



THE WORLD BANK

**The World Bank Funded Climate Smart Irrigated Agriculture Project
Ministry of Agriculture
Code of Conduct (CoC) for the Community Members**

The World Bank is committed to ensuring that the project is implemented in ways which minimize negative impacts on the local environment, communities, and its workers. The following Code of Conduct (CoC) was developed for the World Bank (WB) funded Climate Smart Irrigated Agriculture Project (CSIAP). This code is presented in respect to the environmental, social, health and safety (ESHS) standards, and ensuring appropriate occupational health and safety (OHS) standards are met. This will be applicable for community groups (Social Audit Committee, Producer Societies, Farmer Organization, Women Farmer Organization, Producer Federation, Producer Associations, Cascade Management Committee, and Grievance Redressal Committee etc including its members when they are involved activities for the project.

CSIAP requests all community members involved in the project activities to agree/ sign the code of conduct and the project will openly display the code in a common place to create awareness. Therefore, to ensure that all those engaged in the project are aware of this commitment, the company commits to the following core principles and minimum standards of behaviour that will apply to all community members without exception:

General

- All community groups and its members should engage in all project relations with integrity, responsibility, honesty, and reliability while following all the relevant national and project's rules and regulations.
- Any demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behaviour are prohibited in dealing with internally with the community members, or externally with CSIAP officials, Government Officials, WB officials, Consultants, Contractors, and other project stakeholders.
- All members should have a common awareness about GBV to ensure a clear understanding that GBV has no place on the project.
- All community groups and its members must wear a mask and maintain social distancing by keeping more than a meter distance from each other when gatherings are required. Further, National COVID 19 guidelines should be followed.

Interaction with the Stakeholders

- All community members should be truthful, accurate and maintain the highest ethical standards when interacting with stakeholders of CSIAP and project related work.
- Every community member should follow all project schedules and guidelines in working with stakeholders.
- If there are any complaints, community members, group leaders or representatives should contact relevant project stakeholder on behalf of all community members.
- All members should attend and actively partake in community awareness programs or other community related project programs conducted by stakeholders.

Collaboration with Community members

- All members should treat one another with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic, or social origin, caste, gender, disability, birth, or other status and work together.
- All community members should seek advice from community leaders or representatives to resolve disagreements and where possible consult the stakeholder that most directly involved through your community leader or the representative.
- Community representatives should strive to represent the interests of the whole community, rather than just particular groups within it.

Health and safety

- Every community group member should maintain the highest health, safety, and environmental standards by following the project health and safety procedures project's OHS Management Plan and protect yourselves, co-community workers, the community, and the environment.
- All members when participating activities on-site should ensure to wear prescribed and appropriate personal protective equipment provided by the Contractor, preventing avoidable accidents, and reporting conditions or practices that pose a safety hazard or threaten the environment.

- No community member should engage children under the age of 18 for activities at construction sites, or in any hazardous activities and wherever possible, ensure that another adult is present when working in the proximity of children.
- Any dangerous condition or other unacceptable health, safety, environmental practices should be reported immediately to your community leader or the representative so that project related accidents are minimized, and corrective actions can be taken.
- Any member witness or become aware of an incident or threat of violence or substance abuse or have concerns for own safety or that of others, necessary actions should be taken immediately to report the situation to the community leader or the representative.

Gender Based Violence

- All members should not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- All members should not engage in any form of sexual harassment – for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature is prohibited.
- Members should not engage in sexual favors – for instance, making promises of favorable treatment (e.g., promotion), threats of unfavorable treatment (e.g., loss of job) or payments in kind or in cash, dependent on sexual acts – or other forms of humiliating, degrading or exploitative behavior.
- All members should not use prostitution in any form at any time.
- Participation in sexual contact or activity with children under the age of 18 – including grooming or contact through digital media is prohibited. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- All members should consider reporting through the GRM or to my manager of any suspected or actual GBV by a fellow worker. Necessary actions should be taken immediately to report the situation to the community leader or the representative.

Children under the age of 18

- Community members must ensure that wherever possible, all children are accompanied by another adult when working.

- All members are prohibited from participating in sexual contact or activity with children under the age of 18—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- Community members should alert managers and inform them of any presence of children on the construction site or engaged in hazardous activities.
- All members should refrain from physical punishment or discipline of children.
- Members should comply with all relevant local legislation, including labor laws in relation to child labor and World Bank’s safeguard policies on child labor and minimum age.

I do hereby acknowledge that I have read the foregoing Code of Conduct and do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and CAE. I understand that any action inconsistent with this Code of Conduct or failure to act by this Code of Conduct may result in disciplinary action.

For the Community member

Signed by:

Name of the member:

Designation:

Date: