



ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK

for the Project

“SOCIAL SERVICES IMPROVEMENT PROJECT”

Republic of Macedonia

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ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK for the
SOCIAL SERVICES IMPROVEMENT PROJECT

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ABBREVIATIONS

ACM	Asbestos-Containing Material
AE	Administration for Environment
ARAP	Abbreviated Resettlement Action Plan
BOD5	Biological Oxygen Demand
COD	Chemical Oxygen Demand
CBMIS	Community based monitoring and information systems
CHSP	Community Health and Safety Plan
CG	Consultative Group
EA	Environmental Assessment
EIA	Environmental Impact Assessment
EARM	Employment Service Agency of the Republic of Macedonia
EBRD	European Bank for Reconstruction and Development
ECEC	Early Childhood Education and Care Services
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Monitoring Plan
ESS	Environmental and Social Screening
EPA	Environmental Protection Administration
EU	European Union
EHS	Environment, Health and Safety
IBRD	International Bank for Reconstruction and Development
IFC	International Finance Corporation
IPA	Instrument for Pre-Accession Assistance
IPPC	Integrated Pollution Prevention and Control
GACs	Grant Approval Committees
GIIP	Good International Industry Practice
GACSS	Grant Approval Committee for Social Services
GACPI	Grant Approval Committee for pre - school infrastructure
GDP	Gross Domestic Product
HEIs	Higher Education Institutions

CFCs	Chlorofluorocarbons
MACEF	Macedonian Association for Energy Efficiency
MAFWE	Ministry of Agriculture, Forestry and Water Economy
MEIC	Macedonian Environmental Information Centre
MOES	Ministry of Education and Science
MOF	Ministry of Finance
MoEPP	Ministry of Environment and Physical Planning
MoH	Ministry of Health
MTC	Ministry of Transport and Communication
MLSP	Ministry of Labour and Social Policy
MLSP PMU	Ministry of Labour and Social Policy Project Management Unit
NGO	Non-Government Organisation
OH&S	Occupational Health and Safety
PAH	Polycyclic aromatic hydrocarbons
PCBs	Polychlorinated biphenyls
PMU	Project Management Unit
PM	Particulate Matters
PIT	Project Implementation Team
POPs	Persistent Organic Pollutions
PPE	Personal Protective Equipment
PPP	Purchasing Power Parity
FDI	Foreign Direct Investment
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
RM	Republic of Macedonia
SEA	Strategic Environmental Assessment
SEI	State Environment Inspectorate
SEP	Stakeholder Engagement Plan
SESA	Strategic Environmental and Social Assessment
SSIP	Social Services Improvement Project
SSO	State Statistical Office
TB	Tuberculosis

TSS	Total Suspended Solids
UNESCO	United Nations Educational, Scientific and Cultural Organization
LoE	Law on Environment
LSGU	Local Self-Government Units
OG	Official Gazette
WB	World Bank
WG	Working Group
WHO	World Health Organisation
WEEE	Waste of Electronical and Electrical Equipment
WWTP	Waste Water Treatment Plant

1 EXECUTIVE SUMMARY

The Ministry of Labor and Social Policy of the Republic of Macedonia will implement the Social Services Improvement Project (SSIP) aimed at improving the access to Early Childhood Education and Care services (ECEC) and to social benefits and services, with financial support of the International Bank for Reconstruction and Development (IBRD).

The three components of SSIP include different types of activities: policy development and system-wide implementation of reformed services through an expanded network of social service providers and enhanced delivery methods; setting up a comprehensive system of social services, technical assistance and training activities to support strengthening of the capacity of local self-governance; expanding pre-school capacity by building new centers and repurposing (or upgrading) of existing infrastructure for pre-school programs, for all new and rehabilitated preschool institutions. The project will also finance furniture, teaching-learning materials, equipment, and setting playgrounds.

The Component 1 “Promoting social inclusion through improved access to social benefits and services” and Component 2 “Expanding the access to and improving of the quality of preschool services” are expected to cause environmental and social impacts associated with rehabilitation, reconstruction or construction of social services infrastructure facilities, and supporting alternative providers of social services. Since the specific activities and site locations will be determined during the Project implementation, and Environmental and Social Management Framework (ESMF) has been chosen as the most appropriate environmental and social due diligence instrument. Thus, this ESMF has been prepared to ensure that the proposed Project is implemented in accordance with the World Bank operational guidelines, safeguard policies and local legislation related to environmental protection, and should be used as a practical tool during design, implementation, and monitoring of the Project activities.

Taking into account the type of sub-projects, impacts on the environment and other environmental and social criteria within the Social Services Improvement Project it is expected that the submitted sub-projects will belong to small scale projects categorized as environmental Category B (B⁺ or B) or Category C according to the World Bank OP/BP 4.01 on Environmental Assessment. Category “A” projects are not eligible for financing under the SSIP. The main purpose of the ESMF is to serve as a guidance for identifying possible key environmental and social impacts that might result from the project implementation, and for proposing mitigation measures to address the anticipated impacts. The ESMF also defines the implementation and institutional responsibilities of various stakeholders involved in the project implementation. The Framework analyzes environmental policies and legal regime of the Republic of Macedonia and safeguards policies of the WB; presents the institutional and capacity assessment related to the environmental management; and describes the principles, objectives and approach to be followed while designing site-specific environmental mitigation measures. It is expected that sub-projects under Component 1 and 2 will be small-scale and as such will most likely be categorized as B+, B or C. Potential category A activities will be screened out as ineligible for the Project support.

The Chapters of the Environmental and Social Management Framework document are as follows:

- **INTRODUCTION AND BACKGROUND INFORMATION ABOUT MACEDONIA**

The Chapter provides general information about natural characteristics of the Republic of Macedonia in terms of geographical characteristics, climate and water resources, basic demographic and microeconomic data, biological diversity and protected areas. The municipalities and statistical planning regions in the country are also described.

- **BASELINE ENVIRONMENTAL AND SOCIAL DATA**

Background information about the air quality, drinking water supply and waste water treatment, waste management, noise, nature protection, regulation on local (municipal), national environmental policy, demography, economy and livelihood, education, social and health care and protection and cultural heritage.

- **OVERVIEW OF THE ENVIRONMENTAL AND SOCIAL LEGAL FRAMEWORK IN MACEDONIA**

The Chapter describes relevant national environmental and social policies, legislation and standards relevant to the assignment.

- **RELEVANT ENVIRONMENTAL AND SOCIAL INSTITUTIONAL SET UP**

The main roles and responsibilities of governmental and local self-government level administration in reference to environmental protection and social policy are considered in this Chapter.

- **NATIONAL EIA PROCEDURE FOR THE PROJECT DEVELOPMENT**

The Chapter describes the national ESIA procedure (including screening, scoping, development of ESIA Study, public participation and public disclosure) and institutional setup within the ESIA procedure. The Chapter contains brief description and “processing” scheme of the national procedure for environmental impact assessment of small-scale project and necessity of developing the EIA Reports-Elaborates for small-scale projects.

- **WB SAFEGUARD PROCEDURES**

The Chapter provides for the brief overview of the World Bank safeguard procedures OP/BP 4.01 Environmental Assessment (EA), and OP/BP 4.12 Involuntary Resettlement developed and implemented across the world, which should be considered for the Project to ensure prevention, mitigation and compensation in case of adverse impacts of project development to environmental and social conditions.

- **ENVIRONMENTAL AND SOCIAL DUE DILIGENCE INSTRUMENTS**

The Chapter describes Environmental and Social Due Diligence Instruments envisaged under the national legislation and World Bank OPs/BPs, including environmental screening and assignment of environmental categories in order to confirm that project implementation respects both Bank’s environmental and social policies and national legislation. This Chapter also describes the process of the development of Due diligence instruments, including their public disclosure and consultations.

- **PROJECT DESCRIPTION**

SSIP consists of three components:

Component 1: “Promoting social inclusion through improved access to social benefits and services”

Component 2 “Expanding the access to and improving of the quality of preschool services”

Component 3: Project management, monitoring and evaluation with relevant sub - components.

- **ENVIRONMENTAL MANAGEMENT SYSTEM TO ADDRESS POSSIBLE ENVIRONMENTAL AND SOCIAL IMPACTS**

The Chapter describes the Environmental Management System to be established and maintained during the entire Project Life Cycle, and criteria (consequences and likelihood) that need to be applied for the environmental and social impact assessment of each specific small scale sub-project under the Project. ESMF considers potential and most typical environmental impacts that could be caused by sub - projects activities and outlines the guiding principles of environmental screening, assessment, review, management, and monitoring procedures for the Project activities.

- **SAMPLE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)**

Sample Environmental and Social Management Plans (ESMPs) are provided in this Chapter for typically expected sub-projects and activities. These sample ESMPs consist of Mitigation and Monitoring Plans. The Mitigation Plan presents types of project activities, potential impact, and impact scale; proposes mitigation measures to be applied by the Contractor; and identifies institutions responsible for their implementation and costs. The Monitoring Plan presents the parameters that need to be monitored, reason why the parameter should be monitored, responsible body and frequency of monitoring, and costs. Site-specific ESMPs shall be developed for each sub-project based on the specific conditions and circumstances such as location, sensitive receptors and vicinity of protected areas.

- **IMPLEMENTATION AND REPORTING ARRANGEMENTS**

This Chapter contains the whole procedure for the preparation, implementation and monitoring of mitigation measures prescribed in sub-project specific ESMPs, and identifies specific monitoring responsibilities for and reporting arrangements (Template of the Environmental and Social Monitoring Report is given in this Chapter).

- **ANNEXES**

Annex 1 presents **Error! Reference source not found.**the Template of Environmental and Social Screening (ESS) Check list.

Error! Reference source not found. presents the template of content of Initial Limited Impact Assessment (for Category B⁺) with templates of the Environmental and Social Management Plan.

Annex 3 presents the template of the Environmental and Social Management Plan (ESMP) Checklist (for Category B).

Annex 4 presents the Template for announcing public disclosure and consultations of safeguard documents.

Sample Table of Content for Stakeholder Engagement Plan is given in the **Error! Reference source not found.**

2 THE ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF) FOR THE SOCIAL SERVICE IMPROVEMENT PROJECT

In order to improve the access to Early Childhood Education and Care services (ECEC) and to social benefits and services, the Ministry of Labor and Social Policy of the Republic of Macedonia intends to receive a loan from the International Bank for Reconstruction and Development (IBRD) for the implementation of the Social Services Improvement Project (Project). Component 1 of the proposed Project supports the improvement of the existing ECEC infrastructure and construction of the new ECEC infrastructure, as well as improved design and physical outlay of child-centered ECEC facilities. In order to address Project's potential environmental and social concerns, and in accordance with the requirements of the World Bank Operational Policies OP 4.01 'Environmental Assessment' and OP 4.12 "Involuntary Resettlement", the Ministry of Labor and Social Policy (MLSP) as the principal Beneficiary and Implementing Agency has prepared this Environmental and Social Management Framework (ESMF) and the Resettlement Policy Framework. The ESMF has been chosen as the most appropriate due diligence instrument, because specific sites and sub-project activities are not pre-determined and will be identified in the course of the project implementation. For the preparation of the ESMF, the Ministry of Labor and Social Policy of the Republic of Macedonia has signed a Contract with the Joint Venture "Eco Mosaic" Doel Skopje and "Bios Pro" Doel Skopje. The RPF is prepared as a separate document.

Consistent with existing national legislation, the objective of the Environmental and Social Management Framework is to ensure that activities under the proposed Project:

- Protect human health;
- Prevent or compensate any loss of livelihood;
- Prevent environmental degradation as a result of either individual sub-projects or their cumulative effects;
- Enhance positive environmental and social outcomes; and,
- Ensure compliance with World Bank safeguard policies.

The document defines the steps, processes and procedures to be followed by the MLSP/PMU, sub-project proponents and beneficiary communities (municipalities) for screening and categorizing proposed sub-projects, and for the environmental and social assessment, monitoring and management of the environmental and social issues associated with the implementation of proposed activities. In addition, the ESMF analyses environmental policies and legal regime of the Republic of Macedonia and the World Bank safeguard policies; presents the assessment of the institutional capacity required to ensure proper environmental management; and describes the principles, objectives and approach to be followed while designing site-specific environmental mitigation measures. The ESMF should be used as a practical tool during design, implementation, and monitoring of sub-projects under the proposed Project.

3 INTRODUCTION AND BACKGROUND INFORMATION ABOUT MACEDONIA

3.1 BACKGROUND INFORMATION ABOUT MACEDONIA

The Republic of Macedonia is situated in South-Eastern Europe, as a central Balkan country bordering with four countries, to the east with Bulgaria, to the north with Serbia, to the west with Albania and to the south with Greece.



The Republic of Macedonia covers an area of 25,713 km² and 2,022,547 inhabitants, according to the 2002 Census. The country's capital is Skopje with 506,926 inhabitants. The average population density is 83.2 inhabitants per km².

The country position is very favourable and it is significant cross roads in the Balkans connecting several countries and South-

Eastern Europe. The international highway E - 75 road M5 and international railway as well as corridor 8 and 10 are the most important traffic corridor throughout the country.

The Republic of Macedonia has a diverse topography with high mountains and deep valleys surrounded by mountains, picturesque rivers, large and small natural lakes and spas. The highest point is the peak of Mount Korab with a height of 2,764 m. Macedonian cultural sites and resources occupy an important place in the world cultural heritage.

The longest river is Vardar, 388 km (of which 301 km are in the Republic of Macedonia), and mostly it flows through the central part of the country. Three large lakes – Lake Ohrid, Lake Prespa and Dojran Lake – lie on the southern borders of the Republic, bisected by the frontiers with Albania and Greece. Lake Ohrid is considered to be one of the oldest lakes and biotopes in the world and the deepest in the Balkans (286 m).

The Republic of Macedonia is dominated by sub-Mediterranean climate with characteristic warm and dry summers, and cold and humid winters. The mean annual temperatures decrease from the north to the south of the country.

Republic of Macedonia is one of the rare countries in Europe with wealth of natural values regarding the natural conditions. Richness and heterogeneity of species and ecosystems, and the high degree of relicts and endemism are the main characteristics of biological diversity in the Republic of Macedonia. The network of protected areas in the Republic of Macedonia includes 86 objects with total surface area of 226 809.65 ha, which is approximately 8.82% of the total territory of the country. Most of it falls into the category national parks with around 4.5% (3 National Parks: Mavrovo, Galichica and Pelister),

natural monuments with 2.74% and the multipurpose area Jasen with 1.05% of the national territory.

The agricultural land, which includes the cultivable land and the pastures, takes about 56.2% of the total area. The forests spread on around 43.8% of the total area of the country.

Republic of Macedonia is considered rich in water resources and it has recorded and mapped 4,414 springs in total, with overall annual capacity reaching 6.63 billion m³ of water. According to the hydro graphic division, the country belongs to three water basins, namely: Adriatic Sea (15% of the territory) with the main entry watercourse being the river Crn Drim; Aegean Sea (85% of the territory) with the rivers Vardar and Strumica as the major watercourses; Black Sea, the basin of which has insignificant territory.

The Republic of Macedonia has wonderful lakes, untouched mountains, great history and wealthy cultural heritage as a base for development of tourism. The capital city Skopje and Ohrid as UNESCO-protected are the key tourist destinations, as well as Prespa and Dojran Lake, the National Parks: Pelister, Galichica and Mavrovo and other areas with cultural and historical significance.

In 2006 the process of decentralization started with delegation and transferred of plenty of rights and responsibilities to the Local self-Governments and currently there are 80

municipalities and the City of Skopje, which is a district unit of local self-government that consists of 10 municipalities (Aerodrom, Karpos, Cair, Gazi Baba, Gjorce Petrov, Saraj, Suto Orizari, Kisela Voda, Centar and Butel) who have jurisdiction for different obligations in order to provide sustainable and healthy life of their citizens. There are 43 urban municipalities and 37 rural municipalities. In total there are 1767 settlements and 34 cities in the Republic of Macedonia.

The main competences of the municipalities are in the following areas: a) urban planning, b) environmental protection, c) communal activities, d) education - primary and secondary schools, e) social protection and health care - primary



health care and kindergartens and homes for old people, f) sport and recreation - local sport facilities, g) culture and others.

For better economic development and statistical purposes, the Republic of Macedonia is divided into 8 non-administrative units - statistical regions that are formed by grouping the municipalities as administrative units of lower level.

The demographic indicators at regional level show considerable differences which points to a big disproportion in the territorial distribution of the population. The Skopje Region, as most densely populated, has almost ten times higher density than the Vardar Region, which is the least densely populated.

4 BASELINE ENVIRONMENTAL AND SOCIAL DATA

Environmental and social issues within the country are similar to those of many other countries in the region.

The air quality is an issue during the whole year, especially in the winter season for bigger cities in some regions as a result of old equipment in the industry sector and energy production installations, the way of heating of households, old vehicle fleet and lack of state-of-the art technology solutions, as well as weak regulatory, monitoring and enforcement framework.

As a result of discharging of untreated communal waste water from the most cities in the country and small settlements, waters from industry sector and agriculture there is a poor water quality. Also, water quality could get worse as a result of construction activities near the water sources or as a result of improper waste management (disposal of waste near/ in water sources).

There is also so called historical pollution of soil, water and air from the disposal of industrial hazardous waste from industry and mining operations which are potential risks to the human health and impact to the biodiversity.

Noise in the environment is a serious health and environmental problem, especially serious threat to the health of children, especially for their hearing, learning and their behaviour. Noise can interfere with mental activities requiring attention, memory and ability to deal with complex analytical problems. In terms of exposure to increase noise level, especially vulnerable groups are children who are in phase of development, the older people, and people with hearing impairments.

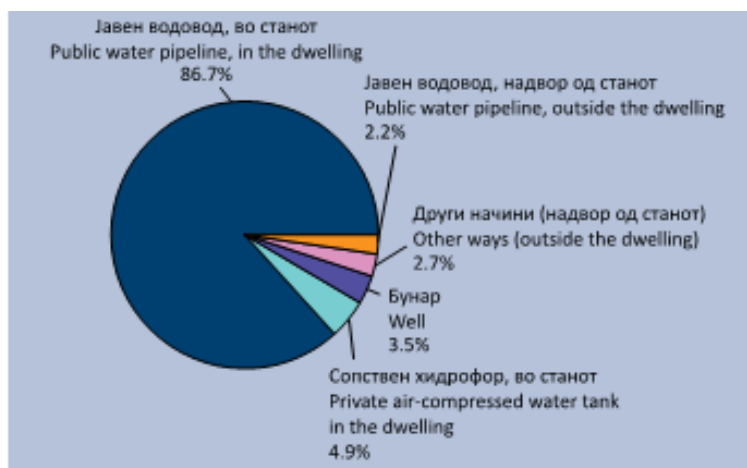
Main environmental baseline data for each element is describes in the following sub-chapters.

