

Social Monitoring Report

First Semestral Report
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SRI: Science and Technology Human Resource Development Project

Prepared by the Project Management Unit of the Science and Technology Human Resource Development Project for the Ministry of Higher Education, Technology and Innovations and the Asian Development Bank.



GOVERNMENT OF SRI LANKA
MINISTRY OF HIGHER EDUCATION, TECHNOLOGY
AND INNOVATIONS

SEMI-ANNUAL SOCIAL MONITORING REPORT

July – December 2019

Science & Technology Human Resource
Development Project

ADB Project Number: 50275-002

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Project Management Unit
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ABBREVIATIONS

ADB	Asian Development Bank
BOQ	Bill of quantity
D&B	Design and Build
DDR	Due diligence report
EA	Executing agency
GDP	Gross domestic product
GIS	Geographic information system
GRC	Grievance redress committee
GRM	Grievance redress mechanism
IP	Indigenous people
IPP	Indigenous people's plan
IPPF	Indigenous people's planning framework
IR	Involuntary Resettlement
LAA	Land Acquisition Act
LAR	Land Acquisition and Resettlement
MOHETI	Ministry of Higher Education Technology & Innovations
NIRP	National Involuntary Resettlement Policy
PIU	Project Implementation Unit
PMU	Project Management Unit
PPTA	Project Preparatory Technical Assistance
PSGA	Poverty Social and Gender Analysis
SIA	Social Impact Assessment
SPO	Sub Project Office (of design and consultancy firm)
SPS	Safeguard Policy Statement

CONTENTS	Page
1. EXECUTIVE SUMMAR	1
2. BACKGROUND OF THE REPORT AND PROJECT DESCRIPTION	1
2.1 Objective of the report	1
2.2 Project Description	2
2. 3 Project objective and expected outcomes	2
2.4 ADB Policy on Involuntary Resettlement and project alignment	4
3) SCOPE OF IMPACTS	4
4) PROJECT DISCLOSURE, PUBLIC PARTICIPATION AND CONSULTATION	5
5) SOCIAL SAFEGUARD COVENANT	6
6) GRIEVANCE REDRESS MECHANISM (GRM)	9
7) COMPLY WITH STANDARD ADB SAFEGUARDS IN CONSTRUCTION	11
8) RECOMMENDATION	11

Attachments

1) EXECUTIVE SUMMARY

1. This Annual Social Safeguards Monitoring Report for the Science & Technology Human Resource Development Project (STHRDP) of Sri Lanka covers the period from January to December 2019. The results of the Due Diligence Reports (Social Safeguard) prepared for the proposed project concluded that, as per ADB Safeguard Policy Statement, the project is categorized as 'C' for both Involuntary Resettlement and Indigenous Peoples. The areas of development within the four Universities were selected based on identification of critical gaps with a geographic targeting to ensure coverage of lagging regions. There will be no either resettlement impacts or temporary disruption of livelihood of any household or group of community in the project area during design and construction periods. Hence, it can be concluded that Project does not have significant social safeguard issues.

2. All the project activities comply with the concerned laws and regulations of Sri Lanka. The screening of the project sites and the preparation of DDR-Social was based on the, ADB's Safeguard Policy Statement 2009. The project output indirectly contribute to gender equality and gender responsiveness.

3. Public consultations have been carried out during the design phase and will be carried out during the implementation phase of the project. The views raised at the consultation were incorporated in the design. Issues raised are being addressed during the implementation phase to ensure that the stakeholders are not affected adversely on implementation of the project.

4. GRM for the project is developed and approved by ADB and disclosed on project website. Environmental related issues due to the construction activities will be of a temporary nature. Environmental Management Plan will be in place to mitigate such issues. In case any claims or complaints are submitted during the project implementation period, an effective and efficient Grievance Redress Mechanism will enhance provision of timely and sensible hearings and facilitate solutions. GRC is already established at University of Kelaniya.

5. Identified two families affected by construction of Jayewardenepura building were provided a new house for one family and proper access to other family by the previous land owner. Both families are satisfied with the facilities.

2) BACKGROUND OF THE REPORT AND PROJECT DESCRIPTION

2.1 Objective of the report

6. This Annual Social Safeguards Monitoring Report for the Science & Technology Human Resource Development Project of Sri Lanka covers the period from January to December 2019. The objective of the report is to provide an overview of the progress made in the implementation of the Social Safeguard activities since the 2019. It provides information on social safeguards activities related DDR, GAP implementation and social as

well as safeguards issues raised during the design and construction periods, as needed as well as social impact mitigation measures. It describes the project's performance in dealing with community consultation and stakeholders' participation and grievances received and redressed. Lessons learned and the recommendations for the implementation of safeguards component of the project in the next stage of the program are summarized at the end of the report.

2.2 Project Description

7. Science and Technology Human Resource Development Project will support the government to develop applied science and technology faculties in four universities to nurture a new breed of technology-oriented graduates equipped with market-relevant skills and entrepreneurial spirit.¹ It will address lack of financing for technology degree programs, which are high in demand from students and industry. The project will provide innovative technology and industry-relevant education and research facilities, help quality curriculum design and academic staffing aligned with industry demand and international standards, and provide competitive industry and foreign university grant scheme and capacity development opportunities. The project also includes a technical assistance (TA) loan component to support the government in preparing a new higher education project proposed for approval in 2021.

2.3 Project objective and expected outcomes

Project outputs-

8. **Impact and outcome.** The project is aligned with the following impact: an educated and knowledgeable labor force for accelerated economic growth developed.² The project will have the following outcome: access to employment-oriented higher technology education improved.

9. **Output 1: Innovative technology learning and research environment established.** This output will address the main constraint in increasing access to technology programs in higher education by helping the four universities build well-equipped faculty buildings following green building standards and featuring latest pedagogical approaches in higher education, such as project-based learning, peer-learning, and student-centered learning, in flexibly adjustable spaces for different types of research and industry collaborations. Each university will incorporate adequate laboratory facilities to enable students and faculty members to have ample opportunities for practical learning. Selected specialty laboratories with high industry demand will be also installed. All universities will include industry collaboration and innovation centers designed to meet different industry demand (depending on university location, nature of existing and future industry collaboration, etc.).³ Operation of such industry collaboration facilities will be also supported with competitive grant scheme (output 3). The universities will carry out joint activities such as training, exchange programs, etc. to maximize the utilization of laboratories and industry collaboration and innovation centers as well as peer-learning of good practices. The new faculty facilities will include women-friendly features to empower female students and female academic and non-academic staff in all aspects of academic and social life in the university.

¹ The proposed project will support new degree programs in engineering technology, bio systems technology, and information and communication technology under the newly introduced technology faculties in three universities, as well as new degree programs in engineering faculty at Sri Jayewardenepura University.

An example is a day-care center, which will also help male staff share child care burden of working spouses and promote balanced gender roles. The project will provide adequate sex segregated and special need toilets, and the stairs, ramps and lights are to be made accessible by all and people with special needs. The new buildings will follow green building standards aiming at high energy efficiency. They will also incorporate renewable energy solutions such as photovoltaic solar panels or wind-turbine, which will facilitate education and training of students in renewable energy solutions as well as serve as energy source for building operation. The universities will seek technical support from the Ceylon Electricity Board to ensure that installation and operation are done properly.

10. **Output 2: Quality and industry-relevant higher technology education programs implemented.** This output will support development of new strains of technology programs in four universities, differentiated based on industry demand, university strengths, and strategic niches. The universities will complete degree program curricula up to 4th year, incorporating industry inputs, aligned with international standards. Program designs incorporate opportunities for students to interact with industry partners from the 1st year, leading to a 6-month internship and industry problem-based capstone project in the 4th year. Universities will include subjects or modules to instill entrepreneurship in students in the curricula and organize mentorship program linking students and actual entrepreneurs to guide and inspire them (linked to output 4). Delivery of academic programs will also incorporate best practices in technical education (linked to outputs 3 and 4). Bachelor of Engineering Technology programs will be aligned with Sydney Accord, and Bachelor of Engineering with Washington Accord, and both will be accredited by the Institution of Engineers, Sri Lanka. Other programs (i.e., Bachelor of Information and Communication Technology and Bachelor of Bio-systems Technology) will seek suitable accreditation of international recognition. This quality assurance mechanism through accreditation will ensure the graduates' qualification is internationally recognized and maintain the quality of program over time. This output will also ensure adequate number of qualified academic staff for the new technology programs. The project will support recruitment and training of academic staff so that at least 90% of the approved cadre positions are filled up and at least 60% of them are Ph.D. holders. Universities will make efforts to recruit and retain qualified female academic staff meeting female staff ratio of 35%.

11. **Output 3: Industry linkages and international collaborations strengthened.** This output will ensure the curricula developed and implemented under output 2 are well informed by industry demand and international best practices; and the physical facilities established under output 1 are fully utilized. Universities will develop joint proposal with industry partners for (i) research and development activities to resolve industry problems or come up with new products or services; (ii) customized training programs to meet industry demand in technology areas to improve students' employability or existing workers' skill upgrading; and (iii) other innovations in industry-university linkages. Universities can also establish partnerships with renowned foreign universities in areas such as (i) faculty or student exchange programs; (ii) innovative teaching and learning at higher education; and (iii) joint research activities, especially in industry relevant areas, etc. The project will provide grants to support proposals competitively selected by a technical committee established by the Ministry of Higher Education and Cultural Affairs (MHECA) and University Grants Commission (UGC). The project management unit (PMU) and UGC will monitor the financial and technical progress, respectively.

12. **Output 4: Faculty management capacity strengthened.** This output will enhance faculty staff capacity in creating a modern and dynamic academic culture focusing on developing a future-ready workforce. Staff performance management system will be strengthened in (i) continuous improvement in teaching and learning practices of academic staff and (ii) industry collaboration activities, to encourage staff efforts in these two areas,

along with existing performance criteria in student feedback and academic deliverables such as publications. Faculty staff will be trained in innovative teaching and learning, student services, industry collaboration and services, etc., so that employment-oriented technology programs can be effectively supported. Non-academic staff's capacity will be also strengthened through structured professional development program in selected areas such as library management, student services and counseling, laboratory management, and project management. The output will ensure that the universities have dedicated centers for career guidance that will facilitate industry attachment programs for students and academic staff.

13. **Output 5: New higher education project preparation supported.** This output will support new higher education project development focusing on science, technology and engineering areas and research and development capacity. The output will support feasibility studies, innovative designs, due diligence assessments, risk mitigation measures, and advance actions for project readiness, especially in procurement, for project proposed for 2021.

2.4 ADB policy on Involuntary Resettlement and project alignment

14. The involuntary resettlement impacts of an ADB-supported project are considered significant if 200 or more persons will be physically displaced from home or lose 10 % or more of their productive or income-generating assets' ADB updated its safeguards policies by integrating its policies on IR, IP and environment in the SPS. The objectives, scope and principles in the 1995 IR policy have been retained and clarified in the policy update. The ADB policy on IR is to:

2.4.1 Avoid IR where ever possible

2.4.2 Minimize IR by exploring project and design alternatives

2.4.3 Enhance, or at least restore the livelihoods of displaced persons in real terms relative to pre project levels.

2.4.4 Improve the standard of living of displaced persons and other vulnerable groups.

15. Two key factors prevent triggering IR impacts in this project - a) the availability of multiple centres which service the same communities or overlap and b) the confinement of civil works to reconstruction which does not necessitate land acquisition and or appropriation. Literature on IR point to the importance of 'early detection and identification' and management of risks. The selection process of the centres was cognisant of this and sought to ensure that lands, livelihoods, assets (individual and common property resources) will not be impacted.

3) SCOPE OF IMPACTS

16. Most physical work associated with project confined within the university-owned lands and avoided involuntary resettlement impacts (land acquisition and physical or economic displacement of people).

17. Overall categorization for social safeguard is “category C” under the project. Resettlement implementation plan and land acquisition are not required for construction of building.

3.1 Involuntary Resettlement (IR). The project is *categorized C* per the SPS. The land acquired by Rajarata University and University of Sri Jayewardenepura led to negotiated relocation of three households.

3.2 Indigenous Peoples (IP). The project is *categorized C* as there are no indigenous peoples in the project area following the SPS.

