road safety and HIV/STI awareness trainings with minimum of 40% women participants	During the period RMC 03 only conducted HIV/STI awareness programs. Women participation for the above programme is 20 % Similar programs will be planned and implemented during January and September 2020. It is planned to include at least 40% of women in these programs, including site staff, road users and women living close to project roads. Due to COVID 19 pandemic outbreak all over the Sri Lanka, unable to conduct the scheduled programs, however contractors plan to implement the above training programs as soon as possible.
04	Conduct road safety and trainings with the participation of children, youth, and adult while ensuring 50% of female participation	Road safety awareness programs were also conducted by both RMC package contractors and, it is planned to conduct similar programs during June and December 2020. It is aimed to include at least 50% of women in these programs, including teachers, children, parents and women living close to project roads. During this period, recorded female participation is high and it was 25 %.

Status of Gender Composition of the MC (RE) and Contractors' staff and labour Crew in as at 30 June 2020

Table 6–2 Status of Gender Composition – RMC 03 and RMC SP01

Working Location	Package	Gender		Total Nos.	Female percentage
		M	F		
MC (RE) Office	RMC 03 Maradankadawala	16	06	22	27
Contractor workers	RMC 03 Maradankadawala	271	75	346	22
Contractor staff	RMC 03 Maradankadawala	55	00	55	00
MC (RE) Office	RMC SP 01 Galle	14	06	20	30
Contractor worker	RMC SP 01 Galle	232	04	236	01
Contractor staff	RMC SP 01 Galle	68	12	80	15

7 HIV / AIDS PREVENTION AND HEALTH AWARENESS PROGRAMME CONDUCTED – STEP 1

According to the work plan, two (02) number of HIV/AIDS prevention and Health awareness programs under Step 1 have been conducted during the period of January – December 2019. RMC 03 Maradankadawala programme was covering all following staff members from RMC 03 district where as the PD Office Staff, MC Staff, Contractors' Staff and contractor workers staff. Table 5.4 summarizes the details of programs along with gender participation.

7.1 The step 01 Programme in SP01 for Karapitiya -Thalagaha Road

The schedule programme fixed in March 2020 was not possible to proceed due to COVID 19 Pandemic outbreak over the Sri Lanka. The contractor has plans to conduct the program as soon as possible.

8 COVID-19 PREPAREDNESS AND RESPONSE PLAN FOR RMC PROJECT

8.1 Impact on RMC Work Sites

8.1.1 First Impact on RMC Worksites:

From 16th March, there was a gradual decline of worker numbers at work sites and by the middle of that week, the Contractors decided to suspend the work until the situation improves.

8.1.1.1 Return to work

Since the suspension of works in mid-March, the Contractors, with the consent of local Police, have been maintaining the respective roads with a skeleton workforce. The work has been limited to the maintenance of roads in a safe condition and attending to emergency works as and when necessary.

Following the relaxation of curfew during daytime in Anuradhapura and Galle Districts on 20th of April, the Contractors and the Project Manger's teams returned to work.

8.1.2 Current Status (as of 23rd April 2020)

Work at site offices commenced on Monday 20th of April, initially with a limited number of staff (due to transport and other logistical issues) and that number has been increasing since. This number is expected to return to pre-shutdown level within approximately 2 weeks' time, if the current trend of the spread of Covid-19 remains the same.

Below is a table summarizing the staff and worker numbers prior to the crisis and as of 23rd April

Table 8–1 Summarizing the staff and worker numbers prior

Work Location	Total Workforce (Nos)	
	Prior to shutdown	On 23 rd April
Contractor average workforce at RMC03 Site	500	150
Contractor average workforce at SP01 Site	490	210
Team Leader Office (Full time staff only)	07	06
Resident Engineer's Office, RMC03	21	19
Resident Engineer's Office, SP01	31	30

8.1.3 Identification of the Risks

The districts of Galle and Anuradhapura recorded a very low number of cases; 01 and 0 cases respectively. However, the Pandemic is still very much active in many other parts of the country, and considering the size of the Country, the threat is still high irrespective of which district you are in.

Some Covid-19 risks associated with our worksites includes, but not limited to, the following;

- Practical difficulties in maintaining safe gaps between people due to the nature of work
- A significant number in the workforce use public transport, to and from work
- Complacency among workers, leading to some of them ignoring health messages
- Anxiety among people to return to work
- Anxiety among residents to have people from different parts of the country working close to where they live
- The staff, especially road workers, are scattered at work sites located over a long length, hence can be exposed to third parties, including residents shop keepers etc.
- Many outside suppliers involved with the work and it is possible for some of them carry the virus.

The Preparedness and Response Plan is an important tool in this backdrop.

8.2 Preparedness and Response Plan

Upon return to work, Project Manager together with the two Contractors have been working on putting together 'Covid-19 Preparedness and Response Plan' for each site.

- a) The plan has been prepared in accordance with the following Guidelines issued by the Government of Sri Lanka; Operational Guidelines on 'Preparedness and Response for Covid-19 Outbreak for Work Settings' (Refer: <http://www.epid.gov.lk/web/>).
- b) 'Guidelines for Covid-19 Preparedness for Workplaces' issued by the Directorate of Environmental Health, Occupational Health and Food Safety, the Ministry of Health and Indigenous Medical Services, Sri Lanka.

This Plan is important to;

- a) Ensure all the important aspects in countering the threat of the transmission of the virus have been considered,
- b) Demonstrate that the Project Team as a group has taken this matter seriously and taking all necessary actions to address any potential risks.

8.3 Composition of the Plan

This Plan covers following office premises and associated work locations including work sites, laboratories, pre-cast yards etc.;

Project Manager Offices:

- Team Leader's Office located at Madiwela, Kotte (Colombo District)
- Resident Engineer's Office, RMC03 Contract, Ganewalpola (Anuradhapura District)

- Resident Engineer's Office, SP01 Contract, Urala, Wanduramba (Galle District)

8.4 Contractor Work Offices:

8.4.1 Road Manager Office

RMC03 Contract, Maradankadawla (Anuradhapura District)

Road Manager's Office, SP01 Contract, Urala, Wanduramba (Galle District)

8.5 Preparation and the Implementation of the Plan

The teams, most importantly the Contractors, to their credit, took a proactive approach when the threat of the Virus was emerged in other parts of the Country. The meetings to educate the workforce display and distribution of informative leaflets regarding the prior to the shutdown of sites.

Virus commenced however, when the sites were re-opened after a lapse of over one-month period, a well-planned approach was required to counter the much more spread disease.

The need to have a combined effort to manage the threat of the Virus effectively was unanimously agreed by both project manager and the Contractors.

With that understanding, following actions have been taken to date;

8.5.1 Identification of site-specific risks and preparation of Site-Specific Action Plans:

A staff member from each office has been nominated to prepare the Action Plan and monitor the implementation of it. Social Development Assistant in each RE's office have already been nominated for this role from the Project Manager's side.

Contractors have nominated their Social Officer or Environmental Officers or both. These Officers will be called coordinators and will directly report to their respective RE or RM on matters related to the preparation and implementation of the plan. The Covid-19 Preparedness and Response Action Plans prepared by the above teams are attached as Appendix completed in due course.) to D. (The Action Plan for the Team Leader's office will be

8.5.2 Implementation of the plan

Following actions have already been taken by the Resident Engineers and Contractors; Arrange basic hygienic facilities such as hand-wash facilities at the entrances,

- Hand sanitizers as required, Re-arrange seating to achieve 1m gap, review lunch room arrangements etc.
- Arrange awareness sessions by local Public Health Inspectors for all staff and workers. (First

round of information sessions by PHIs at both sites have already taken place.)

- Prepare, display and distribute leaflets among workers and residents, who are directly
- Impacted by the works. Leaflets prepared by PM's team and will be ready for distribution soon after reconciling with respective Contractors.)
- Implement a visitor management system. Have a process in place, if someone is suspected of catching the virus a site, think about isolation area until help arrives. the office or work
- Every staff and worker to read, understand and sign to confirm they have read and understood the 'Guidelines on Covid-19 Preparedness' (English and Sinhala versions are attached.)

Annexure 13.2: COVID 19 PREPAREDNESS AND RESPONSE IMPLEMENTATION PLAN OF RMC SP 01 IN GALLE PROJECT

8.6 Monitoring of the Implementation of the Plan

The coordinators nominated for the preparation of the Action plans will also undertake the monitoring to ensure if everyone follows the agreed procedures and guidelines.

The Coordinators will be regularly report the progress, issues, improvements required etc. to a joint-committee at each worksite comprised of RE and RM as joint chairs, and other relevant staff and coordinators above. These committees will meet at least once a week (Initially days) to review the measures taken a look at further once in 2-3 improvements etc.