4.1 WATER SUPPLY

In many urban municipalities combined sources are used, while rural water supply systems are mainly supplied from springs and groundwater. The household in RM are supplied with drinking water from: public water pipeline (in and outside the dwelling), other ways (outside the dwelling), private air compressed water tank, well (according the census of Population, Households and Dwellings from 2002). Number of population connected to public water supply system is 1,200,000 inhabitants.

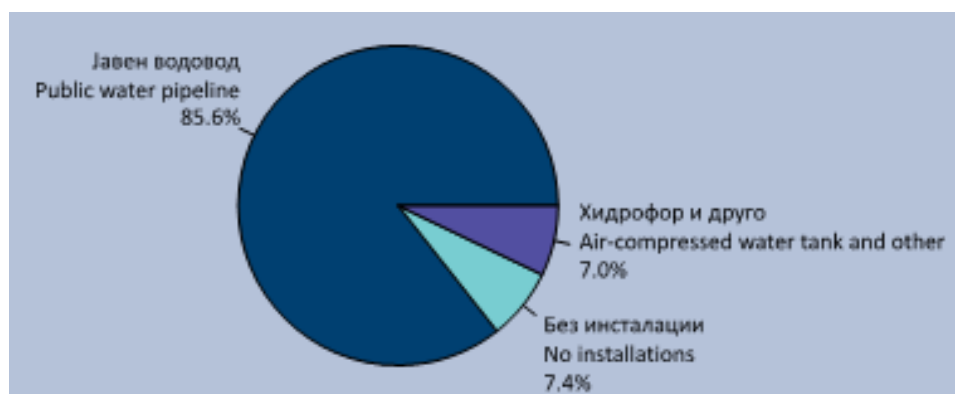
Data shows that 88.9% of the total number of individual households (564,296) and 597,014 of dwellings (or 86.7 % from total number of dwellings 698,143) are supplied with drinking water from public water pipeline.

Figure 1 Drinking water supply system for households in Macedonia



The majority of households that are not supplied with drinking water from a public water pipeline are concentrated mostly in sparsely populated rural settlements.

Figure 2 Dwellings according to water supply installations



Sanitary-hygienic condition of the drinking water is within the limits of the expected quality (91.5%-95% of samples are safe), as well as physical-chemical (only 2.6% to 5.6% of samples are unsafe) and microbiological conditions (only 0.8% to 3.0% of samples are unsafe).

According to the data from the “Development of Water Tariff Study for Republic of Macedonia” the water supply coverage in almost each municipality is above 90%. Some of the existing drinking water supply systems in the country are old and there are often water losses.

Coverage problems exist in the non-urbanized inhabited areas, places/facilities which due to technical reasons arising from their location cannot be connected, as well as some of the villages. Small settlements usually have problems with lack of drinking water supply system, or there is a need of reconstruction of the existing system or their extension.

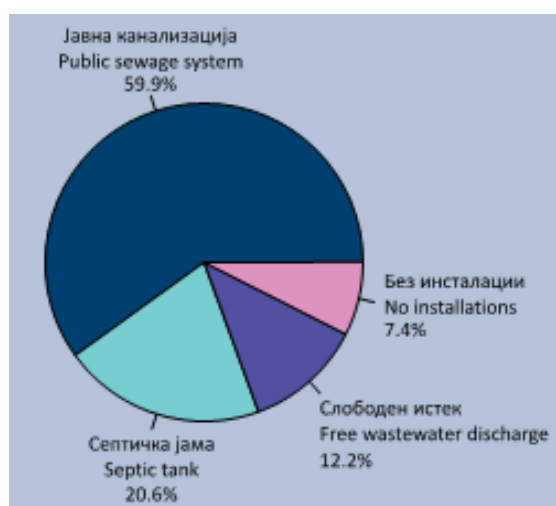
Lack of safe drinking water causes potential risks to human health due to the waterborne diseases, increase of medical costs, absents of work, etc.

Total abstractions for public water supply from fresh surface and groundwater sources (cubic meters per inhabitant) vary from 102 m³/capita (2002) to 133m³/capita (2009).

4.2 WASTE WATER TREATMENT

Regarding the waste water treatment, collected data from Census in 2002 shows that from the total number of dwellings 40.1% are not equipped with installations for discharging wastewater from the households into public sewers systems.

Figure 3 Sewage system in Republic of Macedonia

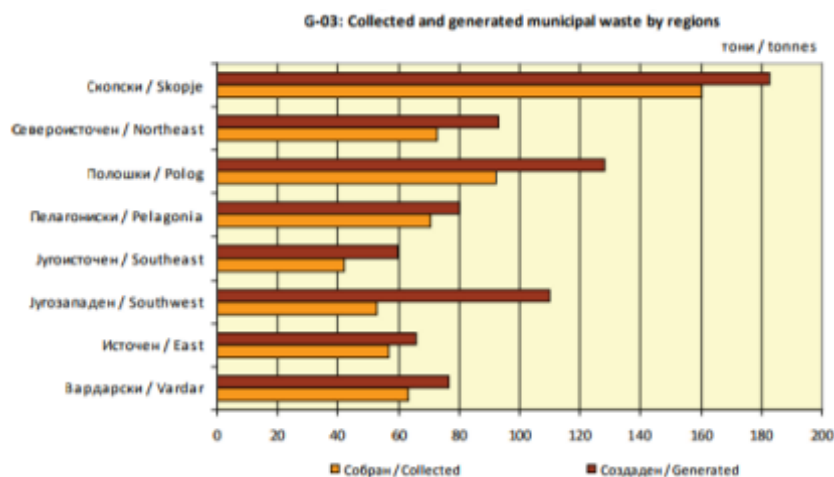


The most of dwellings (59.9%) are connected to the public sewage system and approximately 20.6 % of the dwellings have their own septic tanks performing periodic cleaning. Without installations are 7.4% and 12.2% have free waste water discharge.

4.3 WASTE MANAGEMENT

According to the data of the State Statistical Office, the total amount of collected municipal waste in the Republic of Macedonia in 2016 was 610 227 tones. Compared to 2015, the total amount of collected municipal waste decreased by 1.6 %. The highest amount of collected municipal waste was registered in the Skopje Region - 160 290 tones, or 26.2% of the total collected amount in the Republic of Macedonia.

Figure 4 Collected and generated municipal waste by regions (Source: State Statistical Office)



Total processed waste for 2016 is 0.85% in relation to the total reported, collected and transported municipal and other types of non-hazardous waste. Of the reported quantities of processed waste, 2260.7 tons is recycling of paper, cardboard, plastics, glass and metals, and 2.238,85 tons of wastes is composted.

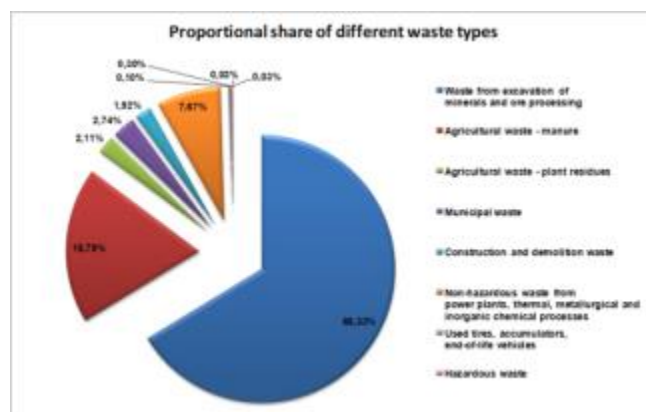
From the total amount of collected municipal waste, 512 657 tones, or 84%, was from households, and the remaining 16% from legal and natural persons (commercial waste). The municipal waste collection system covers 75% of the national population.

By waste type, the highest amount of collected waste is mixed municipal waste, 543 644 tones or 89 %, and the lowest amount is rubber waste, 656 tones or 0.1% of the total amount of collected waste.

The total amount of generated municipal waste in the Republic of Macedonia in 2016 was 796 585 tones. The annual amount of generated municipal waste per person in 2016 was 376 kg per person, which is 1.1% more than in 2015. Most of the collected municipal waste (99.4%) is disposed of in landfills. According to the Annual Environmental Report for 2016, total generated hazardous waste is 23 417.43 tons or 4 325.2 m³.

Proportional share of different waste types generated on national level is shown on Figure 5.

Figure 5 Proportional share of different waste types generated on national level



Generated solid waste in Macedonia is mostly disposed. Only the Skopje landfill “Drisla - Skopje” DOO fulfills the minimum criteria prescribed in the national and EU landfill criteria. All others do not comply with any technical and/or environmental standards; landfills represent risks for the pollution of air, soil, surface water and groundwater, as well as potential risks for biodiversity, agricultural land and human health due to deposition of mixed hazardous and non-hazardous waste.

There are 4 companies specialized for collection of the packaging waste mainly from drinking water and beverages bottles, food products package, cosmetics and pharmaceutical package.

An additional environmental problem is represented by the traditional burning on open-air fires of municipal waste, plant tissue waste and plastics originating from greenhouses or silage coverage. Most of the existing municipal dumpsites need to be closed since the site conditions and environmental impact do not allow them to be upgraded economically, to be harmonized with the EU standards.

Active municipal waste landfills (54) are categorized according to the assessment of their environmental risk. 16 landfills are ranked with high risk, 16 with medium risk, and 19 with low environmental risk. Existing municipal waste landfills categorized according to their environmental risk are shown on Figure 6. Four high-risk landfills are classified as special cases and need to be closed and/or remediated immediately.

Figure 6 Overview of the existing municipal landfills and categorization according to their risk on the environment



According to the National Waste Management Strategy (2008 - 2020), the regional approach to the municipal solid waste management was proposed and in the period from 2011 till now several practical steps toward regional waste management were made. Several Regional Public Enterprises for municipal waste management (Regional Waste Management Body) were founded in few regions.

Republic of Macedonia has been implemented projects in order to establish an Integrate Financially Self - sustainable Waste Management Systems in Pelagonija, Southwest, Vardar and Skopje Planning Regions and also for the East and Northeast Planning Regions. Also, with support of EU IPA funding projects the technical documentation for closure of illegal dumpsites in East and Northeast Planning Region will be prepared and technical specification for procurement of waste collection and transportation equipment will be defined.

Main problems regarding the waste management in Republic of Macedonia are: only one landfill ("Drisla" Skopje) meets the standards for disposal of waste on national level, mostly of the rural settlements are not covered by the communal services, old waste vehicle fleet, no primary selection on the source of waste generation, there are no formal collection systems for construction and demolition waste, some existing used waste trucks cannot be driven on the small streets in the settlements, some municipalities do not have separate municipal inert waste landfill dedicated only to the disposal of inert waste, lack of public awareness of the population on potential human health risks and environmental

risks during the improper disposal of the various waste streams (near rivers, roads, on agricultural land, near wells, etc.).

4.4 AIR EMISSIONS AND AIR QUALITY

Air emissions are a consequence of several factors which due to their complexity are difficult to alleviate/eliminate, as well as resolving the consequences of such a condition. The main factors contributing to air pollution are: the industry sector, the energy sector, the transport sector, the agriculture sector, waste management, climate conditions and terrain configuration as driving forces that are the cause of environmental impact / pressure to the environment and air quality in general.

The horizontal dispersion of the pollutants depends on the turbulence of the atmosphere and the topography of the terrain, but above all from the winds, that is, the intensity, direction and direction of the air masses.

Change in temperature with altitude change is one of the most important factors that influence the vertical dispersion of the polluting substances. When the flue gases emit vertically upward, in most cases there is an increase in their volume, that is, their spread and cooling. The state of the atmosphere, expressed through its stability, indicates whether the outer air supports or limits the dispersion of the pollutants in a vertical direction.

The ambient air quality in Republic of Macedonia is continuously monitored and reported by the Ministry of environment and physical planning, the sector of Macedonian Environmental Information Centre (MEIC).

The inventory of air pollutants is prepared according the requirements of the Convention on Trans-Boundary Air Pollution Transmission and Protocols which the Republic of Macedonia has ratified in 2010.

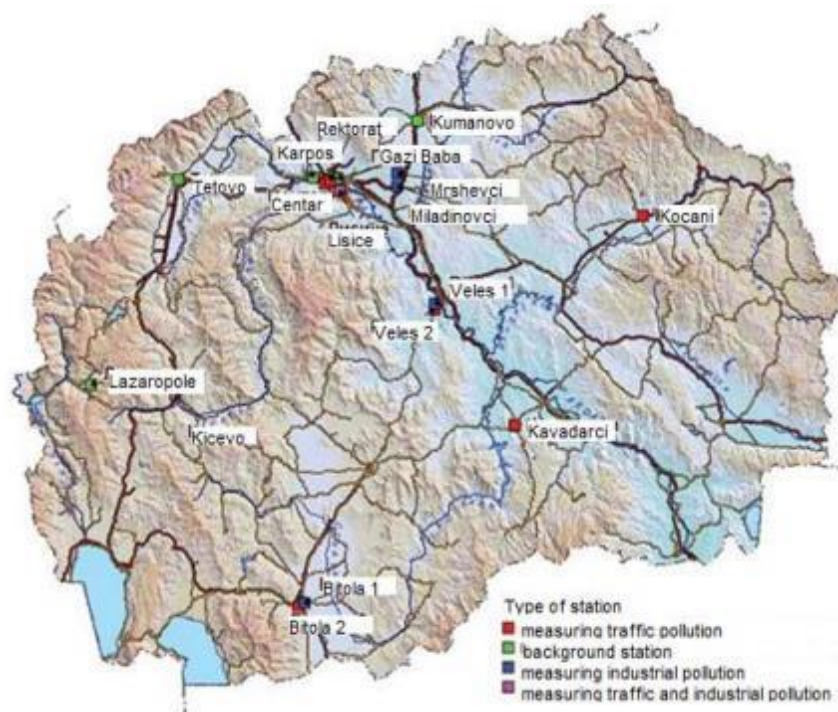
The emissions of pollutants from sources of pollution such as transport, industry, agriculture transmitted over long distances and significantly affect air quality and therefore have impact on vegetation, animals and population. It is therefore necessary to control their emissions and to reduce the discharged amounts in the air.

The air pollution is very big problem in the bigger cities in the country. This problem is particularly accentuated in winter period when the polluted air is present during long period of days and the estimated damages of this situation are very considerable. Traffic congestion increases vehicle emissions and degrades ambient air quality, and recent studies have shown excess morbidity and mortality in the capital Skopje as a result of polluted air.

The Ambient Air Quality in Macedonia varies according to the location of the measuring point with main contribution to the quality of ambient air affected by the concentration of population, the vicinity of industrial capacities, type of production and type of produced products, production of energy, transport of goods and people. There is a state air quality monitoring network consists of 17 automatic monitoring stations (measuring on line concentrations of SO₂ [µg/m³], NO₂, NO_x, NO [µg/m³], CO [mg/ m³], O₃ - ozone [µg/m³], SPM - suspended particulate matters (PM 10/opt. PM 2.5) expressed in µg/m³. The heavy metals (arsenic, nickel, cadmium) have been monitored as well.

The monitoring stations are located as follows: 5 measuring stations in Skopje, 2 measuring stations in Bitola, 2 measuring stations in Veles, 2 measuring stations in Ilinden (installed in village Miladinovci and village Mrshevci near the OKTA refinery), and one measuring station in Kicevo, Kumanovo, Kocani, Tetovo, Kavadarci and the village of Lazaropole (Figure 6).

Figure 7 Monitoring stations in the Republic of Macedonia.



Air quality shows no increase above concentration limit values and alert thresholds for SO_2 , NO and CO . Exceeding of PM_{10} daily limit values resulted in exceeding of the annual average limit value. $\text{PM}_{2.5}$ follows the trend of PM_{10} and remains a challenge for the future. Average annual concentrations of PM_{10} exceed the annual limit value ($40 \mu\text{g}/\text{m}^3$) in all monitoring stations located in urban areas in all years from 2005 till now.

According to a survey done in 2015 (State Statistical Office, 2015) from the total number of households, 62% use wood as the primary source of heat, 29% use electricity, 8% are connected on central heating, while the other 1% use other types of heat sources.

Suspended particles are the most critical pollutant in our country that affects human health. Suspended particle concentrations in the country are high, especially during the winter months, when they significantly exceed the limit values defined in national legislation. The main source of suspended particles is heating in households. Industry and traffic are also important sources of suspended particles.

4.5 NOISE

Transportation is the main source of noise pollution and road traffic, the major cause of human exposure to noise, except for people living near airports and railway lines. Measurement and monitoring of noise is needed to achieve and maintain noise levels in the environment within the limit values defined in four areas according to the degree of protection against noise, with the ultimate goal of protecting the health and well-being of the population.

These areas are:

- *Area with a first degree of noise protection*, includes areas of tourism and recreation, areas near health institutions for hospital treatment, and areas of national parks and natural reserves;
- *Area with a second degree of noise protection*, includes areas primarily intended for residential use, residential districts, areas in the vicinity of educational institutions, educational facilities and social protection services for adults and children;
- *Area with a third degree of noise protection*, correspond to an area where some human activities with noise disturbance are accepted. These include commercial areas, areas with mixed housing/residential, craft activities and production activities (combined areas);
- *Area with fourth degree of noise protection*, correspond to an area in which actions are allowed that can cause the appearance of greater environmental noise. It includes non - residential areas exclusively intended for industrial activities.

The noise limit values for each of above mentioned areas are prescribed within the national legislation.

The responsible authority for collecting data for noise exposure indicators and the percentage of noise-exposed population is MoEPP. Authorized and accredited laboratories for noise exposure assessment obtain data for noise exposure indicators in collaboration with responsible bodies, like MoEPP for major roads, major railways and major airports, local government for agglomeration and settlements. Laboratories for noise measurements are allocated in public health centres and consultant companies for environmental risk assessment. Some of them are already accredited by the National Institute of Accreditation.

In the Republic of Macedonia, strategic noise maps for agglomerations, major roads, major railways, major airports, settlements and areas of special interest have not yet been prepared, so there are no available data for noise-exposed population and the public is not informed about the current status for noise exposure. National limit values for the prevention of adverse noise-related effects were established in compliance with WHO recommendations by the Ministry of Health and MoEPP.

Data based on strategic noise maps (number and percentage of people exposed to 55 dB (A) and more in major agglomerations, around major roads, major railways and major airports) are not available. Data for noise levels in urban centers such as Skopje, Bitola and Kumanovo based on local noise monitoring are available, but data for the percentage of exposed population are not available. The Centers for Public Health in Bitola, Kicevo and Kumanovo assess the impact of communal noise on the exposed population in the cities.

The noise intensity is shown through the basic noise indicators through day- L_D , evening- L_e and overnight- L_n , expressed in dB (A), defined in the Rulebook for noise indicators, additional noise indicators, the method of noise measurement and assessment methods with noise indicators in the environment. According the registered noise levels measured in city area of Bitola, Kumanovo and Kicevo can be concluded that noise level exceeds the defined limit values especially during the nights.