3.3 Prohibited investment activities. ADB funds may not be applied to the activities in the ADB Prohibited Investment Activities List in Appendix 5 of the SPS.

The categorization of IR and IP remained as category C.

4) PROJECT DISCLOSURE, PUBLIC PARTICIPATION AND CONSULTATION

18. Consistent with National Involuntary Resettlement Policy (NIRP) and ADB’s Safeguard Policy Statement (2009) (SPS), meaningful consultation was organized. The project has followed a consultative process in deciding the project sites and finalizing the designs of the project. The consultation process began during the planning stage and is carried out throughout the PMU and PIU staff.

19. All project information disclosed on web. Anyone can access the project website via mohe.gov.lk.

5) SOCIAL SAFEGUARD COVENANT

COVENANTS - AS PER LEGAL AGREEMENTS

Attachment 4: Social Safeguard Covenant

COVENANTS - AS PER LEGAL AGREEMENTS

Sect ./Sh ed.	Para No.	Item No	Description	Remarks/Issues
Loan 3698/3699 OCR/COL				
Involuntary Resettlement and Indigenous People				
4	6		The Borrower shall ensure, or cause the Project Executing Agency and the Implementing Agencies to ensure, that the Project does not have any involuntary resettlement impacts, within the meaning of the SPS. If the Project does have such impacts, the Borrower shall take all steps required to ensure that the Project complies with the applicable laws and regulations of the Borrower and with the SPS.	No involuntary resettlement is involved
4	7		The Borrower shall ensure, or cause the Project Executing Agency and the Implementing Agencies to ensure, that the Project does not have any indigenous peoples impacts, within the meaning of the 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 applicable laws and regulations of the Borrower and with the SPS.	Indigenous people will not be effected by the project
4	8		The Borrower shall make available, or cause the Project Executing Agency and the Implementing Agencies to make available, necessary budgetary and human resources to fully implement the EMP.	PMU will provide the necessary budget

4	9	<p>The Borrower shall ensure, or cause the Project Executing Agency and the Implementing Agencies to ensure, that all bidding documents and contracts for Works contain provisions that require contractors to: (a) comply with the measures relevant to the contractor set forth in the IEE and the EMP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report; (b) make available a budget for all such environmental measures; Schedule 4 19 (c) provide the Borrower with a written notice of any unanticipated environmental, resettlement or indigenous peoples risks or impacts that arise during construction, implementation or operation of the Project that were not considered in the IEE and the EMP; (d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and (e) reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.</p>	<p>PMU will monitor the implementation</p>
4	10	<p>The Borrower shall do the following or cause the Project Executing Agency and the Implementing Agencies to do the following: (a) submit semi-annual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affected persons promptly upon submission; (b) if any unanticipated environmental and/or social risks and impacts arise during construction, implementation or operation of the Project that were not considered in the IEE and the EMP, promptly inform ADB of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and (c) report any actual or potential breach of compliance with the measures and requirements set forth in the EMP promptly after becoming aware of the breach.</p>	<ol style="list-style-type: none"> 1. PMU will provide the relevant reports 2. PMU and PIUs will monitor the implementation of IMP including the social safeguard

4	12	The Borrower shall ensure that the core labor standards and the Borrower's applicable laws and regulations are complied with during Project implementation. The Borrower shall include specific provisions in the bidding documents and contracts financed by ADB under the Project requiring that the contractors, among other things: (a) comply with the Borrower's applicable labor law and regulations and incorporate applicable workplace occupational safety norms; (b) do not use child labor; (c) do not discriminate workers in respect of employment and occupation; (d) do not use forced labor; (e) allow freedom of association and effectively recognize the right to collective bargaining; and (f) disseminate, or engage appropriate service providers to disseminate, information on the risks of sexually transmitted diseases, including HIV/AIDS, to the employees of contractors engaged under the Project and to members of the local communities surrounding the Project area, particularly women.	<ol style="list-style-type: none"> 1. PMU and PIUs will ensure the implementation of Labour regulation 2. HIV/AIDS awareness programmes will be conducted after awarding of the civil work contracts
4	13	The Borrower shall strictly monitor compliance with the requirements set forth in paragraph 12 above and provide ADB with regular reports.	PMU and PIU staff will strictly monitor
4	14	The Borrower shall ensure, or cause the Project Executing Agency and the Implementing Agencies to ensure, that (a) the GAP is implemented in accordance with its terms; (b) the bidding documents and contracts include relevant provisions for contractors to comply with the measures set forth in the GAP; (c) adequate resources are allocated for implementation of the GAP; and (d) progress on implementation of the GAP, including progress toward achieving key gender outcome and output targets, are regularly monitored and reported to ADB.	Gender Specialist of PMU will monitor
4	15	The Borrower shall make available, through budgetary allocations or other means, all counterpart funds required for the timely and effective implementation of the Project, including funds required to (a) meet additional costs arising from design changes, price escalation in construction costs or other unforeseen circumstances, (b) ensure effective operation and maintenance of the Works, both during and after completion of the Project, and (c) ensure the Project Executing Agency and the Implementing Agencies have sufficient funds to satisfy their liabilities arising from any Works, Goods and/or Services contract.	PMU will provide necessary budget if required