8.7 Photograph

8.7.1 Photographs RMC-SP 01 Package

Awareness Meeting on COVID 19



Figure 8-1 Conducted Date: 2020/03 /20 RE RMC-SP 01

Sanitizing Hand washing System



Figure 8-3 Hand washing / sanitizing system at the entrance of RE's office

Awareness Poster



Figure 8-4 Placed posters and other awareness leaflets

Workers wearing face masks and maintaining 1m gap at site



*Figure 8-5 Drain backfilling preparation on
Road B 248 Road Ch.3+825 (RHS)*



*Figure 8-6 Drain construction on Road B 429 Road
Ch.0+130 (RHS)*

8.7.2 Photographs RMC-03 Package

Team Leader conducting awareness session



*Figure 8-7 Officer use PPE in Resident
Engineer's office*

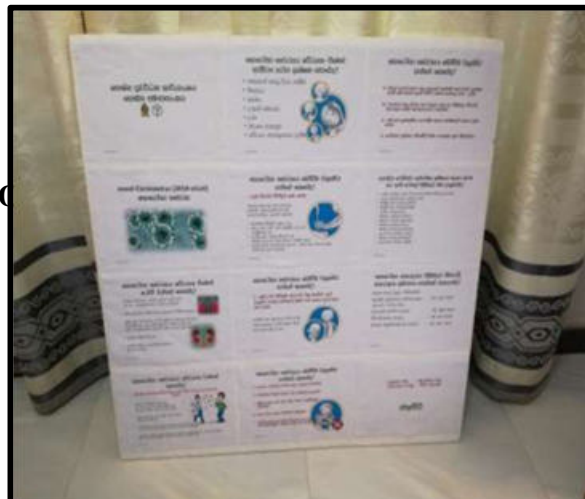


Figure 8-9 Poster display at Resident Engineer's office



*Figure 8-10 For Resident Engineer's Office staff
Conducted Date: 21/04/2020*

Hand washing / sanitizing system at the entrance of RE's office



Figure 8-11 RE Office Maradankadawala



Figure 8-12 Sanitization facilities at Maradankadawala CEC office

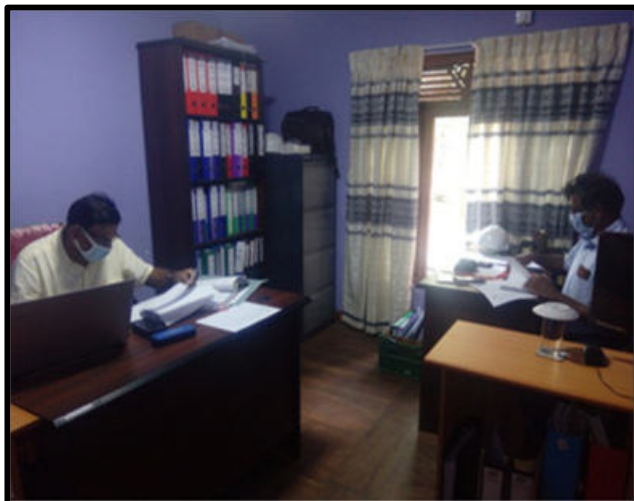


Figure 8-13 Keeping social distance and office work



Figure 8-14 Office disinfections process at Resident Engineer's office

9 ROAD SAFETY AWARENESS PROGRAMS

It is required to conduct road safety awareness programs targeting local communities with special emphasis on women participation as per the Activity 1.5 of GAP.

Schools are being selected to conduct the programme because the parents, teachers and students of particular school usually use the developed roads and they can disseminate safely rules among other villagers. In the initial stage of programme implementation MC and contractor decided to conduct more safety training programmes to office staff both MC and contractors and drivers use the relevant road packages.

The MC has planned to implement special safety management and safety assurance plan. Which is being implemented in both road packages. In addition to above measures contractor asked to submit quarterly safety monitoring plan.



Figure 9-1 Safety awareness training for bus road workers on Road

Karapitiya – Thawalama Road



Figure 9-2 Road safety awareness training for bus driver in Maradankadawala- Habarana Road



Figure 9-3 Contractor's driver operator and officer's awareness training safety road usage Galle project



Figure 9-4 Safety awareness session Maradankadawala- Habarana Road



Figure 9-5 Safety audit awareness by Team Leader at Maradankadawala- Habarana Road

9.1 Safety Practices on Road



10 MONITORING OF PROJECT ACTIVITIES

MC has closely monitored the Social Safeguard process of the project through site visits and holding review meetings. In addition, MC and Environment and Social Development Division (ESDD) of RDA have made joint field visits together with the relevant staff of the Contractors to monitor the social and environment progress in each district. Similar that there are progress review meetings. Field observations were mainly discussed at these meetings and arrived at collective decisions to mitigate the issues identified at the time of field visit.



Figure 10-1 Field visit conducted with RDA Specialist at Nagoda to Gonadeniya road in Galle



Figure 10-2 Road inspection Maradankadawala



Figure 10-3 Field visit conducted with Team Leader, Specialist of RDA at Maradankadawala



*Figure 10-4 Joint Site visit conducted by PIU and MC
in Maradankadawala*



*Figure 10-5 Discussion with ESDD/RDA Officers –
RMC SP 01*



*Figure 10-6 Road visit with ESDD / RDA Officer SP01
Project RMC Galle*



*Figure 10-7 RDA/ RE and Contractor's staff
discussion - Maradankadawala*

11 SOCIAL WELFARE PROGRAMMES

In addition to the civil work construction, the contractors have organized and conducted a substantial number of social work programs - Cooperate Social Responsibility (CSR) programs - with the support of MC. The main objectives of conducting social works are;

- To identify the needs of vulnerable groups in the project area and to serve them tangible intangible (knowledge, awareness, etc.) benefits.
- Build up close relationship with communities in the project area
- Enhance the goodwill between the local community and the project staff

Table 11-1 Details of Social Work Conducted

District	Package	Type of Social Work/programs Conducted	No. of Beneficiaries	
			M	F
Galle	RMC SP 01	1. COVID 19 disinfection process at Wanduramba Bustand	10	00
		2. Contribute to Manusath Derana community and health program at Nagoda	450	520
Anuradhapura	RMC 03	Community tree planting at Rahula Maha Vidyalaya /Maradankadawala	125	140
Anuradhapura	RMC 03	Prepared road to Tampita village	10	00



Figure 11-1 Disinfection process by contractor Wanduramba- Bustand –Galle



*Figure 11-3 Community tree planting in Maradankadawala
at Rahula Maha vidyalaya*



*Figure 11-2 Contribution made to conduct Health and
community development program (Manusath Derana) at
Nagoda in Galle RMC SP 01*



*Figure 11-4 Prepared existing road to Tampita village to facilitate chief incumbent cremation ceremony of Tampita
temple Habarana RMC 03*

12 CONCLUSION AND RECOMMENDATION

12.1 Conclusion

- This report is the Semi-Annual Report for the Social Safeguard Monitoring from January 2020 to 30 June 2020 in Anuradhapura and Galle RMC packages. It gives an overall picture of the steps taken by the PIU, MC and Contractors in compliance with RF, loan conditions, and FAM.
- This report deliberates measures taken by the project management for social safeguards component and practical usage GRC, GAP, Land Donation Process, concept of CSD, Plan of HIV/AIDS Prevention and Health camps, COVID 19 preparedness and responsibility plan and other social activities conducted by the contractor's staff as CSR Project
- According to the loan conditions the MC has recruited a full time Social Gender Resettlement Specialist, and Environment Specialist including social and Environment Assistants for each RMC package. PIU have appointed a Senior Social Safeguard Officer, Social Safeguard Officers, and each Contractors have 02 employed Environmental and Social Officers to monitor social related issues.
- The RMC has established GRCs at DS Level 08 and 41 GRCs at GN Level during the previous reporting period. Grassroots level communities have brought in a very effective system in resolving public grievances at field level itself. During the reporting period 03 number of suggestions, 172 number of requests and 29 number of complaints have been received. So far, 113 grievances have been solved and solutions for 135 of them are in progress.
- Both sites were temporarily shut down on 18th and 19th March respectively due to Covid-19 Outbreak. From early days of the shutdown, MC's staff has been preparing Covid-19 Preparedness and Response plans and Covid-19 Action Plans in accordance with the guidelines provided by the Ministry of Health. The aim was to have a well-documented process in place for the commencement of works when allowed to do so. Under the guidance of the MC, both contractors prepared their individual Covid-19 Preparedness and Action plans detailing all necessary protocols and measures. In addition, MC prepared and Preparedness and Response plan, that is applicable to the Consultancy contract and also encompassing the Contractor's plans. The documentation above was extremely useful in demonstrating to local public health authorities, our adherence to the guidelines. Since the re-commencement of works on site on 20th April, the MC has been conducting awareness sessions and random audits on sites.
- Public awareness poster, complaint, suggestions and requests boxes are the main sources to receive the public responses for the RMC programme. It is monitored by the MC and PIU of DS and GS of the relevant area.
- During the reporting period, 278 of land strips were donated by the land owners in the two districts. Land donation process is administrated by the PIU with the assistance of GN, DS and staff of Agrarian Services Department and MC.

- CSR programs are used as a public relation promotion measure in this program. The RMC of MC conducted two training workshops for the staff of PIU, MC and Contractors at both RE office Urala Galle and Maradankadawala in two District. Through these workshops, staff was empowered regarding CSD, Environment & Social Safeguards.
- During the period under review, MC of RMC and RDA was able to establish coordination with stakeholders such as Provincial Councils, Pradeshiya Sabha, Divisional Secretariats, Planning Division of DS Office, Department of Education, Department of Police, Department of Agrarian Services, Provincial Road Development Authority, Ceylon Electricity Board, Regional Medical Office of Health, and Sri Lanka Telecom PLC.
- Women involvement is encouraged and monitored in the project activities. Female participation for labour contribution to the construction work and office staff is also emphasized. Similarly, contractors were instructed to get female participation for CSR activities and for the workshops conducted by the project such as COVID 19 health program and Road Safety Awareness.
- MC has given special attention to monitor the Social Safeguard Process of the project while paying regular site visits for monitoring of Social Safeguard. They discuss this component at the monthly progress meetings with the Contractor's staff. Other than above meetings, social and environment team of the MC conducts monthly meetings. Here the discussions are based on the progress of the Social Safeguard activities of each contract project and participants are encouraged to share their experiences with other officers.

12.2 Recommendation.

- Technical staff (of PIU, MC and Contractors) including engineers who are in RMC projects should be provided with proper training on public participatory development methods and CSD conceptual development activities.
- PIU and MC encourage the Contractors to employ poor women and discourage employment of child labor as per guideline of Loan Conditions. However, certain challenges have been faced by the Contractors in employing female works for road sites. Especially in Galle district women labors involvement is very low.

Following areas can be proposed to improve the social safeguard component of the RMC programme in two districts:

- Periodical site visits of CSD Specialist - ADB and ESDD officers to the packages would improve the quality of condition in social safeguards as the specialist are well-experienced. It will be a learning experience to Contractors, PIU and MC Officers.
- Recommended to pay attention to conducting Road Safety Awareness Programs for users, nearby schools and preschools in roads which are under construction.
- It is recommended to conduct 1990 Suwasariya Awareness Programs in each package.
- Women entrepreneurship development programs to be developed for road side women.

In next social safeguard monitoring reporting period (July– December 2020), more social safeguard activities will be carried out and report.

13 ANNEXURE

13.1 Annexure: MC (RMC) STAFF DETAILS

No Key staff	Position	Name	Mobilization Date	Mobilized Place
FOREIGN STAFF				
KI -1	Team Leader/Chief Resident Engineer (Project Manager)	Upali Ileperuma	15/Jul/2019	
KI - 2	Contract Claim Specialist	Not recruited yet		
KI - 3	Road Asset Management Specialist	Not recruited yet		
LOCAL STAFF				
KN - 1	Deputy Team Leader	H.D.H.Rohitha Hemapala	1/07/2019	RMC-03
KN - 2	Contract Claim Specialist	M.A.W.R.Fernando	12/02/2019	
KN - 3	Road Asset Management Specialist	Not recruited yet		
KN - 4	Pavement Design Engineer	L.H.D.Sumanaratna	23/05/2019	
KN - 5	Highway Design Engineer	A.W.Gamage	31/05/2019	
KN - 6	Resident Engineer 1	Not recruited yet		
KN - 7	Resident Engineer 2	A D B Premarathna	28/05/2019	SP-1
KN - 8	Resident Engineer 3	Not recruited yet		
KN - 9	Assistant Resident Engineer 1	Not recruited yet		
KN -10	Assistant Resident Engineer 2	W.D.A.U. Withana	20/05/2020	SP-1
KN - 11	Assistant Resident Engineer 3	Not recruited yet		
KN - 12	Assistant Resident Engineer 4	Not recruited yet		
KN - 13	Assistant Resident Engineer 5	Not recruited yet		
KN - 14	Assistant Resident Engineer 6	G.W.N.N. De Silva	11/02/2019	
KN - 15	Material and Quality Assurance Engineer	M. Lokuge	01/08/2019	SP-1
KN - 16	Material & Quality Assurance Engineer - 2	Y.M.P.D. Yapa	29/01/2020	RMC -03
KN - 17	Road Safety Engineer	Not recruited yet		
KN - 18	Bridge & Structural Engineer	I.V.C. Vishwajith Kumara	25/09/2019	
KN - 19	Hydraulic and Drainage Engineer			
KN -20	Social/Gender/Resettlement Specialist	V G Sunil Piyasiri	30/05/2019	
KN -21	Environmental Specialist	H K B P K R Karunaratna	28/06/2019	
KN -22	Financial Management Specialist	Not recruited yet		
KN -23	Cost & Planning Engineer	H M Ruwan Susalith	15/08/2019	
NK1	Construction Engineer	H.R.K.Tharaka Widuranga	20/11/2019	RMC-03
NK2	Construction Engineer	A.G.Nalinda Sanjeewa	6/06/2019	
NK3	Construction Engineer	Darsana Sampath		
NK4	Construction Engineer	M.H.D.P. Karunaratne	17/03/2020	SP-1
NK5	Construction Engineer	Not recruited yet		
NK6	Construction Engineer	Not recruited yet		
	Office Engineer	W.P.K.Supun Sachintha	30/08/2019	
NK7	Technical Officer	W.A.D.Wickramaaarachchi	22/4/2019	RMC- 03
NK8	Technical Officer	R.T.I. De zoysa	8/01/2019	
NK9	Technical Officer	W.Sunil Welgama	20/ 08/2019	
NK1	Technical Officer	E.K.S.Silva	9/9/2019	SP- 1
NK2	Technical Officer	Not recruited yet		
NK3	Technical Officer	Not recruited yet		
	Surveyor	K.G.B.Perera	9/12/2019	RMC-03
	Surveyor	M.M.S.Gunathunga	16/12/2019	SP-1
	GIS Assistant	L.M.C.Swarnamali Jayaratne	12/10/2018	RDA

13.2 Annexure: COVID-19 Preparedness and Response Implementation Plan of RMC-SP 01 in Galle Project

Employee Category	Actions to reduce the risk level	Anticipated Completion Date of Action	Status of the Action		Remarks
			Completed	Ongoing	
Resident Engineer's Office	1. Make it mandatory to clean hands before entering the office by employees and visitors. ✓ Dissemination of information through posters, leaflets and meetings for awareness of correct hand washing techniques. ✓ Provide hand washing facilities at the main entrance and other suitable locations.	2020/04/20	✓		Why? Because washing hands with soap and water or an alcohol-based hand sanitizers kill the virus, hence prevent the spread of it.
	2. Keep a distance of one-meter minimum between employees at all times. (While working, at meetings, lunch room etc.)	2020/04/20	✓		
	3. All employees must always wear facemasks, apart from while dining and drinking tea etc.	2020/04/20	✓		
	4. Doors and windows should be kept open as much as possible. (E.g. Non air-conditioned areas)	2020/04/20	✓		This will minimize the need to touch the door handles.
	5. If using air-conditioned areas – advise to open the doors by pushing with the elbow or a similar manner.	2020/04/20	✓		
	6. Maintain regular housekeeping practices, including routine wiping/ cleaning and disinfecting of surfaces, equipment, and other items in the work environment. (E.g. Office, lunch rooms, toilets and other shared spaces)	2020/04/20	✓		
	7. All employees to read and sign COVID-19 Work place Guidelines.	2020/04/24		✓	
	8. All visitors to complete an Information Book with relevant details, especially with their movements in last 2 weeks.	Ongoing		✓	
	9. All employees to complete a form with relevant details.	Ongoing		✓	

	10. Lunch breaks and tea breaks taken in groups to prevent over-crowding of the lunch room.	2020/04/20	✓		Taking meals in allowed in lunch room only a maximum 4 persons at a time
	11. Try different modes of communication (through e-mails, intercom, teleconferencing etc.) for employees	2020/04/20	✓		
	12. Posters and health education messages to be displayed to encourage employees to comply with health instructions.	2020/04/20	✓		
	13. Isolation area to be identified, in case someone with symptoms found, until the arrival of an ambulance.	2020/04/20	✓		Where, The meeting room will be converted as isolation area
	14. Disinfection of office space. (Arrangements have been made Pradesheeya Sabha team comes in every 6 days)	2020/04/22	✓		
	15. Providing transport facilities if deemed necessary for some employees.	2020/04/30		✓	
	16. Arrange awareness programmes by local Public Health Inspectors (PHI) for all staff and workers.	2020/04/20	✓		PHI has already conducted two awareness programs for employees
	17. Body temperature is being checked by when entering to the office	2020/04/24	✓		
	18. Nominate a suitable officer to monitor the control activities implemented against COVID-19 infection and to provide necessary guidance in case of queries.	2020/04/18	✓		Social Development Assistant Miss Nadeesha Hewage has been nominated for this role.

Laboratory	Actions 1 to 17 listed under the Resident Engineer’s Office are applicable to ‘Laboratory too.				
	1. Provide gloves as a minimum, when double handling is involved for tests such as concrete test cubes etc.	2020/04/30		✓	
	2. Disinfect the testing equipment at least three times a day	2020/04/30		✓	
Driver’s rest room	1. Actions 1 to 17 listed under the Resident Engineer’s Office are applicable to driver’s rest room too.		✓		
	2. Make it mandatory to clean hands before entering the driver’s rest room by anybody. ✓ Dissemination of information through posters, leaflets and meetings for awareness of correct hand washing techniques. ✓ Provide hand washing facilities at main door and other suitable locations	2020/03/18	✓		Why? Because washing hands with soap and water or an alcohol-based hand sanitizers kill the virus, hence prevent the spread of it.
	3. Keep a distance of one meter minimum between drivers at all times (while working, taking foods and resting etc.)	2020/04/20	✓		
	4. All drivers must wear facemasks while on duty	2020/04/20	✓		
	5. All drivers to read and sign COVID-19 Work place Guidelines	2020/04/24		✓	
	6. All drivers to complete a form with personal details including details of movements in the last 2 weeks	Ongoing			
	7. Disinfection of drivers’ rest room (Arrangements have been made Pradesheeya Sabha team comes in every 6days)	2020/04/22	✓		
	8. Arrange awareness programme by local Public Health Inspectors (PHI) for all staff and workers.	2020/03/18 2020/04/20	✓		PHI has already conducted two awareness programs for employees

Officer Accommodation	1. Make it mandatory to clean hands before entering the accommodation by lodgers ✓ Dissemination of information through posters and leaflets for awareness of correct hand washing techniques.	2020/03/18	✓		Why? Because washing hands with soap and water or an alcohol-based hand sanitizers kill the virus, hence prevent the spread of it.
	2. Slippers/Shoes shall be kept outside the entrance or at least outside the room	2020/04/20	✓		
	3. Keep a distance of one meter minimum between lodgers at all times	2020/04/20	✓		
	4. All lodgers must wear facemasks, as a minimum while in common areas.	2020/04/20	✓		
	5. Doors and windows should be kept open as much as possible (eg. non air-conditioned areas)	2020/04/20	✓		This will minimize the necessity to touch the door handles.
	6. If using air-conditioned areas - open the doors by pushing with the elbow of your body.	2020/04/20	✓		
	7. All lodgers to read and sign COVID-19 Work Place Guidelines.	2020/04/24		✓	
	8. All employees to complete a Form with personal and recent movement details.	Ongoing		✓	
	9. Isolation area to be identified, in case someone with symptoms found, until the arrival of an ambulance	2020/04/20	✓		
	10. Disinfection of accommodation space.	Ongoing			
	11. Housekeepers should follow all the above actions.	2020/04/20		✓	
	12. All the provisions (food material etc.) should be purchased from shops maintaining hygienic condition.	2020/04/20		✓	

13.3 Annexure: Women they receive equal wages for equal work

RMC 03

Consulting Engineers & Contractors (PVT) LTD

INTERNAL MEMO

CEC/HR/MEMO/188

To : - Project Manager – Maradankadavala
From : - Human Resource Manager
Date : - 12th August 2020
Subject : - Regarding Salary Calculations

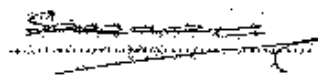
We respect gender equality as a well reputed company and we treat all our employees equally without considering their gender. Gender is not a variable factor we use to compute the salary.

Therefore, please be kind enough to avoid any gender discrimination when calculating salary.

Please be guided accordingly.

Kind regards,

Yours faithfully,


S.P. Lakshminadige
Human Resource Manager,
Consulting Engineers and Contractors (Pvt) Ltd

Copy

HR Assistant (Maradankadavala).

RMC SP- 01

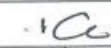

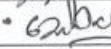

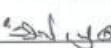


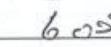
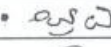


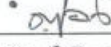
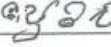

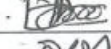
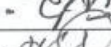
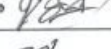

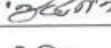
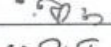
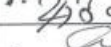
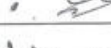
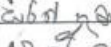
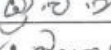
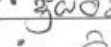


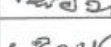
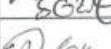

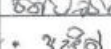
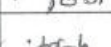
KDAW - YCIH JOINT VENTURE			
RMC Galle Road Project - SP 01			
KDAW Project Office, Berawa Mulla, Urala, Wanduramba.			
EMPLOYEE PAY SLIP - JULY 2020			
Employee Name:	N K P RANJANI	EPF NO :	388
Emp No.:	L 264	ID No	
Designation:	Labour		197065802037
Basic Pay for a day	500.00		
Bud.Allowance	140.00		
Attendance	560.00		
Description	Day Rate	No. of Days	Amount Rs.
Week Days & Saturdays	1,200.00	17.5	21,000.00
Sundays	1,520.00	3.0	4,560.00
Poya day	1,520.00	1.0	1,520.00
Mercantile			
Holiday	1,840.00	-	-
If Poyaday & M.Holiday Leave	640.00	-	-
Total		21.50	27,080.00
Description	Rate for OT Hour	No. Of OT Hours	Amount Rs.
Week Days & Saturdays	120.00	37.00	4,440.00
Sundays	160.00	7.5	1,200.00
Poya day	160.00	3.0	480.00
Mercantile			
Holiday	240.00	-	-
Total		47.50	6,120.00
Earnings			
Day Earnings	:	27,080.00	
OT Earnings	:	6,120.00	
Bud. Allowance	:	-	
Meal Allowance	:	1,935.00	
Gross Pay	:	35,135.00	
Deduction			
EPF 8%	:	1,203.20	
Advance	:	-	
Tool	:	-	
Meal	:	-	
Other	:	-	
Total Deductions	:	1,203.20	
Net Amount Rs.	:	33,931.80	
Packet Pay Rs.	:	33,930.00	
Salary -	Hand-	0	
Employer's Contribution to P.F. 12%		1,804.80	
Total Contribution to P.F. 20%		3,008.00	
Employer's Contribution to E.T.F. 3%		451.20	
Employee			
Administrator			

M.S Vinilsha
Accounts & Administration Manager
K.D.A Weerasinghe & Co.(Pvt) Ltd
RMC-SP 1 Road Project
Urala,Wanduramba
Con.091 2294568 / 077 3277045

EMP	Name	Position	NID	Amount Rs.	Signature
L249	SL	MANOJ	198607904228	26,580.00	• Mano
L250	HA	JAYATHISSA	600220217V	30,030.00	• Jayathissa
L251	UGK	BANDULA	881801779V	28,510.00	• B
L252	BAT	LAKMAL	199928610408	25,830.00	• Thrusina
L253	UGJ	BODHISIRI	791663580V	20,480.00	• Bodhisiri
L254	KAKR	KUMARA	200000403767	34,540.00	• K
L255	GPC	SANDARUWAN	790380037V	33,070.00	• Chel
L256	KPM	BUDDHI	811603619V	13,600.00	• B
L259	PGD	SANJEEWA	922943486V	31,440.00	• Sanjewa
L260	UGJ	PTIYASHANTHA	863110254V	37,270.00	• P
L261	UGS	KUMARA	833091115V	35,810.00	• K
L264	NKP	RANJANI	197065802037	33,930.00	• R
L265	KGC	MADUSHANKA	199830502792	19,020.00	• M
L266	KGAI	PUSHPAKUMARA	850633401V	25,490.00	• P
L267	KR	PRABHAKARA	8000101867V	3,730.00	• P
L269	DP	LAL	670753069V	30,840.00	• L
L271	LU	WANIGASEKARA	890673627V	34,980.00	• W
L274	GWC	MADUSHANKA	199718300557	34,950.00	• M
L277	KDJ	KUMARA	752100179V	17,750.00	• K
L279	S	WEERASEKARA	741563797V	31,710.00	• W
L280	PLS	KUMARA	813291860V	37,210.00	• K
L281	AVL	SUDARSHANA	197326304100	19,680.00	• S
L282	KNTG	NANAYAKKARA	197426803443	27,850.00	• N
L283	NKHD	ASANKA	883662997V	33,030.00	• A
L284	UGPSM	SAMARAKOON	196500704114	30,320.00	• S
L285	TKM	NERANJAN	910674757V	31,540.00	• N
L286	GP	CHAMINDA	197816104262	14,700.00	• C
L287	AL	DAYARATHNA	660042954V	32,210.00	• D
L290	JA	JAYASINGHE	195904803109	35,450.00	• J
L292	TPG	JAYASEKARA	603661737V	33,810.00	• J
L294	NJIS	NANAYAKKARA	712810777V	35,770.00	• N
L298	DCMA	GUNARATHNA	200213303757	7,030.00	• G
L299	KG	NILANTHA	790534778V	35,520.00	• N