4.6 NATURE PROTECTION

The Republic of Macedonia holds rich and unique biodiversity as a result of its complex geography and the combination of continental and Mediterranean climate. The biodiversity is represented with almost 22.000 species from which over 1.000 species are endemic. In addition, the country has numerous relicts and endemic species for which is an “European hotspot”. At present, on the territory of Macedonia have been identified over 2.000 species of algae and fungi, 3.200 vascular plants, 500 species of moss, 13.000 invertebrate species, 85 species of fish, 14 amphibians, 32 reptiles, 335 birds and 89 mammals. Of significant importance are the endemic species from which 150 are endemic algae, 120 endemic vascular plants, over 700 invertebrates and 27 endemic fish species.

The territory of Macedonia holds 120 habitat types and 28 types of ecosystems, from which the Ohrid and Prespa Lakes are from both national and global significance.

The largest numbers of endemic algae species are found in the Ohrid and Prespa Lake, and fewer in Dojran Lake and Shar Mountain.

The plants are represented with numerous Balkan and south Balkan endemic species as well as a large number of local endemic species and sub endemic species. The total number of identified local endemic plant species amounts to 120. Some of these species are originate from the tertiary period and are defined as paleoendemic species (endemorelict species) such as: *Thymus oehmianus*, *Viola kosaninii*, *Crocus cvijici*, *Crocus scardicus*, *Colchicum macedonicum*, *Narthecium scardicum* and others. A rare species that grows only in few localities in the vicinity of Pehchevo is *Drosera rotundifolia*. The unsuitable protected is one of the main reasons for population fragmentation of some rare and/or endemic plant species: *Nuphar lutea* (Ohrid Lake, at vil. Kalishta), *Thymus oehmianus* and *Viola kosaninii* (Kozjak accumulation) and *Phyllitis scolopendrium* (St. Petka accumulation).

The fauna is presented with over 550 endemic species. The sponges are presented with 6 endemic species, Mollusca 92 endemic species, Annelida 49 endemic species, Pseudoscorpiones 16 endemic species and others.

Three (3) amphibian species represent Balkan endemic species (*Triturus macedonicus*, *Rana graeca* and *Pelophylax kurtmuelleri*). Several amphibian subspecies represent species with limited distribution areal limited to the Balkan: *Lissotriton vulgaris graecus*, *Pelobates syriacus balcanicus* and *Bombina variegata scabra*. Three (3) are protected with the Habitat directive: *Triturus carnifex*, *Triturus karelinii* and *Bombina variegata*.

The main threat for biodiversity is the desiccation of wetlands, which has caused reduction of areas inhabited with relict wetland vegetation. The agriculture sector by abandonment of traditional use of meadows and pastures causes landscape changes though succession and change in the biodiversity structure. The industry sector degrades large areas through mine waste deposition, technological waste, industrial landfills with non-hazardous and hazardous waste, and lack of re-cultivation of abandoned pits and landfills, which causes loss of habitats important for a large number of biodiversity. The urbanization poses additional stress on biodiversity by the direct conversion of natural land into urban areas as well as by species disturbance caused from usually uncontrolled and discontinued urbanization and untreated wastewater discharge. The tourism sector also can negatively affect biodiversity, especially with unplanned construction of tourist

objects that can degrade the ecosystems and the biodiversity they contain. The construction of hydropower systems in the river gorges causes flooding of important refugial habitats for significant relict and endemic flora. The intensive development of the transport sector frequently causes habitat fragmentation and this negatively affects the biodiversity.

Three national parks have been recognized in the Republic of Macedonia: Mavrovo (731 km²), Galicica (227 km²) and Pelister (125 km²). All three parks are heritage sites of nature and culture. National parks offer great possibilities for the development of tourism, the preservation and scientific research.

In the past five decades of organized protection of natural areas in the country, 86 protected areas were classified with a total area of 230.083 hectares, or 8,9 % of the national territory. The largest part of the protected land is Category II - National Parks (4,47%), Category III - Nature Monument (3,07%) and Category VI - Multi-purpose area Jasen (0,97).

4.7 REGULATION ON LOCAL (MUNICIPAL) LEVEL

On local (municipal) level there is no any specific relevant regulation issued for air quality, protection of waters, noise disturbance or special regulation on waste management.

All relevant inspectors (Environmental, Communal, Traffic, Civil /Construction) follow the national environmental legislation.

Other regulation related to local self-government sector is the following:

- Law on local self-government (Official Gazette of Republic of Macedonia No. 5/2002);
- Law on State Inspectorate of Local Self-Government (Official Gazette of Republic of Macedonia No. 158/10)
- Law on City of Skopje (Official Gazette of Republic of Macedonia No.55/04)
- Law on inter-municipal cooperation (Official Gazette of Republic of Macedonia No.79/09)
- Law on the territorial organization of the local self-government in the Republic of Macedonia (Official Gazette of the Republic of Macedonia No.55/16.08.2004);
- Law on equal regional development (Official Gazette of Republic of Macedonia No. 63/ 22.05.2007)

4.8 NATIONAL ENVIRONMENTAL POLICY

The governmental institutions in the Republic of Macedonia have been adopted number of environmental policy documents for the protection, maintenance, and enhancement of the environment. The main plans and strategic documents on national level are following:

ENVIRONMENTAL POLICY
National Strategy for Environmental Approximation 2008-2014, adopted 2008 by the Government of RM (updated in 2014)
National Strategy for environmental investments, 2009-2013, adopted in 2009 by

the Government of RM
Second National Environmental Action Plan 2006-2012, adopted in 2006;
Environmental Monitoring Strategy, adopted in 2005 by the MoEPP
Program for investments in environment (on annual base), MoEPP
SUSTAINABLE DEVELOPMENT
National Strategy for regional development of the Republic of Macedonia 2009 - 2019
National Strategy for Sustainable Development in Republic of Macedonia 2010-2030, adopted in 2010 by the Government of RM
Plan for Institutional Development of the National and Local Environmental Management Capacity 2009 - 2014 approved by GRM in February 2009.
COMMUNICATION AND PUBLIC AWARENESS
Environmental Communication Strategy, adopted in 2004 by the MoEPP
Public Awareness Strategy for Environment, adopted in 2004 by the MoEPP;
Strategy for Environmental Data Management, adopted in 2004 by the MoEPP
POPs
Update of the National Implementation Plan for reduction and elimination of Persistent Organic Pollutants in the Republic of Macedonia - NIP Update, adopted by Government of RM in 2014
National Implementation Plan on reduction and elimination of Persistent Organic Pollutants in the Republic of Macedonia, adopted by Government of RM in 2004
WATER
National Water Strategy (2012 - 2042), adopted by Government of RM
AIR
National Plan for Ambient Air Protection in Republic of Macedonia for the period from 2013 to 2018 (2012)
Program for the gradual reduction of emissions of certain pollutants at the level of the Republic of Macedonia with projections for the reduction from 2010 to 2020
NATURE
National Strategy for Nature Protection (2017 - 2027), adopted in 2018
National Biodiversity Strategy (2019 - 2023)
Fifth National Report to the Convention on Biological Diversity of the Republic of

Macedonia, Ministry of Environment and Physical Planning, Skopje, 2014;
CLIMATE CHANGE
National Environment and Climate Change Strategy (2014-2020);
Third National Plan on Climate Change (2013)
WASTE
National Waste Management Strategy (2008-2020), adopted 2008 by the Government of RM;
National Waste Management Plan (2009 - 2015) adopted 2009 by the MoEPP
Waste Management Plan for the electric and electronic equipment waste in the Republic of Macedonia (2013 - 2020)
Program for packaging waste management, adopted in 2011 by the MoEPP;
Plan for closing of the non-standard landfills in the Republic of Macedonia
ENERGY
The Strategy for Energy Development in the Republic of Macedonia for the period 2008-2020, with a vision until 2030
Strategy for promotion of energy efficiency in the Republic of Macedonia by 2020
Third action plan for energy efficiency of the Republic of Macedonia for the period 2018-2020 (2016)

For the purposes of assessing environmental and social impacts, sub-project proponents will consider the amended version of each national environmental and social policy document and updated national legislation.

Table 1 Key relevant National Environmental and Social related legislation

Environmental/ social issues for the project	Relevant national Environmental and Social legislation
Water	<ul style="list-style-type: none"> - Law on Environment (Official Gazette No.53/05, 81/05, 24/07, 159/08, 83/09, 124/10, 51/11, 123/12, 93/13, 187/13, 42/14, 44/15, 129/15, 146/15); - Law on Waters (Official Gazette No. 87/08, 6 / 09, 161/09, 83/10, 51/11, 44/12, 163/13, 180/14, 146/15); - Law for drinking water and disposal of urban waste water (Official. Gazette of RM no. 68/04, 28/06, 103/08, 17/11, 54/11, 163/13, 10/15 and 147/15) - Law on Water Master Plan (Official Gazette No. 85/03, 95/05, 103/08); - Law on Aquatic Communities (Official Gazette No. 51/03, 95/05 113/07); - Decree on classification of waters (Official Gazette No. 18/99); - Decree on categorization of water streams, lakes, accumulations and groundwater (Official Gazette No. 18/99, 71/99) ; - Rulebook on the manner of establishment and maintenance of the protection zones around the springs for drinking water (“Official Gazette of the Republic of Macedonia” no. 17/83 and 15/89); - Rulebook on monitoring the sediment in reservoirs (Official Gazette No. 4 / 99); - Rulebook on the information of the conditions on the level and quantities of accumulated water in the accumulations, as well as the quantities of water discharged from there (“Official Gazette of the Republic of Macedonia” no. 8/99); - Rulebook on the content and the manner of preparation of the River Basin Management Plans (Official Gazette No. 148/09); - Rulebook on the Methodology for assessment of the river basins (Official Gazette No. 148/09); - Rulebook on the content and manner of preparation of the program of measures (Official Gazette No. 148/09); - Rules for special security requirements for natural mineral water (Official Gazette No. 32/06); - Rulebook on the safety of water (Official Gazette No. 46/08); - Rulebook for hazardous and harmful substances and their emission standards that can be discharged into the sewage or drainage system, surface or ground water bodies and the coastal lands and wetlands (Official Gazette No. 108/11); - Rulebook on conditions and how the emission limit values for discharges of waste water after their purification, method of their calculation, taking into account the specific requirements for the protection of protected areas (Official Gazette No. 81/11) - Ordinance for technical and sanitary conditions for discharge of waste waters in sewage system of City of Skopje (PE Vodovod i kanalizacija)
Air Quality	<ul style="list-style-type: none"> - Law on Ambient Air Quality (Official Gazette No. 67/04 with amendments No. 92/07, 35/10, 47/11, 59/12, 163/13, 10/15, 146/15); - Decree on limit values of levels and types of pollutants in ambient air and alert thresholds, deadline for achieving limit values,

Environmental/ social issues for the project

Relevant national Environmental and Social legislation

- margins of tolerance of the limit value, target values and long-term goals (Official Gazette No. 19/05);

 - Macedonia ratified the Convention on Climate Change on 28 January 1998, entrance into force on 28 Apr 1998;
 - Macedonia ratified the Kyoto Protocol on 18 November 2004, entrance into force on 16 February 2005;
 - Decree on limit and target values for levels and type of pollutants in the ambient air, alert and information thresholds; deadlines for achieving limit and target values for specific substances; margins of tolerance for limit value and target value and long-term objectives for specific pollutants (Official Gazette No. 50/05);
 - Rulebook on criteria, methods and procedures for evaluation of the ambient air quality (Official Gazette No.82/06);
 - Lists of zones and agglomerations for ambient air quality (Official Gazette No.23/2009);
 - Rulebook for methodology for inventory and determination of the levels of emissions of pollutants in the ambient air in tons per year for all types of activities, as well as other data required to be submitted under the Program for air monitoring in Europe (EMEP) (Official Gazette No.142/07);
 - Rulebook on establishing the emission upper limits on national level (Official Gazette No. 10/90);
 - Rulebook for air emission limit values from stationary sources (Official Gazette No. 141/10);
 - The diesel fuel specifications are prescribed by Rulebook on liquid fuel quality (Official Gazette No. 88/2007, 91/2007, 97/2007, 105/2007, 157/2007, 15/2008, 78/2008, 156/2008, 81/2009);

Protected Natural Areas and Biodiversity

- Law on Nature Protection (Official Gazette No. 67/04, 14/06, 84/07, 35/10, 47/11, 148/11, 59/12, 13/13, 163/13, 41/14, 146/15) and secondary legislation on Natura 2000 and emerald network;
- Law on Forests (Official Gazette no. 64/09, 24/11, 54/11, 25/13, 79/13, 147/13, 43/14, 160/14 and 44/15); Law on protection of plants (Official Gazette no. 25/98 and 06/00);
- Lists for determining strictly protected and protected wild types (Official Gazette no. 139/11);
- (Emerald Network: Launched in 1998 by the Council of Europe, of which the Republic of Macedonia is a member, as part of the works under the Bern Convention on the Conservation of European Wildlife and Natural Habitats. This ecological network is based on the same principles as Natura 2000, and represents its *de facto* extension to non-EU countries. National Emerald Network in the Republic of Macedonia was implemented between 2002 and 2008.);
- Macedonia ratified the Rio Convention in 1997;
- Macedonia ratified the Bonn Convention in 1999;
- Macedonia ratified the Ramsar Convention in 1977;
- Macedonia ratified the Bern Convention in 1997;
- Macedonia ratified the CITES Convention in 2000;
- Macedonia ratified the Agreement on the Conservation of Bats in Europe (London) in 1999, amended in 2002

Environmental/ social issues for the project

Relevant national Environmental and Social legislation

Waste Management

- Law on Waste (Official Gazette No. 68/04, 71/04, 107/07, 102/08, 134/08, 124/10, 51/11, 123/12, 147/13, 163/13, 51/15, 146/15);
- List of Waste Types (Official Gazette No. 100/05);
- Law on Packaging and Packaging Waste (Official Gazette No. 161/09, 06/09, 17/11, 47/11, 136/11, 6/12, 39/12, 163/13, 146/15);
- Law on Waste Electronics and Electrical Equipment (WEEE) (Official Gazette No. 06/12, 163/13, 146/15);
- Law on batteries and accumulators and waste batteries and accumulators (Official Gazette no. 140/10, 47/11, 148/11, 163/13 and 146/15);
- The Law on the Ratification of the Basel Convention on the Control of Trans-Boundary Movements of Hazardous Wastes and their Disposal (Official Gazette No. 48/97);
- Decree for determining the activities of installations (landfills operation) requiring an integral environmental permit (Official Gazette No. 89/05);
- Rulebook on the manner and the conditions for waste storage, as well as on the conditions to be met by the sites on which waste storage is performed (Official Gazette No. 29/07);
- Rulebook on conditions that have to be fulfilled by the landfills (Official Gazette No. 78/09);
- Rulebook on the landfill operation, monitoring and controlling in the operational and closing phase as well as on the closure and after-care procedures (Official Gazette No. 156/07);
- Rulebook for criteria for acceptance of waste to landfill in each landfill class, preparation procedure for acceptance of waste, basic testing procedures, sampling procedure and acceptance of waste (Official Gazette No. 8/08);
- Rulebook on the manner and the conditions for handling PCBs, the conditions to be met by installations and facilities for PCBs disposal and decontamination, on used PCBs and on the manner of labeling the equipment that contains PCBs (Official Gazette No. 48/07, 130/09);
- Rulebook on the procedures and manner of collection, transport, processing, storage, treatment and disposal of waste oils, and the manner of keeping records and submission of data (Official Gazette No. 156/07);
- Rulebook on general rules for handling with communal and other non-hazardous waste (Official Gazette No. 147/07);
- Rulebook of detailed conditions on the handling of hazardous waste, and on the manner of packaging and labeling (Official Gazette No. 15/08);
- Rulebook on the handling and management of waste containing asbestos and waste from products containing asbestos (O.G. of RM No. 89/06);
- Rulebook on the form and content of the request for issuing a permit for the landfill operator as well as the form for and

Environmental/ social issues for the project	Relevant national Environmental and Social legislation
	content of the permit (Official Gazette No. 140/07);
Noise and Vibration	<ul style="list-style-type: none"> - Law on Noise Protection (“Official Gazette No. 79/07, 124/10, 47/11, 163/13, 146/15) - Rulebook on noise indicators and the area of application of additional noise indicators (Official Gazette No. 107/08); - Rulebook on the permissible level of noise in the environment (Official Gazette No. 147/08); - Rulebook for locations of measuring stations and measuring points (Official Gazette No. 120/08); - Rulebook on details of the content of strategic noise maps and noise action plans, method of preparation and method of collecting data for preparing strategic noise maps and noise action plans, and method of collection, storage and recording (Official Gazette No.133/10); - Rulebook on the method, conditions and procedure for establishing and operating networks, monitoring methodology, conditions, method and procedure for submitting noise monitoring information and data (Official Gazette No.1/09);
Cultural Heritage and Archaeology	<ul style="list-style-type: none"> - Law on Culture (OG of RM no. 31/98, 49/2003, 82/2005, 24/2007, 116/10, 47/11, 51/11, 136/12, 23/13, 187/13, 44/14, 61/15, 154/15, 39/16) - Law on Protection of Cultural Heritage (Official Gazette No. 20/04, 71/04, 115/07, 18/11, 148/11, 23/13, 137/13, 164/13, 38/14, 44/14, 199/14, 154/15, 192/15, 39/16); - Law on Museums (OG of RM no. 66/04, 89/08, 116/10, 51/11, 88/15, 152/15, 39/16) - Regulation for National Registry of Cultural Heritage (Official Gazette No. 25/05); - (Macedonia ratified the Convention for the protection of the World Cultural and Natural Heritage in 1991);
Chemicals	<ul style="list-style-type: none"> - Law on Chemicals (Official Gazette of RM “No 145/10, 53/11, 164/13, 116/15, 149/15) - Rulebook on transportation of dangerous substances (Official Gazette of RM 113/07) - List of Prohibited chemicals (Official Gazette of RM 57/11) - Rulebook for the manner of classification and labeling of dangerous substances (Official Gazette of RM “No 145/10, 53/11)
Community Health and Safety	<ul style="list-style-type: none"> - Law for Health Protection (Official Gazette No. 43/12, 145/12, 87/13, 164/13, 39/14, 43/14, 132/14, 188/14, 10/15, 61/15, and 154/15); - Law on public health (Official Gazette No. 22/10, 136/11, 144/14, 149/15) - Law for Transport of Hazardous Materials and amendments (Official Gazette Nos. 92/2007, 17/2011, 54/2011, 13/13, 163/13, 38/14, 166/14 and 116/15); - Law for preventing the spreading of the infectious diseases (Official Gazette No. 66/2004, 139/08, 99/09 и 149/14 and 150/15); - Law for Wages (Official Gazette No. 70/94, 62/95, 33/97, 50/2001, 26/2002, 46/2002, 37/2005, 121/2007, 161/2008,

Environmental/ social issues for the project	Relevant national Environmental and Social legislation
	<p>92/2009, 97/ 2010, 11/12, 145/12, 170/13, 139/14 and 147/15);</p> <ul style="list-style-type: none"> - Law on Equal Opportunities for Men and Women, and the National Action Plan for Gender Equality (Official Gazette No. 06/12, 166/14 and 150/15); - Law for Social Protection (Official Gazette No. 79/09, 36/11, 51/11, 166/12, 15/13, 79/13, 164/13, 187/13, 38/14 and 44/14, 116/14, 180/14, 33/15, 72/15, 104/15 and 150/15); - Law for Children Protection (Official Gazette No. 170/10, 23/13, 12/14, 44/14, 144/14, 10/15, 25/15 and 150/15); - Crisis Preparedness Planning, June 2009 (for abnormal working conditions like high temperatures, floods and similar);
<p>Labor & Working Conditions</p>	<ul style="list-style-type: none"> - Labor Law of Republic of Macedonia (Official Gazette No. 62/05, 106/08, 161/08, 114/09,130/09, 50/10, 52/10, 124/10, 47/11, 11/12,39/12, 13/13, 25/13, 170/13, 187/13, 113/14, 20/15, 33/15, 72/15, 129/15, 27/16); - Law on Occupational Health and Safety (Official Gazette No. 92/07, 136/11, 23/13, 25/13, 137/13, 164/13, 158/14, 15/15 and 129/15); - Law for Wages (Official Gazette No. 70/94, 62/95, 33/97, 50/2001, 26/2002, 46/2002, 37/2005, 121/2007, 161/2008, 92/2009, 97/ 2010, 11/12, 145/12, 170/13 и 139/14 and 147/15) and secondary legislation; - Law on Equal Opportunities for Men and Women, and the National Action Plan for Gender Equality (Official Gazette No. 06/12, 166/14 and 150/15); - Rulebook on minimal requirements for occupational health and safety on working place (Official Gazette No. 154/2008); - Rulebook for personal protective equipment that uses employees at work (Official Gazette No.92/07); - Rulebook for occupational health and safety at work for workers exposed on risk of noise (Official Gazette No. 21/2008); - Law on Employment & Work of Foreigners (Official Gazette No. 5/2009, 35/10, 148/11, 84/12, 148/13, 38/14 and 150/15); - Law on inspection for implementation of laws for labor and working conditions (Official Gazette No. 35/97, 29/2002, 36/11, 164/13, 44/14, 33/15 and 147/15); - Collective agreement for construction industry; - In 1991 Macedonia ratified a number of International Labor Organization (ILO) conventions;
<p>Land Acquisition</p>	<ul style="list-style-type: none"> - Law on expropriation (“Official Gazette of the Republic of Macedonia” no. 95/12, 131/12, 24/13, 27/14, 104/15, 192/15, 23/16, 178/16); - Law on real estate cadaster (“Official Gazette of the Republic of Macedonia” no. 55/13, 41/14, 115/14,116/15,153/15, 192/15, 61/16); - Law on property and other real rights (“Official Gazette of the Republic of Macedonia” no. 18/01, 92/08, 139/09,35/10); - Law on Construction (Official Gazette of Republic of Macedonia No. 130/09, 124/10, 18/11, 36/11, 54/11, 13/12, 144/12, 25/13, 79/13, 137/13, 163/13, 27/14, 28/14, 42/14, 115/14, 149/14, 187/14, 44/15, 129/15, 217/15, 226/15, 30/16, 31/16,

Environmental/ social
issues for the project

Relevant national Environmental and Social legislation

- 39/16, 71/16, 132/16).
- Law on Assessment (Official Gazette of the Republic of Macedonia No. 115/10, 158/11, 185/11, 64/12, 188/14, 104/15, 153/15, 192/15, 30/16)
- The Law on Access to Public Information (OG of RM no. 13/06, 86/08, 06/10, 42/14, 148/15, 55/16)
- Methodology for assessment of the market value of the real estate (Official Gazette of the Republic of Macedonia No. 54/12)
- Rulebook on the method of cadastral classification and determination and registration of the change of cadastral culture and land class (Official Gazette of Republic of Macedonia No. 144/13, 95/15)
- Law on acting upon illegally constructed buildings (Official Gazette of the Republic of Macedonia No. 23/11, 54/11, 155/12, 53/13, 72/13, 44/14, 115/14, 199/14, 124/15, 129/15, 217/15, 31/16)
- Law on acting upon complaints and proposals (Official Gazette of Republic of Macedonia No.82/2008, 13/13, 156/15, 193/15);

ESIA procedure

- Law on Environment (Official Gazette No.53/05, 81/05, 24/07, 159/08, 83/09, 124/10, 51/11, 123/12, 93/13, 187/13, 42/14, 44/15, 129/15, 39/16);
- Rulebook on the content of the requirements that need to be fulfilled by the ESIA Study (Official Gazette No.33/06);
- Rulebook on the form, content procedure and manner of developing the report on the adequacy of the study on ESIA of the project and the procedure for authorization of persons from the List of Experts for ESIA responsible for the preparation of the report (Official Gazette No.33/06, 44/13);
- Decree on determining projects for which the ESIA procedure should be carry out (Official Gazette No.74 / 05, 109/09, 164/12);
- Rulebook on the information contained in Notification of intent to implement a project and the procedure for determining the need for ESIA of a project (Official Gazette No.33/06);
- Rulebook on the list of projects for which the ESIA Report - Elaborate should be prepared by the Proponent/Grant Applicant and the ESIA Report need to be adopted by the Ministry of Environment and Physical Planning (Official Gazette of RM" No. 80/09, 36/12);
- Rulebook on the list of projects for which the ESIA Report - Elaborate should be prepared by the Proponent/Grant Applicant and the ESIA Report need to be adopted by the Mayor of the municipality or Mayor of City of Skopje (Official Gazette of RM" No. 80/09, 32/12)
- Rulebook on the form and contents of the ESIA Report - Elaborate, the procedure for their approval, and manner of keeping the register of approved reports (Official Gazette of RM" No. 50/09, 44/13)

Access to environmental information and public participation in environmental decision-making process

- Law on Environment (Official Gazette No.53/05, 81/05, 24/07, 159/08, 83/09, 124/10, 51/11, 123/12, 93/13, 187/13, 42/14, 44/15, 129/15, 39/16);
- Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters (Aarhus) ("Official Gazette of the Republic of Macedonia" no. 40/99);
- Convention on the assessment of trans-boundary environmental impacts (Espoo Convention, February 1991) ("Official Gazette of the Republic of Macedonia" no. 44/99);

SEA procedure

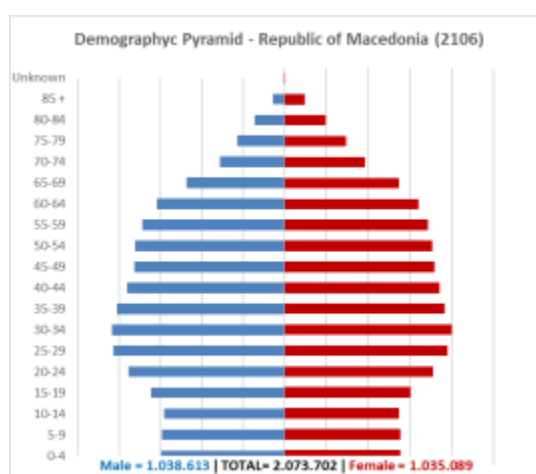
- Law on Environment (Official Gazette No.53/05, 81/05, 24/07, 159/08, 83/09, 124/10, 51/11, 123/12, 93/13, 187/13, 42/14, 44/15, 129/15, 39/16);
- Decree on the strategies, plans and programs, including amendments to such strategies, plans and programs, which are subject to a mandatory procedure for assessment of their impact on environment and human health (“Official Journal of RM” no 153/07 and 45/11);
- Decree on the criteria on the basis of which the decisions as to whether a given planning document is likely to have a significant impact on the environment and human health shall be issued (“Official Journal of RM” no 144/07)
- Decree on the content of Strategic Environment Impact Assessment Report (Official Gazette No. 153/2007);
- Decree on the public participation in the process of preparation of environmental regulations and other acts as well as environmental plans and programs (“Official Journal of RM” no147/08 and 45/11);
- Ordinance on the form, content and application of the decision for conducting or not-conducting strategic environmental assessment and on the application forms for the need of conducting and not-conducting strategic environmental assessment (“Official Journal of RM” no 122/11).

4.9 DEMOGRAPHY

General demographic situation in Republic of Macedonia is following the common trend line as in the most EU countries, where the process of aging of population is in its peak. Though there is an evident growth of the number of population, there is a low crude birth-rate, which in a long run can cause population decline.

The process of growth/shrinking of population can be illustrated throughout so called “Population Pyramid”. A population pyramid, (age pyramid), is a graphical illustration that shows the distribution of five-years age groups of population in Republic of Macedonia. The following figure states the population distribution in Republic of Macedonia on 31 December 2016, by five - years groups and gender.

Figure 8 Demographic pyramid of Macedonia, as of 31.12.2016



(Source: State Statistical Office's web database)

This population pyramid shows the distribution of men and women by different age cohorts. The shape can be described as a “constrictive pyramid”, which is typical of developed societies with low fertility and mortality rates and with relatively older populations. The population aged 15-65 years is 70%, whereas nearly 13% of the total population is over 65 years old. There are 343.319 children aged 0-15. The male: female ratio in RM is 1.003 (49,9% female), which differs from the ratio in first age of life, which is 1,07.

Republic of Macedonia since the last successfully held Census in 2002, recorded increase in number of population for 51.155 individuals (2,5%), thus increasing the population density for two more individuals per m² (from 79 in 2002, to 81 in 2016).

Overview of the natural change in population for year 2016, according to the official figures of State Statistical Office, shows that the Natural increase per 1000 inhabitants is 1,2 people (*Live births per 1000 inhabitants* = 11,1 minus *Deaths per 1000 inhabitants* = 9,9). For the same period there are 23002 live births and 20421 deaths (273 infants), which makes natural increase of 2581 people. Rate of Infant deaths per 1000 live births was 11,9 (273/23002) which is three times higher than the average value in European Union. In 2016 there were 13199 marriages and 1985 divorces.

Total fertility rate for 2016 is 1.5 children per women, where Skopje region leads with 1.9 children per women, followed by Vardar region with 1.6 children per women and Southeast regions with 1.5 children per woman. The lowest fertility rate has been noted in the regions Polog and Southwest, with 1.2 children per woman.

Lowest Average life expectancy at birth in 2015, in Republic of Macedonia was 75,5 years (female 77,4 years).

According to the census in Republic of Macedonia, there were 2022547 citizens, of which 64.18% are of Macedonian ethnic origin, 25.17% of Albanian ethnic origin, 3.85% of Turk ethnic origin, 2.66% of Roma ethnic origin, some 1.78% of Serbian ethnic origin etc. Since 2002 these figures experienced some changes, but the expecting successful realization of Population and Dwelling Census, will draw the exact contours of population living in the Republic of Macedonia.

The highly sensitive and most avoided burning social topic for discussion in the public is the process of migration of the domestic citizens, particularly the external migration.

External migration, for the period of five years (2012/16), registers significant decrease in figures. Namely, number of emigrants dropped from 1330 in 2012, to 440 in 2016. This is a highly desired trend of dropping figures, particularly after an intensive period of two decades of rise of the number of emigrants from Macedonia. The number of returning citizens of Republic of Macedonia is also dropping, but the number of foreigners with temporary stay, as well as foreigners with extended stay is on the rise. The total number of external migration of the citizens is on the rise throughout the period of 2012-2016.

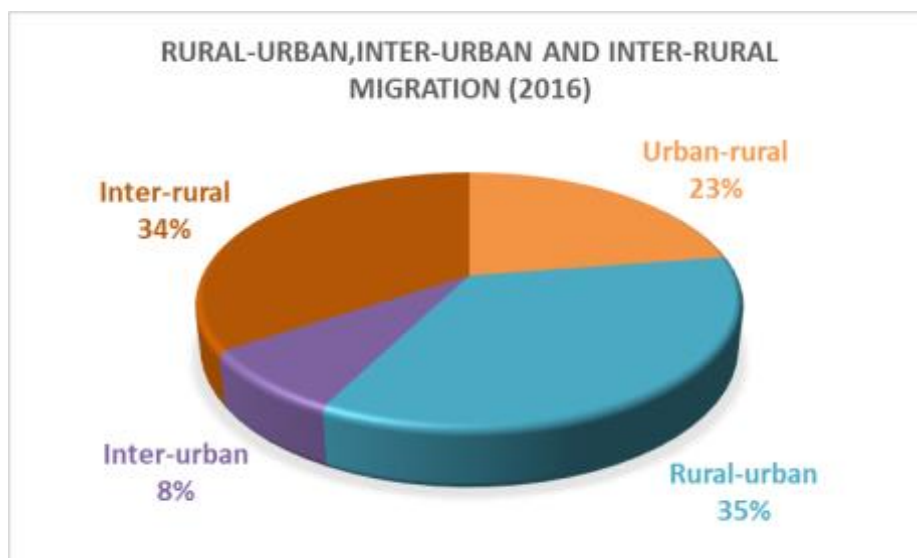
Internal migration of the population in Republic of Macedonia is dominant way of migration of the citizens. Some 77,3% of all (8887) internally migrated persons have changed the municipality of residence, while the remaining 22,7% moved within their municipality. Whilst the figures of migration between the municipalities in 2016 experience quite similar numbers for the past 5 years, the figures of migration within the

same municipality record increase for some 34%, compared to 2012 year. This means that the internal migration registers change in dwelling location.

In 2016, the State Statistical Office registered 4565 internal migrations. These migrations were divided in four categories: Urban-rural, rural-urban, Inter-urban and Inter-rural. The rural urban migration in 2016 holds the highest number in overall internal migration figures with 1597 cases, followed by inter-rural migration with 1567 cases. Rural-urban migration is present in all eight regions with 10-16% and the most affected regions are East and Northeast Regions. Inter-rural migrations are most evident in the Polog region, where some 30% of the total cases occur. Southeast region holds 19% of all inter-rural migration cases. Within the regions, each region has different patterns of internal migration. In Vardar region, the most present pattern of internal migration is Rural-urban (42%), followed by Urban-rural migration with 28% of all cases in the region. In the East region, the population is more prone to rural-urban type of migration which includes almost half (47%) of the cases in the region. In South-west region inter-rural migration is leading with 35% of the migration cases, followed by Rural-urban migration. Almost half of the migration cases (47.5%) in South-east region are conducted inter-rural, followed by rural-urban migration with 30% of all cases in the region. In Pelagonia region the urban-rural pattern of internal migration leads with 39%. The Polog region holds the highest figures in internal inter-rural migration with 58% of all cases in the region. Northeast region's pattern of internal migration is based on significant figures (44%) of rural-urban migration, followed by inter-rural migration (31%).

The following figure gives overview of the overall distribution of internal migration cases in the country.

Figure 9 Rural and Urban migration in Republic of Macedonia (2016)



(Source: State Statistical Office's web database)

4.10 ECONOMY AND LIVELIHOOD

Republic of Macedonia has focused all its strengths and potentials in economic development and creation of favourable business environment. But, political uncertainty took a toll on growth in 2016 and early 2017, and recovery is expected as confidence is being restored. Growth fell to 2.4% in 2016 (from 3.8% in 2015), supported mainly by household consumption linked to rising employment, wages, pensions, and credit.

Concerns about the political situation had begun to affect investment, which subtracted 1.3 percentage points (pp) from growth in 2016. Net-exports added 0.7 pp, supported by foreign directive investment (FDI)-related and services exports propelled by the euro area recovery.¹

Affected by the political uncertainty in the first half of the year, growth is expected to decline to 1.5% in 2017 but expand in 2018, respectively. The main drivers are expected to be consumption (fueled by growing employment) and investments, both public (road infrastructure projects) and private (which is expected to pick up as confidence is restored). Public investment in infrastructure should sustain employment creation.

Macedonia's economic freedom score, according to the Heritage Foundation², is 71.3, making its economy the 33rd freest in the 2018 Index. Its overall score has increased by 0.6 point, with improvements in scores for the fiscal health and investment freedom indicators offsetting declines in government integrity and judicial effectiveness. Macedonia is ranked 18th among 44 countries in the Europe region, and its overall score is above the regional and world averages.

Table 2 Main macroeconomic indicators (in %)

Main macroeconomic indicators	2013	2014	2015	2016	2017 projected
GDP growth	2.9	3.6	3.8	2.4	1.5
Inflation (average)	2.8	-0.3	-0.3	-0.2	0.3
Government balance/GDP	-3.8	-4.2	-3.5	-2.6	-3.5
Current account balance/GDP	-1.6	-0.5	-2.1	-3.1	-2.3
Net FDI/GDP [neg. sign = inflows]	-2.8	-2.3	-2.2	-3.6	-2.8
External debt/GDP	66.1	64.9	68.1	70.0	n.a.
Gross reserves/GDP	25.2	26.4	26.4	21.8	n.a.
Credit to private sector/GDP	46.1	48.2	49.9	46.3	n.a.

(Source: Transition Report 2017-18. Country assessments: R. Macedonia, EBRD)

Growth slowed down in 2016. The robust economic performance of 2014 and 2015, when annual growth was between 3.5 and 4.0 per cent, came to an end in 2016, as the economy grew by just 2.4 per cent. The prolonged political crisis had a measurable negative impact on confidence and thus on economic performance, with a number of construction projects being delayed. Inflation stayed negative in 2016 for the third year in a row, averaging -0.2 per cent. The economy declined by 0.9 per cent year-on-year in the first half of 2017 as public and private investment levels remained depressed. The resolution of the political crisis is expected to pave the way for a restoration of confidence.

Basic economic indicators compared on a period of five years, for the past decade, are presented on the following table.

¹The WB in RM. Country Snapshot - October 2017

²<https://www.heritage.org/index/pdf/2018/countries/macedonia.pdf>

Table 3 Basic economic indicators

Basic economic indicators	2006	2011	2016
Population (31 December)	2 041 941	2 059 794	2 073 702
Annual growth rate of consumer prices, %	3,2	3,9	-0,2
Industrial production index	105,9	106,9	103,4
Unemployment rate	36,0	31,4	23,7
Gross domestic product at current prices (in million Denars)	334 840	464 186	607 452 ³
Real GDP growth rate, %	5,1	2,3	2,4 ⁴

(Sources: Macedonia in figures, 2017. SSO)

The structure of GDP in 2014 and 2015 was dominated by the section Services with 53.8% and 54.2%, respectively. The sections Mining and quarrying; Manufacturing; Electricity, gas, steam and air conditioning supply; Water supply; sewerage, waste management and remediation activities; and Construction participated with 22.8% and 23.2% in 2014 and 2015, respectively. Agriculture, forestry and fishing had a share in the structure of GDP of 10.2% in 2014 and 10.0% in 2015.

Table 4 Basic data on Gross Domestic Product

Gross Domestic Product	2014	2015 ⁵
Gross domestic product at market prices in current prices (in million Denars)	527 631	558 240
• real growth rate (in %)	3,6	3,8
• in million Euros (at current exchange rate)	8 562	9 061
• per capita in Euros (at current exchange rate)	4 141	4 377
GDP in million PPS	20 598	21 749
GDP per capita in PPS	10 000	10 500

(Sources: Macedonia in figures, 2017. SSO)

Skopje planning region, for year 2015 participates with 42,9% of the total GDP and the smallest share to the total GDP is contributed by the North-east planning region.

Unemployment continued to fall, helped by fiscal interventions to encourage job creation. Employment grew 2.5% year-on-year (y-o-y) in 2016 and 2.7% in the first half of 2017

Labour force participation stood at around 57% in 2016 and early 2017, the lowest rate since 2012.

The unemployment rate fell to 22.8% in the first half of 2017, a historic low. Despite government efforts, youth unemployment and long-term unemployment remain high at 46 and 81%, respectively.⁶

³Estimated data

⁴Estimated data

⁵Estimated data

The state of available workforce, along with the unemployment rate, on a period of five years, for the past decade is presented on the following table.

Labour force and unemployment rates.

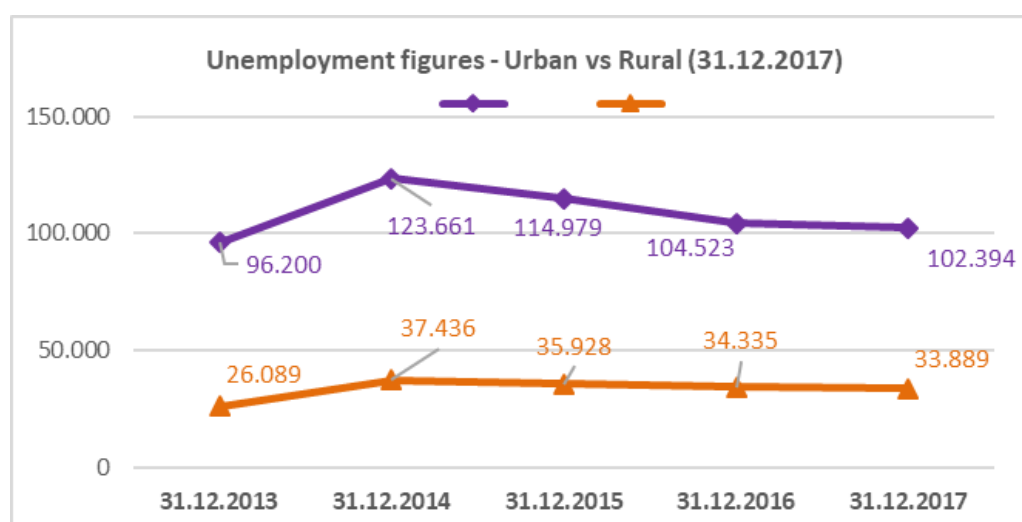
Table 5 Main macroeconomic indicators (in %)

Main macroeconomic indicators (in %)	2006	2011	2016
Labour Force	891679	940048	948599
Men	543830	569987	581295
Women	347849	370061	367304
Unemployment rate	36.0	31.4	23.7
Men	35.3	31.8	24.4
Women	37.2	30.8	22.7

(Sources: Macedonia in figures, 2017. SSO)

The following data presents the unemployment figures registered at the Employment Agency of Republic of Macedonia, for a period of past five years.

Figure 10 Unemployment figures in Republic of Macedonia (Total and Rural)

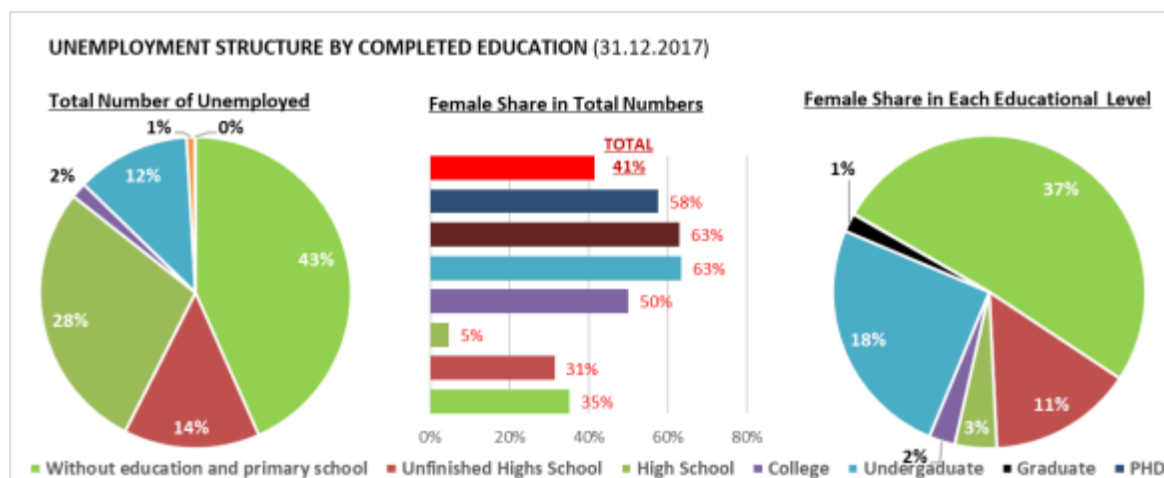


(Source: EARM website)

The structure of registered unemployed jobseekers, by educational background is presented on the following figure.

⁶The WB in RM. Country Snapshot - October 2017

Figure 11 Unemployment structure in Republic of Macedonia, by education and gender (31.12.2017)



(Source: EARM website)

Total number of employed individuals raised in 2016 for 33 362 workers, compared to 2014 (690188). In both years, the number of workers in manufacturing is the lead (2014=19,2%; 2016=19,0%), followed by number of people employed in the sector Agriculture, forestry and fishing (2014=18,5%; 2016=16,6%) and sector Wholesale and retail trade, repair of motor vehicles and motorcycles (2014=13,5%; 2016=14,4%).

Table 6 Average monthly net wage in 2016, by quarters

	I	II	III	IV
Total	22 040	22 289	22 273	22 765
Agriculture, forestry and fishing	16 578	16 791	17 249	16 857
Mining and quarrying	25 714	25 779	26 020	27 469
Manufacturing	16 666	16 784	17 183	17 750
Electricity, gas, steam and air conditioning supply	37 211	37 303	37 281	37 109
Water supply; sewerage, waste management and remediation activities	19 678	19 824	19 905	20 004
Construction	20 606	21 404	21 398	21 398
Wholesale and retail trade; repair of motor vehicles and motorcycles	20 283	20 128	20 271	20 567
Transportation and storage	22 548	22 858	22 886	23 329
Accommodation and food service activities	15 570	15 259	15 267	15 604
Information and communication	35 410	36 204	36 079	38 313
Financial and insurance activities	39 406	39 882	39 223	40 290
Real estate activities	24 132	23 949	23 864	23 932
Professional, scientific and technical activities	28 915	29 150	27 860	29 655
Administrative and support service activities	16 763	16 448	16 234	16 706
Public administration and defense; compulsory social security	26 331	26 885	26 781	26 937
Education	22 151	22 169	22 170	22 268
Human health and social work activities	24 212	24 604	24 766	24 698
Arts, entertainment and recreation	19 529	21 590	19 533	23 829
Other service activities	25 671	26 489	25 944	26 410

(Sources: Macedonia in figures, 2017. SSO)

Poverty is estimated to have declined in 2016. Using the poverty line for upper-middle-income countries (US\$5.5/day at 2011 purchasing power parity [PPP]), poverty is projected to have fallen to 22.8% in 2016, continuing a decreasing trend present since 2009. Employment growth and increases in salaries, especially in the labour-intensive sectors, are expected to have contributed to poverty reduction in 2016 and early 2017.⁷

The State Statistical Office in 2017, based on the Survey on Income and Living Conditions, which is carried out in accordance with European Union recommendations, calculated **Laeken poverty indicators** for 2016. The source for poverty calculations is incomes, and the poverty threshold is defined at 60% of median equalized income.

According to the final data, the at-risk-of-poverty rate in the Republic of Macedonia in 2016 was 21.9%. Analysed by household types, the at-risk-of-poverty rate in households of two adults with two dependent children in 2016 was 20.2%. According to the most frequent activity status, the at-risk-of-poverty rate for employed persons was 9.0%, while for pensioners it was 7.1%. The Gini coefficient (measure of income distribution inequality) was 33.6%.

Agriculture plays significant role in the livelihood provision of the Macedonian citizens. There are 4705 ha of Agricultural land of which 77% is arable land. Following table gives overview of the area under main crop.

Table 7 Area by category of use

Republic of Macedonia (in ha)	2014	2015	2016
TOTAL Agricultural area	4706	4706	4705
TOTAL Cultivated land	3530	3530	3625
<i>Arable land and gardens</i>	<i>3159</i>	<i>3159</i>	<i>3254</i>
<i>Orchards</i>	<i>117</i>	<i>117</i>	<i>117</i>
<i>Vineyards</i>	<i>1</i>	<i>1</i>	<i>1</i>
<i>Meadows</i>	<i>253</i>	<i>253</i>	<i>253</i>
TOTAL Pastures	1176	1176	1080

(Sources: Macedonia in figures, 2017. SSO)

Crop production in the period between 2006 and 2016 is characterized by a decrease in area under cereals and tomatoes, whereas a slight increase was registered in the number of fruit-bearing apple trees.

Table 8 Area under main crop

Area under main crop (ha)	2006	2011	2016
Wheat	97 458	76 545	79 832
Barley	47 881	41 096	41 297
Tobacco	17 438	19 679	16 376
Tomatoes	5 642	5 632	5 604

⁷The WB in RM. Country Snapshot - October 2017

Area under main crop (ha)	2006	2011	2016
Apples (number of fruit-bearing trees in 000)	3 803	4 281	3 856
Grapes (number of fruit-bearing vines in 000)	86 300	76 176	85 950

(Sources: Macedonia in figures, 2017. SSO)

4.11 EDUCATION

The Macedonian Constitution mandates free and compulsory education for a compulsory 9 years (usually between the ages of 6 to 15). It follows a 3-tier process, with elementary, secondary and then tertiary levels.

Primary (Elementary) education lasts for nine years leading to the Certificate for Completed Elementary Education. Secondary (High) school education is provided by high schools, technical and other vocational schools, and art secondary schools.

According to the data of the State Statistical Office, obtained on the basis of received reports in the Census of school premises of primary and lower secondary and upper secondary schools in the Republic of Macedonia in 2016, the total number of primary and secondary schools is 1205.

Some 89.5% of the total numbers of schools are for primary (elementary) and lower secondary education and 10.5% are for upper (higher) secondary education. Best parts of these schools are regular schools (93.2% of primary and lower secondary schools and 95.3% of upper secondary schools).

The schools perform their educational activity in 1342 school buildings. According to the year of construction/last reconstruction, adaptation or rehabilitation, the majority, or 984 school buildings, are from the period between 1998 and 2016.

There are 1078 Primary (Elementary) schools in the Republic of Macedonia, of which 1005 are regular, 45 are special, 16 are art schools and 12 are Schools for adults. All these schools are using in total 1311 buildings/ schooling objects, of which 861 objects are constructed in the period 1998-2016, 115 are constructed in the period 1981-1997, some 74 schools are constructed between 1964 and 1980, 45 schools date from period 1946-1963, 15 school objects are constructed in the period 1930-1945 and 4 school objects date from 1912-1929. The construction year of some 45 school objects is unknown.

During the Census of school premises of primary and lower secondary and upper secondary schools in the Republic of Macedonia in 2016⁸ some 678 objects were noted to be in good condition, some 91 require major repairs, 346 objects are in need of reconstruction, adaptation or rehabilitation, some 50 objects are dilapidated and 1 was under construction.

In the school year 2016/2017 there were in total 192715 Primary school students, of which some 93334 (48,4%) are female. These children were taught by 17887 teachers of which 12363 (69%) are female.

The following table gives overview of the distribution of High Schools by settlements.

⁸<http://www.stat.gov.mk/pdf/2016/2.1.16.36.pdf>

Table 9 Public High Schools in Republic of Macedonia

Number of High Schools	Settlements
1	Berovo, Bogdanci, Valandovo, Vrapchishte, Gevgelija, Debar, Delchevo, Demir Hisar, Dolneni, Ilinden, Kratovo, Kriva Palanka, Krushevo, Lipkovo, Mavrovo i Rostuse, Makedonska Kamenica, Negotino, Probishtip, Radovish, Resen, Sveti Nikole, Centar Zupa
2	Kichevo, Kochani, Makedonski Brod, Struga
3	Kavadarci, Strumica
4	Veles, Gostivar, Ohrid
5	Kumanovo, Prilep
6	Shtip
7	Bitola, Tetovo
30	The City of Skopje

(Sources: Census of Schools, 2016. SSO)

As it is expected, the City of Skopje holds the biggest number of high schools in the Republic of Macedonia. In total, there are 128 Secondary (High) schools in the Republic of Macedonia, of which 121 are regular, 4 are special and 2 are Religious Schools. All these schools are using in total 179 buildings/ schooling objects, of which 123 objects are constructed in the period 1998-2016, 17 are constructed in the period 1981-1997, some 15 schools are constructed between 1964 and 1980 and 5 schools date from period 1946-1963. The construction year of some 16 school objects is unknown.

During the Census of school premises of primary and lower secondary and upper secondary schools in the Republic of Macedonia in 2016, some 113 objects were noted to be in good condition, some 13 require major repairs, 42 objects are in need of reconstruction, adaptation or rehabilitation, and some 8 objects are dilapidated.

In the school year 2016/2017 there were in total 76394 High school students, of which some 36038 (47,2%) are female. These children were taught by 7420 teachers of which 4407 (59,4%) are female.

There are 13 Private High Schools in Republic of Macedonia.

Higher education is provided by colleges and pedagogical academies offering two-year courses, as well as by two universities which offer four to six-year courses in a range of disciplines. Upon successful completion of higher education courses at university faculties/institutes, students are awarded a Diploma with professional title e.g. Engineer, Lawyer, Teacher, at the lower (college) level; Graduate Engineer, Graduate Lawyer, Graduate Teacher at the higher (faculty/institute) level.

There are 20 Higher education institutions in Republic of Macedonia. Some 13 Higher education institutions are registered in Skopje, 2 in Tetovo, and 1 in each of the following six cities: Bitola, Shtip, Ohrid, Struga, Sveti Nikole and Kumanovo. Six universities (two in Skopje, and Bitola, Tetovo, Shtip and Ohrid one each) are financed by the Government of Republic of Macedonia. The remaining institutions are private.

There are two other Religious Higher Education Institutions Orthodox Christian Faculty and Faculty for Islamic Science.

On all Higher Education Institutions in Republic of Macedonia there are in total 58083 students, of which 32297 (55,6%) are female. Most of these students (86,6%) are enrolled on the HEIs financed by the Government of Republic of Macedonia. Some 58% of all students enrolled on the HEIs financed by the Government of Republic of Macedonia are female. The Religious HEIs have 236 students of which 88 are female. The private HEIs enrolled some 7535 students of which 40,5% are female.

According to the data of the State Statistical Office, the number of teachers and supporting staff in the Higher education institutions in the academic year 2016/2017 was 4114. Some 2923 (71,1%) of the total number of teaching personnel and supporting staff are teachers, while 1191 persons or 28,9% are supporting staff. The number of female teachers and supporting staff in the academic year 2016/2017 was 1910 or 46,4%.

4.12 SOCIAL AND HEALTH CARE

Republic of Macedonia uses significant resources in improvements of Social and Health care of its citizens.

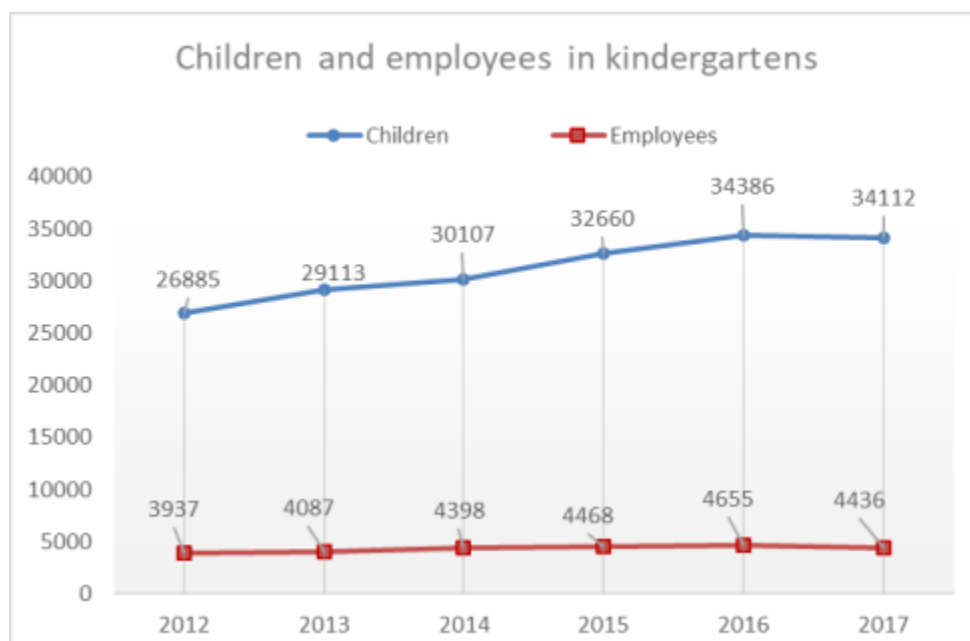
Social protection system in Republic of Macedonia is organized in two modalities: Contributory and Non-Contributory parts.

Contributory part of the Social protection system in Republic of Macedonia is referred to as social insurance: pension and disability insurance, health insurance and unemployment insurance. Non-contributory or tax-financed part of the system referred to as social welfare: social prevention, social assistance (SA), residential care, non-residential care and child protection.

State Statistical office, throughout regular annual surveys, collects statistical data on social welfare on children, youth and adults and child care.

According to the data of the State Statistical Office, in 2017 (reference date 30 September), the total number of children in institutions for child care and education - kindergartens / centres for early childhood development was 35 286, which represents an increase of 2.6% in comparison with 2016. The annual reports covered 99 institutions for child care and education in 2017, which is 3.1% more than in 2016.

Institutions for child care and education - kindergartens / centres for early childhood development provide health care, food and daily stay for children in accordance with their development needs up to the age of 6 years, organised in several types of groups (groups for children in development stage up to 2 years of age, groups for children in development stage between 2 years of age and school age, combined groups, groups for children with disabilities, groups for children - centres for early childhood development within kindergartens and groups for extra-institutional forms of activity).

Figure 12 Children and employees in kindergartens (2012-2017)

(Source: State Statistical Office's web database)

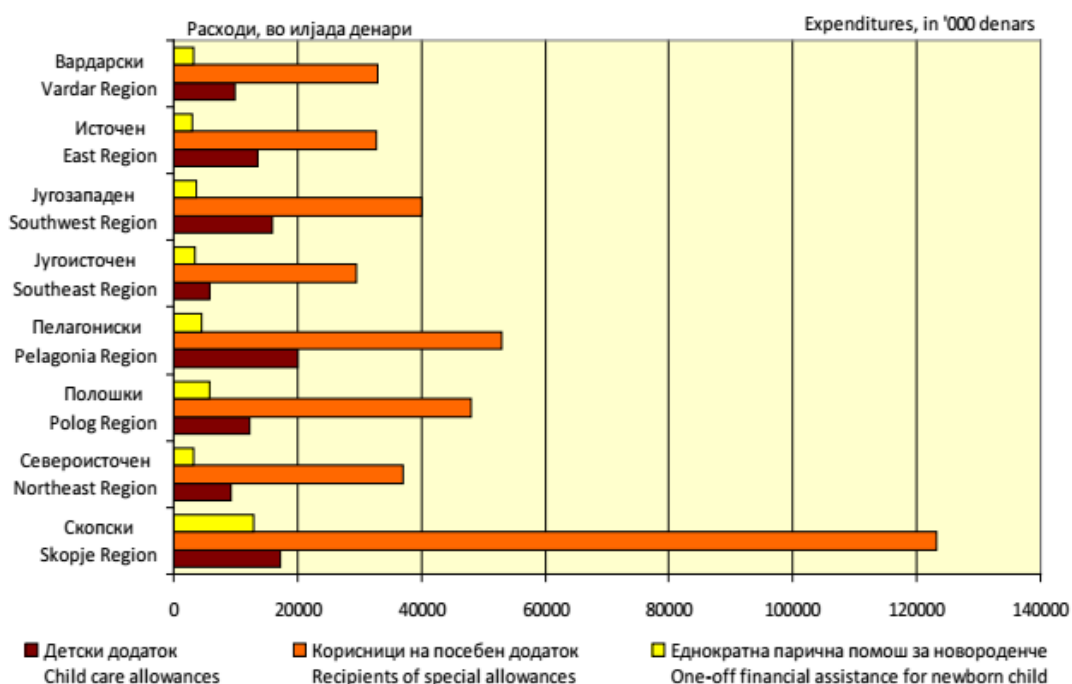
There are in total 99 Institutions for child care and education - kindergartens / centres for early childhood development in Republic of Macedonia, of which 64 are public kindergartens, 22 are private kindergartens, 4 are kindergartens within private schools, 2 are Centres for early childhood development as public legal entities, 5 are Centres for early childhood development as private legal entities, 1 is Publicly owned kindergartens within legal entities for the needs of employees and 1 is Privately owned kindergartens within legal entities for the needs of employees.

The social care on a general level is conducted by institutions called Inter municipal Centres for Social Work. These are institutions through which social welfare is provided, involving social work in one or more municipalities. The location of most Inter municipal Centres for Social Work is organized in accordance with the typology of settlements. Namely each urban centre, covers the rural parts and rural municipalities. So, there are 30 Inter municipal Centres for Social Work, with total number of 1116 employees, of which 731 are female.

According to occupation (educational background) of the employees in all 30 Inter municipal Centres for Social Work throughout the country, majority (452=41,4%) of the employees have other educational background. The remaining part of employees in the Inter municipal Centres for Social Work is consist of 260 Social workers, 260 Social workers, 80 Psychologists, 55 Pedagogues, 49 Sociologists, 37 Special Education Teachers, 5 Speech-language Pathologists, 31 Medical workers, 93 Lawyers and 54 Economists.

In 2016 there have been 10382 juvenile recipients that were using Services of social welfare. The following figure presents the distribution of Children allowances by region, in 2016.

Figure 13 Children's allowances 2016



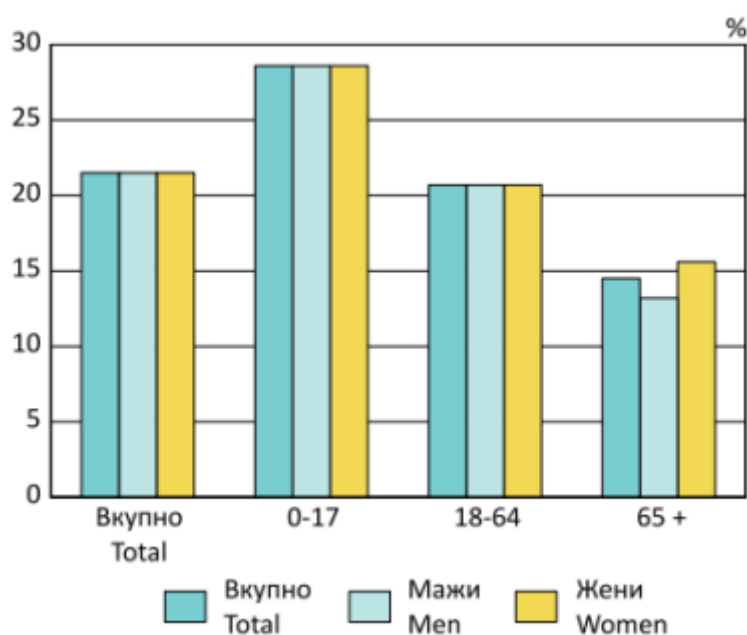
(Source: Social welfare for children, juveniles and adults, 2016)

Social inclusion as a sustainable development challenge has an objective to create a socially inclusive society by taking into account solidarity between and within generations and to secure and increase the quality of life of citizens as a precondition for lasting individual well-being. Social inclusion means access to the labour market, education, health and social care.

Social inclusion and poverty are also closely related to socio-economic development, since a weak economy creates huge and long-term unemployment. Poverty burdens the economy, whereas the increased number of persons with low educational attainment decreases the capability of the economy to engage its human resources in improving the economic welfare and in generating GDP growth. Social exclusion is also related to demographic changes. An increase of social transfers aimed at social cohesion of older persons as a vulnerable group will reflect negatively on the sustainability of public funds. Poverty is closely related to the sustainable consumption and production models.

The **People at-risk-of-poverty rate or social exclusion** indicator represents the percentage of persons who are: at risk of poverty, severely materially deprived or living in households with low intensity of economic activity. According to the aggregate indicator, in 2015, about 41.6% of the population was at risk of poverty or social exclusion. Available data for EU show a similar situation in Serbia and Bulgaria (41.3%), Romania 37.4%, Greece 35.7%, while in Turkey it was 51.2% in 2013.

The indicator **At-risk-of-poverty rate before and after social transfers** is defined as a percentage of persons with an equivalent disposable income below the risk-of-poverty threshold, which is set at 60% of the national median equivalent disposable income (before or after social transfers). The following figure compares different age groups and gender.

Figure 14 At risk of poverty rate by age and gender, 2015

(Source: Sustainable development, 2017)

The at-risk-of-poverty rate before social transfers decreased by 1.2% in 2015, while the at-risk-of-poverty rate measured after social transfers, as a meaningful measure of poverty, decreased by 0.6%. In general, gender did not affect the poverty rate in 2015. The lowest poverty rate was recorded among persons aged 65+, who primarily rely on pensions and social transfers, and particularly in men (13.2%).

The healthcare system consists of three segments: primary, secondary and tertiary health care. The primary health care in Macedonia is provided through a network of private and public health care: walk in clinics and health centres. The system of primary health care includes preventive, promotional and curative services through different profiles of health workers and allied professionals: doctors, specialists in general practice dentists and paediatricians, specialists in school medicine, gynaecologists and specialists in occupational medicine. The secondary health care is provided through a system of specialist advisory services, general and specialist hospitals, offices and institutes. The tertiary health care is practiced in clinical hospitals and the University Clinical Centre in Skopje. These two levels are responsible for providing preventive, curative and rehabilitation health services by various specialists and subspecialists. Macedonia has a comprehensive system of health care, geographical and financial access, control of communicable disease and almost complete national vaccine coverage.

The health care system is mainly financed by compulsory health insurance, which creates opportunities for all citizens to have health insurance. Compulsory health insurance is financed by means of deductions from the salary, designed for health insurance, the amount of which is determined by the National Assembly. Furthermore, Macedonia's state budget provides funds to cover health costs insurance for those citizens who are not eligible for health insurance under which any of the above reasons, including groups such as children under the age of 18 (and 26 if they are studying); pregnant women, nursing mothers; People older than 65 years, etc.

Accessibility of health services, going beyond just physical access, and including economic, social and cultural accessibility and acceptability, is of fundamental significance to reflect on health system progress, equity and sustainable development. In 2016, 90.2% of the population in the Republic of Macedonia had access to primary health care facilities, which is 1.6% higher than in the previous year.⁹ Latest figures published by the Health Insurance Fund of Macedonia states that in 2016 there were 1872466 (of 2073702) citizens with health insurance.

The following map gives overview of the state of coverage of the health care by the responsible institutions.

Table 10 Medical personal in health institutions in Republic of Macedonia

Republic of Macedonia, 2015	
NUMBER OF DOCTORS	
Number of residents per 1 doctor	346,5
Total number of Doctors	5975
General Practice	1875
General Practice (% of the total number of Doctors)	31,4%
At Specialization	565
At Specialization (% of the total number of Doctors)	9,5%
Specialists	3704
Specialists (% of the total number of Doctors)	62,0%
Number of Dentists	1824
Number of residents per 1 dentist	1135,0
Number of Pharmacists	1029
Number of residents per 1 pharmacist	2011,9
STAFF IN THE MEDICAL UNITS IN RURAL AREAS	
Permanent Doctors	310
Periodical Doctors	4
Health workers with High School and Vocational school	342
Hot spots	231

(Source: Health Map of the Republic of Macedonia, 2015)

Most of the health personnel is with higher-level qualification (3170 people), supported by health personnel with mid-level qualification (161 people). There are in total 9084 hospital beds, which make 4 hospital beds per 1,000 populations.

The following map shows the territorial coverage of the health needs of population by the health organizations in 2015.

⁹<http://www.stat.gov.mk/Publikacii/OdrzivRazvoj2017.pdf>

Figure 15 Network of health organizations in Republic of Macedonia, 2015

(Source: Health Map of the Republic of Macedonia, 2015)

There are 5 Health stations, 34 Health Centres and 7 Out-of-hospital stationary units within health Centres as a part of the Health institutions network in primary health care in the Republic of Macedonia, in 2015.

Also, 931 General medicine services, 17 Occupational medicine services, 110 Health care services for children aged 0-6, 38 Health care services for school children and youth, and 131 Health care service for women represent the network of medical organizational units - locations in primary and preventive health care in the Republic of Macedonia, in 2015.

The network of health institutions in secondary health care in the Republic of Macedonia, in 2015 is comprised of: 14 General hospitals, 4 Clinical hospitals, 10 Institutes for health protection, 6 Rehabilitation and treatment centres, 2 Special hospitals for pulmonary diseases and TB, 2 Special hospitals for psychiatric diseases, and 6 Other special hospitals. The Number of beds in inpatient institutions on secondary level in the Republic of Macedonia in 2015 is 5936, or 2,9 Per 1000 inhabitants.

4.13 CULTURAL HERITAGE

The position of Republic of Macedonia has always been an important territory, where different civilizations met. All of these civilizations that ruled this part influenced the area with their culture and customs. These civilizations have left their traces on this territory in a form of different cultural and historic monuments. Many of these were destroyed by wars and earthquakes, but many have been restored and witness the rich history of Macedonia. The cultural heritage of Macedonia includes archaeological sites, Byzantine churches, monasteries and frescoes, old fortresses, old market places, mosques, etc. Each town, settlements in Macedonia has something specific to offer.

There are quite numerous archaeological sites, all over the country. Remarkable archaeological sites from the classical antiquity period are the towns of Stobi (near

Negotino), Heraclea Lyncestis (near Bitola), Scupi (near Skopje), and Bargala (near Shtip), Stibera (near Prilep).

There are other significant cultural heritage sites but not all are protected - some are already applying for becoming UNESCO cultural heritage sites, some are waiting better times when appropriate resources will be allocated in order to shine with all its beauty and truth. Ohrid and Lake Ohrid are recognized as UNESCO natural and cultural heritage sites.

By now, in Macedonia, only four areas are registered as national parks: Galichica, Mavrovo, Pelister and Jasen, which cover an area of approximately 110,000 hectares. In the following decade a three more are expected to become registered as national parks.

Cultural Heritage Protection Office of the Republic of Macedonia, within the Ministry of Culture holds a register of all protected material and non-material cultural heritage of the Republic of Macedonia.

According to the data of the State Statistical Office, in Republic of Macedonia there are 28 museums, of which 19 are public (national) museums, 8 are public (local) museums and one is a private museum. In relation to the content it offers, 18 are general and 10 are specialised museums.

In 2015, these museums organised 102 own exhibitions, of which 85 exhibitions were organised by general museums and 17 by specialised museums. Some 36980 of 224779 inventoried exhibits in the museums were displayed in 2015.

In 2016 there were 19 professional theatres which played 1372 performances. Also, small number of 14 cinemas played 16295 movie projections.

5 OVERVIEW OF THE ENVIRONMENTAL AND SOCIAL LEGAL FRAMEWORK IN MACEDONIA

5.1 NATIONAL ENVIRONMENTAL LEGISLATION - PRIMARY LAWS AND SECONDARY LEGISLATION RELEVANT TO THE ASSIGNMENT

The Constitution of the country contains provisions regarding environment protection (articles 8 and 43). Most of the environmental protection issues are decentralized. Amendment XVII of the Constitution of the Republic of Macedonia specifies “in units of local self-government, citizens participate directly and through representatives in decision-making on issues of local relevance particularly in the fields of public services, urban and rural planning, and environmental protection.”

The transposition of the EU legislation in to the national legislation is done approximately 80%.

1. *The Law on Environment (LoE) (Official Gazette No.53/05,81/05,24/07,159/08, 83/2009, 124/2010, 51/2011, 123/12, 93/13, 187/13 42/14, 44/15 129/15, 192/15 and 39/16);*

The Law on Environment (LoE) was adopted in July 2005 and subject to several amendments in the following years. The Law on Environment is the basis for environmental policy and management, thus providing guiding principles and policy instruments also. This Law contains the fundamental environmental protection principles, which are basis for determination of the procedures for environment management and which are common for all laws regulating particular environmental media.

According to Article 77 of the Law on Environment regulates the procedure for the environmental impacts assessment of projects that may cause impacts on environmental media. The Proponent/Grant Applicant is obliged to submit a Notification of the intention to perform a project to the body of the state administration responsible for the affairs of the environment (in accordance with Article 80).

Rulebook on the content of the requirements that need to be fulfilled by the ESIA Study (Official Gazette No.33/06) - Rulebook defines the contents of the Environmental Impact Assessment Study.

Decree on determining projects for which the ESIA procedure should be carry out (Official Gazette No.74/05, 109/09, 164/12) - This Decree defines projects for which an EIA procedure is mandatory, generally designated projects that could have a significant impact on the environment for which the need to conduct an EIA procedure is identified, criteria on the basis of which the need for implementation of the procedure for the establishing of new generally defined projects and criteria on the basis of which is determined the need for conducting a procedure under a change in the existing facilities is determined.

Rulebook on the information contained in Notification of intent to implement a project and the procedure for determining the need for ESIA of a project (Official Gazette No.33/06) - Rulebook defines the content of the notification of the intention to perform the project. Proponent/Grant Applicant shall inform the competent authority of the intention to implement the project in order to determine the need for the implementation of an EIA procedure.

Rulebook on the list of projects for which the ESIA Report - Elaborate should be prepared by the Proponent/Grant Applicant and the ESIA Report need to be adopted by the Ministry of Environment and Physical Planning (Official Gazette of RM" No. 80/09, 36/12) -This Rulebook covers the categories of activities that may include projects for which the Proponent/Grant Applicant prepares an ESIA Report - Elaborate who is approved by the Ministry of environment and physical planning

Rulebook on the list of projects for which the ESIA Report - Elaborate should be prepared by the Proponent/Grant Applicant and the ESIA Report need to be adopted by the Mayor of the municipality or Mayor of City of Skopje (Official Gazette of RM" No. 80/09, 32/12) - This Rulebook covers the categories of activities that may include projects for which the Proponent/Grant Applicant prepares an ESIA Report - Elaborate which is approved by the Mayor of the municipality or Mayor of City of Skopje

Rulebook on the form and contents of the ESIA Report - Elaborate, the procedure for their approval, and manner of keeping the register of approved reports (Official Gazette of RM" No. 50/09, 44/13) - This Rulebook prescribes the form and content of the ESIA Report Elaborate, which is the procedure for its approval, as well as the manner of keeping their register.

2. Law on Ambient Air Quality (Official Gazette No. 67/04 with amendments Nos. 92/07, 35/10, 47/11, 59/12 and 163/13, 10/15, 146/15)

Adopted Law in 2004 sets the system for management of the ambient air quality. It includes activities directed towards avoidance, prevention or mitigation of hazardous effects of air pollution through: assessment of the ambient air quality, determination of

emission limit values and quality values, planning of the ambient air protection, establishment of ambient air monitoring and information systems as well as protection of the ambient air quality in the course of emission control from stationary or diffuse sources of pollution.

3. Law on Waters (Official Gazette No. 87/08, 6 / 09, 161/09, 83/10, 51/11, 44/12, 23/13, 163/13, 180/14 and 146/15);

The Law incorporates all the aspects of water management: water resource use and allocation; protection against and control of pollution; protection against harmful effects of water and sustainable water management planning.

4. Law on Waste (Official Gazette No. 68/04, 71/04, 107/07, 102/08, 134/08, 124/10, 51/11, 123/12, 147/13, 163/13, 51/15, 146/15 and 192/15);

The Law incorporates the basic principles of waste management (principle of environmental protection in waste management - waste minimization, principle of precaution, closeness, service universality, polluter pays principle, system of deposit, etc.). Waste management, as a public service, is based on the principle of service universality (non-discrimination, sustainability, quality and efficiency, transparency, affordable price and full coverage of the territory).

- List of Waste Types (Official Gazette No. 100/05);

The List prescribes types of waste that are classified according to the source of creation and the characteristics

- Rulebook on the manner of handling asbestos waste and waste from products containing asbestos (Official Gazette No.70/04)

This Rulebook prescribes the manner of handling asbestos waste and waste from products containing asbestos

- Law on Packaging and Packaging Waste (Official Gazette no. 161/09 and amendments No.17/11, 47/11, 136/11, 6/12, 39/12, 163/13 and 146/15);

This Law regulates the requirements for environmental protection that must be fulfilled by the packaging during its production, placing on the market, putting into service and handling packaging waste including the obligations of the economic operators.

