

# INTEGRATED SAFEGUARDS DATA SHEET

## IDENTIFICATION / CONCEPT STAGE

**Report No.:** ISDSC16575

**Date ISDS Prepared/Updated:** 28-Jan-2016

### I. BASIC INFORMATION

#### A. Basic Project Data

<b>Country:</b>	Serbia	<b>Project ID:</b>	P158875
<b>Project Name:</b>	Serbia - Public Sector Rightsizing and Restructuring		
<b>Team Leader(s):</b>	Srdjan Svircev		
<b>Estimated Date of Approval:</b>	12-Feb-2016		
<b>Managing Unit:</b>	GGO15	<b>Lending Instrument:</b>	Lending Instrument
<b>Sector(s):</b>	Central government administration (30%), General public administration sector (70%)		
<b>Theme(s):</b>	Administrative and civil service reform (70%), Other public sector governance (30%)		
<b>Financing (in USD Million)</b>			
<b>Total Project Cost:</b>	0.589133	<b>Total Bank Financing:</b>	0
<b>Financing Gap:</b>	0		
<b>Financing Source</b>			<b>Amount</b>
Borrower			0
Free-standing TFs for ECA CU4 Country Unit			0.589133
<b>Environment Category:</b>	C - Not Required		

#### B. Project Development Objective(s)

The objective of the Trust Fund is to assist the Republic of Serbia in improving the organizational and functional structures of its public administration system in accordance with the Strategy for Public Administration Reform through:

- implemented rightsizing exercise in selected public administration sub systems,
- implemented change management and communication strategy.

#### C. Project Description

The EU is providing funds for the WB administered Trust Fund aimed to support second phase of the reforms which will focus on restructuring and right sizing of the public sector. The Trust Fund is divided into two components with interlinked activities: (i) functional reviews (Bank Executed); and (ii) support to implementation, accompanied with change management and communication (Recipient Executed).

Through the Bank Executed activities, the Bank will undertake a comprehensive functional review of the central administration, the Ministry of Finance and Ministry of Agriculture and Environmental Protection. Additionally, it would cover specific sector ministries e.g. Health, Education and Social Protection. It is intended to simplify administrative procedures, eliminate redundant tasks, and eliminate or restructure departments with duplicate functions, without compromising service delivery standards. It would also include changing the organizational structure, job definitions and staff levels to ensure that the organizational and functional structure determine the staffing needs in the public sector. The functional reviews will not necessarily be limited to staffing reduction, but also consider other expenditure items and the mode of service delivery.

The Recipient-executed activities, for which the MPALSG will be responsible, will support the Recipient's reforms and will also oversee EU visibility activities during the life of the project. This part of the Trust Fund will support the project throughout its duration by developing a comprehensive change management and communications strategy, a communication campaign for internal and external audiences, and organizing workshops and seminars with senior managers of the Recipients public administration, and public employees. This component will support, inter alia: establishing a Change Management Support (CMS) team for the overall project, and task force teams of Government representatives for each. Activities under the Recipient-executed activities are expected to commence 45 days from the date of the Grant Agreement and expected to last about 24 months.

The CMS team will be responsible for promoting a participatory and collaborative process, as well as genuine ownership of project outputs by the Recipient's authorities. Moreover, the CMS team will facilitate the alignment of the project with the Public Administration Reform Strategy (PAR Strategy) and Action plan, as well as with the Government Program for Optimization (rightsizing).

The CMS team will carry out, on behalf of the Recipient, the following activities:

- (i) Review of international best practices on communication and change management in public sector reform and rightsizing/downsizing.
- (ii) Development of a comprehensive change management and communications strategy in line with best practice.
- (iii) Implementing communication campaign in line with the strategy.
- (iv) Conducting workshops and seminars with senior management of the Recipient's public administration.
- (v) Conducting awareness raising workshops and other events to communicate planned support mechanisms for staff affected by right-sizing exercise.
- (vi) Provide technical support to public administration bodies in the implementation of the roadmaps (technical support in preparation/revision of relevant legislative pieces, preparation of additional analytical materials necessary for implementation of particular recommendations/ measures, provision of support for implementation of recommendations related to Human Resource Management (HRM) and Human Resource Development (HRD) aspects in particular PA subsystems, assessment of the success of targeted subsystems of the PA system in implementing the recommendations, etc.).
- (vii) Undertaking EU Visibility actions as needed, in collaboration with government counterparts.

**D. Project location and salient physical characteristics relevant to the safeguard analysis (if known)**

### E. Borrower's Institutional Capacity for Safeguard Policies

This project has no environmental impact therefore no assesment of the borrower's institutional capacities for safeguard policies is required.

### F. Environmental and Social Safeguards Specialists on the Team

## II. SAFEGUARD POLICIES THAT MIGHT APPLY

Safeguard Policies	Triggered?	Explanation (Optional)
Environmental Assessment OP/ BP 4.01	No	The policy is not triggered, however the RSA advises the team to take into account potential social impact of retrenchment.
Natural Habitats OP/BP 4.04	No	
Forests OP/BP 4.36	No	
Pest Management OP 4.09	No	
Physical Cultural Resources OP/ BP 4.11	No	
Indigenous Peoples OP/BP 4.10	No	
Involuntary Resettlement OP/BP 4.12	No	
Safety of Dams OP/BP 4.37	No	
Projects on International Waterways OP/BP 7.50	No	
Projects in Disputed Areas OP/BP 7.60	No	

## III. SAFEGUARD PREPARATION PLAN

Appraisal stage ISDS required?: No

## IV. APPROVALS

Team Leader(s):	Name: Srdjan Svircev	
<b>Approved By:</b>		
Safeguards Advisor:	Name: Zeynep Durnev Darendeliler (SA)	Date: 28-Jan-2016
Practice Manager/ Manager:	Name: Adrian Fozzard (PMGR)	Date: 29-Jan-2016

<sup>1</sup> Reminder: The Bank's Disclosure Policy requires that safeguard-related documents be disclosed before appraisal (i) at the InfoShop and (ii) in country, at publicly accessible locations and in a form and language that are accessible to potentially affected persons.