6) GRIEVANCE REDRESS MECHANISM (GRM)

20. An effective ADB approved project-specific three tier Grievance Redress Mechanism (GRM) is in place for timely and sensible hearings and facilitate solutions. The Grievance Redress Mechanism of the Project is also disclosed on project website mohe.gov.lk. The list of grievances recorded and attended is provided regularly in the quarterly progress reports. There were no grievances at time of the reporting.

21. A Grievance Redress Mechanism (GRM) will be established in each PIU to receive, evaluate, and facilitate resolution of the user group's concerns, complaints, and grievances on the social and environmental performance of the project. The Grievance Redress Committee (GRC) will comprise the assigned DPD of PIU, Engineer/officer, a representative from the design and supervision consultancy firm, a member of a civil society group, Buddhist monk, *GramaNildhar and Divisional Secretary of the area i*. The GRC will meet fortnightly and can invite others to participate in its discussions as appropriate to the case. The PIU representative will serve as convener and will advise subproject residents of this modality (supported by trilingual notification at public places).

22. A complainant can register grievances in the 'grievance register book' maintained in each of the Sub Project Offices (SPO) of the Supervision Consultancy team. The register will document (i) date of grievance registered, (ii) name/address of complainant, and (iii) nature of grievance (See Appendix 1 for sample complaint form). The GRC will prepare a written assessment that describes the complaint and confirms whether the grievance is genuine/valid. A response on the matter will be provided to the complainant within a fortnight by the PIU.

23. If the PIU is unable to resolve the issue in fourteen days, the matter will be forwarded to the Project Director of PMU, in each of the provinces who will investigate, assess and resolve the issue within 31 days of receiving the grievance (See Appendix 3 for structure of GRM). If resolution at this level fails, it will be up scaled to the PMU (central government authority). The corrective action will be carried out as agreed and documented in the grievance register book for public disclosure. The outcome shall also form part of the progress reports to ADB. Entering the GRM will not affect the complainant's access to the country's legal system and other available forms of redress.

Table 6.1: Implementation of Grievance Redress Mechanism and establishment of Grievance Redress Committees (GRC)

University	Members of GRC	No. of complaints received	No. of complaints submitted to ADB	Action taken by GRC/PIU/PMU	Comments
Kelaniya	1.Vice Chancellor 2 DPD PIU -Chairman 3. Divisional Secretary 4. GramaNeladari 5. Buddhist Monk 6Representative from	-	-	-	No complaints received. GRC established

	contractor				
Sri Jayewardene napura	1. DPD PIU – Chairman (DPD will take action to establish GRC)	Not established yet	-	-	No complaints received.
Sabaragam uwa	1.DPD PIU – Chairman (DPD will take action to establish GRC)	Not established yet	-	-	No complaints received.
Rajarata	1.DPD PIU - Chairman (DPD will take action to establish GRC)	Not established yet	-	-	No complaints received.

No complaints registered yet under social safeguard. For good practice, GRM complaint form could be made available in local languages at PMUs and contract sites.

Table 6.2: Project locations and identified issues during the project preparation.

District/ University	Identified issues	Action taken
Anuradhapura/Rajarata University of Sri Lanak	Relocation of Divisional Secretaries residence	District secretary of Anuradhapaura has already relocated at the residence, and the building was demolished
Rathnapura/Sabaragamuwa University of Sri Lanka	No any land acquisition or resettlement issues	Building is construct in university own land
Gampaha District / University of Kelaniya	No any land acquisition or resettlement issues	Building is construct in university own land
Colombo District/University of Sri Jayewardene pura	Relocation of one family providing proper access to the other family.	Prime Land company has already provided new land and house to one family and proper access road to other family.

7. COMPLY WITH STANDARD ADB SAFEGUARDS IN CONSTRUCTION

PMU and PIUs take the following actions to address Social Safeguard Issues under the project and closely monitor implementation of proposed actions.

- a) Avoid and or minimise public nuisance, minimise public inconvenience and disruption to mobility and access. ADB has organized training programme for project management including requirement for social safeguard, environmental and social safeguard management plan are attached to bidding documents.
- b) Application of construction safeguards, supervision and feedback. Project Engineers of PMU and PIUs and supervision of consultants should regularly visit and monitor implementation of social safeguard and Environmental safeguard.
- c) Awareness and implementation of occupational health and safety guidelines and practices, for example, use of hard hats and protective gear. Under the supervision of consultant, PMU and PIU Engineers regularly visit and monitor construction safeguard and Environment safeguard.
- d) All measures will be documented. Engineers in PMU and all PIUs have responsible for the monitoring and documentation. Compliance with national laws pertaining to labour, building standards and environment; bid documents will include clauses for requisite adherence.
- e) Child labour: the SPS employs a zero tolerance policy for child labour, as such, it is imperative that all sub-contractors (formal and informal) comply with this edict. Sri Lankan labour law supports this caveat.
- f) Fair wages for men and women: The sub project offices will maintain worker registers (formal and contract staff). All possible efforts will be made to ensure that remuneration will be based on accepted market rates across all groups of employees/ labourers.

8. RECOMMENDATION

- a) Project Director, Deputy Project Directors and Engineers of PMU and PIUs are mainly responsible of implementation of monitoring of Environmental and Social Safeguard Social Management Plan under the project. This document should be published on Project website.
- b) PMU should prepare semiannual and annual progress report on implementation of ESMP is submitted ADB. This document should be published on Project website.
- c) PMU will establish the system to monitor with PIUs and should provide a format to collect information on Social Safeguard Issues and actions from PIUs.
- d) PMU will disclose the Social Safeguard Monitoring report in the Ministry website <https://www.mohe.gov.lk> and the project website <http://sthrd.gov.lk>. ADB will disclose it in the ADB website.

Attachment 1: Sample GRM complaint form

GRIEVANCE REDRESS FORM

(MOHE/PMU/PIU date seal)

(Sinhala, Tamil and English Languages)

The MOHE/ADB project welcomes complaints, suggestions, queries and comments regarding project implementation. We request persons with a grievance to provide their name and contact information to enable us to get in touch with you for clarification and feedback. If it is group representation, please provide details of two contact persons.

Thank you.

Date & Place of registration of complaint:

Contact Information/Personal Details

Name Gender

Age

Home Address.....

GN divisionDS division.....

Occupation/ Employment:

Phone no..... E-mail.....

Complaint/Suggestion/Comment/Question Please provide the details (who, what, where and how) of your grievance below:

If included as attachment/note/letter, please tick here:

How do you want us to reach you for feedback or update on your comment/grievance?

FOR OFFICIAL USE ONLY

Registered by: (Name of Official registering grievance)

Mode of communication:

1. Note/Letter

2. E-mail

3. Verbal/Telephonic

Reviewed by: (Names/Positions of Official(s) reviewing grievance)

Action Taken:

Whether Action Taken Disclosed:

4. Yes No

Means of Disclosure:

Receipt for complainant

Date and place of complaint:

Name of complainant:

Complaint recorded/ registered by

Attachment 2: Details of Grievances registered during the reporting period (Monitoring Table)

No	Name of the project site	Summary of Grievances	Detail of complainant	Date of Receipt	Regi: Number	Process of Redresses			
						Date of meeting	Outcome or solution	Redressed Yes/No	further details