- Law on Electric and Electronic Equipment and waste Electric and Electronic equipment (WEEE) (Official Gazette No. 06/12, 163/13, 146/15, 39/16);

This Law regulates the requirements for environmental protection that must be fulfilled by legal entities and individuals who produce and placing on the market electrical and electronic equipment in Republic of Macedonia and who handle waste electrical and electronic equipment.

- Law on Batteries and Accumulators and waste Batteries and Accumulators (Official Gazette no. 140/10, 47/11, 148/11, 163/13, 146/15, 39/16);

This Law regulates the requirements for environmental protection that must be fulfilled by batteries and accumulators during their production and placing on the market in Macedonia and handling of waste batteries and accumulators.

5. Law of Noise Protection (Official Gazette No. 79/07, 124/10, 47/11,163/13, 146/15);

The Law adopted in 2007 assigns to MoEPP the general competence to reduce the level of environmental noise, but also determines that some activities will be implemented jointly, in cooperation and consultation with or through some planning document to be adopted in agreement with other authorities, especially the other ministries, City of Skopje and LSG units.

6. Law on Nature Protection (Official Gazette of the Republic of Macedonia No. 67/04, 14/06, 84/07, 35/10, 47/11, 148/11, 59/12, 13/13, 163/13, 41/14 and 146/15);

The protection of nature is carried out through biological and landscape diversity protection and natural heritage protection, in and outside protected areas. With regard to species, the Law regulates the issues of introduction of allochthonous species in nature and reintroduction of extinct autochthonous species; trade in endangered and protected wild species of plants, fungi and animals; protection of species enjoying protection under international agreements; keeping and breeding of wild animal species in captivity, as well as designation of threatened wild species included in the Red Lists and Red Data Book.

7. Law on Chemicals (Official Gazette of the Republic of Macedonia No. 145/10, 53/11, 164/13, 116/15 and 149/15)

The Law regulates the management of chemicals, their classification, proper storage, labelling, handling, and proper usage of chemicals, safety transportation and final disposal of chemical waste.

5.2 NATIONAL SOCIAL LEGISLATION - PRIMARY LAWS AND SECONDARY LEGISLATION RELEVANT TO THE PROJECT SCOPE

1. Health and Safety

Health and safety laws that are of particular interest relating to this project are:

- **Law on Social Protection** (OG of RM no. 79/09, 148/13, 164/13, 187/13, 38/14, 44/14, 116/14, 180/14, 33/15, 72/15, 104/15, 150/15, 173/15, 192/18, 30/16, 163/17, 51/18). Social welfare and protection in Macedonia comprises of services and benefits from the tax-financed social welfare system (social prevention - which according to the Law on Social Protection includes - educational and advisory work, development of self-assistance forms, volunteering work etc., institutional care, non-institutional care and monetary assistance) and contributory- based social insurance system (pensions and disability, health and unemployment insurance).
- **Law for Health Protection** (OG of RM no. 43/12, 145/12, 87/13, 164/13, 39/14, 43/14, 132/14, 188/14, 10/15, 61/15, 154/15, 132/15, 154/15, 192/15, 37/16). Law on Health Protection regulates the matters related to the system and organization of health protection and the performance of healthcare activity, the guaranteed rights and the established needs and interests of the country in the provision of health protection, the healthcare institutions, the employment, rights and duties, responsibility, assessment, termination of employment, protection and decision-making upon the rights and obligations of healthcare workers and healthcare co-workers, the quality and safety of healthcare activity, the chambers and professional associations, the marketing and advertising of healthcare activity,

the performance of healthcare activity in case of emergencies, and the supervision of the performance of healthcare activity.

- **Law on Public Health** (OG of RM no. 22/10, 136/11, 144/14, 149/15, 37/16). The Law on Public Health regulates the implementation of the basic functions and tasks of public health, the public health system, public health emergencies and public health financing. The purpose of this law is: to preserve and promote the health of the population; to enable implementation of the basic functions and tasks of public health through organized measures and activities undertaken by the state bodies, institutions, units of the local self-government and other legal and natural persons in cooperation with the healthcare institutions; to promote and strengthen cross-sectoral cooperation in the implementation of the basic public health functions; to promote and strengthen cooperation between the competent ministries and the units of local self-government and the public and private sector and citizens in the preservation and promotion of the health of the population; to provide an appropriate response in case of public health need and urgency and occurrence of a public health emergency; to ensure the implementation of international health rules and to regulate specific public health issues that are not regulated by another law.

Other laws that cover Health and Safety domain are:

- Law on Sanitary and Health Inspection (OG of RM no. 71/06, 139/08, 88/10, 18/11, 53/11, 164/13, 43/14, 144/14, 51/15, 150/15, 37/16)
- Law on Traffic Safety (OG of RM no. 169/15, 55/16)
- Law on Safety and Rescue (OG of RM no. 93/12, 41/14, 71/16, 106/16)
- Law on Public Works (95/212, 163/13, 42/14, 44/15, 147/15, 31/16)
- and other bylaws

2. Labor and Workforce

The main legislation that covers labor and working conditions issues are following:

- Labor Law of Republic of Macedonia (OG of RM no. 62/05; 106/08; 161/08; 114/09; 130/09; 149/09; 50/10; 52/10; 124/10; 47/2011; 11/12; 39/12; 13/13; 25/2013; 170/2013; 187/13; 113/14; 20/15; 33/15; 72/15; 129/15, 27/16), manages relationship between parties involved in the process of employment. It protects and applies to any natural person that has concluded an employment contract with an employer.
- Law on Pensions and Disability Insurance (OG of RM no. 53/13, 170/13, 43/14, 44/14, 97/14, 113/14, 160/14, 188/14, 20/15, 61/15, 97/15, 129/15, 147/15, 154/15, 173/15, 217/15, 27/16, 120/16, 132/16) defines the obligatory pension insurance of workers under working contract and the natural persons performing activity, the bases of the capital funded pension insurance, as well as the special conditions how certain categories of insured persons receive the right to pension and enjoy disability insurance. The rights deriving from the pension and disability insurance are the following: right to age-related pension, right to disability pension, right to re-allocation to other adequate, working post, right to adequate employment, right to re-qualification or higher qualification and right to adequate

financial compensations, right to family pension, right to monthly compensation for physical damage, and right to minimal pension

Other labor and workforce related laws are:

- ✚ Law on employment and insurance against unemployment
- ✚ Law on labor inspection;
- ✚ Law on records in the field of labor;
- ✚ Law on employment of disabled persons;
- ✚ Law on holidays of the Republic of Macedonia;
- ✚ Law on temporary employment agencies;
- ✚ Law on volunteering;
- ✚ Law on peaceful settlement of labor disputes
- ✚ Law on employment and work of foreigners;
- ✚ Law on minimum wage;
- ✚ Law on protection from harassment in the workplace
- ✚ And other bylaws.

3. Land acquisition / Expropriation

Macedonian legislation deals with involuntary resettlement and livelihood restoration under its legal framework for expropriation, with the basic notion that owners of properties are to be compensated for their losses, most often in monetary terms.

In the Republic of Macedonia, the legislative acts given below regulate the issues of obtaining State ownership rights to privately owned land parcels based on the necessary public needs caused due to strictly defined development projects of public interests:

- **Expropriation Law** (OG of RM No. 95/12, 131/12, 24/13, 27/14, 104/15, 192/15, 23/16, 178/16) regulates the procedure for the expropriation of property for projects that are of public interest and the connected rights for real estates (immovable properties).
- **Law on ownership and other real rights** (OG of RM No. 18/01, 92/08, 139/09, 35/10) regulates the rights and obligations of the owners of the property. The right to ownership can be acquired by all domestic and foreign natural persons and legal entities, including the state and the units of the local self-government, under conditions and in a manner stipulated by this and other laws.
- **Law on Housing** (OG of RM no. 99/09, 57/10, 36/11, 54/11, 13/12, 55/13, 163/13, 42/14, 199/14, 146/15, 31/16). The key point from social perspective relevant to this project in the Law on Housing is that it envisages the possibility for renting state-owned apartments to socially endangered and homeless persons in accordance with the Law on Social Protection. This Law deals, among other things, with the issue of social housing and the housing of the vulnerable groups (children without parents or without parental care, users of social and permanent financial assistance, persons affected by natural disasters, disabled persons and persons who

need assistance and care by other persons, the socially endangered persons belonging to the Roma community, lone parents with minor children).

- Other bylaws defining the relationship among affected parties in the process of land acquisition / expropriation are:
 - ✚ Law on Construction (Official Gazette of Republic of Macedonia No. 130/09, 124/10, 18/11, 36/11, 54/11, 13/12, 144/12, 25/13, 79/13, 137/13, 163/13, 27/14, 28/14, 42/14, 115/14, 149/14, 187/14, 44/15, 129/15, 217/15, 226/15, 30/16, 31/16, 39/16, 71/16, 132/16).
 - ✚ Law on Assessment (Official Gazette of the Republic of Macedonia No. 115/10, 158/11, 185/11, 64/12, 188/14, 104/15, 153/15, 192/15, 30/16)
 - ✚ The Law on Access to Public Information (OG of RM no. 13/06, 86/08, 06/10, 42/14, 148/15, 55/16)
 - ✚ Methodology for assessment of the market value of the real estate (Official Gazette of the Republic of Macedonia No. 54/12)
 - ✚ Rulebook on the method of cadastral classification and determination and registration of the change of cadastral culture and land class (Official Gazette of Republic of Macedonia No. 144/13, 95/15)
 - ✚ Law on acting upon illegally constructed buildings (Official Gazette of the Republic of Macedonia No. 23/11, 54/11, 155/12, 53/13, 72/13, 44/14, 115/14, 199/14, 124/15, 129/15, 217/15, 31/16)
 - ✚ Law on acting upon complaints and proposals (Official Gazette of Republic of Macedonia No.82/2008, 13/13, 156/15, 193/15);
 - ✚ Law on Real Estate Cadastre (Official Gazette of the Republic of Macedonia No. 55/13, 41/14, 115/14, 116/15, 153/15, 192/15, 61/16);

6 RELEVANT ENVIRONMENTAL AND SOCIAL INSTITUTIONAL SET UP

The Ministry of Environment and Physical Planning (MoEPP) is the competent state body with regard to the development and implementation of policies in the area of environmental protection and improvement in the different media and areas: air, water, soil, solid waste, biological diversity and other natural resources, and ozone layer protection.

Governmental institutions are mainly responsible for setting the regulations, preparation of policy making and planning documents, financial plans and proposing economic instruments, preparation of guidance and methodologies, providing trainings and dissemination of environmental information. Their special technical bodies are responsible for monitoring, registration, licensing and permitting procedures, public information and consultation, data collection and reporting.

The MoEPP is not the only Ministry dealing with environmental matters. Bodies within the Ministry of Agriculture, Forestry and Water Economy (MAFWE), Ministry of Health (MoH), Ministry of Transport and Communication and the Ministry of Science all have competences within the environmental field.

According to the “Law on Local Self-Government”, the local self-government units (LSGU) are competent for regulation and performance of affairs of public interest of local

relevance, specified by law. The Law also specifies the list of exclusive competences of the local self-government units, including environment and nature protection, protection from impacts for noises and ionised radiation, sewerage and treatment of public waste water, and collection, transport and treatment of municipal solid waste and hazardous waste.

Environmental monitoring activities are not centralized, as competences are fragmented according to the type of monitoring. In general, the MoEPP's Environmental Protection Administration (EPA) and bodies covered by other Ministries such as the MoH and the MAFWE are responsible for monitoring activities of water and air quality and noise nuisance. Other monitoring activities are carried on by the Hydro-Meteorological Directorate (Hydro Met) of the MAFWE, the Public Institute for Health Protection of the MoH, the Cities Health Institutes, the Hydro Biological Institute and other public bodies. The State Environment Inspectorate (SEI) under the MoEPP is the central competent authority for inspection and supervision over the enforcement of laws and regulations in the area of environment. However, inspectorate functions also exist in other Ministries and in local government.

At present, the MoEPP is organized in nine departments or sectors, further organized in units, as well as three constituent bodies within the MoEPP, i.e. the Administration for Environment (AE), State Environmental Inspectorate and Office for Spatial Information System. These bodies operate as separate entities within and under the supervision of the Ministry of Environment and Physical Planning in accordance with legal regulations and other legal acts governing issues in the area of environment. In performing its duties, the Minister is further assisted by a Deputy Minister, by a State Secretary and by thematic State Advisors. Since May 2014, the State Environmental Inspectorate has gained legal status, as a separate body within MoEPP.

The Ministry of Transport and Communication (MTC) is responsible for supervision of communal infrastructure of municipalities, being mostly water supply and sewerage networks. Consequently, MTC is to a large extent involved in the construction of water supply and sewerage networks, thus supporting particular municipalities in rural or less developed areas. Support for water supply and sewerage network projects is provided by granting state subsidies to municipalities applying for such assistance. The Ministry has also been managing several water infrastructure programmes supported by international donors.

The Ministry of Health is responsible for exercising control of the quality of drinking water through The Republic Institute for Public Health, which is a body within this Ministry.

The role of the professional associations (e.g. Chamber of Commerce of Macedonia, Association of Packagers, Association of Operators with Secondary Raw Materials, Associations of Farmers, Macedonian Association for Energy Efficiency (MACEF), Association of Car Dealers, Association of Communal Enterprises, etc.) is to provide technical inputs to the public information and consultation process, support regulation drafting process with advice for practical implementation of the legislation and during the process of setting the technical standards.

6.1 LOCAL SELF-GOVERNMENT RESPONSIBILITIES

Following the process of decentralisation, municipal administrations play an important role in the implementation of the environmental policy in the water and waste sector. Their basic tasks relate mainly to the:

- I. Development of local programmes for protection of the environment;
- II. Construction, maintenance and operation of water supply systems, sewerage systems, WWTPs, communal waste collection and disposal;
- III. Providing public information regarding the state of the environment.

Currently, the entire water and waste infrastructure is owned and managed by the municipalities.

LSG units are competent (based on Article 24 of the Law on Environment) for assessment of the Environmental Impact Assessment Report (Report) prepared by the Proponent/Grant Applicant for certain smaller activities and projects (compared to those determined by the secondary legislation as ones in competence of the central authorities). LSG have obligations for issuing IPPC B permits for production installations. Local environmental inspectors assigned by the LSG units perform regular inspection over the implementation of the environmental legislation and mitigation measures at IPPC B installations and the companies obliged to prepare the Environmental Impact Assessment Report (Elaborate).

6.2 SOCIAL SERVICES IMPROVEMENT PROJECT IMPLEMENTATION SET UP

The Social Services Improvement Project will be implemented by the Ministry of Labor and Social Policy of the Republic of Macedonia as the main responsible institution in cooperation with the Ministry of Education and Science (MOES) and Ministry of Finance (MOF). Implementation of the project will be carried out through the established structure comprising: Working Group (WG) - MLSP and its agencies, MLSP Project Management Unit (PMU), Grant Approval Committees (GACs) and Consultative Group (CG).

Main role of the Working Group (WG) is to provide technical expertise and support throughout project implementation to the World Bank Team. The WG would be maintained throughout project implementation to provide technical expertise and support.

MLSP Project Management Unit (PMU) will be located in the premises of the Ministry of Labor and Social Policy, staff from the MLSP will be part of the PMU: civil engineers, safeguard experts to provide assistance on environmental and social safeguards issues, fiduciary staff (procurement and financial experts), grant coordinator, coordinator for the three components of the project. PMU will have main responsibilities regarding the Project implementation, project coordination, monitoring activities and reporting.

An independent Environmental and Social Expert(s) (ESEs) will be engaged by the PMU on a full time or part time basis for the entire period of the project implementation. The ESE will be responsible for ensuring proper environmental management of all Project activities, will conduct environmental supervision by carrying out document reviews, site visits and interviews with Contractor, Construction Supervisors (if any), and municipality staff. ES would be responsible for reviewing all environmental safeguard documentation (site-specific ESMPs) submitted by sub-project proponents, providing recommendations,

advising on the sub-project category advising on the quality of, and clearing the environmental safeguard documentation on behalf of the PMU.

Depending on the number of sub-projects implemented within the same period of time, it is recommended that the ESE supervises Contractors' compliance with site-specific ESMPs and visits each sub-project at least once a month.

Two Grant Approval Committees (GACs) will be established:

1. Grant Approval Committee for Social Services (GACSS - MLSP);
2. Grant Approval Committee for pre - school infrastructure (GACPI - MLSP and MOES).

Evaluation and selection of grant/sub-project proposals under the two grant schemes are the main tasks of the Grant Approval Committees. GACs are headed by MLSP in coordination with PMU and consisting of staff from MLSP and Ministry of Education and Science. The PMU ESE will advise both GACs on the quality and completeness of the environmental assessment and environmental documentation of grant/sub-project proposals - these should be included in the evaluation criteria of grant/sub-project proposals.

The Consultative Group (CG) is headed by the MLSP and established for advisory purpose, exchange of information, knowledge and experience with implementation of similar projects. This group includes representatives of professional and civil society organizations, members of academia, etc. The specific roles of the Consultative Group are to advise on inclusive ECEC policy issues more broadly and ensure close coordination and exchange of information across key sectors and stakeholders; to be a source of advice, information, knowledge, insight and experience on implementation of ECEC programs and other actions at the local and national levels; and to contribute to events and information dissemination.

