**REPUBLIC OF SERBIA**

**Serbia Inclusive Primary Education Improvement Project**

**P181557**

**Draft**

**ENVIRONMENTAL and SOCIAL**

**COMMITMENT PLAN (ESCP)**

**Negotiations version**

**2025, June 12th**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of Serbia (the Borrower) will implement the Serbia Inclusive Primary Education Improvement Project (the Project), through its Ministry of Education and with the involvement of the Institute for Education Quality Evaluation, Institute for Improvement of Education and selected local authorities involved, as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project, as set out in the Agreement.
2. The Borrower shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, their respective timeframes, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed d and implemented under the Project, consistent with the ESS, and in form and substance, acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Minister in the Ministry of Education. The Borrower shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

| **MATERIAL MEASURES AND ACTIONS**  | **TIMEFRAME** | **RESPONSIBLE ENTITY** |
| --- | --- | --- |
| **MONITORING AND REPORTING** |
| A | **ORGANIZATIONAL STRUCTURE**Maintain the Project Management Unit (PMU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including one full time environmental and one full time social specialists. | Hire one full time environmental and one full time social specialists no later than one month after Effective Date and thereafter maintain the PMU and these positions throughout Project implementation.  | Ministry of Education (MoE)/Project Management Unit (PMU) |
| B | **CAPACITY BUILDING PLAN/MEASURES**Prepare and implement the following capacity building measures:* training for PMU staff, stakeholders, communities, Project workers, contractors on stakeholder mapping and engagement, specific aspects of environmental and social assessment, emergency preparedness and response, community health and safety and grievance mechanism.
 | Throughout Project Implementation. | PMU |
| C | **REGULAR REPORTING** Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: * Status of preparation and implementation of E&S documents required under the ESCP.
* Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.
* Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.
* E&S performance of contractors and subcontractors as reported through monthly contractors’ and supervision firms’ reports.
* Number and status of resolution of incidents and accidents reported under action E below.
 | Submit quarterly reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period | PMU |
| D | **CONTRACTORS’ MONTHLY REPORTS**Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank. | Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above. | PMUContractors |
| E | **INCIDENTS AND ACCIDENTS** Notify the Bank of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence. | Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank. | PMU |
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| **ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS** |
| 1.1 | **ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS**1. Prepare and implement an Environmental and Social Management Plans (ESMPs) and ESMP checklists for the Project, consistent with the relevant ESSs.
2. Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.
3. Contractors and other subproject entities to prepare and implement the subprojects site-specific Environmental and Social Management Plan (ESMPs) and ESMP checklists, as set out in the ESMF. The proposed subprojects activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.
 | 1. Prepare the ESMPs and ESMP checklists prior to commencement of construction and reconstruction works, and thereafter implement the ESMPs and ESMP checklists throughout Project implementation.
2. Implement the ESMF throughout Project implementation.
3. Prepare the ESMPs and ESMP checklists and incorporate them as part of the respective bidding documents for the respective subprojects/Project activity or prior to the carrying out of subproject/Project activity that requires the adoption of such ESMP or ESMP checklist.

  | PMU |
| 1.2 | **MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S assessments and plans, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank. | As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request. | PMU  |
| 1.3 | **TECHNICAL ASSISTANCE**Carry out consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities (TA) under the Project in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference. | Throughout Project implementation.  | PMU |
| **ESS 2: LABOR AND WORKING CONDITIONS**  |
| 2.1 | **LABOR MANAGEMENT PROCEDURES**Prepare and implement the Labor Management Procedures (LMP) for the Project as part of the ESMF.  | Implement the LMP throughout Project implementation. | PMU/Contractors/Local Authorities |
| 2.2 | **OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN**Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with ESMPs and ESMP checklists.  | Prepare the OHS Management Plan prior to commencement of works and thereafter implement the plan throughout Project implementation]. | PMU/Contractors |
| 2.3 | **GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.  | Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation | PMU |
| **ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT**  |
| 3.1 | **WASTE MANAGEMENT PLAN**Prepare and implement a Waste Management Plan (WMP), as part of the ESMP and ESMP checklist, to manage hazardous and non-hazardous wastes, consistent with ESS3.  | Prepare the WMP as a part of ESMP, prior to commencement of works, and thereafter implement the WMP throughout Project implementation. | PMU/Contractor |
| 3.2 | **RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT**Incorporate resource efficiency and pollution prevention and management measures in the ESMP and ESMP checklist to be prepared under action 1.1 above. | Same timeframe as for the preparation and implementation of the ESMP and ESMP checklists. | PMUContractor |
| **ESS 4: COMMUNITY HEALTH AND SAFETY**  |
| 4.1 | **TRAFFIC AND ROAD SAFETY**Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1 above. | Same timeframe as for the preparation and implementation of the ESMP and ESMP checklists, and thereafter implement throughout Project implementation. | PMUContractor |
| 4.2 | **COMMUNITY HEALTH AND SAFETY**Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, etc., and include mitigation measures in the ESMPs and ESMP checklists to be prepared in accordance with the ESMF. | Same timeframe as for the preparation and implementation of the ESMPs and ESMP checklists, and thereafter implement throughout Project implementation.  | PMUContractor |
| 4.3 | **SEA AND SH RISKS**Prepare and implement a SEA/SH Action Plan as part of the ESMP and ESMP checklist, to assess and manage the risks of SEA and SH.  | Same timeframe as for the preparation and implementation of the ESMPs and ESMP checklists, and thereafter implement the SEA/SH Action Plan throughout Project implementation. | PMUContractor |
| **ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT**  |
| 5.1 | **RESETTLEMENT POLICY FRAMEWORK (RPF)**Prepare and implement the RPF annex to the Environmental and Social Management Framework (ESMF), outlining the applicable principles and procedures in alignment with Environmental and Social Standard 5 (ESS5). This annex will guide the preparation of a Resettlement Plan (RP) or a Livelihood Restoration Plan (LRP) for each activity under the Project where such a plan is required, ensuring full compliance with ESS5. | Prepare and implement the respective RP or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and (as applicable) displaced people have been resettled and moving allowances have been provided.  | PMU/Contractor |
| **ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES**  |
|  | This standard is not relevant. |  |  |
| **ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES**  |
|  | This standard is not relevant. |  |  |
| **ESS 8: CULTURAL HERITAGE**  |
| 8.1 | **CULTURAL HERITAGE RISKS AND IMPACTS** Prepare and implement a Cultural Heritage Management Plan (CHMP), for all works with identified risks to cultural heritage, as part of the Environmental and Social Management Plans (ESMP), consistent with ESS8. | Adopt the CHMP prior to contract bidding, and thereafter implement the CHMP throughout Project implementation. | PMU |
| 8.2 | **CHANCE** **FINDS**Describe and implement the chance finds procedures, as part of the ESMF of the Project. | Describe the chance find procedures in the ESMF, ESMPs and ESMP checklists. Implement the procedures throughout Project implementation. | PMU |
| **ESS 9: FINANCIAL INTERMEDIARIES** |
|  | This standard is not relevant. |  |  |
| **ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE** |
| 10.1 | **STAKEHOLDER ENGAGEMENT PLAN** Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.  | Implement the SEP throughout Project implementation. | PMU |
| 10.2 | **PROJECT GRIEVANCE MECHANISM** Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.  | Establish the grievance mechanism no later than the Effective Dates, and thereafter maintain and operate the mechanism throughout Project implementation. | PMU |
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