KDAW - YCH JOINT VENTURE			
RMC Galle Road Project - SP 01			
KDAW Project Office, Berawa Mulla, Urala, Wanduramba.			
EMPLOYEE PAY SLIP - JULY 2020			
Employee Name:	G.W. PIYADASA	EPF NO :	252
Emp No.:	L159	ID No	
Designation:	Labour		532614180V
Basic Pay for a day	500.00		
Bud.Allowance	140.00		
Attendance	560.00		
Description	Day Rate	No. of Days	Amount Rs.
Week Days & Saturdays	1,200.00	18.5	22,200.00
Sundays	1,520.00	3.0	4,560.00
Poya day	1,520.00	-	-
Mercantile	1,840.00	-	-
Holiday			
If Poyaday & M.Holiday Leave	640.00	1.0	640.00
Total		22.50	27,400.00
Description	Rate for OT Hour	No. Of OT Hours	Amount Rs.
Week Days & Saturdays	120.00	59.50	7,140.00
Sundays	160.00	8.5	1,360.00
Poya day	160.00	-	-
Mercantile			
Holiday	240.00	-	-
Total		68.00	8,500.00
Earnings			
Day Earnings	:	27,400.00	
OT Earnings	:	8,500.00	
Bud. Allowance	:	-	
Previous month co	:	-	
Meal Allowance	:	1,935.00	
Gross Pay	:	37,835.00	
Deduction			
EPF 8%	:	1,228.80	
Advance	:	-	
Tool	:	-	
Meal	:	-	
Other	:	-	
Total Deductions	:	1,228.80	
Net Amount Rs.	:	36,606.20	
Packet Pay Rs.	:	36,610.00	
Salary -	Hand-		0
Employer's Contribution to P.F. 12%			1,843.20
Total Contribution to P.F. 20%			3,072.00
Employer's Contribution to E.T.F. 3%			460.80
<div style="display: flex; justify-content: space-between;"> <div>Employee</div> <div>Administrator</div> </div>			

M.S Vinilsha
Accounts & Administration Manager
K.D.A Weerasinghe & Co.(Pvt) Ltd
RMC-SP 1 Road Project
Urala,Wanduramba
Con.091 2294568 / 077 3277045

EMP	Name	Position	NID	Amount Rs.	Signature	
L132	K G K	KUMARASIRI	Labour	613521550V	40,830.00	
L133	K C	JAYANTHA	Labour	650431820V	32,650.00	
L136	K.G.	SOMACHANDRA	Labour	631652999V	32,420.00	
L140	H.	SUNIL	Labour	662912654V	21,690.00	
L143	K.R.P.S.	UDAYA	Labour	651264103V	40,700.00	
L145	U.V.	AMARASIRI	Watcher (Stock Pile)	0	17,320.00	
L146	G.V.C.	SAMPATH	Labour	833603833V	24,180.00	
L147	J.	RANJITH	Labour	681321756V	15,440.00	
L151	KA.	SUDARMA	Labour	721893189V	34,220.00	
L152	S.	PANDITHARATHNA	Labour	603524241V	38,920.00	
L153	K.H.T.D.	SAMPATH	Labour	962774248V	33,140.00	
L154	W.A.	PREMATHILAKA	Labour	680781257V	22,920.00	
L156	N.L.N.	PREMASIRI	Labour	630343305V	32,100.00	
L159	G.W.	PIYADASA	Labour	532614180V	36,610.00	
L161	H.V.I.K.	VITHANAGE	Labour	782421409V	25,190.00	
L162	J.G.A.	KUMARASIRI	Labour	713113387V	19,730.00	
L163	D.S.	SENAVIRATHNA	Labour	720374498V	26,020.00	
L164	A.P.U.N.	KARUNARATHNE	Labour	932942402V	7,750.00	
L165	KA.	JAYARATHNE	Labour	691502317V	31,370.00	
L166	T.G.	ANANDA	Labour	651512093V	28,740.00	
L168	S.P.	ARIYAWANSA	Labour	610944175V	36,720.00	
L170	S.M.	GUNASENA	Labour	630093783V	32,350.00	
L171	B.M.S.	KUMARA	Labour	661051264V	40,620.00	
L172	U.G.	JAYASENA	Labour	483093454V	43,110.00	
L173	P.C.W.	KARUNARATHNE	Labour	197631000995	34,190.00	
L174	P.G.	SUNIL	Labour	612564868V	35,330.00	
L178	N.G.	AMARADASA	Labour	632091729V	31,140.00	
L180	W.A.K.S.	RANAWEERA	Labour	197318603636	31,860.00	
L183	J.A.	MADUSANKA	Labour	872161040V	33,050.00	
L185	G.H.P.D.N.	KUMARA	Labour	952923110V	34,750.00	
L186	P.G.	PADMASIRI	Labour	620170615V	31,080.00	
L187	N.W.M.A.	KUMARA	Labour	811435074V	21,120.00	
L191	R.L.	HETTIGODA	Labour	842861489V	12,910.00	