

**INCLUSIVE EARLY CHILDHOOD EDUCATION AND CARE
(ECEC) PROJECT**

**Environmental and Social Management Framework
Document**

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List of Abbreviations

ACM – Asbestos containing material
ARAP – Abbreviated Resettlement Action Plan
EA – Environmental Assessment
ECD – Early Childhood Development
ECEC – Early Childhood Education and Care
EIA – Environmental Impact Assessment
ESMFD - Environmental and Social Management Framework Document
EMFD - Environmental Management Framework Document
EMP – Environmental Management Plan
EU – European Union
GDP – Gross Domestic Product
Gg – gigagram (10⁶ kg)
GHG – Green House Gases
HEPA – High-efficiency particulate arrestance
INP - Institute for Nature Protection of Serbia
IPCM - Institute for Protection of Cultural Monuments of Serbia
IPPC – Integrated Pollution Prevention and Control
LEP – Law on Environmental Protection of Serbia
LOEIA – Law on Environmental Impact Assessment of Serbia
MAEP – Ministry of Agriculture and Environmental Protection
MESTD – Ministry of Education, Science and Technological Development of Serbia
NGO – Non-Governmental Organization
NOx – nitrous oxides
OECD – Organization for Economic Co-operation and Development
OH&S – Operational Health and Safety
PAH – polycyclic aromatic hydrocarbons
PM – particulate matter
PPP – Pre-school Preparatory Program
PAP- Project Affected Person
RAP- Resettlement Action Plan
RPF - Resettlement Policy Framework
RS – Republic of Serbia
SEA – Strategic Environmental Assessment
UNICEF – United Nations Children's Fund

Contents

LIST OF ABBREVIATIONS.....	2
1. EXECUTIVE SUMMARY	6
2. COUNTRY BACKGROUND	9
Environmental baseline parameters	9
Administrative and institutional set-up in the environmental sector in Serbia	11
3. NATIONAL ENVIRONMENTAL LEGAL AND ENVIRONMENTAL IMPACT ASSESSMENT FRAMEWORKS	13
Relevant Government Policies, Acts, Rules, Strategies and Guidelines	13
Legal requirements relevant to the Proposed Project	17
4. WORLD BANK SAFEGUARD PROCEDURES	18
Triggered Safeguard Policies	18
OP/BP 4.01 ENVIRONMENTAL ASSESSMENT.....	18
OP/BP 4.11 PHYSICAL CULTURAL RESOURCES.....	19
OP/BP 4.12 INVOLUNTARY RESETTLEMENT	19
5. PROJECT DESCRIPTION.....	21
General information	21
Country context.....	21
Project overview and objectives	22
Component 1: Increasing the supply of ECEC services (approximately 35 million USD)	23
Component 2. Ensuring the Quality of Inclusive ECEC Services (approximately 5 million USD)	24
Component 3: Outreach to parents and young children (approximately 10 million USD)	24
Component 4 - Project Management and Monitoring and Evaluation (approximately 4 million USD)	25
Process of Environmental Assessment/site-specific EMPs	25
Process of Social Risk Assessment and mitigation measures.....	26
6. SOCIAL BASELINE	28
General country context	28

Baseline information	28
Historical context	28
Political context	29
Territorial organization of Serbia	29
Socio-cultural educational context	31
General overview	32
Historical overview of education in Serbia	32
Important statistics about early childhood educational system in Serbia	33
Demography	33
Basic facts (including population of municipalities)	33
Ethnic diversity	36
Religious diversity	37
Mother language	38
Education	38
Marital status and age of first child	39
Household size	40
Economy	40
General overview	40
Employment	41
Livelihood of population and households	41
Poverty & Vulnerability	42
Stakeholders identification and analysis	42
7. ENVIRONMENTAL AND SOCIAL IMPACTS	43
Social Impacts	44
8. ENVIRONMENTAL AND SOCIAL MITIGATION PLAN	45
9. ENVIRONMENTAL AND SOCIAL MONITORING PLAN	56
Environmental monitoring plan	56
Social monitoring plan	61
10. GRIEVANCE REDRESS MECHANISM	62
Raising grievances	62
Grievances administration	62
Grievance and beneficiary feedback reporting	63
Constitution and main features of CFD	63
Grievance Mechanism Features	64
11. COMMUNITY ENGAGEMENT PLAN	65
12. REPORT ON PUBLIC CONSULTATIONS	65
13. ANNEXES	67
Annex 1. Template for an Environmental Impact Assessment Report	68

Annex 2. Template for an Environmental Mitigation Plan	69
Annex 3. Templates for an Environmental Monitoring Plan.....	71
Annex 4. Template of a site visit monitoring report.....	73
Annex 5. Resettlement screening checklist	74
Annex 6. Public consultations related documents.....	75

1. EXECUTIVE SUMMARY

According to the World Bank Environmental Safeguard Operational Procedure 4.0.1, the Bank requires Environmental and Social Assessment of projects proposed to be financed with a Bank loan in order to ensure that the projects are environmentally and socially sound and apply sustainable decision-making process. The Project under review is **Serbia INCLUSIVE EARLY CHILDHOOD EDUCATION AND CARE (ECEC) PROJECT**, foreseen to expand access to quality ECEC services, in particular for children from socially disadvantaged backgrounds.

This Project is expected to encompass four main components, while the final project disposition will be agreed at a later date:

- i. Component 1 - Increasing the supply of ECEC services (approximately 35 million USD)
- ii. Component 2: Ensuring the Quality of Inclusive ECEC Services (approximately 5 million USD)
- iii. Component 3: Outreach to parents and young children (approximately 10 million USD)
- iv. Component 4 - Project Management and Monitoring and Evaluation (approximately 4 million USD)

This Environmental and Social Management Framework Document (ESMFD) is prepared in order to identify adverse environmental and social impacts of future small-scale (Category B) projects with site-specific impacts that could be overcome with proposed mitigation measures. ESMFD provides general policies, guidelines, codes of practice and procedures to be integrated into the implementation of all sub-projects considered for financing. It will also serve as a “roadmap” for teams that will be preparing site-specific Environmental Mitigation and Monitoring Plans as well as Resettlement Action Plans with the main aim to ensure effective protection of environment, human health and the community. ESMFD identifies the range of required environmental and social management measures that need to be taken during planning, design, construction and operational phases of small scale sub-projects. The latter is to ensure compliance with relevant national legislation and WB requirements related to environmental impact assessment procedures and social screening for potential social impacts. ESMFD is intended to serve as a guidance to MESTD and their environmental consultants during the preparation of the Project Appraisal Document to identify all possible environmental, social health, occupational and community risks occurring as a result of sub-projects implementation. Based on ESMFD the contract-specific Environmental Mitigation Plan and Monitoring Plan should be prepared as a part of contracts to be signed between MESTD and sub-contractors. The ESMFD shall complement the RPF prepared for the Project and together they shall serve as guiding principle for preparation of site specific RAPs/ARAPs. Chapters of this Environmental and Social Management Framework Document, including main findings contained in those, are presented below:

COUNTRY BACKGROUND: Ministry of Agriculture and Environmental Protection (MAEP), is the key institution in Republic of Serbia responsible for formulation and implementation of environmental policy matters. Other aspects of environmental management related to activities foreseen under the Proposed Project are addressed by

other institutions, such as the Institute for Nature Protection of Serbia (INP) and the Institute for Protection of Cultural Monuments of the Republic of Serbia (IPCM). Serbia has not yet addressed the acquis requirement of either a fully integrated permitting process covering all areas or formal consultation between permitting authorities. Capacity constraints hamper progress in implementing the legislation. Administrative procedures in the field of planning, construction and environment are not harmonized and coordinated. Within the overall system, environmental assessments and authorizations are procedurally complex as such, but also in terms of their interaction with other procedures, e.g. construction permits.

NATIONAL ENVIRONMENTAL LEGAL and ENVIRONMENTAL IMPACT ASSESSMENT FRAMEWORKS: In the legislative system of the Republic of Serbia, as regulated by the Law on Environmental Impact Assessments, drafting an Environmental Impact Assessment is not required for activities foreseen by the Proposed Project (improving and extending the existing ECD infrastructure and construction of the new ECD infrastructure, as well as improving approaches to design and physical outlay of child-centred ECD facilities).

WORLD BANK SAFEGUARD PROCEDURES: This project falls into the category B concerning OP/BP 4.01 ENVIRONMENTAL ASSESSMENT, as its potential adverse environmental impacts on human population or environmentally important areas-including wetlands, forests, grasslands, or other natural habitats - are site specific, with only a few/if any, irreversible.

PROJECT DESCRIPTION: Component 1 of this Project is the most likely to create adverse environmental impacts during construction on new sites and/or reconstruction of existing facilities. If environmental damage cannot be avoided, mitigation measures, as presented in this document, should be applied and monitored during site selection and all subsequent stages of Project planning and implementation. Site-specific EMPs should be developed for every facility to be considered under this Project. It is less likely that any environmental effects will be effectuated during preparation and implementation of Project components 2 and 3.

SOCIAL BASELINE: This chapter provides a summary of the country's socio-economic environment, especially as it relates to the education sector. As relevant for access, quality and equity of Early Childhood Education and Care services, summary includes description of socio-cultural, historical and political context, demography (including gender, age, education, marital status, household size etc.), economy, employment, livelihood of population and households, poverty and vulnerability, social diversity, and stakeholder identification and analysis.

ENVIRONMENTAL IMPACTS: This Chapter addresses environmental management principles in this Project's life cycle and uses criteria of scale of consequences and likelihood for environmental and social impact assessments for the each specific small- scale project.

ENVIRONMENTAL MITIGATION PLAN: This Chapter presents the generic Environmental Mitigation Plan for sub-projects and outlines mitigation measures and institutions responsible for their implementation.

ENVIRONMENTAL MONITORING PLAN: This Chapter presents the generic Environmental Monitoring Plan for all sub-projects for which the Environmental Mitigation Plans will be developed. Monitoring Plan presents the parameters that need to be monitored, reasons why the parameter should be monitored, responsible bodies and frequency of monitoring.

SOCIAL IMPACTS: This chapter addresses social management principles in this Project's life cycle and uses criteria of scale of consequences and likelihood for RAP/ARAP for each specific small- scale project.

SOCIAL MITIGATION PLAN: This Chapter the presents the Social Mitigation Plan for sub- projects and outlines mitigation measures and institutions responsible for their implementation.

SOCIAL MONITORING PLAN: This Chapter presents the generic Social Monitoring Plan for all sub-projects for which the Social Mitigation Plans were developed. Monitoring Plan presents the parameters that need to be monitored, reasons why the parameter should be monitored, responsible bodies and frequency of monitoring.

GRIEVANCE REDRESS MECHANISM: This chapter presents details of affordable and accessible procedures for third-party settlement of disputes arising from resettlement and civil works related activities taking into account the availability of judicial recourse and community and traditional dispute settlement mechanisms.

REPORT ON PUBLIC CONSULTATIONS: Reports, minutes and supporting documents from public consultation events are presented in this Chapter.

ANNEXES: This Chapter provided detailed information on the following

- Template for an environmental impact assessment report
- Template for an environmental mitigation plan
- Templates for a monitoring plan
- Template of a site visit monitoring report
- Template for a social screening checklist
- Report on public disclosure process and public consultations

2. COUNTRY BACKGROUND

Republic of Serbia constitutes only 0.05% of the world's land area, or about 1.5 % of Europe. The country's economy is export dependent – in 2012, exports of goods and services made up 40.3 per cent of GDP. GDP per capita was US\$11,070 in 2010, or 34.6 per cent of the EU-28 average. The Strategy for Promotion and Development of Foreign Investments indicates Serbia's commitment to a free market economy, the protection of competition, the elimination of monopolies and considerable reduction of bureaucracy in the economy. The Republic of Serbia has adopted the Strategy for Foreign Debt Management and the system of information for managing public internal and foreign debt was created. In 2005, foreign debt accounted for 50.2% of Serbia's GDP, while the current share of foreign debt in GDP is 72.5%¹. Republic of Serbia's strategic commitment in the upcoming period requires a considerable increase in competitiveness which would lead to a rise in direct foreign investments and export. This is the basis for achieving sustainable and high GDP growth. The National Investment Plan contains commitments pertaining to the construction of economic and social infrastructure for the improvement of the business environment, raising the rate of employment, achieving even regional development, improvement of the quality of life of all citizens of the Republic of Serbia and poverty reduction.

Territorial organization of Serbia is regulated by the Law on Territorial Organization, adopted in 2007, which regulates that the territorial organization of the republic comprises municipalities and cities, the City of Belgrade with special status, and autonomous provinces. Districts are not mentioned in this law but are defined by the Government of Serbia's Enactment from 1992. They are defined as the districts as "regional centers of state authority", enacting affairs run by the relevant Ministries. Serbia is divided into 29 districts (8 in Šumadija and Western Serbia, 9 in Southern and Eastern Serbia, 7 in Vojvodina and 5 in Kosovo and Metohija), plus the City of Belgrade. The Republic of Serbia aspires to become a member of the European Union. In that respect, the Strategy for Accession of the Republic of Serbia to the EU is based on the provision of optimal instruments and modes of cooperation in mutual interest. Republic of Serbia still has to work on reforms towards: the completion of market institutions; the creation of an even friendlier climate for SME development and operation; encouraging employment in order to considerably reduce the currently high unemployment rate; directing investments (foreign and domestic) to less developed regions in order to ensure their faster development and higher employment rates.

Environmental baseline parameters²

Republic of Serbia has a land area of 77,474 square kilometers, constituting only 0.05% of the world's land area, or about 1.5 % of Europe. Despite its small size, however, the environment of Serbia is highly diverse compared to other countries in Europe. The reasons for this

¹<http://www.javnidug.gov.rs/upload/Stanje%20i%20struktura%20za%20mesecni%20izvestaj%20o%20stanju/Web%20site%20debt%20report%20-%20ENG.pdf>

²Additional detailed information in this context can be found at http://www.unece.org/fileadmin/DAM/env/epr/epr_studies/Synopsis/ECE.CEP.174_Synopsis.pdf and <http://www.sepa.gov.rs/index.php?menu=5000&id=13&akcija=showExternal>

comparative richness include: the variety of climate, topography, and geology and the long-term ecological and evolutionary history of the region as a biological crossroads.

The varied ecosystems of Serbia in turn give rise to a diversity of valuable ecological processes. The following ecosystems are represented: deciduous forests of several types in lowland, foothills, and mountain areas; mountain forests of pine, spruce, and fir; steppe (grasslands that develop in regions of wind-deposited soil) and forest-steppe; and alpine grasslands above "tree line" in the high mountains. Serbia is species-rich. The Balkan Peninsula is the most species-rich part of Europe for flowering plants and Serbia is among the most diverse parts of the Balkan Peninsula - only Greece and Bulgaria being comparable.

In general, Serbia has a number of different types of ecosystems of particular environmental importance, including: forest ecosystems representing different types of forests ; high mountain regions with characteristic mountain ecosystems well-represented or preserved, some of which are found on borders and would require trans-boundary management efforts; mountain regions in which traditional human activities have maintained and even increased biodiversity through centuries of maintaining the open pastures of mountain meadows; gorges and canyons that have been identified as important centers for relict and endemic species; steppe and sands of Vojvodina, as well as lakes, wetlands swamps, marshes, ponds which provide key habitat for migratory birds from elsewhere in Europe and have been identified as wetlands of the Ramsar Convention; karst regions in parts of Serbia, with their numerous caves and pits, supporting a rich fauna; and mountain bogs around mountain and glacial lakes.

- Slight variations of sulfur dioxide emissions ranging from 376.95 Gg in 2012 to 320.91 Gg in 2015 can be observed in the period 2012-2015. The same trend is found in the nitrogen oxides emissions that varied from 48.36 Gg in 2014 to 53.5 Gg in 2015³.
- Heavy metal emissions demonstrated a positive trend between 2007 and 2011. Lead emissions diminished by 54.98 per cent and mercury emissions by 13.32 per cent between 2007 and 2011, whereas cadmium emissions were reduced by only 3.58 per cent.
- Between 2007 and 2010, total GHG emissions measured in CO₂ decreased by 12.04 per cent, from 52,251 kt to 45,962 kt. The consumption of ozone-depleting substances dropped 87.37 per cent, from 63.80 tons of ozone- depletion potential in 2007 to 8.06 tons in 2013.
- In 2007, only about 225 million m³ (or 8.1 per cent) of 3,158 million m³ of wastewater was treated. In 2013, this had dropped to 183 million m³ (or 4.53 per cent) of 3,795 million m³. The situation had deteriorated in both absolute and relative terms.
- The connection rate to public sewers went up from 48.64 per cent of the population (or 3.59 million people) connected in 2007 to 57.8 per cent of the population or 4.14 million people connected in 2013. This increase hides the fact that most of the new connections were simply to the sewers, without subsequent treatment. The level of the population connected to sewers but whose wastewater was not treated rose from 2.9 million in 2007 to 3.4 million in 2013.

³ Data obtained from the Yearly Reports on Air Quality in the Republic of Serbia for 2012, 2013, 2014 and 2015, published by the Environmental Protection Agency of the Republic of Serbia.

- The country's ecosystem is rich and comprises a vast number of diverse species. Currently, 1,760 wild species of plants, animals and fungi are strictly protected and 853 are protected by law. The 1999 Red List contains 171 plant taxa (species and sub-species), making up about 5 per cent of the total flora in Serbia.
- Forest felling increased by 26.1 per cent from 2,247,000 m³ in 2007 to 2,833,000 m³ in 2011. During the same period, forest damage increased by 66.7 per cent, from 40,576 m³ to 67,635 m³.
- There are 474 protected areas with a total area of 531,279 ha. An additional 117 areas are within the protection procedure.

Administrative and institutional set-up in the environmental sector in Serbia

Since 2007, Serbia has developed a comprehensive set of strategic and planning documents on environmental protection, as well as in different sectors, which have an impact on the environment. However, many strategic documents required by respective laws were developed and adopted.

Some strategic documents prescribed by respective laws are still to be developed and adopted, e.g. several documents on water management. In many cases, strategies were prepared and adopted without simultaneous development and adoption of action plans, which leads to further delays in implementation at both national and local levels. For example, the National Environmental Protection Programme was adopted in 2010 without an action plan, and this still needs to be elaborated. Reports on implementation for a number of strategic documents are lacking, despite the requirements of respective laws to prepare such reports. Implementation of the key strategic document on sustainable development – the 2008 National Strategy for Sustainable Development – has been hindered by the lack of an institution clearly in charge of coordinating its monitoring and implementation.

Currently, the Ministry of Agriculture and Environmental Protection (MAEP), is the key institution in Republic of Serbia responsible for formulation and implementation of environmental policy matters. Other aspects of environmental management related to activities foreseen under the Proposed Project are addressed by other institutions, such as the Institute for Nature Protection of Serbia (INP) and the Institute for Protection of Cultural Monuments of the Republic of Serbia (IPCM). Serbia has not yet addressed the *acquis* requirement of either a fully integrated permitting process covering all areas or formal consultation between permitting authorities. Capacity constraints hamper progress in implementing the legislation. Administrative procedures in the field of planning, construction and environment are not harmonized and coordinated. Within the overall system, environmental assessments and authorizations are procedurally complex as such, but also in terms of their interaction with other procedures, e.g. construction permits.

Although there has been some progress in formal integration of environmental considerations into sectoral strategic and planning documents, actual integration of environmental considerations in the implementation of sectoral strategic and planning documents is not yet a reality. There is a lack of data at the national level on EIA and SEA

approvals issued by the Autonomous Province of Vojvodina and local self-government units. Since 2007, the institutional framework for environment and sustainable development has been constantly changing. A separate Ministry of Environment existed for slightly more than a year (May 2007 – July 2008). Thereafter, the key environmental authority changed its name, affiliation and scope of responsibilities several times. Constant transformations shaking the environmental sector in Serbia have impacted on the continuity of efforts to improve environmental policy and legislation and ensure effective implementation. While several strategic documents on the environment point out the problems with the institutional framework, it appears that, time and again, institutional changes are suggested without serious analysis of actual needs. No detailed analysis was performed of the consequences of the restructuring of environmental competences between ministries and institutional reforms of 2012 and 2014.

Vertical coordination in Serbia functions mostly through personal contacts between governmental officials rather than through well-established mechanisms. National authorities exercise supervision over the work of local self-government units by requesting information and documents as needed.

3. NATIONAL ENVIRONMENTAL LEGAL and ENVIRONMENTAL IMPACT ASSESSMENT FRAMEWORKS

Relevant Government Policies, Acts, Rules, Strategies and Guidelines

Environmental protection in Republic of Serbia is regulated by several national and municipal laws and by-laws. Main legal documents are the following:

- Constitution of Serbia ("Official Gazette of RS" No. 98/06).
- National Strategy for Sustainable Development ("Official Gazette of RS" No. 72/09, 81/09)
- Law on Environmental Protection ("Official Gazette of RS" No. 135/04, 36/09, 43/2011, 14/2016)
- Law on Environmental Impact Assessment ("Official Gazette of RS" No. 135/04)
- The Law on Waste Management ("Official Gazette of RS" No. 36/09, 88/2010, 14/2016)
- The Law on Protection against Environmental Noise ("Official Gazette of RS" No. 36/09, 88/10)
- Law on Water ("Official Gazette of RS" No. 30/10, 93/12)
- Law on Occupational Safety and Health ("Official Gazette of RS" No. 101/05, 91/2015)
- Law on Planning and Construction ("Official Gazette of RS" No. 72/09, 81/09, 64/2010, 24/2011, 121/2012, 42/2013, 50/2013, 98/2013, 132/2014, 145/2014)
- Law on Nature Protection, ("Official Gazette of RS" No. 36/09, 88/2010, 91/2010, 14/2016)
- Law on Strategic EIA ("Official Gazette of RS" No. 135/2004, 88/2010)
- Law on Forest ("Official Gazette of RS", 30/2010, 93/2012 i 89/2015),
- Law on Air Protection ("Official Gazette of RS", 36/09, 10/2013)
- Agricultural Land Law ("Official Gazette of RS" No. 62/06, 65/2008, 41/2009, 112/2015))

Regulations related to EIA procedure include the following:

- Law on EIA (Official Gazette of the Republic of Serbia No.135/2004, 36/2009);
- Law on Environmental Protection ("Official Gazette of RS", No. 135/04, 36/09, 43/2011, 14/2016);
- Decree that prescribes list (I) of projects for which an impact assessment is mandatory and list (II) of projects for which an impact assessment may be required (Official Gazette of the Republic of Serbia No. 114/2008);
- Law on Ratification of the Convention on Environmental Impact Assessment in a Transboundary Context (Espoo Convention)- („Official Gazette of the Republic of Serbia“, No. 102 /07);
- Law on Ratification of the Aarhus Convention („Official Gazette of the Republic of Serbia“, No. 38/09)
- Law on Free Access to Information of Public Importance, („Official Gazette of the Republic of Serbia“, No. 120/04, 54/07, 104/09 and 36/10);

- Law on Planning and Construction ("Official Gazette of RS", No. 72/09, 132/14 and 145/14).
- In 2005, the following areas have been regulated through by-laws („Official Gazette of the Republic of Serbia“, No. 69/05):
 - Rulebook on public insight, presentation and public discussion about the study;
 - Rulebook on the work of the expert commission in assessment of the study;
 - Rulebook on the content of application for determining screening and on the content of application for determining scope of the EIA study;
 - Rulebook on the content of the EIA study and on the content of appearance, manner of keeping public register regarding the act decisions about the EIA;
 - Rulebook on manner of keeping public register regarding the act decisions about the EIA.
- Rulebook on the contents of requests for the necessity of Impact Assessment and on the contents of requests for specification of scope and contents of the EIA Study ("Official Gazette of RS" No. 69/05)
- Rulebook on the contents of the EIA Study ("Official Gazette of RS" No. 69/05)
- Rulebook on the procedure of public inspection, presentation and public consultation about the EIA Study ("Official Gazette of RS" No. 69/05)
- Rulebook on the work of the Technical Committee for the EIA Study ("Official Gazette of RS" No. 69/05)
- Regulations on permitted noise level in the environment ("Official Gazette of RS" No. 72/10)
- Decree on establishing classification of water bodies ("Official Gazette of SRS" No. 5/68)
- Regulations on hazardous pollutants in waters ("Official Gazette of SRS" No. 31/82)
- Based on the document "Transposition and implementation of environmental and climate change acquis - chapter 27: status and plans"⁴ it is expected that by the end of 2017 the amendments will be made to the following regulatory documents:
 - Adoption of the Decree on Amendments to the Decree that prescribes list (I) of projects for which an impact assessment is mandatory and list (II) of projects for which an impact assessment may be required.
 - Adoption of the Law on Amendments to the Law on Environmental Impact Assessment.
 - Adoption of the Amendments to the following bylaws:
 - Rulebook on the procedure of public access, presentation and public debate on the environmental impact assessment study;
 - Rulebook on the work of the Technical commission in assessment of the environmental impact assessment study;
 - Rulebook on the content of application for determining screening and on the content of application for determining scope of the EIA study;
 - Rulebook on the content, layout and methods of managing a public register on conducted procedures and adopted decisions related to environmental impact assessment;

⁴ http://www.pregovarackagrupa27.gov.rs/?wpfb_dl=71

- Rulebook on the content of the environmental impact assessment study.

Law on Environmental Protection

The Law on Environmental Protection (LEP), following the one from initially adopted in 2004, was adopted in 2014. The LEP is currently the main legislation relating to environment protection in Serbia. The main objectives of LEP are:

- Sustainable management, preservation of the natural balance, integrity, diversity and quality of natural resources and conditions for survival of all living beings;
- Prevention, control, reduction and sanation of all forms of pollution to environment.

The main thematic objectives of the LEP are:

- Management of natural resources (Utilization and protection of public natural goods, utilization of space, public green areas, protection of natural values (soil, water, air, forests, biosphere and biodiversity, flora and fauna, trade in protected species), waste management, noise and vibration protection and radiation protection);
- Measures and conditions for environmental protection (prevention, planning and construction, spatial planning, SEA, EIA, IPPC, accident risk assessment, values for emissions, environmental management system, eco-labelling, hazardous waste management and safety procedures);
- Environmental monitoring;
- Information on disclosure of information and public participation.

Law on Environmental Impact Assessments

The Law on EIA (LOEIA) provides categorization of industries and projects and identifies types of environmental assessment required against respective categories of industries or projects.

The Law covers, among others:

- Declaration of ecologically critical areas;
- Classification of industries and projects into 2 categories;
- Procedures for issuing the Final Environmental Approval (FEA); and
- Determination of environmental standards.

LOEIA also contains the procedures for obtaining FEA from the Department of EIA for different types of proposed industries or projects.

To implement the Law on Environmental Impact Assessment, a government decree determines the list of projects for which an impact assessment is mandatory or may be required in accordance with the relevant EU directives 97/11/EC and 337/85/EEC. Public participation is also envisaged in all environmental impact assessment stages. All subsidiary regulations were adopted in 2005.

Public information and public participation in decision-making have been introduced in line with EU Directive 2003/35/EC on public participation.

Law on Waste Management

The Law on Waste Management, which is harmonized with all relevant EU directives, has been adopted in 2009 and amended in 2010 and 2016 to contain provisions that relate to persistent organic pollutant waste and polychlorinated biphenyl and/or polychlorinated terphenyl waste.

Law on Protection against Environmental Noise

The Law on Protection against Environmental Noise, adopted in May 2009, transposed EU Directive 2002/49/EC. The Law has the following main goals: establishment, maintenance and improvement of the system of noise protection on Serbian territory; and determination and realization of measures in the field of noise protection that avoid, prevent or decrease the harmful effects of noise on human health and the environment. Other goals are: determination of the limit values of noise levels in the environment in view of area, facilities and/or public (population) sensitivity, as well as in view of noise source; determination of the level of noise exposure in the environment; and public access to the information about noise and its effects. The levels of noise are covered by the Regulation on permitted level of noise in the environment.

Law on Water

The Law on Water ("Official Gazette of RS" No. 30/10, 93/12), which incorporates the EU Water Framework Directive, covers water regimes, water management areas, responsibilities for water management (including sub-law water management legislation), water management activities, limitation of owners' and beneficiaries' rights, water cooperatives, financing of water management activities, and administrative inspection to enforce the Law. The legislation provides for various water management sub-laws on water resource conditions, water resource compliance and water resource permits.

Law on Occupational Safety and Health

The Law on Occupational Safety and Health regulates the occupational safety and health system in Serbia. By harmonizing this law with the ratified International Labor Organization conventions and EU Framework Directive 89/391/EEC, as well as special directives derived from the Framework Directive, all guidelines originating from them have been accepted in a form adjusted to national conditions. Apart from this Law, the regulatory framework of the occupational safety and health system is integrated by several sub-acts.

Legal requirements relevant to the Proposed Project

Apart from LEP and LOEIA, all other policies, strategies and legal instruments do not explicitly require any environmental assessment of the Project-related activities. Most of the policies, strategies and legal instruments emphasize the need to consider the environment during project planning and implementation without any explicit environmental categorization for the proposed activities. Project owners are expected to ensure, on a case-by-case basis, that principles of sound environmental management are incorporated in sub-project planning, design, implementation, and operation and maintenance.

In the legislative system of the Republic of Serbia, as regulated by the Law on Environmental Impact Assessments, drafting an Environmental Impact Assessment is not required for activities foreseen by the Proposed Project (improving and extending the existing ECD infrastructure and construction of the new ECD infrastructure, as well as improving approaches to design and physical outlay of child-centred ECD facilities).

4. WORLD BANK SAFEGUARD PROCEDURES

The World Bank has developed and implemented its Safeguard Policies with the main aim to ensure prevention, mitigation and compensation of adverse impacts of project development to the community where the project is implemented, to the environment, nature, human health and cultural sites and objects. A short summary of relevant World Bank's Safeguard Policies is presented below, while the entire texts are located at the WB website. The list of triggered safeguard policies is presented below.

Triggered Safeguard Policies

Safeguard Policies triggered by this Project are presented below in Table 1.

Safeguard Policies	Triggered	Not triggered
Environmental Assessment OP/BP 4.01	X	
Physical Cultural Resources OP/BP 4.11	X	
Involuntary Resettlement OP/BP 4.12	X	

Table 1. Safeguard Policies triggered by this Project

OP/BP 4.01 ENVIRONMENTAL ASSESSMENT

The Bank requires Environmental Assessment (EA) of projects proposed for Bank support to ensure that they do not have, or mitigate potential negative environmental impacts. The EA is a process whose breadth, depth, and type of analysis depend on the nature, scale, and potential environmental impact of the proposed project. The EA evaluates a project's potential environmental risks and impacts in its area of influence; examines project alternatives; identifies ways of improving project selection, siting, planning, design, and implementation by preventing, minimizing, mitigating, or compensating for adverse environmental impacts and enhancing positive impacts; and includes the process of mitigating and managing adverse environmental impacts throughout project implementation. The EA takes into account the natural environment (air, water and land); human health and safety; social aspects; and trans boundary and global environmental aspects. The Borrower is responsible for carrying out the EA and the Bank advises the Borrower on the Bank's EA requirements. The Bank classifies the proposed projects into three major categories, depending on the type, location, sensitivity, scale of the project and the nature and magnitude of its potential environmental impacts.

This project falls into the **category B** concerning **OP/BP 4.01 ENVIRONMENTAL ASSESSMENT**, as it's potential adverse environmental impacts on human population or environmentally important areas-including wetlands, forests, grasslands, or other natural habitats- are site specific, with only a few, if any of them, are irreversible.

- **Category A:** The proposed project is likely to have significant adverse environmental impacts that are sensitive, diverse, or unprecedented. These impacts may affect an area broader than the sites or facilities subject to physical works.
- **Category B:** The proposed project's potential adverse environmental impacts on human population or environmentally important areas-including wetlands, forests, grasslands, or other natural habitats- are less adverse than those of Category A

projects. These impacts are site specific; few if any of them are irreversible; and in most cases migratory measures can be designed more readily than Category A projects.

- **Category C:** The proposed project is likely to have minimal or no adverse environmental impacts.

OP/BP 4.11 PHYSICAL CULTURAL RESOURCES

Physical cultural resources are defined as movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Their cultural interest may be at the local, provincial or national level, or within the international community. Physical cultural resources are important as sources of valuable scientific and historical information, as assets for economic and social development, and as integral parts of a people's cultural identity and practices. The Bank assists countries to avoid or mitigate adverse impacts on physical cultural resources from development projects that it finances. The borrower addresses impacts on physical cultural resources in projects proposed for Bank financing, as an integral part of the environmental assessment (EA) process. When the project is likely to have adverse impacts on physical cultural resources, the borrower identifies appropriate measures for avoiding or mitigating these impacts as part of the EIA process. These measures may range from full site protection to selective mitigation, including salvage and documentation, in cases where a portion or all of the physical cultural resources may be lost.

OP/BP 4.12 INVOLUNTARY RESETTLEMENT

Projects which are funded by WB Loan, triggering land acquisition and involuntary resettlement are subject to OP/BP 4.12 (revision from April 2013). This policy is not applied only in the case of physical resettlement, but also upon appearance of any loss of income channels or means of livelihood consequential from resettlement or obstructed access to resources (land, water, or forest), resulting from project implementation or its associated facilities.

The policy applies to all components of the Project causing involuntary resettlement, regardless of the source of Project component funding. It further applies to other activities that cause involuntary resettlement, which are directly and significantly attributable to this Project, necessary to realize according to the goals defined in Project documents, and implemented, or are planned to be implemented with the Project.

General principles of the OP/BP 4.12 are fully adopted as principles of this RPF, and are as follows:

- i. Involuntary resettlement should be avoided where feasible, or minimized, exploring all viable alternative project designs.
- ii. Where it is not feasible to avoid resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons displaced by the project to share in project benefits. Displaced persons should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs.
- iii. Displaced persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of Project implementation, whichever is higher.

OP/BP 4.12 distinguishes the following categories of persons who are entitled for compensation and assistance:

- i. those who have formal legal rights over property (including customary and traditional rights recognized or recognizable under the laws of local legislation);
- ii. those who do not have formal legal rights to property at the time the census begins but have a claim to such property - provided that such claims are recognized under the laws of the country or through a process identified in the RAP; and
- iii. those who have no recognizable legal right or claim to the property they are occupying.

Special attention should be paid to VG, including those below the poverty line, elderly, women and children, ethnic minorities etc.

Persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance.

OP/BP 4.12 proclaims the following fundamental rules of actions that are applied during Project caused resettlement:

- Displaced persons will be informed about their options and rights referring to resettlement;
- Displaced persons will be consulted and offered the choice and provision of technical and economically sustainable alternatives during resettlement;
- Displaced persons will be ensured fast and effective compensation at full replacement cost for the property loss as a direct consequence of the Project. Preference should be given to resettlement strategies based on replacement land rather than compensation in cash payment with a particular attention when agricultural cultivated land is affected and to the displaced persons whose livelihood are land based;
- If the impacts include physical resettlement, displaced persons will be provided such assistance as compensation for relocation during the resettlement, residential building or residential location, or, if necessary, agricultural location for which combination of production potential, location benefits and other factors have at least the same benefits as the former location;
- Displaced persons will, on top of compensation for the acquired property, achieve all rights for additional assistance;
- Displaced persons will be provided support after relocation for a transitional period of time necessary for renewal of living standards;
- Displaced persons will access to grievance mechanism, accessible and available procedures for settling resettlement and construction related disputes.

These principles are adopted by this RPF, and will be applied during Project implementation, governing all its activities, and are specifically listed in chapter 3.4. Entitlement matrix. For sub-projects, part of the Project, the Bank requires preparation of RAPs, which are consistent with this RPF and OP/BP 4.12.

5. PROJECT DESCRIPTION

General information

Obtaining foundational skills in early child development period provides the basis and precondition for later education and progress. Studies suggest that children from economically disadvantaged backgrounds and from vulnerable groups in the society harvest long-term benefits from quality preschool programs, and are provided with a critically needed head-start of educational inclusion. Broad coverage inclusive ECD programs are not only a question of social equality, but also an important economic question. It is a crucial quality for individuals in question, but also for every country economy, as advancement of relevant skills among early stages of life can increase productivity, competitiveness, and overall economic development in the long-term. Expert study showed⁵ that investment in a country early childhood education programs provides return of 12 percent on investment.

Country context

Between 2001 and 2008 Serbia made substantial improvement in terms of both economic growth and poverty reduction. Serbia endured economic problems in 2009, 2012, and in 2014. After the crisis, poverty mounted from 6.1 percent in 2008 to 9.2 percent in 2010 and remains relatively unchanged at 9.1 percent in 2016⁶.

Foundational skills basis needs to be placed early in a life of a child, between age zero and six. However, children age three to five participation in preschool currently achieves only 50 percent of all children in Serbia. That ratio is much lower than in the neighbouring countries. Furthermore, only five percent of Roma boys and seven percent of Roma girls, living in informal settlements, are participating in preschool programs. In addition, children from poorest households preschool coverage decreased from 22 in 2010 to only nine percent in 2014, as determined by the UNICEF report (UNICEF, MICS5, 2014).

Serbia education public expenditures are slightly below the OECD average (4.53 percent of GDP and 11 percent of public expenditures in Serbia versus 5.4 percent and 12.9 percent of public expenditures on average in OECD countries). Even more unexpected seems the information that on preschool education Serbia spends 1.1 percent compared to an OECD average of 0.6 percent. This high percentage could mean that funds are not used efficiently. In Serbia, local, municipal governments are in charge for providing preschool services. Based on WB information acquired from several tested municipalities, preschool expenditure for children age between 3 to 5.5 years attending full-day kindergarten are: salaries - 65%; food and nutrition 12%; and other current expenses 19% of total expenditure. Budgets of local governments cover 80 percent of the total preschool expenses and parents supply additional 20 percent. But, there are many geographical inequalities between municipalities in the access to ECD programs, as municipal budgets vary in available funds and budget per capita. Furthermore, preschool institutions in Serbia are unevenly distributed, so preschool services are practically missing in zones where there is the highest need for ECD, like near Roma settlements, in undeveloped, low-income, and rural areas - according to UNICEF report, 2012. It shouldn't be overlooked that abovementioned 20 percent preschool costs contributed by users are a burden to families with those children that could benefit most of ECD - poorest households are often unable to afford them.

⁵ The Economics of Early Childhood Investments, prepared by: Council of economic advisors, Executive office of the President of US, December 2014, available at www.whitehouse.gov/sites/default/files/docs/early_childhood_report1.pdf, last accessed on 09.August 2016.

⁶ <http://www.rs.undp.org/content/serbia/en/home/countryinfo/>

Project overview and objectives

This Project PDO is to improve access, quality and equity of Early Childhood Education and Care services, in particular for children from socially disadvantaged backgrounds.

The project will focus on improving access, quality and equity in ECEC (with these three inter-related aspects being reflected in the three components of the project) for all children ages 0 to 6.5 years, with a particular emphasis on children from poor and minority backgrounds. Activities for children ages 3 to 6.5 years (especially in Components 1 and 2) will focus on increasing access to inclusive quality preschools (i.e. child-centered and with age-appropriate learning opportunities) while also supporting their transition to the early grades of primary education. Activities for younger children, i.e. from birth onwards (in Component 3), will focus on empowering parents and families to support children's holistic development through increased knowledge about the importance of early stimulation at home and access to relevant services in the community. Finally, Component 4 will focus on project management and monitoring and evaluation.

The Project will aim to sustain quality of early learning services related to other ECD measures for age-groups:

- younger children (0 – 3 years) and their families;
- pre-school children (3 – 4; 4 – 5.5 years);
- children on verge for attending primary schools (age 5.5 plus) with the goal to strengthen the transition into primary education, including children attending Preparatory Preschool Programs;
- children during early years of primary school (age 6-8), with a focus on inclusive education and learning.

Inclusive education refers not only to children from vulnerable minorities, like Roma children, but also to other vulnerable groups and children with disability.

The Project could help alter Serbia educational system by shifting resources from less needed primary education facilities towards ECD and revise the ECD financing system to make it more effective and equitable. It could also help leverage important partnerships, including with UNICEF and other active organisation in the ECD sector. Technical Assistance under the NTF (Nordic Trust Fund) will include activities oriented to vulnerable groups such as workshops about the importance of ECD, Focus Groups discussions with parents and interviews with head teachers on barriers that Roma children face in accessing education and iii) Situation Analysis on ECD status at a local level.

PDO (Proposed Development Objectives) indicators for the Project are:

- National preschool enrolment rates for children ages 3 to 5.5 years (1.1. of which percentage from disadvantaged background)
- Percentage of preschools with good quality based on classroom observation tool (to be defined) (2.1. of which percentage within the poorest municipalities)
- Percentage of vulnerable children ages 0 to 6.5 years whose families received parenting information and support

Key results of the Project are:

- Expanded access to ECD for 3 – 5.5 year olds
- Increased quality of teaching and learning at preschool
- Improved skills of young (0 – 3 years) children from vulnerable families

The Project is expected to include three main components, while the final project disposition will be agreed at a later date. Concerning the latter, the following paragraphs should not be regarded as definite and finale concerning objectives and activities foreseen to be implemented within four Project components:

- i. **Component 1 - Increasing the supply of ECEC services (approximately 35 million USD)**
 Sub-component 1.1: Innovative construction and repurposing of available facilities
 Sub-component 1.2: Regulatory Reform, system adjustments, and efficiency of existing places
- ii. **Component 2: Ensuring the Quality of Inclusive ECEC Services (approximately 5 million USD)**
 Sub-component 2.1: Quality implementation of curriculum
 Sub-component 2.2: Improving pre- and in-service training and ECEC teacher career advancement
 Sub-component 2.3: Improving monitoring and evaluation of quality of ECEC to improve decision-making
- iii. **Component 3: Outreach to parents and young children (approximately 10 million USD)**
 Sub-component 3.1: Communication campaign
 Sub-component 3.2: Educational TV program
 Sub-component 3.3: Outreach to vulnerable families
 Sub-Component 3.4: Subsidies to ensure free preschool participation among the most vulnerable children ages 3 to 5.5 years
- iv. **Component 4 - Project Management and Monitoring and Evaluation (approximately 4 million USD)**
 Subcomponent 4.1 – Project Management and Technical Assistance for quality reforms (US\$ 2.5 million equivalent):
 Subcomponent 4.2: Monitoring and Evaluation (US\$1.50 million equivalent)

Component 1: Increasing the supply of ECEC services (approximately 35 million USD)

The objective of this component is to improve access to preschool services, particularly for disadvantaged children ages 3 to 5.5 years, by increasing the supply of spaces and contains two sub-components.

Sub-component 1.1: Innovative construction and repurposing of available facilities. This sub-component will finance up to 17,000 new physical places in both urban and rural areas through a combination of new construction, renovation of existing preschools, and repurposing or upgrading of other public buildings such as primary schools, where relevant. Renovations and repurposing/upgrading will be prioritized in the first few months of project implementation to ensure fast increases in access, while new constructions will require a bit more time. The refurbished and newly constructed environments will be conducive to child-centered education practices and will employ solutions that increase efficiency and flexibility. For all new and rehabilitated ECEC institutions, the sub-component will also finance furniture, teaching-learning materials, equipment, and playgrounds. If

Subcomponent 1.1 of Component 1 of this Project is the most likely to create adverse environmental impacts during construction on new sites and/or reconstruction of existing facilities. If environmental damage cannot be avoided, mitigation measures, as presented in this document, should be applied and monitored during site selection and all subsequent of Project planning and implementation. Site-specific EMPs should be developed for every facility to be considered under this Project.

It is less likely that any environmental effects will be effectuated during preparation and implementation of Project components 2 and 3. Nevertheless, principles regarding environmental protection and mitigation of adverse environmental effects, as stated in this Document, fully apply and should be complied with.

all new places are used for full-day preschool programs, national coverage would increase from 46 to 56 percent for children ages 3 to 4 years and from 59 to 76 percent for children ages 4 to 5.5 years. About 93% of children between 3 and 5.5 years old who attend preschool, do so on a full-time basis. Thus, it is expected that the new spaces created under the project will be used for full-day programs. In addition to all the new and upgraded preschools described above, the project would also finance the construction of up to five new innovative ECEC centers to serve as laboratory preschools for training and knowledge sharing purposes. These ECEC centers would be used to share best practices in child-centered pedagogy (including as part of the roll-out of specific training activities under Component 2) and would be equipped with observation rooms and laboratories for teacher training.

Sub-component 1.2: Regulatory Reform, system adjustments, and efficiency of existing places. This subcomponent would finance the analysis of and regulatory changes needed to encourage expansion of preschool services through: (i) reviewing and changing construction regulations as well as capacity building for local architects and engineers to promote efficiency and child-centered pedagogy; (ii) assessing the utilization of existing school infrastructure and repurposing primary schools for dual purposes (primary and preparatory preschool programs); (iii) reviewing opportunities to open more PPP groups in primary school buildings where relevant (in ways that protect the specific needs of young children in this type of environment, i.e. with ECEC teachers reporting to the preschool education department, with adequate adjustments to the physical infrastructure and meals regulations, etc.); and (iv) encouraging regulatory frameworks to facilitate the accreditation of non-state childcare providers (including private and community-based) that may currently operate informally, and facilitating public-private partnerships in ways that further provide equitable access to quality ECEC services across income groups.

Component 2. Ensuring the Quality of Inclusive ECEC Services (approximately 5 million USD)

A growing body of research recognizes that early childhood education and care (ECEC) brings a wide range of benefits, but all these benefits are conditioned by “quality”. Expanding access to services without attention to quality will not deliver good outcomes for children or long-term productivity benefits for the society. This component would finance activities aiming to build the foundation of a quality ECEC system that is characterized by a holistic approach to supporting children’s physical, emotional, and cognitive development and wellbeing. This will include support for implementation of the new ECEC curriculum, improvements in pre- and in-service training, and support for improving quality assurance mechanisms for ECEC.

Component 3: Outreach to parents and young children (approximately 10 million USD)

Parents and communities play a primary role in providing a strong foundation for children’s development, but parents from vulnerable groups often feel disempowered to support their children. Serbian government strategic documents define a number of vulnerable groups of citizens that are under higher risk of social exclusion and poverty.⁷ In this project, the focus is on poor families, those with children with disabilities, and Roma families, as their access to certain services is limited in a way that can affect their current and future wellbeing. In addition, even less disadvantaged parents may not be fully aware of the importance of the early years and of the benefits of relevant activities during this period of life.

This component focuses on outreach activities for families with young children from birth to the time they transition to primary school, with a focus on the most vulnerable. While the first two sub-components are national in scope, the third and fourth are targeted to vulnerable groups.

⁷ Government of Republic of Serbia, Second National Report on Social Inclusion and Poverty in the Republic of Serbia, Government of Republic of Serbia, the status of social exclusion and poverty trends in the period 2011-2014 and future priorities, 2014.

Component 4 - Project Management and Monitoring and Evaluation (approximately 4 million USD)

This component will support the day-to-day management of the Inclusive ECEC Project implementation, the monitoring and evaluation of its objectives and outcomes, and technical assistance for other quality reforms in the education sector beyond ECEC (including to promote efficiency in other sub-sectors to allow for further expansion of ECEC).

Process of Environmental Assessment/site-specific EMPs

Environmental Assessment instruments

Depending on the project, a range of instruments can be used to satisfy previously mentioned World Bank's EA requirements and these are environmental impact assessment (EIA), regional or sectoral EA, environmental audit, hazard or risk assessment, and environmental management plan (EMP).

Environmental Screening

The World Bank undertakes environmental screening of each proposed project to determine the appropriate extent and type of EA. The World Bank classifies the proposed project into one of four categories, depending on the type, location, sensitivity, and scale of the project and the nature and magnitude of its potential environmental impacts.

The current project has been classified by the World Bank as a Category B project, with potential adverse environmental impacts on human populations or environmentally important areas—including wetlands, forests, grasslands, and other natural habitats—are less adverse than those of Category A projects. These impacts are site-specific; few if any of them are irreversible; and in most cases mitigation measures can be designed more readily than for Category A projects. The scope of an EA for a Category B project may vary from project to project.

The EA examines the project's potential negative and positive environmental impacts and recommends measures needed to prevent, minimize, mitigate, or compensate for adverse impacts and improve environmental performance. The findings and results of Category B EA are described in the project documentation (Project Appraisal Document and Project Information Document).

Public Consultations

For Category B projects proposed for financing, during the EA process, the borrower consults project-affected groups and local non-governmental organizations (NGOs) about the project's environmental aspects and takes their views into account. The borrower initiates such consultations as early as possible.

Disclosure

For meaningful consultations between the borrower and project-affected groups and local NGOs on all Category B projects proposed for financing, the borrower provides relevant material in a timely manner prior to consultation and in a form and language that are understandable and accessible to the groups being consulted. Any separate Category B report for a project proposed for financing is made available to project-affected groups and local NGOs. Public availability in the borrowing country and official receipt by the World Bank of Category B EA report for projects proposed for funding, are prerequisites to World Bank appraisal of these projects. Once the borrower officially transmits the separate Category B EA report to the World Bank, the World Bank makes it available through its Info-Shop.

Assessment of adequacy of National EA requirements to WB rules and procedures

Republic of Serbia has a comprehensive set of environmental laws and regulations aligned with the relevant EU directives and compatible with WB Operational Policy on Environmental Assessment

(OP/BP 4.01). All the key elements of a well-developed environmental impact assessment system – such as notification of the competent environmental authority, screening of the project to determine the needed level of environmental scrutiny, analysis of alternatives, licensing/permitting and public disclosure – are present in the LEP and associated regulations.

Addressing environmental impacts and implementing environmental mitigation measures

During project implementation, the borrower reports on (a) compliance with measures agreed with the World Bank on the basis of the findings and results of the EA, including implementation of any Environmental Management Plan (EMP), as set out in the project documents; (b) the status of mitigation measures; and (c) the findings of monitoring programs. The World Bank bases supervision of the project's environmental aspects on the findings and recommendations of the EA, including measures set out in the legal agreements, any EMPs, and other project documents.

The following chapter of this document deals with assessing environmental impacts has the purpose to identify different kinds of impact that might be associated with the planned project activities (design, demolition, construction and reconstruction of facilities) and identify the most critical, overall environmental issues in this Project related to possible individual subprojects. The nature and scale of impacts have been determined by the type of interventions within the proposed project to assist MESTD, which focus on design, demolition, construction and reconstruction of ECD facilities.

Following the assessment of environmental impacts, chapters on environmental mitigation measures and environmental monitoring, that constitute integral parts of current Environmental Assessment, suggest mitigation measures regarding project activities and outline basic monitoring indicators, timeframe procedures and responsibilities for proposed monitoring activities.

The subsequent assessment of environmental impacts, related Environmental Mitigation Plan and Environmental Monitoring Plan should be considered as comprehensive guidance for the purposes of further planning and assessment of this Project.

It is necessary that the Project Implementation Team prepares site-specific EMPs, based on the information/plans presented below, for each construction site or sub-project of any type (demolition, design, reconstruction and rehabilitation and construction of ECD facilities). It is necessary that these site-specific EMPs, will be publicly disclosed and included in the bidding documents, while designers and contractors will have an obligation to implement mitigation measures as defined in the site-specific EMPs. As outlined below, site supervisors will have to document compliance with site-specific EMP or order remedial measures to be implemented. Monitoring and reporting of EMP implementation will be detailed in the Project Operational Manual, to be developed during the Project preparation phase.

Process of Social Risk Assessment and mitigation measures

Social Impact Assessment instruments

Depending on the project, a range of instruments can be used to satisfy previously mentioned World Bank's requirements and these are the screening for social impacts, site specific RAP/ARAP, social management plan (SMP).

Screening for social impacts

In cases when the exact social impact especially related to involuntary taking of land resulting in

- (i) relocation or loss of shelter;
- ii)(iii) lost of assets or access to assets; or
- (iii)(iv) loss of income sources or means of livelihood, whether or not the affected persons must move to another location;

it is necessary to undertake social screening of each proposed project to determine the appropriate extent and type of social impact and prepare the appropriate social safeguard documents in line with the RPF for the ECE Project.

The current project has been classified by the World Bank as a Category B project, with potential adverse social impacts on persons in the project area and their land, assets or access to assets. These impacts are site-specific and are most likely to occur under implementation of the Component 1.

Institutional arrangements

Final responsibility for ensuring timely preparation of site-specific EA, related site-specific EMPs, and site specific RAPs/ARAPs according to requirements of national legislation and in line with WB procedures, will lie within the Project Preparation/Implementation Unit within MESTD. In performing this task, the Unit will liaise with the relevant authorities in recipient municipalities, MAEP and other national bodies and authorities as may be defined in relevant national legislation, as well as with the World Bank.

Coordination of environmental monitoring and reporting in line with this document, PAD and environmental section of Project Operation Manual will be undertaken by the MESTD through Project Implementation Unit, and reported in writing to WB every 6 months.

Institutional arrangements detailing procedures for sub-project screening, preparation of EA, preparation of Environmental Mitigation Plans, preparation of Environmental Monitoring Plans, conducting supervision over EMPs implementation and reporting will be developed and presented in the Project Operation Manual (POM).

Financing

Financial obligations for preparation of EA-related documents will be considered as a part of preparation of project documentation. Costs of activities determined as necessary in the Environmental Mitigation Plan will be included in the overall sub-project cost, while the cost of subsequent implementation of Environmental Monitoring Plans will be borne by the Ministry of Education, Science and Technological Development that will be using the infrastructure funded by the project. If project screening identifies impacts that require site specific RAPs/ARAPs the cost of activities shall be borne by the Ministry of Education, Science and Technological Development that will be using the infrastructure funded by the project.

6. SOCIAL BASELINE

General country context

Baseline information

Officially called Republic of Serbia, Serbia is a state in southeastern Europe. Serbia is located between 41° and 47° northern latitudes, and 18° and 23° eastern longitudes, and its area totals 88,499 km² with 6158 settlements⁸. The capital of Serbia is the city of Belgrade, ranked one of the largest cities in Southeast Europe. Serbia borders to Hungary, Romania, Bulgaria, FYR Macedonia, Montenegro, Albania, Bosnia-Herzegovina and Croatia.

Picture 1. Map of Republic of Serbia, and Serbia in the European context⁹



Historical context

After Slavs came to the Balkan peninsula, between the 6th and 9th century, Serbs established several states during the Middle Ages that unified under the Nemanjic dynasty in the first half of 12th century. It became a Kingdom ruled by its first King Stefan Nemanjic ("Prvovencani" - "Firstwed", as wed with the crown) in 1217 and it reached its peak under Emperor Dusan Nemanjic who was proclaimed an Emperor by autocephalous Serbian church in 1346. After losing several large battles Serbia was annexed by the Ottoman Empire. Austrian Empire started expanding towards Central Serbia since the end of the 17th century, while maintaining foothold in modern-day Vojvodina. Two Serbian revolutions in the beginning of 19th century progressively led to final independence of civil and modern Serbian kingdom. After catastrophic casualties in World War I, but also dissolution of two large empires, Ottoman and Austrian, Serbia co-founded Yugoslavia with other South Slavic nations. Yugoslavia became a socialistic republic after communist revolution during World War II. It existed until its disintegration in the 1990s. Before final and new independence of Republic of Serbia, Serbia formed a union with Montenegro in 1992, which broke apart in 2006.

⁸ Source - National statistical office of Serbia (NSO) - <http://webbrzs.stat.gov.rs/WebSite/Default.aspx> - Most of demographic data was taken from their database, as key and official statistical body in Serbia.

⁹ Downloaded from <http://www.worldatlas.com/webimage/countrys/europe/rs.htm>, last accessed on 07/10/2016.

Political context

Serbia is a parliamentary republic, with the government divided into legislative, executive and judiciary branches.

The General Assembly is the supreme unicameral representative body, holder of constitutional and legislative power in the Republic of Serbia. As the holder of constitutional and legislative power, the General Assembly: adopts and amends the Constitution; ratifies international contracts when the obligation of their ratification is stipulated by the Law; enacts laws and other general acts within the competence of the Republic of Serbia; adopts development plan and spatial plan; declares public interest in expropriation process; adopts the budget and end-of-year balance of the Republic of Serbia etc .

The President of the Republic is the head of state, elected by popular vote to a five-year term, with mostly procedural duties in accordance with Serbian parliamentary system. The Government is the most influential executive power and comprised of the prime minister and minister cabinet. The Government is responsible for proposing legislation and a budget, executing the laws, and guiding the foreign and internal policies.

