



**The World Bank Financed Climate Smart Irrigated Agriculture Project (CSIAP)**  
**Ministry of Agriculture**  
**Code of Conduct (CoC) for the Contractor**

**Introduction**

The following Code of Conduct (CoC) were developed for the World Bank (WB) funded Climate Smart Irrigated Agriculture Project (CSIAP). Two codes will be presented; one for contractors and their staffs and the next for community groups and its members when they are involved in social audits committee activities and other community activities for the project. CSIAP requests all contractors and community members involved in the project activities to agree/ sign the code of conduct and project will even display openly in a common place to create awareness.

Construction, particularly of major infrastructure projects, can be a high-risk environment for Gender Based Violence and Harassments (GBVH) affecting community members, workers, and service users. GBVH risks can intensify within local communities when there are large influxes of male workers from outside the area. Such workers often come without their families and have large disposable incomes relative to the local community, and can pose a risk in terms of sexual harassment, violence and exploitative transactional relationships. These risks are higher where workers come into close contact with the local community, for example, on access routes or when living together in a remote area.

During the construction phase, workers are also vulnerable to various forms of harassment, exploitation, and abuse, aggravated by traditionally male working environments. Further, land aquation that occurs during the construction phase also increases the risks of GBVH. Individual who makes a decision about resettlement and compensation can abuse this power to sexually exploit vulnerable community members, such as those in a female-headed household.

Addressing GBVH in the construction phase can have the following benefits: Improves workers' physical and emotional wellbeing and strengthens occupational health and safety. Avoids reputational damage, financial risks, and legal liabilities for companies, investors, and construction contractors. Builds relationships and social license to operate in communities. This can result from regular dialogue to understand and track project GBVH risks as well as the effective use of measures to prevent and respond to GBVH.

SIMP is essential for addressing GBV risks during implementation. Contractually, the contractor must follow the SIMP, which is why it is important that the SIMP build upon the findings and proposed measures identified in the project's screening and SIMP. Public disclose and consultations on the ESIMP - particularly with regards to GBV risk mitigation is beneficial (but not mandatory) as it ensures that local communities are aware of the specific actions proposed to address the risk. Ideally, the works contract should require the contractor to participate in the consultation at its own expense, since that is related to the project works.

**General**

- The contractor and all employees should follow the relevant national and project's rules and regulations.

- The contractor shall ensure that interactions with local community members are done with respect and non-discrimination.
- Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behavior are prohibited among all company employees, associates, and its representatives, including sub-contractors and suppliers.
- The contractor will follow all reasonable work instructions (including regarding environmental and social norms).
- The contractor will protect and ensure proper use of property (for example, to prohibit theft, carelessness or waste).

### **Contractor and its Staff's Gender-Based Violence and Child Protection Code of Conduct**

The contractor is obligated to create and maintain an environment that prevents Gender-Based Violence (GBV) and Child Abuse/ Exploitations (CAE) issues, and where the unacceptability of GBV and actions against children are clearly communicated to all those engaged in the project. In order to prevent GBV and CAE, the following core principles and minimum standards of behavior will apply to all employees without exception:

- GBV or CAE constitutes acts of gross misconduct and is, therefore, grounds for sanctions, penalties, and or termination of employment. All forms of GBV and CAE including grooming are unacceptable to be it on the worksite, the work site surroundings, or at worker's camp. Prosecution of those who commit GBV or CAE will be pursued.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinions, national ethnic or social origin, property, disability, birth, or another status.
- Do not use language or behavior towards women, children, and men that is inappropriate, harassing, abusive, sexually provocative, demeaning, or culturally inappropriate.
- Sexual activity with children under 18 including through digital media is prohibited. Mistaken belief regarding the age of a child and consent from the child is not a defense.
- Sexual favors or other forms of humiliating, degrading, or exploitative behavior is prohibited.
- Sexual interactions between contractor's and consultant's employees at any level and members of the communities surrounding the workplace that are not agreed to with full consent by all parties involved in the sexual act are prohibited. This includes relationships involving the withholding/ promise of actual provision of a benefit (monetary or non-monetary) to community members in exchange for sex such sexual activity is considered non-consensual within the scope of this code.
- All staffs, volunteers, consultants and sub-contractors are highly encouraged to report suspected or actual GBV and or CAE by a fellow worker, whether in the same contracting firms or not. Reports must be made in accordance with Standard Reporting Procedures.
- All employees are required to attend an induction training courses prior to commencing work on-site to ensure they are familiar with the GBV and CAE Code of Conduct.
- All employees must attend a mandatory training course once a month for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the institutional GBV and CAE Code of Conduct.

- All employees will be required to sign an individual Code of Conduct confirming their agreement to support GBV and CAE activities.
- Take all practical steps to implement the contractor's environmental and social management plan.
- Not participate in sexual contact or activity with children 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.
- Not engage in sexual harassment, for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behavior (ex: looking somebody up and down, kissing, howling, or smacking sounds hanging around somebody, whistling and catcalls, giving personal gifts, making comments about somebody's sex life etc.).
- Acts of GBV constitute gross misconduct and are therefore grounds for sanctions, which may include penalties and/or termination of employment and, if appropriate, referral to the Police for further action.
- All forms of GBV, are unacceptable, regardless of whether they take place on the work site, the work site surroundings, at worker's camps or within the local community.
- In addition to contractor sanctions, legal prosecution of those who commit acts of GBV will be pursued if appropriate.
- All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV by a fellow worker, whether in the same company or not. Reports must be made in accordance with project's GBV Allegation Procedures.
- contractor is required to report and act to address suspected or actual acts of GBV as they have a responsibility to uphold contractor commitments and hold their direct reports responsible.

### **Occupational Health and Safety (OHS)**

1. The contractor should ensure that the project's OHS Management Plan is effectively implemented by contractor's staff, as well as suppliers.
2. Wear personal protective equipment (PPE) at all times when at the work site or engaged in project-related activities.
3. The contractor will ensure that all person's on-site wear prescribed and appropriate personal protective equipment, preventing avoidable accidents, and reporting conditions or practices that pose a safety hazard or threaten the environment.
4. Adhere to a zero-alcohol policy during work activities and refrain from the use of narcotics or other substance which can impair faculties at all times.
5. The contractor will ensure that adequate sanitation facilities are available on site and at any worker accommodations provided to those working on the project.
6. The contractor will not hire children under the age of 18 for construction work, or allow them on the work site, due to the hazardous nature of construction sites.

I do hereby acknowledge that I have read the foregoing Code of Conduct, 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 of failure to take action by this Code of Conduct may result in disciplinary action.

**For the Contractor**

Signed by:

Name of the Contractor:

Designation:

Date: