



**Republic of Serbia**

**Republic Geodetic Authority**

**Second Real Estate Management Project  
(P500611)**

**ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)  
(Final version)**

**June 13, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Serbia (the Borrower) will implement the Second Real Estate Management Project (the Project), with the involvement of the Republic Geodetic Authority (RGA) and its existing Project Implementation Unit (PIU), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank), has agreed to provide financing (P500611) for the Project, as set out in the referred 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred 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, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower, through the RGA's PIU, and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Director of the RGA. The Borrower shall promptly disclose the updated ESCP.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING:</b> Prepare and submit to the Bank regular monitoring reports on the environmental, social, health, and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, the status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit semi-annual (progress) reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 45 days after the end of each reporting period.	RGA/PIU
B	<p><b>INCIDENTS AND ACCIDENTS:</b> Promptly notify the Bank of any incident or accident related to the Project, that has or is likely to have, a significant adverse effect on the environment, the affected communities, the public, or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent reports to the Bank within a timeframe acceptable to the Bank</p>	RGA/PIU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE:</b> Rely on and maintain the existing PIU with qualified staff and resources to support management of ESHS risks and impacts of the Project, including, inter alia, the appointment of one part-time Environmental Specialist and one part-time Social Specialist who shall also be in charge of managing and addressing E&amp;S risks and impacts associated with the Project.</p>	<p>Maintain the existing PIU as set out in the Loan Agreement. Appoint, not later than sixty (60) days after the Effective Date, one part-time Environmental Specialist, and one part time Social Specialist, as part of the existing PIU</p>	RGA

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1.2.	Adopt and implement an Environmental and Social Management Plan (ESMP) checklist, including mitigation measures, for refurbishment works, consistent with the relevant ESSs.	Prepare the ESMP checklist prior to the commencement of works; thereafter implement the ESMP checklist, including relevant mitigation measures, throughout Project implementation	
1.3	<b>TECHNICAL ASSISTANCE</b> Ensure that the consultancies, studies (including feasibility studies, if applicable), designs, capacity building, training, and any other technical assistance (TA) activities under the Project are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESS. Thereafter ensure that the outputs of such activities including, inter alia, any environmental and social assessment and related environmental and social instruments, are consistent with the terms of reference.	Throughout the implementation of the Project	RGA/PIU
1.4			

ESS 2: LABOR AND WORKING CONDITIONS		
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Comply with all applicable provisions of Serbian labor law and the Bank’s ESS2 in relation to labor and working conditions for workers involved in activities financed under the Project. These Project workers include:</p> <ul style="list-style-type: none"> <li>a) Government staff assigned to the PIU. These staff will remain subject to the terms and conditions of their existing public sector arrangements;</li> <li>b) Consulting services staff (firms and individuals) to support the Project.</li> </ul> <p>Relevant labor management measures include the following:</p> <ul style="list-style-type: none"> <li>• Ensure that Project workers, as are hired, promoted and their employment, where needed, terminated based on principles of non-discrimination and equal opportunity, no-harassment, and freedom of association;</li> <li>• Ensure that all Project workers are provided with information and documentation that is clear and understandable regarding their terms and conditions of employment under national law, including, as applicable, through written contracts setting out their rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments;</li> <li>• Adopt a code of conduct that sets out measures against practices related with sexual exploitation and abuse/sexual harassment (SEA/SH) in the workplace, including the dissemination of the referral services available in the country to respond to such behaviour;</li> <li>• Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with consulting firms that engage workers in the implementation of the Project;</li> <li>• Report on compliance with these labor management procedures as part of the reports to be submitted under action A above.</li> </ul>	<p>Throughout Project implementation.</p> <p>RGA/PIU</p>

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2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2	Establish a grievance mechanism before engaging Project workers and thereafter maintain and operate it throughout Project implementation.	RGA/PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
	Apply resource efficiency and pollution prevention and management measures, including ensuring compliance with energy efficiency (EE) requirements for hardware components, and provisions on e-waste management in accordance with ESS3 and applicable regulations, including the World Bank Group Environmental, Health, and Safety (EHS) Guidelines, all in a manner consistent with ESS 3 and acceptable to the Bank.	Before procurement of relevant hardware packages supported by the Project and throughout Project implementation.	RGA/PIU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
	This standard is not relevant.		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	This standard is not relevant.		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	This standard is not relevant.		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	This standard is not relevant.		
<b>ESS 8: CULTURAL HERITAGE</b>			
	This standard is not relevant.		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	This standard is not relevant.		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

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10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Prepare, disclose, consult upon, adopt, and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide Project 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.</p> <p>Ensure that all Project activities related to the digitization of services, including website and digital platform, adhere to accessibility standards to accommodate the requirements of disadvantaged and vulnerable groups. Ensure that these requirements are included in the Project Operations Manual (POM).</p>	<p>Prepare, consult, and disclose a draft SEP prior to the appraisal and finalize and adopt it before the conclusion of the appraisal, and thereafter implement the SEP throughout the Project implementation.</p>	RGA/PIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish and operate a project grievance mechanism consistent with ESS10. Publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate the 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.</p> <p>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.</p>	<p>Establish and operate Project GRM to respond efficiently to Project-related grievances prior to the commencement of Project activities, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	RGA/PIU
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>ESF training shall be provided to relevant PIU staff, the PIU part-time environmental and social specialists, and all stakeholders regarding:</p> <ol style="list-style-type: none"> <li>1. SEP;</li> <li>2. GRM management/ How to address SEA/SH complaints;</li> <li>3. Digital inclusion of vulnerable and disadvantaged populations and other topics relevant to the Project.</li> </ol>	<p>Starting from the Effective Date, throughout Project Implementation.</p>	RGA/PIU and World Bank