Serbia has a three-tiered judicial system, made of the Supreme Court of Cassation as the court of extraordinary appeal, Courts of Appeal as the appellate instance, and Basic and High courts as the general jurisdiction courts of first instance . The Supreme Court of Cassation is the highest court in the Republic of Serbia. It began to operate on 1 January 2010 when all courts were re-established through the organization of courts and jurisdictions, in accordance with the reform carried out by provisions of the Law on Courts ("Official Gazette of the RS", no. 116/08...13/2016). At the beginning of 2014, the amended Law on Courts and the new Law on Seats and Territories of Courts and Public Prosecutors established and launched a new network of courts; that is when the Supreme Court of Cassation sustained significant changes in organization and jurisdiction. Courts of special jurisdictions are the Administrative Court, commercial courts (including the Commercial Court of Appeal at second instance) and misdemeanor courts (including High Misdemeanor Court at second instance) .

The current Constitution of the Republic of Serbia was adopted in 2006, replacing the previous constitution dating from 1990, during Montenegro's secession and the dissolution of Serbia and Montenegro. It was adopted by the General Assembly on 30 September 2006 and confirmed on all public referendum held on 28–29 October 2006, so came to power on 8 November 2006.

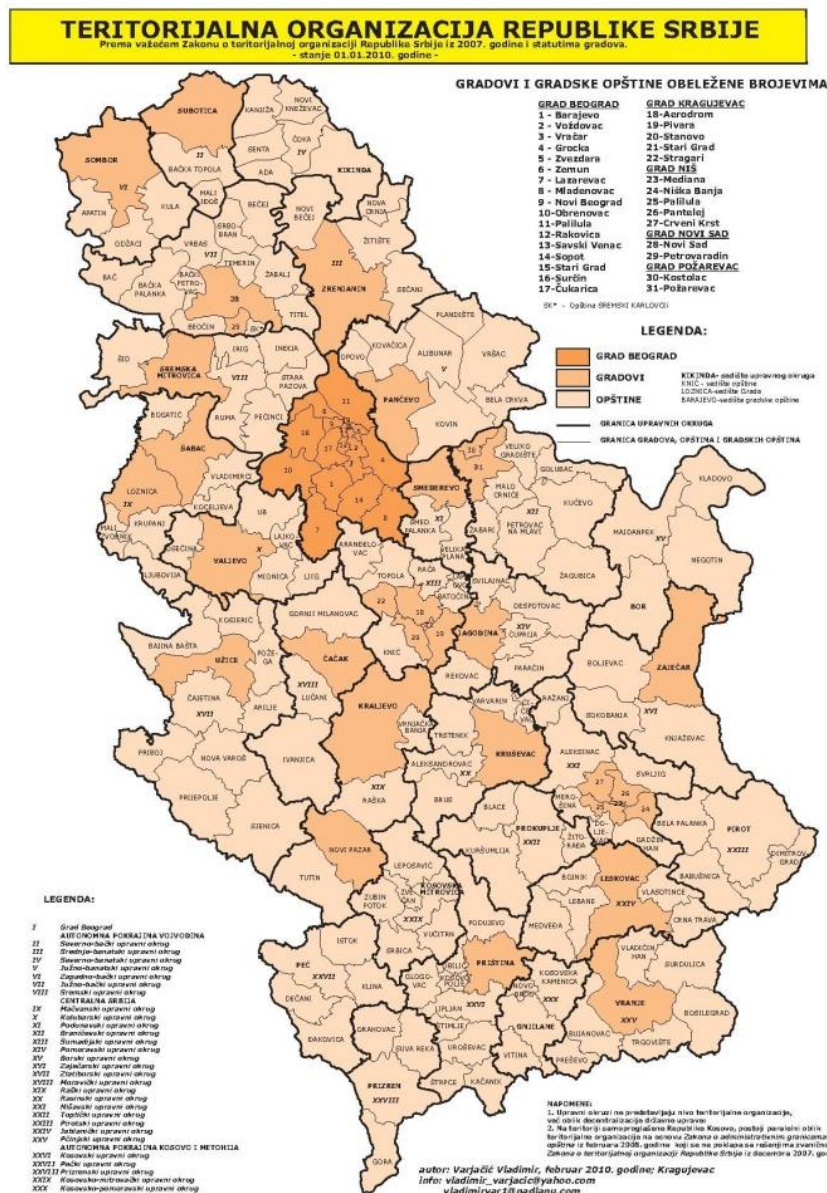
Territorial organization of Serbia

Serbia is a unitary state. According to the Law on the Territorial Organization, key and basic units of local-governments are 147 municipalities and 27 cities. There are also 29 districts and two autonomous provinces¹⁰ with significant autonomy, including educational and pre-school system. A city may be divided into city municipalities depending on their size. Currently, there are six cities in Serbia with city municipalities: Belgrade, Novi Sad, Niš, Kragujevac, Požarevac and Vranje comprise several city municipalities each, divided into "urban" and "suburban".

Picture 2. Territorial organization of Serbia, districts and municipalities¹¹

¹⁰ Source " Law on the Territorial Organization of RS"

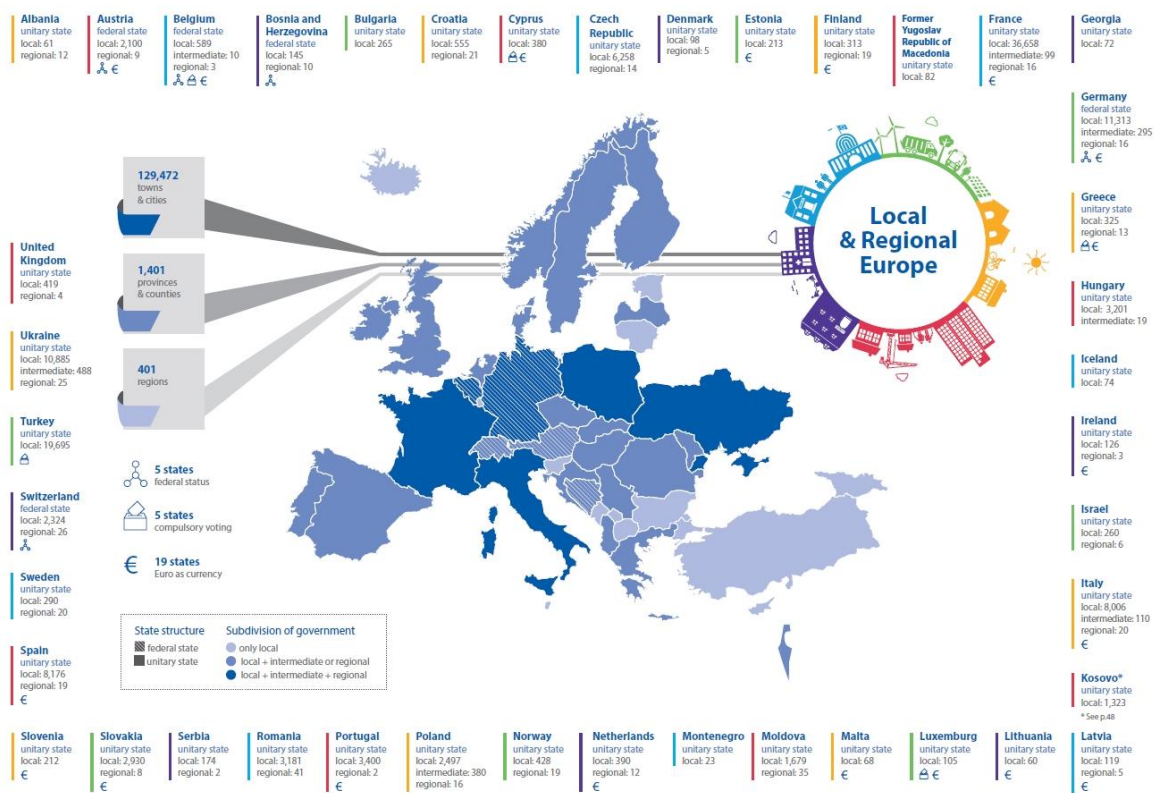
¹¹ Source Wikimedia



Municipalities are the basic entities of local self-government in Serbia. The local self-governments consists of the Municipal assembly that elects the President of the municipality and Municipal council. Municipal assembly is elected on local elections (held every 4 years). It is worth noting that Serbian municipalities are largest in Europe with an average of 50.000 citizens. It makes them possibly relatively inefficient in handling citizens needs, including Early Childhood Development issues, Preschool Preparation Programs and kindergarten access and organization.¹²

Picture 3. Showing number of local and regional units in European countries to compare

¹² Source: Study "Local and regional governments in Europe" made by the The Council of European Municipalities and Regions (CEMR) - <http://www.ccre.org> last visited on 08/10/2016



General overview

Children in Serbia come from a variety of family, income and cultural backgrounds. As a result, schools and early child development programs are faced with a challenge to strive to provide equal educational opportunities to all. Factors such as family income, family structure, and parents' education, minority ethnical background, spoken and mother language, religious background of parents etc. have been shown to influence a child's educational opportunities. Today, of the 65657¹³ babies born yearly, a significant percentage is born to a teenage mothers, to parents with less than a high school education, to a mothers who lives in poverty and to unmarried mothers. These conditions are associated to a higher risk for poor school outcomes and have been shown to be associated with children experiencing problems such as repeating a grade, requiring special education services, and being suspended and dropping out of school. Studies¹⁴ about children from racial/ethnic minority backgrounds and low income families have linked the educational disadvantage of minority students to a combination of out-of-school factors, many of which center on family characteristics, such as poverty and parents' education. Social context of schooling is also significant in how students with various characteristics are distributed across schools.

It is worth knowing that protection of individual and collective rights of national minorities in the Republic of Serbia is provided by the Constitution of the Republic of Serbia, domestic laws and ratified international treaties. Within these legal acts a special place is reserved for ensuring the right to national minorities education in their mother tongue.

Historical overview of education in Serbia

The first education enterprise ever in Serbia was established in the XI and XII century in monasteries. Historical sources have shown that in several monasteries of the Serbian Orthodox Church, such as Sopocani, Studenica and the Pec Patriarchate, also in Catholic monasteries of Titel and Bac regular educational services have been offered to public.

The first elementary school in Serbia was established in 1718 in Belgrade under the name "Little Serbian-Slav school". The first teacher that worked in that school was Stevan and he taught children from the neighborhood in metropolitan house (bishop's house) of the "Saborna" church. The school was financed by the borough administration and by parents of children that attended the school. This building at the back of "Saborna" church remained a school to nowadays. Now it is Petar I elementary school. Metropolitan Stevan Stratimirović founded in 1791 the first Serbian gymnasium (high school) in Sremski Karlovac. The first school for girls was founded in 1840 in Zemun and the first public kindergarten was founded in 1858 in Subotica. First private kindergarten was established in November 1867 in Belgrade by a priest Tatomir Milovuk. The first school for hearing impaired children was founded in the Institute for the deaf, opened in Belgrade in early 1898. Belgrade University was founded in 1905, out of "Great school" that was founded in 1808 by known Serbian educator Dositej Obradovic.¹⁵

Ministry of Education, Science and Technological Development (MoESTD) is the line ministry for education in Serbia.

Educational reform enabled foundation of privately owned Faculties, Universities, schools and kindergartens. The first private university after the World War II was founded in 1989, but first privately owned kindergartens were founded after reforms of the year 2000.

¹³ Source - National statistical office of Serbia - <http://webzrzs.stat.gov.rs/WebSite/Default.aspx>, data for 2015.

¹⁴ Including U.S. Department of Education, Equality of Educational Opportunity, by J.S. Coleman et al., Washington, D.C.: 1966; and C. Jencks et al., Inequality: A Reassessment of the Effects of Family and Schooling in America, New York: Basic Books, 1972.

¹⁵ Source: Historical data was mostly gathered and described in the study "Prvi u Srbiji", Laguna 2016. by Zoran Penevski

Important statistics about early childhood educational system in Serbia

In 2015 there were 2555 preschool institutions in Serbia hosting 199.790 children of which 48.3% were girls.¹⁶

Table 2. Comparative information of preschool institutions

	REPUBLIC OF SERBIA	SRBIJA – North	Belgrade region	Region Vojvodina	SRBIJA – South	Region Šumadije and West Srbija	Region South and East Srbija
Number of preschool education institutions	2,427	1,118	449	669	1,309	732	577
Number of children 0-14	1,042,640	512,057	233,182	278,875	530,583	300,253	230,330
Children (age 0-7) per institution	215	229	260	208	203	205	200
Area of region (sq.km)	88,499	24,848	3,234	21,614	52,741	26,493	26,248
Area per institution (sq.km)	36	22	7	32	40	36	45

This statistical overview was not detailed as we would have wanted. National Statistical office didn't publish data of preschool institutions per municipality, which would be more informative. Nevertheless, this overview shows low number of ECD institutions per child age 0-7, as well as large area of land per every ECD institution.

Demography

Basic facts (including population of municipalities)

Population of Serbia reaches 7.095.383, out of which 51.3% are females and 48.7% are males. The average person in Serbia is aged almost 43 (males being 41 and females 44 years of age average) and life expectancy is 72 and a half years for males, and 77 and a half for female population.¹⁷

Table 3. Population, by age groups and gender¹⁸

	2015	
	The number of inhabitants	Share in total population, %
More important functional age population contingents		

¹⁶ Source - National statistical office of Serbia - <http://webzrs.stat.gov.rs/WebSite/Default.aspx>

¹⁷ Ibid.

¹⁸ Source - National statistical office of Serbia - <http://webzrs.stat.gov.rs/WebSite/Default.aspx>

REPUBLIC OF SERBIA		
Total	7,095,383	100.00
Infants	65,689	0.93
Preschool (0-6)	462,502	6.52
Compulsory school (7-14)	559,506	7.89
Adult (18 +)	5,864,914	82.66
Work - Total (15-64)	4,744,534	66.87
Working population - male (15-64)	2,365,285	33.34
Working population - female (15-64)	2,379,249	33.53
Fertility (15-49)	1,566,064	22.07
Optimal fertility (20-34)	664,111	9.36
Seniors (80 +)	298,088	4.20
Source: Statistical Office of the Republic of Serbia		

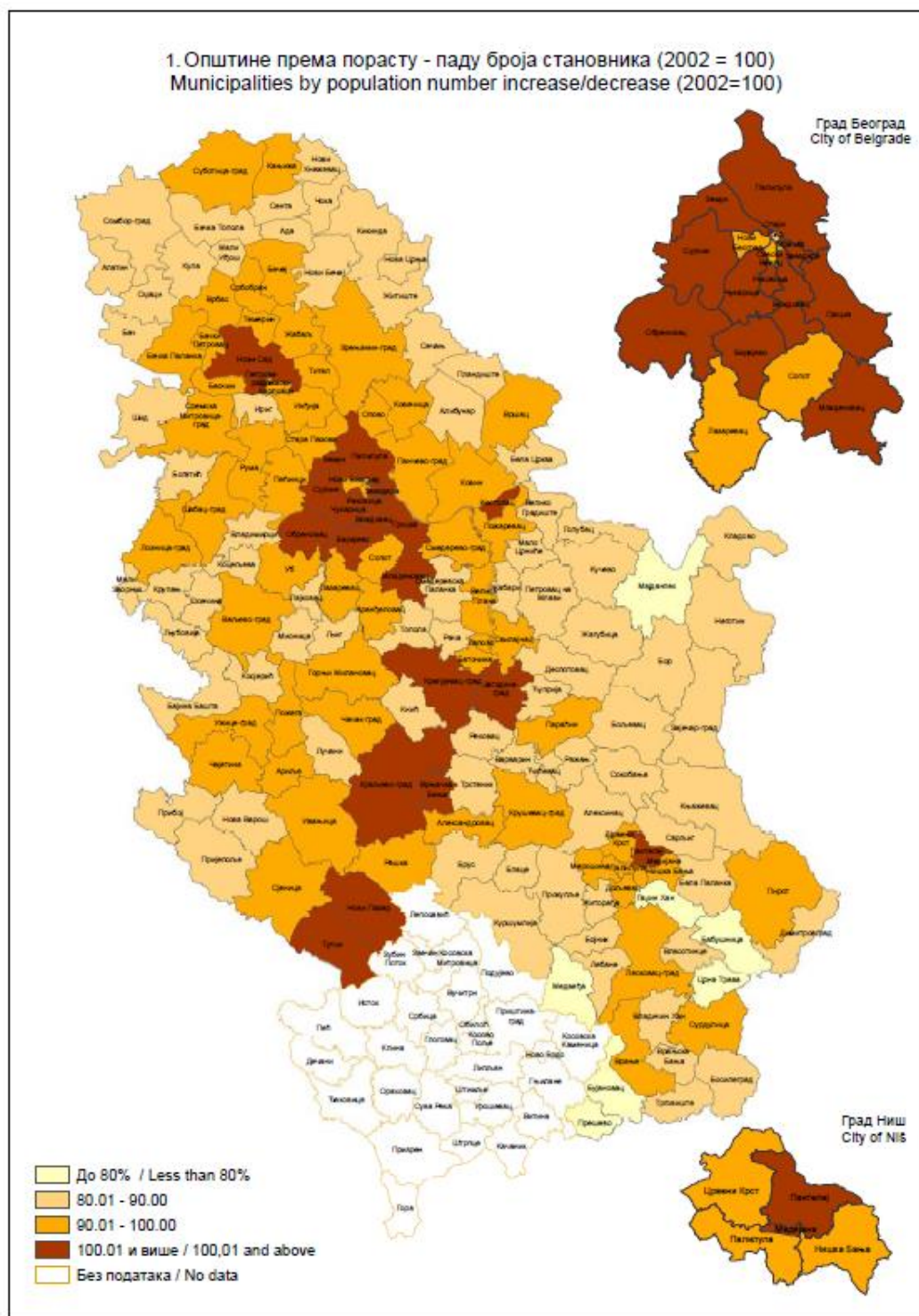
Table 4. Population of children according to gender¹⁹

	2015					
	The number of inhabitants			Structure,%		
	Total	Male	Female	Total	Male	Female
Population, by large age group and sex						
REPUBLIC OF SERBIA						
0-14 year	1,022,008	526,003	496,005	14.40	15.22	13.63
Source: Statistical Office of the Republic of Serbia						

Picture 3. Municipality population decrease/increase²⁰

¹⁹ Ibid.

²⁰ Source - National statistical office of Serbia - Brochure published by NSO: "First hand report of 2011 population census"



Serbia faces same population decrease as many other European countries. Rate of mortality is higher than the birth rate, so there is decrease in number of citizens. Nevertheless, there are some municipalities (shown in darker shades of brown above) that are experiencing population increase, due to internal migrations. It is likely that these municipalities will experience more significant shortage of ECD and preschool places.

Ethnic diversity

Table 5. Population by ethnicity in Serbia²¹

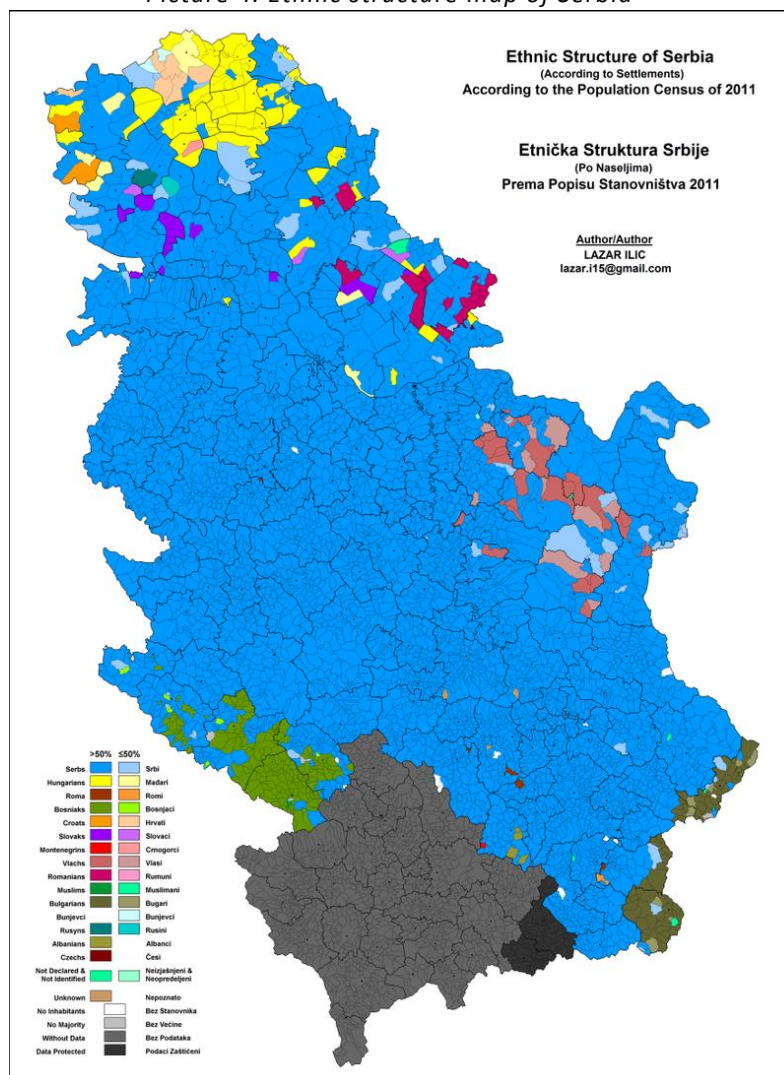
Ethnic group	census 1948		census 1953		census 1961		census 1971		census 1981		census 1991		census 2002 ^[12]		census 2011	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Serbs	4,651,819	80.2	4,963,070	80.4	5,477,670	82.0	5,788,547	80.4	5,972,661	77.3	6,616,917	80.3	6,212,838	82.9	5,988,150	83.3
Hungarians	433,618	7.5	441,748	7.2	449,377	6.7	430,145	6.0	390,321	5.0	337,479	4.5	293,299	3.9	253,899	3.5
Roma	40,951	0.7	46,896	0.8	6,624	0.1	35,301	0.5	76,833	1.0	90,853	1.2	108,193	1.4	147,604	2.1
Muslims	7,636	0.1	74,840	1.2	85,441	1.3	127,973	1.8	156,604	2.0	176,401	2.3	19,503	0.3	22,301	0.3
Bosniaks													136,087	1.8	145,278	2.0
Croats	164,574	2.8	167,045	2.7	189,158	2.8	176,649	2.5	140,650	1.8	97,344	1.2	70,602	0.9	57,900	0.8
Slovaks	73,138	1.3	75,006	1.2	77,816	1.2	76,707	1.1	73,170	0.9	65,363	0.9	59,021	0.8	52,750	0.7
Albanians	33,769	0.6	40,954	0.7	53,167	0.8	68,593	1.0	76,296	1.0	74,303	1.0	61,647	0.8	5,809	0.08
Montenegrins	46,810	0.8	54,718	0.9	67,165	1.0	93,705	1.3	120,438	1.6	117,761	1.6	69,049	0.9	38,527	0.5
Vlachs	93,440	1.6	28,047	0.5	1,367	0.0	14,719	0.2	25,592	0.3	15,675	0.2	40,054	0.5	35,330	0.5
Romanians	63,112	1.1	59,689	1.0	59,492	0.9	57,399	0.8	53,676	0.7	37,818	0.5	34,576	0.5	29,332	0.4
Yugoslavs					14,873	0.2	122,904	1.7	439,265	5.7	312,595	4.1	80,721	1.1	23,303	0.3
Macedonians	17,391	0.3	26,302	0.4	35,146	0.5	41,627	0.6	47,930	0.6	44,028	0.6	25,847	0.3	22,755	0.3
Bulgarians	59,395	1.0	60,146	1.0	58,243	0.9	53,536	0.7	33,294	0.4	26,416	0.3	20,497	0.3	18,543	0.3
Others ^[13] /unspecified	114,493	2.0	132,549	2.1	102,700	1.5	115,093	1.6	122,506	1.6	97,953	1.3	266,067	3.5	368,136	5.1
Total	5,936,223		6,171,010		6,678,239		7,202,898		7,729,236		8,010,906		7,498,001		7,186,862	

Serbia is home to many different ethnic groups. According to the 2011 census, Serbs are the largest ethnic group in the country and constitute 83.3% of population. Hungarians are the largest ethnic minority in Serbia, concentrated predominately in northern Vojvodina and representing 3.5% of the country's population (13% in Vojvodina). Roma people constitute 2% of the total population but unofficial estimates put their actual number to be twice or three times as high. Bosniaks are third largest ethnic minority mainly inhabiting Raška region in southwestern part of the country. Other minority groups include Croats (0.9%), Slovaks (0.8%), Albanians, Montenegrins (0.5%), Romanians (0.4%), Macedonians (0.3%), and Bulgarians (0.3%). The Chinese and Arabs, are the only two significant immigrant minorities.²²

²¹ Source: WikiMedia - but all data came from Statistical office of Serbia and article was written by Serbian government representatives. Taken from an article within the scope of WikiProject Serbia, a collaborative effort to improve the coverage of Serbia on Wikipedia.

²² Ibid.

Picture 4. Ethnic structure map of Serbia²³



Religious diversity

Serbia is a religiously diverse country, with an Eastern Orthodox majority, and Catholic and Muslim minorities, among other smaller confessions.

Orthodox Christians number 6,079,396 or 84.5% of country's population. The Serbian Orthodox Church is the largest and traditional church of the country, adherents of which are overwhelmingly Serbs. Other Orthodox Christian communities in Serbia include Montenegrins, Romanians, Vlachs, Macedonians and Bulgarians.

There are 356,957 Roman Catholics in Serbia, roughly 5% of the population, mostly in Vojvodina, especially its northern part, where majority of Hungarians and Croats live, as well as some Slovaks and Czechs. Protestantism accounts for about 1% of the country's population, chiefly among Slovaks in Vojvodina as well as among Reformist Hungarians.

²³ Source: WikiMedia - but all data came from Statistical office of Serbia and article was written by Serbian government representatives. Taken from an article within the scope of WikiProject Serbia, a collaborative effort to improve the coverage of Serbia on Wikipedia.

Muslims, with 222,282 or 3% of population, form third largest religious group. Islam has a strong historic following in the southern regions of Serbia, primarily in southern Raška. Bosniaks are the largest Islamic community in Serbia; estimates are that some third of country's Roma people are Muslim.

Atheists numbered 80,053 or 1.1% of population and additional 4,070 are Agnostics.²⁴

Mother language

The official language is Serbian and is native to 6,330,919 or 88% of the population. Recognized minority languages are: Hungarian (mother tongue to 243,146 people or 3.4% of population), Slovak, Albanian, Romanian, Bulgarian and Rusyn as well as Bosnian and Croatian which are completely mutual intelligible with Serbian language. All these languages are in official use in municipalities or cities where more than 15% of population consists of national minority. In Vojvodina, provincial administration uses, besides Serbian, five other languages (Hungarian, Slovak, Croatian, Romanian and Rusyn).²⁵

Education

In Serbia 127.000 people (above 10 years of age) are considered illiterate, out of which 82% are women. By far, the largest percentage is amongst older population: 70% of illiterates are 65 old and above. This number is significantly decreasing - during the last decade it was cut by half.²⁶

Table 6. Overview of qualification of working age population

	2015	
	REPUBLIC OF SERBIA	
	Total in thousands)	Total percentage
Total (age 15+)	6059.9	100.0%
No education and primary education	1851.6	30.6%
Secondary - High schools	3120.6	51.5%
Tertiary - Higher education	1087.7	17.9%

The table below shows a small percentage of pre-school children attending kindergarten and pre-school institutions.

Table 7. Number of preschool aged children compared to those that attend kindergarten and pre-school institutions

	Total	2-3 years	3-4 years	4-5 years	5-5.5 years	5.5-6.5 years	6.5-7.5 years
2015	462502						
	199790	24384	32541	35563	23511	59731	4728
	43.19%						

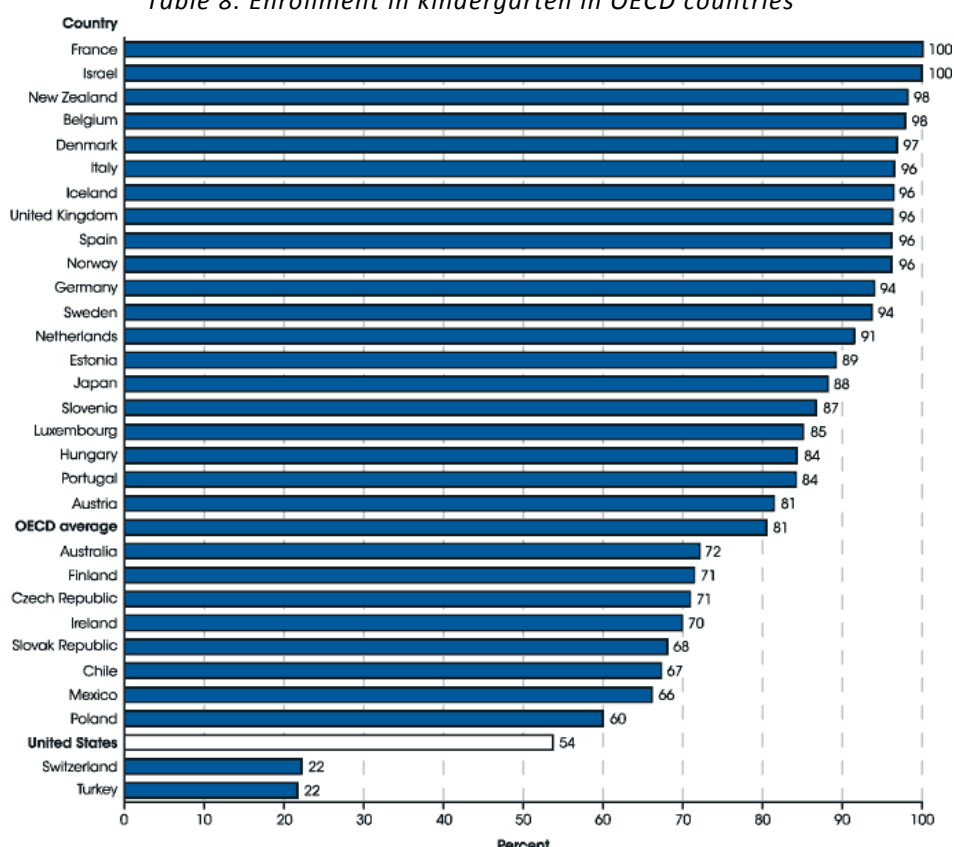
In comparison, we present an overview of enrollment rates on OECD countries:

²⁴ Source: WikiMedia - article was written by Serbian government representatives. Taken from an article within the scope of WikiProject Serbia, a collaborative effort to improve the coverage of Serbia on Wikipedia.

²⁵ Ibid.

²⁶ Source - National statistical office of Serbia - <http://webzrs.stat.gov.rs/WebSite/Default.aspx>

Table 8. Enrollment in kindergarten in OECD countries²⁷



It is important to note that around 80% of Roma population are either completely or functionally illiterate. The greatest number of illiterate and uneducated is in the Roma women group. The census provided information on the following educational level of the Roma population in Serbia: 61.9% have not completed primary school, 29% completed only elementary school, 7.8% completed secondary school, and only 0.3% were highly educated. The average length of schooling of Roma - men and women is 5.5 years.

It is difficult to estimate the number of Roma children never enrolled in school, and how many children left school. According to various sources, the only assurance that the number is significant: surveys have shown that there are 38% Roma children who do not attend compulsory pre-school program - 38% and 26% of Roma children do not attend primary school.²⁸ 73% of Roma enrolled children drop out of primary school. Reasons for leaving school are many, including the financial situation of the family, insufficient adaptation of educational institutions and a high level of discrimination against Roma children.²⁹

Marital status and age of first child

Little over 53% of all population above 15 years of age are married. The average age of a first time bride is 30 years, and of a first time groom is 33 years of age.

It is worth knowing that this statistics looks different when we put under scrutiny population living in poorer conditions and in some ethnic groups. For example, in average in Serbia 5% of female teenagers becomes teenage mothers, but this percentage is close to 50% when we look at the Roma population.

²⁷ Source: http://nces.ed.gov/programs/coe/indicator_cfa.asp last accessed 11/10/2016

²⁸ <http://www.care.org/country/serbia>, report NHSC from 2011.

²⁹ Source: <http://www.eknfak.ni.ac.rs/dl/FINALLY/Nacionalni-izvestaj-Srbija.pdf> - Gruntdivig EU projects, last accessed 10/10/2016.

Household size

There are 2.487.886 households in Serbia, 61% living in urban areas, and 39% living in rural and "other"³⁰ areas.

Table 9. Showing households by number of members³¹

	Total	With 1 member	With 2 members	With 3 members	With 4 members	With 5 members	With 6 or more members						
REPUBLIC OF SERBIA													
Total													
Total household	2487886	555467	22.33%	638091	25.65%	476642	19.16%	454127	18.25%	197506	7.94%	166053	6.67%
Urban settlements													
Total household	1533866	350052	22.82%	396450	25.85%	318151	20.74%	295790	19.28%	105726	6.89%	67697	4.41%
Other settlements													
Total household	954020	205415	21.53%	241641	25.33%	158491	16.61%	158337	16.60%	91780	9.62%	98356	10.31%
Source: Statistical Office of the Republic of Serbia													

It is important to note that around 5% of households are compound out of two or three families living together, and this percentage is higher for rural and other areas - nearly 8.5%.

Economy

General overview

Serbia is considered to be an emerging market economy. Serbian nominal GDP in 2015 was officially estimated at \$36.56 billion or \$5,102 per capita.³² The economy is dominated by services, like trade and tourism, which accounts for 60.3% of GDP, followed by industry with 31.8% of GDP, and agriculture at 7.9% of GDP.³³ The official currency of Serbia is Serbian dinar, and the central bank is National Bank of Serbia. The Belgrade Stock Exchange is the only stock exchange in the country. The economy has been affected by the global economic crisis. After eight years of economic growth (average of 4.45% per year - but following strong economy recession during the 1990's), Serbia again entered the economic depression in 2009 with negative growth of -3%, and in 2012 with -1.5%. The public debt has doubled in 4 years: from pre-crisis level of 29.2% to 63.8% of GDP.³⁴

³⁰ Statistical office applied so-called administrative-legal criteria. Urban settlements are determined by acts of local self-governments, rest is defined as "other".

³¹ Source - National statistical office of Serbia - <http://webzrzs.stat.gov.rs/WebSite/Default.aspx>

³² "Report for Selected Countries and Subjects". International Monetary Fund. Retrieved 10/10/2016

³³ Source: <https://www.cia.gov/library/publications/the-world-factbook/geos/ri.html> last accessed on 10/10/2016

³⁴ Source: <http://www.mfin.gov.rs/pages/article.php?id=7161> last accessed on 10/10/2016

Employment

There is 9.1% of unemployed (out of which 14.5% is of lower education, 64.5% are of secondary and 21% are of tertiary education) out of working age population (age 15+).³⁵

But, there is also a large number of "Inactive population", referred to as "*all persons aged 15 and over who are not classified into employed and unemployed population. Inactive population covers students, retired persons, homemakers, as well as persons who did not perform any work in the reference week, did not seek actively work or were not available to start working within two weeks following the reference week.*"³⁶ Including those groups the unemployment rate in Serbia increased in the first quarter of 2016 to 19%. Of the total population over 15 years of age 18.5 percent men and 19.6 percent women are unemployed³⁷. The unemployment rate is highest in the Belgrade region.

It is worth mentioning that only 51% of the 74.9% of Roma population reached the working age is employed.³⁸ Number of unemployed women among Roma is four times higher than the number of unemployed men.³⁹

Livelihood of population and households

Table 10. Population by means of livelihood⁴⁰

	Total		Wages or other income arising from work	Pensions	Income from property	Social benefits	Scholarships for pupils / students, student credit		Loan / savings		Payment for the unemployed	Supported person
REPUBLIC OF SERBIA												
Total	7186862		30.08%	22.68%	1.55%	1.98%					0.54%	38.79%
Male	3499176		35.83%	20.02%	2.03%	1.81%					0.67%	33.77%
Female	3687686		24.63%	25.22%	1.09%	2.14%					0.42%	43.55%
Urban settlements												
Total	4271872		32.39%	22.70%	0.67%	1.66%					0.62%	37.87%
Male	2039105		36.33%	19.53%	0.84%	1.51%					0.75%	35.57%
Female	2232767		28.80%	25.59%	0.52%	1.81%					0.51%	39.97%
Other settlements												
Total	2914990		26.70%	22.67%	2.84%	2.43%					0.41%	40.14%
Male	1460071		35.12%	20.70%	3.70%	2.22%					0.55%	31.27%
Female	1454919		18.24%	24.65%	1.98%	2.64%					0.28%	49.04%

Source: Statistical Office of the Republic of Serbia

What can be noted looking at the table above is a very high percentage of supported persons. We should remember that children and infants make around 15% of all population⁴¹. The rate of supported persons is significantly larger for women, reaching nearly 50% for supported females in rural and "other" areas.⁴²

35 Source - National statistical office of Serbia - <http://webzr.stat.gov.rs/WebSite/Default.aspx>

36 Ibid.

37 Ibid.

38 Source: <http://documents.worldbank.org/curated/en/855151468102865205/Poverty-social-exclusion-and-ethnicity-in-Serbia-and-Montenegro-th-case-of-the-Roma> - (Bodewig & Sethi report from 2005)

39 Source: <http://www.rs.undp.org/content/serbia/en/home/library/mdg.html> - MDG Monitoring Framework for Serbia (2006) Report

40 Source - National statistical office of Serbia - <http://webzr.stat.gov.rs/WebSite/Default.aspx>

41 Ibid.

42 Ibid.

Individuals and entire Roma families are engaged in the collection of secondary raw materials, around 6% of Roma make a living by collecting secondary raw materials.⁴³ The research of the Democratic Association of Roma in Belgrade⁴⁴ registered that approximately 2,300 families with 10,000 members, engaged in the business of recycling. The benefits of recycling are obvious for both the environment and society, however, Roma activities are currently carried out in a unsafe, unofficial and unorganized way.⁴⁵

Poverty & Vulnerability

In Serbia 628,000 people live in absolute poverty, meaning there are 8.9 percent of people that cannot afford to feed according to nutritional standards defined for Serbia. The survey of income and living standards showed that in 2013 in Serbia at risk of poverty was 24.6 percent of the population, nearly 1.8 million people, the highest rate among all European countries in which applies this survey (EU Member States, Switzerland, Norway, Iceland and Serbia).⁴⁶

Stakeholders identification and analysis

During ECD Project consultation should include representatives of the following stakeholders:
At national level:

- All relevant ministries and governmental agencies, MoESTD but also other bodies that can influence and contribute to the project, including Ministry of Public Administration and Local Self-Government, Ministry of Health, Minister of Labour, Employment, Veteran and Social Affairs, Minister of Youth and Sports etc.
- National and international NGOs currently or potentially in ECD fields. There are quite a few NGO's registered in different fields that can contribute to the project, but emphasis should be made to include those that have already contributed to the ECD programs, like Novak Djokovic foundation etc.
- professional associations, women's groups, most important ethnic Roma association etc.
- Private sector: preschools, schools, businesses, corporations, media, Chamber of Commerce, etc.
- Parents and youth association in the capital city

At regional and local level same relevant regional or local groups should be included in the network including ECD program personnel at this level, local governments, school administrators and teachers, ECD services, health workers, preschool teachers, midwives, parent educators, etc.

43 Source: <http://www.rs.undp.org/content/serbia/en/home/library/mdg.html> - MDG Monitoring Framework for Serbia (2006) Report

44 Source: <http://www.eknfak.ni.ac.rs/dl/FINALLY/Nacionalni-izvestaj-Srbija.pdf> - Gruntdivig EU projects, last accessed 10/10/2016.

45 Source: <http://www.eknfak.ni.ac.rs/dl/FINALLY/Nacionalni-izvestaj-Srbija.pdf> - Gruntdivig EU projects, last accessed 10/10/2016

46 Source: The European Anti-Poverty Network - Serbia (EAPN) <http://www.eapn.eu/> " Household Budget Survey" last accessed 10/10/2016

7. ENVIRONMENTAL AND SOCIAL IMPACTS

The impact identification and assessment process of activities foreseen by the Project, as presented in subsequent chapters, are to be carried out against the baseline conditions identified in this document. These aim to identify any environmental sensitive areas, value/sensitivity of resources and receptors and the proposed actions/activities that may significantly affect the environmental or socio-economic conditions during any of the project phases. The presented environmental assessment covers all project activities that will be undertaken during the following phases: decommissioning, reconstruction, rehabilitation or construction and operation of the ECD facilities to be implemented under the Project. In order to assess the impacts of activities the following assessment criteria are used: type of impact, reversibility, geographical extent, magnitude, duration of the impact, likelihood of appearance, extent /location where impact occurs and timing of the occurrence. In assessing the level of impacts that the project action/activity would cause, two key criteria were considered: Consequences/Significance: the resultant impact (positive or negative) of an activity's interaction with the legal, natural and/or socio-economic environments (categorization presented in Table 2 below) and Likelihood that an impact will occur (categorization presented in Table 3).

Consequence Category	Definition
Significant	Most severe, alternative will be proposed through environmental hazard risk management
Major	Severe, alternative/avoidance will be proposed through environmental hazard risk management
Moderate	Less severe, measures will be proposed to minimize impact
Minor	Less severe, mitigation measures will be proposed
Negligible	Less severe. Mitigation and enhancement measures will be prepared if possible
None	No impact, enhancement measures will be prepared if possible
Positive	Positive impact

Table 11. Impact assessment – Consequences

Likelihood Category	Definition
Certain	Activity will occur under normal operating conditions
Very likely	The activity is very likely to occur under normal operating condition.
Likely	The activity is likely to occur at some time under normal operating conditions
Unlikely	The activity is unlikely to but may occur at some time under normal operating conditions
Very unlikely	The activity is very unlikely to occur under normal operating conditions but may occur in exceptional circumstances.

Table 12. Impact assessment – Likelihood

The above mentioned criteria should be used during environmental and social impact assessments of activities to be implemented under the Project Component 1 for every individual facility/operational site. The template for environmental impact assessment is presented in Annex 1, while the templates for an Environmental Mitigation Plan and a Monitoring Plan are presented in Annex 2 and Annex 3. During project implementation, regular monitoring needs to be performed in order to check the implementation of OH&S and environmental mitigation measures proposed within individual site-specific Environmental Management Plans (EMPs). The template of the Site visit monitoring report is presented in Annex 4.

Social Impacts

Civil and construction works are only to be expected under implementation of Component 1. that can include new construction of ECD facilities, renovations, extensions, retrofitting or transformations of existing ECD buildings. Given that the Project consists of multiple sub-components the extent, scope and, location of civil works which are unknown at this stage as well as the need for and extent of resettlement, land acquisition and its social impact in terms of land acquisition and resettlement also remains unknown. In such cases, in accordance with the World Bank Policy on Involuntary resettlement OP 4.12, preparation of a Project specific Resettlement Policy Framework (RPF) in such cases is required. The document has been prepared at the Project level and shall guide any potential, future Project-induced resettlement activities

The assessment of social impacts has identified that the actual probability of any involuntary resettlement arising during Project implementation is likely but minor due to Project nature and type of planned works (mostly reconstruction of existing pre-schools and kindergartens etc.). It is expected that the facilities and land where works will take place are mostly public and state owned. Notwithstanding the assessment, if any involuntary resettlement should be required, under any component of the Project, it shall be governed by principles and rules presented in this ESMFD and the relevant RPF.

The potential impacts associated with implementation of the Project, if they should occur, would most likely be loss of land, loss of assets and loss of access to assets. However, screening of individual sites will take place as per Social Screening Checklist presented in Annex X and as described in more details earlier in the document. If the Screening should be positive to any of the targeted impacts adequate resettlement tools will be prepared in the form of RAP/ARAP in line with key principles defined in the RPF.

Besides physical and economical displacement during construction works various other social impacts are likely to occur. Given that children are the vast majority of beneficiaries of the current and future functions of the facilities special mitigation measures have been designed and are presented in the Social Mitigation Plan presented in chapter below.

8. ENVIRONMENTAL AND SOCIAL MITIGATION PLAN

Potential Environmental Impact	Impact scale	Proposed mitigation measures	Responsibility
Activity: Design activities			
Possible adverse environmental, health and safety impacts due to poor design and planning	Local/ short term/unlikely to happen/ major significance	<ul style="list-style-type: none"> • <u>Relevant permits</u> must be obtained prior to any construction/re-construction works (Information about the location, Location Permit (including an extract from the cadastral register of underground installations is issued by the Republic Geodetic Bureau, Department of Real Estate Cadastre); Approval of the location and the project documentation for fire protection (issued by the Serbian Ministry of Internal Affairs, Department for Emergency Situations) and Water Management permit, especially if the new facility is located near the riverbed, (issued by Public Enterprise "Srbijavode"), Construction Permit and Utilization permit for projects of constructing new facilities and reconstruction of the existing ones regardless; • In addition to addressing the requirements of the Mitigation Plan, the following additional documents will be produced during the design phase: • <u>Site Organization Plan</u>: to incorporate environmental, health and safety protection measures that meet legal requirements (including the measures defined in this EMP), particularly taking into account transportation routes that should minimize adverse effects to nearby communities and environmental resources. • <u>Soil Management Plan</u> detailing measures to be undertaken to minimize effects of wind and water erosion on stockpiles, measures to minimize loss of fertility of topsoil, timeframes, haul routes and disposal site; • <u>Waste and wastewater management plan</u>. All construction waste materials including drums, lumber, sand and gravel, cement bags etc. are to be suitably disposed of. If these cannot be recovered for scrap value these materials should be taken to an approved landfill sites for safe disposal. The Plan should cover all aspects of waste management, including implementation of practice standards such as reduce, re-use and recycle. It should specify final disposal alignments for all waste and demonstrate compliance to national legislation and best practice procedures on waste management. The Plan will, as a minimum, include details of temporary waste storage, waste transfer and pre-treatment prior to final disposal or recycling. Licensed/approved facilities for solid and liquid waste disposal must be used and a duty of care and chain of custody for all waste leaving the site will be followed. 	<ul style="list-style-type: none"> • Design engineers/Architects
Inadequate application of EMP due to weak linkages of EMP with other contract documents	Local/ short term/likely to happen/ major significance	<ul style="list-style-type: none"> • EMP is to become integral part of the bid and contract documents. It is the Contractor's obligation to cost the implementation of the environmental mitigation measures in his overall cost. The Contractor will be required to provide a short statement that confirms that EMP conditions have been costed into the bid price; 	<ul style="list-style-type: none"> • Contractor –Bidder • Supervisor

Activity: Civil Works – General Provisions			
Possible adverse environmental, health and safety impacts due to absence or non-observance of relevant procedures	Local/ short term/likely to happen/ major significance	<p>The Supervisor will be required to confirm that the following documents have been prepared by the Contractors:</p> <ul style="list-style-type: none"> • <u>Sewage management plan</u> for provision of sanitary latrines and proper sewage collection and disposal system to prevent pollution of watercourses during the execution of civil works; • <u>Oil and fuel storage management plan</u>. The Contractor's Plan should cover all procedures for storage, transportation and usage of oils and fuels, refuelling of machinery and procedures for minimizing the risk of ground and water contamination. All oils and fuels will be required to be stored within secondary containment of 110 % capacity and all spillages shall be cleaned up immediately. Re-fuelling vehicles will carry Spill Kits to enable spillages to be cleaned up as soon as possible. • <u>Emergency response plan</u>. The Contractor's Plan should contain procedures for emergency response in the event of accidents or major incidents, in order to safeguard people, property and environmental resources. Details of the spill response equipment to be provided on site are to be specified. • <u>Noise Reduction Plan</u> – all equipment is licenced and approved in accordance with EU standards. This applies to all machinery, vehicles and construction sites where noise and vibration may affect susceptible receptors. The contractor will be responsible for ensuring that noise and vibration does not affect the adjacent communities, in accordance with the Law on Noise Protection. • <u>Rehabilitation Plan</u>: Rehabilitation of construction sites and removal of contractor's facilities following successful completion of construction activities. This includes removal of all waste materials, machinery and any contaminated soil, if any. The contractor will develop a plan for handover, removal of all plant, vehicles and machinery to ensure that no unserviceable items are left on the construction site, in accordance with the Law on Waste Management and Law on Environmental Protection. • <u>Grievances Plan</u>: detailing the means by which local people and other project affected persons can raise grievances arising from the rehabilitation process and how these will be addressed (e.g., through dialogues, consultations, etc.) ; • <u>Health and Safety Plan</u>: Contractor will be required to identify potential hazards and proposed relevant mitigation measures, including, provisions for emergency responses. This plan will ensure, at least, the following: <ul style="list-style-type: none"> • Provision for a safe work environment and provide safety measures and protective equipment to all workers, including hand, head, eye and ear protection and safety footwear. • Provision of first aid facilities on-site and employ a trained first aid person, in accordance with the Law on Safety and Health at Work. • Supplies of potable water, toilets and wash water to the workers. • Keep the site free of drugs and alcohol. 	<ul style="list-style-type: none"> • Contractor –Bidder • Supervisor

		<ul style="list-style-type: none"> Contractor is responsible to ensure workers are properly certified to use the equipment Contractor is insured against accidents. Contractor has qualified and experienced persons on the Contractor's team who will be responsible for implementation of the environmental compliance requirements as stated in EMP; Contractor (and its sub-contractors) will comply with Republic of Serbia national laws and Lender requirements. 	
Activity: Demolition of old and reconstruction and/or construction of new facilities			
OH&S issues Possible adverse health impacts on workers, facility users and general population in the community due to: <ul style="list-style-type: none"> Location of facility in an urban area Possible injury to people and facility users due to ongoing works Non - compliance with local community safety regulations Non - compliance with local community safety regulations 	Local/ short term/certain to happen/ high significance	<ul style="list-style-type: none"> Adequate warning tapes and information signs around the facility during demolition and around construction sites need to be provided and maintained during the civil works; For construction workers - legally prescribed health and safety measures should be applied: a) use of appropriate protective clothing and equipment (masks against dust, wooden fragments and fibers, and safety harnesses for work at heights; b) Maintain a good level of personal hygiene; c) Health protection-first aid kits and medical service on sites need to be provided during the works; Protection of pedestrians, general population and students - fence the area and prevent access of non-authorized personnel to construction site; Organize 24-hour surveillance of the site; Surrounding area of the facility (kindergarten yard) should be kept clean, without waste; Old windows and doors should be temporary placed in a that prevent access of unauthorized persons on Demolition activities should be conducted outside of normal working hours of the facility; Separate work areas from demolition and occupied areas of facilities as much as possible using physical barriers; Limit pedestrian traffic between work areas and occupied areas of the buildings; Construction site should be lighted during the nights; Follow safety guidelines for the storage, transport, and distribution of hazardous materials to minimize the potential for misuse, spills, and accidental human exposure; Remove broken windows glass immediately; Perform regular maintenance of vehicles to minimize potentially serious accidents caused by equipment malfunction or premature failure; Use labeling and placarding (external signs on transport vehicles). 	<ul style="list-style-type: none"> Contractor –Bidder Supervisor
		<ul style="list-style-type: none"> Cleaning routines of facilities should be increased to address extra dust and dirt created by demolition/construction works; Information that demolition works are ongoing should be posted on facility entrance doors; If possible, start and end demolition activities during summer months 	<ul style="list-style-type: none"> Municipal staff (Communal Inspector/Environmental Inspector) Facility staff

Waste generation Possible adverse environmental and health effects could occur due to inappropriate waste management of various waste streams	Local/ short term/certain to happen/ high significance	<ul style="list-style-type: none"> Preparation of Waste Management Plan for expected waste streams during the decommissioning and construction phases and its approval, within 15 days of starting the activities on site. This Plan must be reviewed and approved by the site supervisor. Identify hazardous and non-hazardous waste and separate them at the demolition/construction site; The majority of waste would be classified under the Waste Chapter 17 “Construction and demolition wastes” with the waste code 17 01 – Waste from concrete, bricks, 17 09 04 – Mixed waste from construction site including glass from old windows and manage in accordance with national waste legislation for inert waste (separation at the spot, collection and temporary storage, re-use if it is possible, transport to the final deposition site); Small quantities of glue, paint, packaging waste from paint, glue and solvents, aluminum profiles, screws and other construction material could be found after the finalization of the project and managed in accordance with national HW legislation (collection of hazardous materials, label as hazardous waste and give to the authorized company); Contract with company for waste collection and transportation should be signed for collection and transportation of waste including old windows and doors; The materials should be covered during the transportation to avoid waste dispersion; On-site open incineration of construction waste is prohibited. 	<ul style="list-style-type: none"> Contractor –Bidder Supervisor
		<ul style="list-style-type: none"> Old windows and doors should be stored temporary in a separate room on the site or if this is not possible outside of the facility, covered and labeled “not to open/uncover” until final disposal. 	<ul style="list-style-type: none"> School officials
Water pollution Possible environmental impact on the underground water could occur due to ground contamination from spillage of materials such as vehicle fuel, motor oils, lubricants and improper dismantling of boilers and fuel reservoirs	Local/ short term/medium significance/low probability	<ul style="list-style-type: none"> Possible hazardous waste (motor oils, vehicle fuels, lubricants) should be collected separately and authorized company should be sub-contracted to transport and finally dispose hazardous waste; Dismantling of equipment (fuel reservoirs, boilers) should be done by trained persons in order to avoid potential effects of oil spills on soil, which would contaminate the underground water. 	<ul style="list-style-type: none"> Contractor –Bidder Supervisor
Noise pollution Construction activities and traffic will cause noise and vibrations due to machinery and vehicles used for transportation of construction materials, transportation of workers, and transportation of waste produce in decommissioning and construction phase	Local/ short term/medium significance/certain to happen	<ul style="list-style-type: none"> Equipment used should be fitted with appropriate noise reduction devices; The level of noise should not exceed national limited values for (depends on the area of protection where works take place); Construction works should not be permitted during nights, the operations on site should be restricted to the period 7.00 AM -7.00 PM; Excessively noisy vehicles should not be operated until corrective measures are taken. 	<ul style="list-style-type: none"> Contractor –Bidder Supervisor Local communal and environmental inspectors
Air pollution	Local/Short term/low	<ul style="list-style-type: none"> Usage of protective masks for the workers; 	<ul style="list-style-type: none"> Contractor –Bidder Supervisor

Decommissioning and construction activities will generate emissions from mobile sources (vehicles and construction machinery) of CO ₂ , NO _x , PAH, SO ₂ and suspended particulates (PM ₁₀ , PM _{2.5}). Airborne dust will be caused by dismantling of the equipment, excavation, vehicle movement and handling with materials, particularly around the construction site.	significance/ certain to happen	<ul style="list-style-type: none"> Vehicles and construction machinery will be required to be properly maintained and to comply with relevant emission standards; Conduct regular maintenance of vehicles and construction machinery in order to reduce leakages of engine oils, emissions and dispersion of pollution; Vehicle loads have to be covered to prevent emission of dust; Construction site, transportation routes and materials handling sites should be water-sprayed on dry and windy days; Construction materials should be stored in appropriate covered places to minimize dust generation; Open incineration of debris will not be permitted; Restriction of the vehicle speed within the construction location. 	<ul style="list-style-type: none"> Local communal and environmental inspectors
Activity: Removal of the asbestos containing construction elements			
Possible adverse health impacts to the workers, facility users, students and general public as a result of emissions of asbestos fibers and dust during the removal of asbestos sheets, their transport and final disposal	Local/ short term/major impact on facility site	<ul style="list-style-type: none"> Post signs indicating "ASBESTOS REMOVAL – NO ADMITTANCE" should be placed on construction site; Restrict access to the removal area to those people directly involved in asbestos removal, site supervisor and municipal inspectors; Roofs of facilities should be demolished during non-working days to decrease health risks to facility users; Install barrier tapes and warning signs in proximity to facilities; All construction workers must wear personal protective equipment (full body covering including the head, water proof foot and hand protection and eye protection, dust mask with special HEPA filters); Maintain a good level of personal hygiene (facility for washing hands and face should be made available and needs to be used by each employee when leaving the work area, all protective clothing and equipment shall work in the work area, footwear is to be kept in the construction area until works are completed); Health protection-first aid kits and medical service on sites need to be provided during construction works; No smoking, drinking or eating is allowed inside the construction area; Surrounding area should be kept clean, without ACM waste disposed there. ACM waste (roof sheets, side wall panels, pipes) need to be collected, packaged and immediately removed from facility site. 	<ul style="list-style-type: none"> Contractor –Bidder Supervisor
		<ul style="list-style-type: none"> If possible start and end demolition activities during summer months or during absence of facility users and staff. 	<ul style="list-style-type: none"> Facility staff
ACM Waste management Possible adverse environmental impacts and health effects could occur due to inappropriate	Local/ short term/major impact	<ul style="list-style-type: none"> Persons in charge of removal of ACM roof sheets, side wall panels and pipes should be trained on appropriate techniques for safe dismantling ACM to minimize health risks; Identification of asbestos containing materials – waste as a hazardous waste should be executed; 	

handling of asbestos-containing waste		<ul style="list-style-type: none"> • ACM waste need to be classified as a hazardous waste under the Waste Chapter 17 “Construction and demolition wastes” with the waste code 17 06 05* – Construction material containing asbestos in accordance with relevant national legislation; • ACM waste should be placed in polyethylene bags or other containers of at least 0.15 mm thickness; • Printed asbestos warning labels must appear on the outer surface of the container/bag warning that it is an “asbestos waste”; • Breaking of ACM roof sheets into smaller pieces to fit into container/bag is forbidden; • Roof sheets and/or sidewall panels and/or pipes should be handled very carefully and removed in one piece, not to be broken because during the break the asbestos fibers and dust appear and pose a health risks; • Avoid temporary storage of roof sheets and/or side wall panels within the facility, but if is necessary, precautionary measures should be applied – the ACM waste should be stored in a designated area with posted signage and/or caution tape to eliminate any possible access or damage; • Contract with the company for asbestos-containing waste collection and transportation should be signed for collection and transportation of asbestos-containing waste; • Following the removal of asbestos waste all surfaces in the facility need to be dusted with a damp cloth or vacuumed with a HEPA filter; • Workers who perform clean up should wear protective clothes as those who perform dismantling of roof sheets, side wall panels or pipes; • Contract with relevant landfill or other utility should be signed for final disposal of asbestos containing roof sheets, side wall panels and pipes; • Asbestos-containing waste should be disposed at the special area for disposal of that type of waste (responsibility of relevant landfill or other chosen utility) at the chosen landfill. 	
Operational phase of the Project			
No environmental risks are expected. Positive impact (more space for facility users, new sport facilities, energy efficiency and energy savings, reduction of GHG emissions) is expected with construction of the new facilities.	Local/ short term/major at the location of facilities	<ul style="list-style-type: none"> • Fire prevention Plan should be prepared addressing fire risks and ignition sources, as well as measures needed to limit fast fire and smoke development. • Prevention Maintenance Plan for regular and preventive maintenance should be prepared to ensure proper operation of all infrastructure components of the facility (sewer system, storm-water system, water supply system, heating devices); • Procedure for keeping records should be established in order to ensure proper storage of all technical documentation; • A short training on keeping records and filing for housekeeping and administrative staff of the facility should be organized by municipality staff. 	<ul style="list-style-type: none"> • Facility staff.

