

**SERBIA**  
**ACCELERATING INNOVATION AND GROWTH**  
**ENTREPRENEURSHIP**  
**(P170185)**

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**[Draft]**  
**ENVIRONMENTAL and SOCIAL**  
**COMMITMENT PLAN (ESCP)**

**October 17, 2019**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Serbia will implement the Serbia Accelerating Innovation and Growth Entrepreneurship (the **Project**), with the involvement of the following Ministries: Ministry of Education, Science, and Technological Development and Ministry of Finance. The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Government of Serbia will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Government of Serbia will also comply with the provisions of E&S documents required under the ESF and referred to in this ESCP, such as the Environmental and Social Management Framework (ESMF), Environmental and Social Management Plans (ESMP), and the Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents.
4. The Government of Serbia is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministries referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Government of Serbia as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the *Bank* and the Government of Serbia, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Government of Serbia will agree to the changes with the *Bank* and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the *Bank* and the Government of Serbia. The Government of Serbia will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Government of Serbia shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental or health risks.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit regular monitoring reports on the implementation of the ESCP.</p>	<p>Annually throughout Project implementation. Coordinated with WB supervision missions.</p>	MoETSD
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public, grant recipients or workers. Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Bank within 48 hours after learning of the incident or accident.</p> <p>A report would be provided within a timeframe acceptable to the Bank, as requested</p>	MoETSD
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management of E&amp;S risks, including environment and social specialist responsible for ensuring full compliance with the ESF and relevant instruments.</p> <p>Maintain as necessary throughout Project implementation.</p>	<p>Two months after World Bank Board approval</p> <p>On-going throughout project implementation</p>	MoETSD
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>Prepare an ESMF to identify and assess the environmental and social risks and impacts of the Project and appropriate mitigation measures.</p>	ESMF already prepared.	MoETSD
1.3	<p><b>ENVIRONMENTAL AND SOCIAL MANAGEMENT PLANS</b></p> <p>Prepare ESMPs to mitigate any identified environment and social risks, based on the ESMF screening process.</p>	Through the life of the ongoing sub-projects relevant to at ESMP and completion of all mitigation activities.	MoETSD

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>Screen any proposed subproject in accordance with the Environmental and Social Management Framework (ESMF) prepared for the Project, and, thereafter, draft, adopt, and implement the subproject Environmental and Social Management Plan (ESMP), as required, in a manner acceptable to the Bank.</p> <p>Develop and implement procedures for managing service providers (Labor Management Procedures).</p> <p>Develop and implement Stakeholder Engagement Plan (SEP).</p> <p>Adoption of Ethics by-law to regulate Science Fund’s monitoring and reporting of ethical research issues in line with Horizon 2020 Procedures/EU Laws.</p>	<p>Preparation of each ESMP will be mandated by the outcome of the Environmental and Social Screening, as set forth in the ESMF. Where needed, and indicated by the Screening procedure, the ESMP will need to be completed with disclosure and public consultations prior to the final approval of the grant funding and before disbursement of any kind to the applicant.</p> <p>LMP already prepared Maintain procedures throughout Project implementation (26 February 2025)</p> <p>Draft SEP acceptable to the Bank has been prepared. SEP will be consulted with stakeholders by Appraisal completion, November 1, 2019. SEP will be applied throughout Project Implementation (26 February 2025)</p> <p>By-law to be adopted prior to first Call for Proposals by the Science Fund under the Project.</p>	MoETSD

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including the ESMF and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>Incorporate site-specific ESMPs into respective bidding documents and contracts</p>	<p>Prior to the preparation of procurement documents. Supervise contractors throughout Project implementation.</p> <p>Prior to the preparation of procurement documents.</p>	MoETSD
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Update, adopt, and implement the Labor Management Procedures (LMP) that have been developed for the Project.</p>	Throughout Project implementation.	MoETSD
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate grievance mechanisms for relevant types of Project workers (direct and contracted), as described in the LMP and consistent with ESS2.</p> <p>PIU shall monitor number of received complaints.</p>	<p>Grievance mechanism operational prior to engaging Project workers and maintained throughout Project implementation.</p> <p>Ongoing throughout project implementation</p>	MoETSD
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Where assessed as necessary, implement measures of protection at work and safety for jobs with increased risk of injury and damage to health, as well as organization of training for workers in such jobs,</p>	<p>Ongoing throughout project implementation</p> <p>OHS measures are to be specified in each of the site specific ESMPs, where determined to be necessary by the Environmental and Social Screening and will be an integral part of such ESMP, that is subject to the timeframe defined in section 1.3</p>	MoETSD

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> [the relevance of ESS3 is established during the ESA process. ESS3 may require the adoption of specific measures to cover energy, water and raw materials use, management of air pollution, hazardous and nonhazardous wastes, chemicals and hazardous materials and pesticides. Depending on the project, these measures may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS3-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples below</a> ].			
3.1	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> Develop and implement measures and actions to manage water and energy efficiency, which shall be set out in the ESMF/site-specific ESMPs; develop and implement measures and actions to manage waste and hazardous materials, which shall be set out in the ESMF/site-specific ESMPs.	Throughout Project implementation	MoETSD
3.2	<b>INTEGRATED PEST MANAGEMENT (IPM):</b> IPM check-lists and procedures for site-specific ESIA/ESMPs as well as lists of acceptable pesticides will be included in the ESMF.	ESMF already prepared. ESIA/ESMPs to be prepared as indicated in action 1.3. throughout project implementation	MoETSD
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b> [the relevance of ESS4 is established during the ESA process. As with ESS3, ESS4 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS4-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples below</a> ].			
4.1	<b>COMMUNITY HEALTH AND SAFETY:</b> Develop and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities (research and commercial activities of small and medium firms), which shall be set out in the ESMF including in relation to Project workers and any risks to community health and safety.	Throughout Project implementation	MoETSD
4.2	<b>PUBLIC AWARENESS:</b> Conduct public awareness raising on research ethics and procedures to mitigate risks of misconception as outlined in the SEP.	Throughout Project implementation	MoETSD
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b> [the relevance of ESS5 is established during the ESA process. If during Project preparation, it is determined that resettlement documents need to be prepared, this should be reflected in the ESCP. See <a href="#">examples below</a> ]			
Currently not relevant to the project			

<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS6-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples</a> below].			
6.1	<p><b>BIODIVERSITY:</b> Include in the ESMF and site specific ESIAs/ESMPs a detailed summary of existing biodiversity in community agriculture related areas as well as criteria for when needed site-specific ESIAs/ESMPs will require biodiversity assessments and mitigation measures.</p>	<p>Throughout Project implementation ESMF already prepared. ESIAs/ESMPs to be prepared with such information prior to any activities under the Project taking place.</p>	MoETSD
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> [See examples of possible actions below, if determined that ESS7 is relevant].			
Currently not relevant to the project			
<b>ESS 8: CULTURAL HERITAGE</b> [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS8-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples</a> below].			
Currently not relevant to the project.			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b> [This standard is only relevant for Projects involving Financial Intermediaries (FIs). See below a couple of examples of actions that should be considered when FIs are involved.]			
Currently not relevant to the project			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p>SEP IMPLEMENTATION</p> <p>Update, adopt, and implement Stakeholder Engagement Plan (SEP). Report on the implementation of all activities in the SEP.</p>	<p>Throughout Project implementation with a reporting frequency of at least every six months on implementation of SEP activities.</p>	MoETSD

10.2	<p><b>GRIEVANCE MECHANISM:</b>                  The Project will have two Grievance Mechanisms (GM) at each of the Innovation Fund and Science Fund that will allow for intake of inquiries and complaints about the matching grant mechanism, grant procedures &amp; results as well as potential social and environmental impacts of grant-supported activities. The Innovation Fund GM is already operational. The Science Fund will establish a GM following the example of the Innovation Fund GM.</p>	Four months after World Bank Board approval	MoETSD
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>Training will be required for PIU staff and stakeholders on:</p> <ul style="list-style-type: none"> <li>• stakeholder mapping and engagement, grievance management</li> <li>• specific aspects of environmental and social assessment</li> </ul>	Two months after World Bank Board approval followed by a minimum one annual refresher training	