Potential Social Impact	Impact scale	Proposed mitigation measures	Responsibility
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Activity: Design activities			
Involuntary land acquisition	Local/ major significance/likely	<ul style="list-style-type: none"> During selection of sites specific screening will be conducted by using the Resettlement screening checklist to review and carefully assess whether land acquisition is needed and determine the current use and function of land If screening is positive provisions of the Resettlement Policy Framework shall be applied and individual site specific Resettlement Action Plan or Abbreviated Resettlement Actions Plan prepared. Land acquisition, displacement and loss of access to resources shall be avoided or minimized; and affected people are assisted in improving, or at least restoring, their livelihoods and living standards In case involuntary land acquisition cannot be avoided refer to the Resettlement Policy Framework for the Project for compensation and restoration of livelihood 	<ul style="list-style-type: none"> PIU/MoSTD Designer/Architect
Loss of assets and access to assets	Local/major significance/likely	<ul style="list-style-type: none"> During selection of sites specific screening will be conducted by using the Resettlement screening checklist to review and carefully assess whether land acquisition is needed and determine the current use and function of asset and access to asset If screening of site is positive provisions of the Resettlement Policy Framework shall be applied and individual site specific Resettlement Action Plans or Abbreviated Resettlement Actions Plan prepared Identify and address all economic and social impacts caused by land acquisition or loss of access to natural resources, including those affecting people who may lack full legal rights to assets or resources they use or occupy. Restore or replace public infrastructure and community services that may be adversely affected 	<ul style="list-style-type: none"> PIU/MoSTD
Government exercising rights over own occupied school, preschool or kindergarten facilities (as an example but not limited to removal of structures or income-generating assets such as trees or crops, relocation of informal occupants)	Local/major/likely	<ul style="list-style-type: none"> During selection of sites specific screening will be conducted by using the Resettlement screening checklist to review and carefully assess the current use of government owned facility The screening shall identify whether the facility is occupied by persons with or without title including squatters If Screening is positive provisions of the Resettlement Policy Framework shall apply and individual site specific Resettlement Action Plans or Abbreviated Resettlement Action Plans prepared 	<ul style="list-style-type: none"> PIU/MoSTD

Siting selection	Local/major significance/likely	<ul style="list-style-type: none"> Prepare community engagement plan to keep affected community and current facility users informed and engaged on the proposed physical change and whether land will be needed for implementation individual sites within the Project The physical nature of interventions signify a durable impact on the nature of ECEC facilities in the communities. Due to this high impact potential, participatory planning approach to the selection of new construction sites for ECEC facilities will be used, and reconstruction and rehabilitation design of existing facilities. Consultations with relevant stakeholders, including parents, teachers, health care providers, etc. will be organized at critical points during subproject/facility planning 	<ul style="list-style-type: none"> PIU/MoSTD
Activity: Civil Works Demolition/Construction /Rehabilitation phase			
Disruption in education and other activities provided under current use of facility by causing annoyance, speech interference, decreased performance including noise-induced stress, sleep disturbance (i.e noise, vibration, demolition)	Local/short term/major significance/likely	<ul style="list-style-type: none"> Demolition and rehabilitation of facilities with current education use shall take place during summer. If demolition and rehabilitation cannot take place during the summer months pupils from schools impacted shall be moved to other facilities. The location of facility shall be suitable for purpose and shall be age appropriate. Furthermore the facility will be equipped in such way to allow continuation of all school activities Obtain necessary consents from relevant authorities to use alternative facilities Timely consult with parents and propose alternative facilities; allow parents to voice their concerns If alternative facilities are not available or available but difficult to access in terms of commuting or similar sequencing and scheduling of construction operations will be made (e.g make appropriate program of works to minimize adverse impacts in terms of noise, dust, vibration, operation of heavy machinery). This sequencing shall be particularly important if rehabilitation is taking place in kindergartens. There will be limited working hours during daily rest of the children in order not to create sleep disturbance Temporary barriers will be employed and/or enclosures can be built around noisy equipment 	<ul style="list-style-type: none"> Contractor Facility staff MoSTD

Temporary influx of children to other facilities	Short term/ minor significance/likely	<ul style="list-style-type: none"> • Assess physical capacities of host facilities • Communicate with host facilities and announce early in the process the possible influx of children • Consult with children in order to nurture a friendly environment of the host community • Consult with children to understand the need to respect the host community and easily adapt to host community daily activities and behavior • Enhance communication among the various age groups within host and influx clusters • Make sure sanitation and hygiene facilities can support the influx by adding necessary movable toilets if needed 	<ul style="list-style-type: none"> • Facility staff • MoESCDT
Possible adverse impact to children's and staff health due to disruption in sanitation and drinking water supply	Local/short term/major significance/unlikely	<ul style="list-style-type: none"> • Every facility shall understand its water usage by performing a water use audit to assess how the operations of the facility will be impacted • Develop an emergency water supply plan (EWSP) • Make necessary arrangements for emergency water supply alternatives • Identify available alternative water supplies, including quantity and quality available; how the water will be provided; how, if necessary, it will be treated and/or tested for safety; how it will be distributed; what conditions may exist or occur to limit or prevent its availability; and how these conditions will be addressed • "DO NOT DRINK" signs will be posted • Bottled water will be made available for drinking and for limited food preparation. • Sanitation water will be made available • Use of toilets shall be restricted if sanitation water is not available and if sanitation water outage continues portable toilets will be made available and age appropriate 	<ul style="list-style-type: none"> • Contractor • Facility staff

Children's health and safety during construction activities		<ul style="list-style-type: none"> • Prepare age appropriate and easy readable and understandable construction safety activity book in the form of brochures • Instruct no operation and movement of heavy machinery and trucks (No loading, unloading etc) around the construction site during hours when children arrive at facilities and depart from them. (7,40 – 8,00 am, 1,45 pm – 2,00 pm , 7,15pm-8 pm), • Conduct awareness trainings for school and pre-school teachers and other relevant school staff to raise awareness • Conduct awareness trainings appropriate to age of children. The awareness training should be conducted at least twice prior to commencement of civil works at the kindergarten, school and pre-school facility and at least once a week during construction works if works are executed beyond the summer months when absence of facility users and majority of staff is expected. • The awareness training will especially be focused to help the children understand: <ul style="list-style-type: none"> - What type of works will be executed; - What type of disruptions are likely to occur during the construction; - What unusual noise and vibrations can be expected and when depending on the construction cycle; - That other persons will likely be in and around the kindergarten/school/pre-school facility and how to distinguish them from other visitors by their health and safety equipment (like helmets, safety vests, etc) - The construction site activities by replicating through didactical resources the environment during construction activities, to help them understand the dangers of construction zones and the importance of practicing safe behavior; - Learn to recognize construction signs and understand their meaning this will be especially made age appropriate. For the group of children aged 3-6 special matching sign educational games will be developed and practiced. - The need to obey construction signage and any instructions by those working on the project. 	<ul style="list-style-type: none"> • School teachers, school pedagogue and other school staff as appropriate • Preschool teachers staff
Operational phase of the Project			
Increased traffic due to new or increased capacity of existing facilities	Local/major significance/	<ul style="list-style-type: none"> • Pedestrian crossing • Road safety measures to be implemented 	<ul style="list-style-type: none"> • MoSTD in collaboration with facility administrators and Ministry of Internal Affairs

School accessibility (relation between facility and public transportation options)	Major significance/long term	<ul style="list-style-type: none"> • Agree on new bus stops in the vicinity of schools respecting the safety regulation • Early in the cycle consult with relevant stakeholders to identify relevant permitting needed • Consult with national road safety agency and relevant ministry to enhancing safety for children 	<ul style="list-style-type: none"> • MoESTD • Relevant public transportation company • Local Municipality
Children safety during physical access	Major significance/long term	<ul style="list-style-type: none"> • Clearly define drop-off and pick-up places • Define kiss – and ride short term parking areas 	<ul style="list-style-type: none"> • Designer/Architect • School staff
Universal facility access	Major significance/long term	<ul style="list-style-type: none"> • Pedestrian crossing • Ramp for disabled children • Ramp for access to facility with stroller 	<ul style="list-style-type: none"> • Relevant Ministry • School Administration • MoESTD
Positive impact (more space for facility users, new sport facilities, healthy environment)	Positive	<ul style="list-style-type: none"> • Encourage the preservation of the new and rehabilitated facilities through continuous education and promotion of socially responsible behavior of users • Encourage through Project components early inclusion of children 	<ul style="list-style-type: none"> • Facility staff • Children

9. ENVIRONMENTAL AND SOCIAL MONITORING PLAN

Environmental monitoring plan

Which parameter is to be monitored?	Where is the parameter to be monitored?	How is the parameter to be monitored?	When is the parameter to be monitored (frequency of measurement)?	Why is the parameter to be monitored?	Responsibility
Activity: Design activities					
Status of necessary permits and plans (Site Organization Plan, Soil Management Plan, Waste and wastewater management plan, Sewage management plan, Oil and fuel storage management plan, Emergency response plan, Noise reduction plan, Rehabilitation Plan, Grievances plan, Health and Safety Plan) Inclusion of EMP provisions in contracts	On facility site	Review of the necessary permits, Plans and contracts with the contractors	Before the start of construction works	To ensure full compliance with regulations of the Republic of Serbia and the lender To ensure full application of EMP by the Contractor and ensure efficient linkages of EMP with other contract documents	Design engineers/Architects
Activity: Civil Works – General Provisions					
Completion and implementation of relevant procedures	On facility site	Review of plans and contracts with the contractors	Before the start of construction works	To minimize the risk of adverse environmental, health and safety impacts due to absence or non-observance of relevant procedures	Contractor - Bidder /Supervisor
Project activity: Demolition of old and reconstruction and/or construction of new facilities					
Community safety regulations and protection measures applied	In vicinity of facility sites	Visual checks	At beginning of works and every working day until closure of works	To ensure minimization of health and safety risks - mechanical injuries to members of local community - especially from broken glass, wooden windows and doors and spikes. Special attention should be given to removal of the asbestos containing roof sheets	Contractor - Bidder /Supervisor/ Municipal staff: Communal and Environmental Inspector/ Facility staff
Fire Protection Plan	Before the start of facility operation	Review of the Plan	At the beginning of facility operation	To ensure that all fire protection measures are implemented	Municipal staff: Communal and Environmental Inspector
The OH&S protection measures applied for workers at facility sites	On facility site	Visual checks	Every working day until closure of works	To minimize risks related to occupational health and safety of workers using, particularly those handling asbestos containing wall panels	Contractor - Bidder /Supervisor/ Municipal staff: Communal and Environmental Inspector/ Facility staff

Avoid and minimize safety and health risks for facility users and staff	In facility and immediate surroundings	Visual checks	At the beginning of demolition works and continuously every working day	To avoid injuries of facility users and staff from falling objects (fragments of windows, doors, broken glass and inhalation of asbestos fibers or dust)	Contractor - Bidder /Supervisor/ Municipal staff: Communal and Environmental Inspector/ Facility staff
Timeliness of works according to previously defined schedule (especially concerning removal of wall panels and sewer pipes containing asbestos)	On facility site	Visual checks and documents (time schedule) review	Every day	To avoid additional environmental, health and safety risks	Contractor - Bidder/Supervisor/ Municipal staff: Communal and Environmental Inspector/ Facility staff
Waste Management Plan for all generated waste streams	On facility site	Review the document - Waste Management Plan	Before demolition activities start	To ensure minimization of waste generation and appropriate disposal	Contractor - Bidder/Supervisor/ Municipal staff (Communal and Environmental Inspector
Existence of fragments of glass, dust generated during the demolition Generation of different types of waste	In facility	Visual checks	For broken glass immediately/For dust generation every day after completion of work For inert waste every on 2 days	To avoid and minimize injuries and dust inhalation	Contractor - Bidder /Supervisor/ Municipal staff: Communal and Environmental Inspector/ Facility staff
Level of dust - fine particulate matter	On facility site	Visual monitoring and measurement devices	On sunny dry days only (once a week at the peak working hour)	To avoid and minimize airborne dust accumulation and minimize health risks for facility users and staff, as well as local residents.	Contractor - Bidder and authorized company for dust measurements
Collection, transportation and storage of hazardous waste (if any generated)	In temporary storage facility	Review the transportation list and conditions at the storage facility	Before transportation of hazardous waste (if any generated)	To improve waste management practices at municipality and national level.	Authorized contractor for collection and transportation of hazardous waste (if any generated) subcontracted by the Contractor- Bidder/ Environmental inspector
Noise from construction works	On facility site	Monitoring of noise levels dB (A) with appropriate monitoring devices	On regular basis during works, in accordance with national legislation	To monitor if noise levels are above or below the acceptance noise levels for that particular area	Contractor - Bidder Authorized Company for performing noise level measurements sub-contracted by the Contractor – Bidder/ Environmental Inspector to collect noise level measurements

Exposure to noise from vehicles, machines, mechanization and other equipment	On facility site	Review noise level technical specifications for vehicle used, mechanization and equipment for their usage outside	Before beginning of works (first day) for all vehicles and equipment	To protect the workers against exposure to loud noise taking into account the technical specifications of the equipment and time duration of the work outside	Contractor - Bidder Supervisor Environmental Inspector /Inspector for communal works
Project activity: Demolition of roof sheets containing asbestos					
Primary selection of waste streams at facility sites	On facility sites	Review documentation - identification of waste types according to national waste categorization lists	At beginning of works	To separate hazardous (packaging for glue, paint, solvents, insulation and other material) from non-hazardous waste To separate inert from biodegradable waste	Contractor - Bidder Supervisor/ Municipal staff: Communal and Environmental Inspector
Identification of asbestos-containing waste, appropriate packaging and labeling	On facility sites	Review documentation - identification of waste types according to national waste categorization lists	At beginning of works	Asbestos containing (ACM) waste is hazardous waste with adverse environmental and health impacts	Contractor - Bidder Supervisor/ Municipal staff: Communal and Environmental Inspector
Temporary storage of removed windows and doors with appropriately labelled and covered Temporary storage of removed asbestos containing roof sheets and piped, appropriately labelled and packed	In separate rooms/basement of facilities or in their close proximity	Visual checks	On daily basis	To minimize injuries and adverse environmental and health impacts	Contractor-bidder Facility staff
Collection, transportation and final disposal of wooden windows and doors	On facility sites and in their vicinity	Visual monitoring and reviewing transportation logs	After the collection and transportation of waste from old wooden windows and doors by public communal utilities	Not to leave waste on facility sites to avoid environmental and health impacts to the facility users	Contractor - Bidder who needs to sign the contract with licensed company for collection, transportation and disposal of waste

Contract with authorized transporter of asbestos containing waste should be signed Contract with the chosen landfill should be signed as well for acceptance and final disposal of asbestos-containing waste	Before works start	Review contracts	During collection and transportation of removed roof covers and pipes Before final disposal of removed sheets and pipes	To ensure that asbestos-containing waste will be treated according to national legislation, international conventions and best available practices	Contractor - Bidder who needs to sign contract with licensed company for acceptance and final disposal of asbestos-containing waste. Chosen landfill must hold a license for acceptance and final disposal of asbestos waste issued by the relevant Ministry.
Annual Report on transportation and disposal of waste	Local self-government administration	Review of documentation - Identification waste list	After completing collection, transportation, temporary disposal and final disposal of different types of waste, including asbestos-containing waste	To improve waste management and hazardous waste management at local and national level	Mayor of municipality
Project activity: Operational phase of facility					
Drinking water quality	Before starting operation of piping in facilities, tap water should be sampled and analyzed by the authorized and accredited laboratories	Laboratory equipment for physical- chemical and microbiological water quality analysis	Before starting facility operation	To ensure distribution of high quality drinking water facility users and to minimize health risks of waterborne diseases	Municipal staff Facility staff Public water supply utility
Fire Protection Plan	Before starting facility operation	Review Plan	At beginning of facility operation	To ensure that all fire protection measures are implemented	Municipal staff: Communal and Environmental Inspector Facility staff
Plan for regular and preventive maintenance of facilities	Before starting facility operation	Review Plan	At beginning of facility operation		Municipal staff: Communal and Environmental Inspector Facility staff

Social monitoring plan

The objectives for monitoring are: (i) to alert project authorities and to provide timely information about the success or otherwise of the process as outlined in the ESMFD in such a manner that changes to the system can be made, if required; and (ii) to make a final evaluation in order to determine whether the mitigation measures designed into the subprojects have been successful in such a way that the pre-subproject social condition has been restored, improved upon or worse than before.

Which parameter is to be monitored?	Where is the parameter to be monitored?	How is the parameter to be monitored?	When is the parameter to be monitored (frequency of measurement)?	Why is the parameter to be monitored?	Responsibility
Activity: Design activities					
Number of facilities without disruption out of total No. of facilities rehabilitated or repurposed	On facility site	Review of the selection process	Before the start of selection and then semiannually	<p>To ensure full compliance with regulations of the Republic of Serbia and the lender</p> <p>To ensure full application of EMP by the Contractor and ensure efficient linkages of EMP with other contract documents</p>	MoSTD in collaboration with Kindergarten/Pre-school/School staff
Activity: Civil Works – General Provisions					
Number of children that received safety awareness trainings	On facility sites	Review of individual facilities awareness training plan	Annually	To minimize the risk of adverse social impacts due to construction works through the safety lens	MoSTD in collaboration with Kindergarten/Pre-school/School staff

10. GRIEVANCE REDRESS MECHANISM

In general, the national institutional framework addressing grievances is strong and broadly compatible with OP/BP 4.12. Respecting the grievance panels and its authorities made available under the national legislation and in order to fully comply with the OP/BP 4.12, a Project Specific Grievance Mechanism shall be designed. Given the type of potential Project impacts, the Project will have central redress mechanisms as a Central Feedback Desk (CFD) at the level of the implementing agency at MoESTD as additionally described in the RPF. The CFD shall serve as both Project level information centre and grievance mechanism, available to those affected by implementation of all Project sub-components. The CFD will be applicable to all Project activities and relevant to all local communities affected by project activities implemented within individual sections

The CFD shall be responsible for receiving and responding to grievances and comments of the following two groups:

- i. A person directly affected by the project including the impact due to land acquisition,
- ii. Residents interested in and/or affected by the project living in the affected municipalities.

The CFD shall be established prior to commencement of the expropriation process, in order to manage and appropriately answer complaints made by the population located within the Project area of influence during its different phases. It will equally be authorized to receive complaints in respect to expropriation, construction, operation and closure of sub-projects. In addition, this procedure will help to improve the Project social performance since the number and nature of the received complaints is an indicator of the manner in which the Project is conducted and the behaviour of employees and contractors.

The MoESTD will ensure that Project Affected Persons are fully informed of the grievance mechanism by communicating the role and existence of the CFD its function, the contact persons and the procedures to submit a complaint in the affected areas. Information on the CFD will be available:

- on the website of the MoESTD (www.mpn.gov.rs),
- by distribution of brochures to affected communities,
- on the notice boards and websites of respective municipalities once exact location have been identified.

Raising grievances

Effective grievance administration strongly relies on a set fundamental principles designed to promote the fairness of the process and its outcomes. The grievance procedure shall be designed to be accessible, effective, easy, understandable and without costs to the complainant. grievance can be brought to the attention of the CFD personally or by telephone or in writing by filling in the grievance form by e-mail, post, fax or personal delivery to the addresses/numbers to be determined. The access points and details on entry points shall be publicized and shall be part of the awareness building once the location of impact has been known.

Grievances administration

Any grievance shall follow the path of the following mandatory steps: Receive, Assess and assign, Acknowledge, Investigate, Respond, Follow up and close out.

Once logged the BFC shall conduct a rapid assessment to verify the nature of grievances and determine on the severity. Within 3 days from logging it will acknowledge that the case is registered and provide the complainant with the basic next step information. It will then investigate by trying to

understand the issue from the perspective of the complainant and understand what action he/she requires. The CFD will investigate by looking into the facts and circumstances, interview all parties involved and confer with relevant stakeholders. Once investigated, and depending on the severity and type of grievance, the provisional decision shall be discussed with the complainant. Unilaterally announcement shall be an exception. The final agreement should be specific and time bound. Closing out the grievance occurs after the implementation of the resolution has been verified. Even when an agreement is not reached, or the grievance was rejected it is important to document the result, actions and effort put into the resolution, close out the case .

The BFC shall keep a grievance register log that will have all necessary elements to disaggregate the grievance by gender of the person logging it as well as by type of grievance. Each grievance will be recorded in the register with the following information at minimum:

- description of grievance,
- date of receipt acknowledgement returned to the complainant,
- description of actions taken (investigation, corrective measures), and
- date of resolution and closure / provision of feedback to the complainant

Grievance and beneficiary feedback reporting

The role of the CFD, in addition to addressing grievances, shall be to keep and store comments/grievances received and keep the Central grievance log administered by the Project promoter. In order to allow full knowledge of this tool and its results, quarterly updates from the CFD shall be available on the Project's Promoter website www.mnp.gov.

The updates shall be disaggregated by gender, type of grievances /complaints. In order to have continuous dialogue, quarterly public meetings shall be held to discuss the outcomes of grievances, in general, discuss the grievance/complaints report and inform the community about current Project activities.

Constitution and main features of CFD

The PIU shall appoint a Public outreach specialist (POS) to be responsible for the CFD by the time public consultations on this RPF have been completed. This will allow any potential grievance to be addressed even at the planning stage. The specialist will be an employee of the MoESTD with the CFD administration function assigned. He/She will be responsible to administer any grievance received,

take any action necessary to address the grievance and informed the complainant about the outcome of the process.

Grievance Mechanism Features

	Central feedback desk (CFD)	
Level	At the level of PIU namely the MoETCD	
Role	Project information centre and grievance mechanism related to land acquisition and civil works	
Focus	All components and sub-projects	
Responsibility	Receiving and responding to grievances and comments of two groups: a) a person directly affected by the Project including the impacts due to land acquisition; and b) residents interested in and/or affected by the project living in the affected municipalities.	
Methods for raising grievances	Grievances can be logged in writing, by e-mail or phone	
Registry of Grievances	CFD Registration Log (one log for grievances linked to the resettlement process and + one log for grievances linked to construction works)	
	Central Grievance Log administered by CFD	
Administration of Grievances	The CFD shall, within three days after the day of receipt, acknowledge such receipt and take another 14 days to decide on the grievance or to inform the complainant why the grievance cannot be resolved within the given time.	
Reporting	CFD shall keep and store all grievances in a Central Grievance Log, and publish quarterly reports on the PIU website	
Responsible person	The PIU shall appoint a public outreach specialist to be assigned with the function of the person responsible for grievances	

11. Community Engagement Plan

A participatory approach is proposed for further design of subproject interventions. Sub-component 1.1 includes construction of new ECEC facilities, reconstruction and repurposing of existing buildings. The physical nature of these interventions signify a durable impact on the nature of ECEC facilities in the participating municipalities. Due to this high impact potential, the Project proposes a participatory planning approach to the selection of new construction sites for ECEC facilities, and reconstruction and rehabilitation design of existing facilities. Consultations with relevant stakeholders, including parents, teachers, health care providers, etc. will be organized at critical points during subproject/facility planning and design. The Project will monitor the share of planning & design changes that were made by suggestions of relevant community members.

The community engagement procedures shall identify all the stakeholder, be inclusive (not allow barriers of any kind to prevent from participation, gender, ethnic, age sensitive and take into account the needs of particularly vulnerable groups.

12. Report on Public Consultations

The Project Proponent of ECEC Project is the Government of Serbia, acting through its Ministry of Education, Science and Technological Development.

Environmental and Social Management Framework Document (ESMFD) is required for the ECEC Prpject to identify the required environmental and social management measures that need to be taken during the planning, design, demolition, re-construction and consrturciotn of ECEC facilities and operational phase of the facilities to be delivered, in order to ensure compliance with the national and WB requirements. All major environmental and social impacts and risks along with mitigation and management measures have been compiled in the form of ESMFD.

On 19 October 2016 MESTD, on its web site, announced the invitation for Public Consultations for the public, bodies and organizations interested in ESMF document for the ECEC Project. Additionally, MESTD has invited interested parties also by sending e-mails to the different relevant institutions (national administration, NGOs, and representatives of municipalities). Public and other interested parties and organizations were invited to participate in process of public consultation on draft ESMFD document. Insight into the ESMFD document was ensured on following addresses:

- at the following Internet address of the Ministry of Education, Science and Technological Development of the Republic of Serbia (<http://www.mpn.gov.rs/konkursi-i-javni-pozivi/o-konkursi/>)
- at the premises of the Ministry of Education, Science and Technological Development of the Republic of Serbia (Belgrade, Nemanjina 22-26, Room 15. Floor 6 in Wing C)

Public Consultations and presentation of ESMFD document were held in the premises of MESDT on 3 November 2016, from 9:00 AM to 10:00 AM and **there were no complains** on prepared draft ESMFD document.

The in-country disclosure of the ESMFD document started on 19 October 2016 when invitation to the interested parties, together with the DRAFT ESMFD were placed on MESTD web-site, inviting the public,

authorities and relevant institutions to have an insight into the proposed document and environmental and social impacts of the project with presented mitigation and monitoring measures.

Disclosure of draft ESMFD document finished on 3 November 2021¹⁶ when the public meeting was held in city of Belgrade at the premises of MESTD.

There were 9 attendees present at the public consultation meeting. There were representatives of different institutions which could be involved during project implementation.

The meeting was attended by:

1. Nina Valcic, Social Consultant
2. Srdjan Susic, Environmental Consultant
3. Zdravko Kurcubic, MESTD
4. Lijiljana Marolt, MESTD
5. Danijela Stojanovic, Ministry of Health
6. Aleksandras Kalenic Vignjevic, Traffic Institute CIP
7. Ivana Cirkovic, NGO representative
8. Anamarija Vicsek, MESTD
9. Zoran Sarajcevic, local community member

The meeting started according to schedule at 9:00 AM. ESMFD document was presented in detail to the interested attendees by the MESTD, social and environmental consultants. **During the public consultations, there were no significant questions, comments or remarks in regards to resettlement-related, environmental and social protection issues**, apart from the following that were immediately responded:

1. Is MESTD in the position to freely choose partner communities for the ECEC project, regardless of issues concerning potential resettlement? The social Consultant responded that MESTD is at liberty to address this issue during the negotiations of the final ECEC Project with WB.
2. Is it possible to run the tendering procedure during ECEC implementation solely in electronic format in order to reduce the environmental footprint of the whole operation? Environmental Consultant confirmed this with and noted restrictions contained in the Serbian national regulations.

During the 10 days aimed for insight into the ESMFD document, nobody came to MESTD premises to enquire about the ESMFD document. During the disclosure period there were no telephone or e-mail contacts regarding the proposed ESMFD document.

The Public Consultations meeting ended at 10:30 AM, local time. All relevant documents in this regard are presented in Annex 6.

13.ANNEXES

Annex 1. Template for an Environmental Impact Assessment Report

Evaluation of impact – decommissioning and construction/reconstruction									
Environment	Type of impact	Positive or negative	Magnitude of impact	Extent/location where impact occurs	Timing when impact occurs	Duration of impact	Reversible/irreversible	Likelihood of impact	Significance
Physical/Natural Environment									
Groundwater									
Landscape and visual environment									
Existing or future land use									
Water and energy resources									
Public hazardous elements									
Air quality									
Water quality									
Soil pollution									
Waste									
Inert waste									
Asbestos waste									
Communal waste									
Noise and vibrations									
Biodiversity (flora and fauna)									
Social Environment									
Occupational and community health and safety (particularly for facility users)									
Cultural									
Gender (children's rights)									

Annex 2. Template for an Environmental Mitigation Plan

Potential Environmental Impact	Impact scale	Proposed mitigation measures	Responsibility
Activity: : Design activities			
Permits and plans (Site Organization Plan, Soil Management Plan, Waste and wastewater management plan, Sewage management plan, Oil and fuel storage management plan, Emergency response plan, Noise reduction plan, Rehabilitation Plan, Grievances plan, Health and Safety Plan) in place			
EMP provisions included in contracts			
Activity: Civil Works – General Provisions			
Completion and implementation of relevant procedures			
Activity: Demolition of old and reconstruction and/or construction of new facilities			
OH&S issues Possible adverse health impacts on workers, facility users and general population in the community due to: <ul style="list-style-type: none"> • Location of facility in an urban area • Possible injury to people and facility users due to ongoing works • Non - compliance with local community safety regulations • Non - compliance with local community safety regulations 			
Waste generation Possible adverse environmental and health effects could occur due to inappropriate waste management of various waste streams			
Water pollution Possible environmental impact on the underground water could occur due to ground contamination from spillage of materials such as vehicle fuel, motor oils, lubricants and improper dismantling of boilers and fuel reservoirs			
Noise pollution Construction activities and traffic will cause noise and vibrations due to machinery and vehicles used for transportation of construction materials, transportation of workers, and transportation of waste produce in decommissioning and construction phase			

Air pollution Decommissioning and construction activities will generate emissions from mobile sources (vehicles and construction machinery) of CO ₂ , NO _x , PAH, SO ₂ and suspended particulates (PM ₁₀ , PM _{2.5}). Airborne dust will be caused by dismantling of the equipment, excavation, vehicle movement and handling with materials, particularly around the construction site.			
Activity: Removal of the asbestos containing construction elements			
Possible adverse health impacts to the workers, facility users, students and general public as a result of emissions of asbestos fibers and dust during the removal of asbestos sheets, their transport and final disposal			
ACM Waste management Possible adverse environmental impacts and health effects could occur due to inappropriate handling of asbestos-containing waste			
Operational phase of the Project			
No environmental risks are expected. Positive impact (more space for facility users, new sport facilities, energy efficiency and energy savings, reduction of GHG emissions) is expected with construction of the new facilities.			

Annex 3. Templates for an Environmental Monitoring Plan

Which parameter is to be monitored?	Where is the parameter to be monitored?	How is the parameter to be monitored?	When is the parameter to be monitored (frequency of measurement)?	Why is the parameter to be monitored?	Responsibility
Project activity: Design activities					
Permits and plans (Site Organization Plan, Soil Management Plan, Waste and wastewater management plan, Sewage management plan, Oil and fuel storage management plan, Emergency response plan, Noise reduction plan, Rehabilitation Plan, Grievances plan, Health and Safety Plan) in place					
EMP provisions included in contracts					
Activity: Civil Works – General Provisions					
Completion and implementation of relevant procedures					
Project activity: Demolition of old and reconstruction and/or construction of new facilities					
Community safety regulations and protection measures applied					
Fire Protection Plan					
The OH&S protection measures applied for workers at facility sites					
Avoid and minimize safety and health risks for facility users and staff					
Timeliness of works according to previously defined schedule (especially concerning removal of wall panels and sewer pipes containing asbestos)					
Waste Management Plan for all generated waste streams					
Existence of fragments of glass, dust generated during the demolition					
Generation of different types of waste					
Level of dust - fine particulate matter					

Collection, transportation and storage of hazardous waste (if any generated)					
Noise from construction works					
Exposure to noise from vehicles, machines, mechanization and other equipment					
Project activity: Demolition of roof sheets containing asbestos					
Primary selection of waste streams at facility sites					
Identification of asbestos-containing waste, appropriate packaging and labeling					
Temporary storage of removed windows and doors with appropriately labelled and covered Temporary storage of removed asbestos containing roof sheets and piped, appropriately labelled and packed					
Collection, transportation and final disposal of wooden windows and doors					
Contract with authorized transporter of asbestos containing waste should be signed Contract with the chosen landfill should be signed as well for acceptance and final disposal of asbestos-containing waste					
Annual Report on transportation and disposal of waste					
Project activity: Operational phase of facility					
Drinking water quality					
Fire Protection Plan					
Plan for regular and preventive maintenance of facilities					

Annex 4. Template of a site visit monitoring report

Municipality	
Facility name and type	
Date of visit	
Location	
Project representative	
Activities performed	
Mitigation measures applied Monitoring activities undertaken	
Next steps	
Annexes	

Date	
Signature of environmental consultant	

Annex 5. Resettlement screening checklist

SOCIAL SCREENING FORM AND TRIGGERS FOR SUB-PROJECTS				
Land acquisition and access to resources				
	YES	NO		
Type of activity – Will the sub-project:				
Require that land (public or private) be acquired (temporarily or permanently) for its development				
Require land acquisition by expropriation or exercise ownership rights over state owned land?				
Will the land be bought by negotiations (willing buyer willing seller)				
Use land that is currently occupied or regularly used for productive purposes (e.g. gardening, farming, pasture, fishing locations, forests)				
Restrict use of adjoining land				
Require physical displacement of individuals, families or businesses				
Require economic displacement				
Is there squatting in the state owned land or buildings				
Result in the temporary or permanent loss of crops, fruit trees or household infrastructure				
Result in the involuntary restriction of access by people to legally designated parks and protected areas				
Result in loss of livelihood, through loss of access or otherwise				
Will access to services, amenities or resources be lost				
Have impact to any vulnerable individuals or groups				
Be a government assisted resettlement				

If any of the boxes attributed to the questions is ticked with the “YES”, a Resettlement Action Plan or Abbreviated Resettlement Action Plan shall be prepared.

CERTIFICATION

We certify that we have thoroughly examined all the potential adverse effects of this sub-project. To the best of our knowledge, the sub-project Resettlement will be adequate to avoid or minimize all adverse social impacts.

Project promoter representative

Name: _____ (signature): _____

Date: _____

District/PIU representative (signature): _____

Name: _____ (signature): _____

Annex 6. Public consultations related documents

List of participants

JAVNE KONSULTACIJE / JAVNE KONSULTACIJE / PUBLIC CONSULTATION				
PROJEKAT: INKLUZIVNO OBRAZOVANJE I VASPITANJE DECE U RANOM UZRASTU ПРОЕКАТ: ИНКЛУЗИВНО ОБРАЗОВАЊЕ И ВАСПИТАЊЕ ДЕЦЕ У РАНОМ УЗРАСТУ PROJECT: INCLUSIVE EARLY CHILD EDUCATION AND CARE PROJECT (ECEC)			Datum / Датум / Date 3.11.2016	
IMPLEMENTATOR: MINISTARSTVO ZA OBRAZOVANJE NAUKU I TEHNOLOŠKI RAZVOJ ИМПЛЕМЕНТАТОР: МИНИСТАРСТВО ЗА ОБРАЗОВАЊЕ НАУКУ И ТЕХНОЛОШКИ РАЗВОЈ IMPLEMENTING ENTITY: THE MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGICAL DEVELOPMENT (MOESTD)				
ДОКУМЕНТ: ОКВИР ПОЛИТИКЕ РАСЕЛЈАВАЊА I ОКВИРНИ ДОКУМЕНТ ЗА УПРАВЉАЊЕ ЖИВОТНОМ СРЕДИНОМ I ДРУШТВОМ ДОКУМЕНТ: ОКВИР ПОЛИТИКЕ РАСЕЛЈАВАЊА И ОКВИРНИ ДОКУМЕНТ ЗА УПРАВЉАЊЕ ЖИВОТНОМ СРЕДИНОМ И ДРУШТВОМ DOCUMENTS: RESETTLEMENT POLICY FRAMEWORK AND ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK				
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Photographs