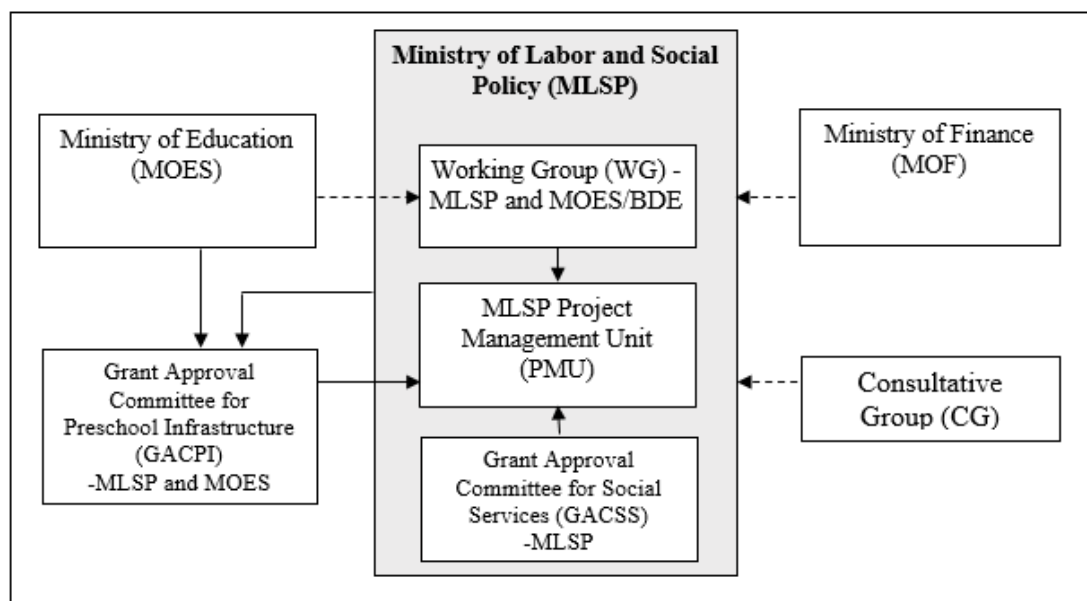


Figure 16 Organogram of the Implementation of Social Services Improvement Project

6.3 LAND ACQUISITION / EXPROPRIATION

The Law on expropriation regulates the procedure for the expropriation of property for projects that are of public interest and the connected rights for real estates (immovable properties). The legal justification of why the project is believed to be in the public interest is submitted together with the request for expropriation (as part of the same process), to the State Attorney, by the expropriation beneficiary. The State Attorney of the Republic of Macedonia also represents public companies, funds, agencies, departments, public institutions, trade companies and other institutions established by the Government. For this project, the Government of Republic of Macedonia accepts the initiative for expropriation, the State Attorney conducts it.

Expropriation Authority, upon the proposal for expropriation, schedules debate where owner of the property or the holders of other property rights of the property that is subject to expropriation and Proposer of the expropriation are invited. At the hearing the existence of public interest is determined, then the right of ownership and other property rights, as well as the type and amount of compensation and other facts and circumstances relevant to the process of expropriation.

The Authority must, after submission of the proposal for expropriation to the owner of the property or the holders of other property rights of the property, to schedule and hold a hearing on the proposal within 15 days of submission of the proposal to the owner of the property or the holders of other property rights of the property.

The hearing may end up with an agreement for compensation (payment in money or providing other suitable property), and for the amount of the fee if it is determined in money, as well as timeframes for payment. This agreement as an executive document and by signing of the agreement is considered the expropriation process and procedure for the determination of compensation as completed and final.

If agreement is not reached the expropriation authority, relying on the facts set out in the procedure will issue a decision on expropriation. The decision on expropriation can be appealed to the Administrative Court within 15 days of receipt of the decision.

Ministry of agriculture, forestry and water economy leased the governmentally owned agricultural land to the tenants. This ministry terminates the existing contract with the tenant and sign a new one with the same terms as before, but without the amount of land that will be acquired. Institution requiring activation of the expropriation procedure will compensate these tenants, by using the same compensation methodology as for the land owners, but without compensation for land.

Other key aspects of the Expropriation Law are shown below:

Compensation - Article 18 “for the expropriated property there is a fair compensation that cannot be lower than the market value of the property. The market value of the property shall be established under conditions determined by this law, according to the methodology, rules and standards pursuant to the Law on Assessment. The right to seek compensation for expropriated property cannot become obsolete”. Article 37 states that the market value of expropriated property and property that is given as compensation shall be determined by a qualified appraiser, pursuant to the Law on Assessment. Compensation for expropriated property usually is determined in financial means if the

former owner or the possessor of other property rights and proposer of expropriation agree otherwise.

The owner of expropriated property shall also be entitled to compensation for crops, seeds, forests on the land and fruits, if they were not incorporated in the market value of the land. The owner of the property shall not be entitled to compensation for investments made after the date of submission of the proposal for expropriation.

If economic activity is performed in a property which is to be expropriated, the effect of interruption of this activity should be taken into account when determining the compensation due for expropriation. This amount shall be determined by an expert, pursuant to the Law on Assessment.

Proposal for expropriation, separate for each individual property, contains information on:

- The proposer of the expropriation;
- The property for which expropriation is proposed;
- The owner of the property (personal name or title, residence, main office);
- The holders of other real property rights (personal name or title, residence, main office);
- The type of facility or performing works for which expropriation is proposed.

The Proposal for expropriation is accompanied by the following documentation:

- An extract of the spatial planning act or approved project for infrastructure;
- A geodesic report with numerical data for the property which is proposed for expropriation;
- An offer of compensation equivalent to the market value of the property determined by a qualified appraiser pursuant to the Law on Assessment;
- A list of property under proposal for expropriation;
- Proof the funds for compensation are in place.

In addition to the Expropriation Law, provisions of the Constitution and the Law on Property and Other Real Property Rights are also relevant to land acquisition and resettlement. The Constitution of the Republic of Macedonia guarantees legal protection of ownership and states that no person may be deprived of his/her property or of the rights deriving from it, except in cases concerning the public interest determined by law. If property is expropriated or restricted, rightful compensation not lower than its market value is guaranteed.

According to the Law on Property and Other Real Property Rights, no person may be deprived of his/her property or of the rights deriving from it, except in cases concerning the public interest determined by law and the acts for spatial planning. In case of deprivation (complete expropriation) or restriction (incomplete expropriation), rightful compensation for the property not lower than its market value at the time of expropriation is guaranteed.

7 NATIONAL ENVIRONMENTAL IMPACT ASSESSMENT PROCEDURE FOR THE PROJECT DEVELOPMENT

7.1 NATIONAL ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA) PROCEDURE

The Environmental and Social Impact Assessment (ESIA) procedure has been prescribed by the Law on Environment (Official Gazette No. 53/05, 81/05 24/07, 159/08 и 83/09; 124/10, 51/11, 123/12, 93/13, 163/13, 42/14, 44/15, 129/15, 192/15, 39/16), and Chapter XI/Articles 76-94 where the requirements of the EU Directives on ESIA (Directive 85/337/EEC as amended by Directives 97/11/EC, 2003/35/EC and 2009/31/EC) have been transposed.

ESIA is a tool to achieve the objectives of the Law on Environment, which are: 1) the preservation, protection, restoration and improvement of the quality of the environment; 2) protection of human life and health; 3) protection of biological diversity; 4) rational and sustainable utilization of natural resources; 5) implementation and improvement of measures aimed at addressing regional and global environmental problems.

The Ministry of Environment and Physical Planning (MoEPP) is responsible for implementation of the Law on Environment, including the ESIA procedure. MoEPP also has specific responsibilities in screening, scoping, and reviewing of the ESIA report. The responsibilities for implementing ESIA procedures are settled within the Office of Environment (Environmental Administration) which is a constituent part of the MoEPP. It has a specific Unit for ESIA. The ESIA process in Macedonia requires Screening, Scoping, Assessment, Review and a decision on the consent of the ESIA process allowing the proponent to obtain other relevant permits.

The issuance of the following documents is important milestones of the ESIA process: Notification document (for Screening), Scoping opinion document, ESIA report, Consent decision document. The procedure starts when the Proponent/Grant Applicant who intends to implement a project submits a Notification Letter, in written and electronic form to the Ministry of Environment and Physical Planning (MoEPP) (Administration for Environment), which is the responsible authority for the entire procedure. The Administration for Environment is obligated to publish the Notification in at least one daily newspaper available throughout the territory of the Republic of Macedonia, and on the website of the MoEPP.

7.2 SCREENING

At the Screening stage, MoEPP first decides whether an ESIA should be developed for a project. If the proposed project does not fall into the list of the project requiring ESIA (small scale projects), an “Environmental Impact Report-Elaborate” (*relevant for the Category B projects under the WB OP 4.0.1 Environmental Assessment procedure*) shall be prepared. A schematic procedure for the preparation of the Environmental Report - Elaborate is presented on Figure 17.

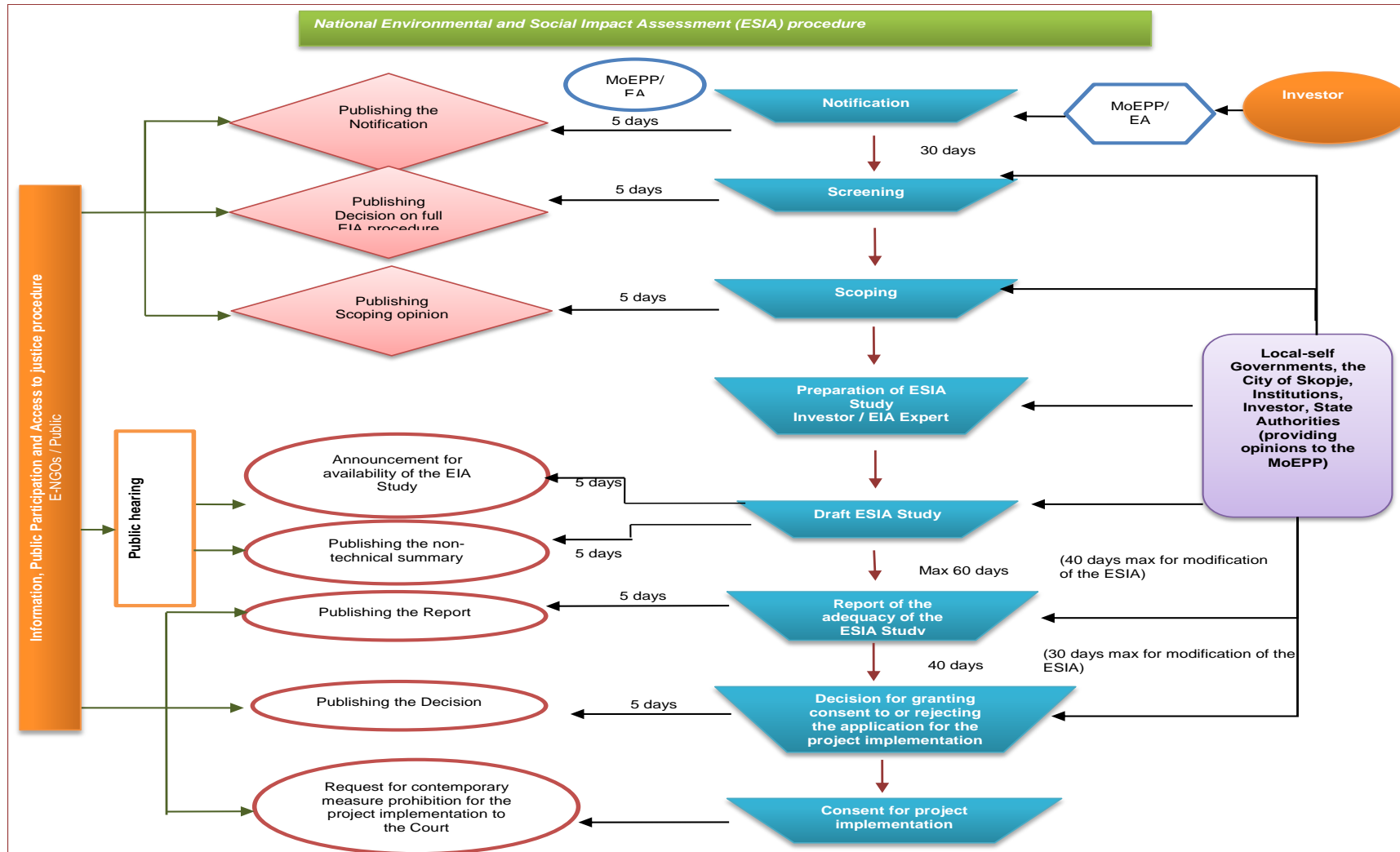
In case when MoEPP decides that the full ESIA procedure should be followed (ESIA Study should be prepared), the decision from the screening stage has to be published in at least one daily newspaper available throughout the territory of the Republic of Macedonia, and on the website, as well as on the notice board of the MoEPP. The Proponent/Grant Applicant, the legal entities or physical persons concerned, as well as the environmental Non-Government Organizations may appeal against the decision to the ‘Second Instance

Commission of the Government of the Republic of Macedonia' responsible for resolution of administrative matters in the area of environment. When the screening procedure is finished, the MoEPP informs the Proponent/Grant information is received from the competent authority, the Proponent/Grant Applicant applies for a scoping opinion for the ESIA.

7.3 SCOPING

At the Scoping phase MoEPP determines the content and extent of the matters to be covered by ESIA. MoEPP takes into consideration the opinion of the Proponent/Grant Applicant and the public when making a decision for determining the scope of the study. When scoping is completed, the ESIA Study can be undertaken. According to the requirements prescribed in the secondary legislation, Proponent/Grant Applicant prepares the ESIA Study and submits it to the MoEPP.

Figure 17 ESIA procedure in the Republic of Macedonia



7.4 PREPARATION OF ESIA STUDY

For the preparation of the ESIA Study Proponent/Grant Applicant is obliged to engage at least one person from the List of ESIA Experts, who is responsible and competent to certify the quality of the ESIA Study.

7.4.1 PUBLIC DISCLOSURE

After the announcement from the MoEPP that the draft version of the ESIA Study on a certain development project has been prepared and is available to the public in at least one daily newspaper, available throughout the territory of the Republic of Macedonia and local radio/TV station, the Non-Technical Summary is published on the website of the MoEPP the public disclosure begins.

The draft ESIA Study is submitted to the municipalities of the locations where the project will be implemented, in order to collect their remarks and opinions. According to the national legislation, MoEPP in this phase of the ESIA procedure is required to conduct a Public hearing on the draft ESIA Study and to ensure availability of information needed to the public and public participation in the public hearing event. The MoEPP submits the ESIA Study to the bodies of the state administration responsible for the performance of the activities of the development project.

7.4.2 ESIA REVIEW AND DECISIONS

The MoEPP prepares a review report on the ESIA study. For the preparation of the review, the MoEPP may appoint registered experts, others than were involved in the preparation of the ESIA report. If the review identifies any missing information, the Proponent/Grant Applicant is requested to provide such additional information within 30 days. The review report states whether the ESIA Study was done in accordance with the requirements of the Law on Environment, and proposes conditions to be set out in the permit for the implementation and measures to prevent and mitigate harmful impacts. The review should be based on the ESIA Study and on the received comments. The review report is forwarded to the relevant government bodies, and published in at least one daily newspaper available throughout the territory of the Republic of Macedonia, on the website as well as on the notice board of the MoEPP.

Based on the Decision for granting consent for the project implementation, the Authority responsible to issue the permit for project implementation, issues the Consent for project implementation to the Proponent/Grant Applicant.

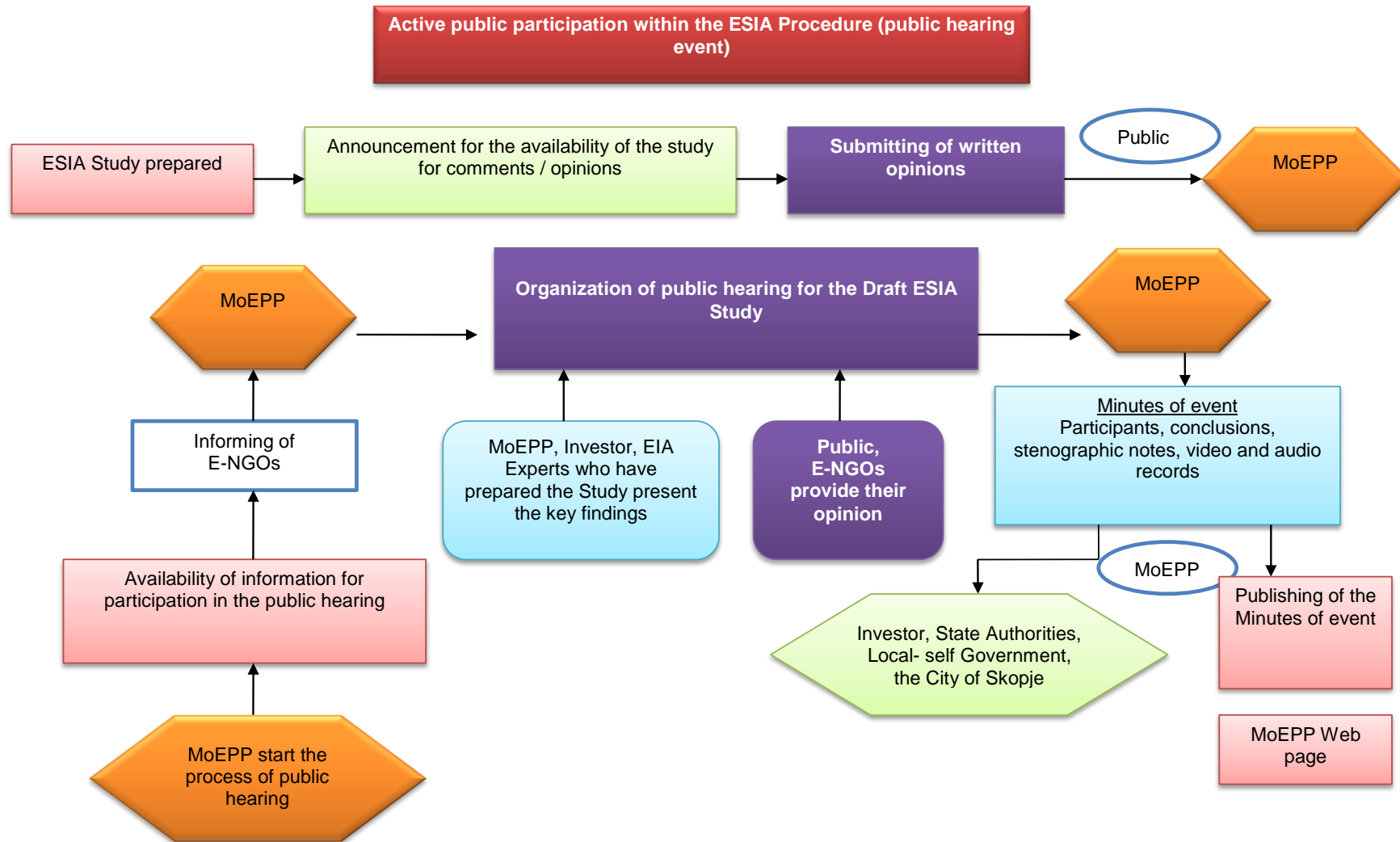
7.4.3 PUBLIC INVOLVEMENT INTO THE ESIA PROCEDURE

The public's access to environmental information in national ESIA procedure is regulated in the Law on Environment, secondary legislation on public information.

The application document and screening decision are announced in at least one daily newspaper and on the web site of the Ministry of Environment and Physical Planning. The screening decision is also published on the notice board of MoEPP. The ESIA Report is announced in at least one daily national newspaper and through a local radio/TV station. The non-technical summary of the ESIA Study is published on the website of the MoEPP. The review document is published in at least one daily national newspaper and on the website of MoEPP. The announcement of the public hearing is made in at least one daily national newspaper and on the local TV and radio station.

The public can take an active part in the public hearing event through the discussions or by submitting their opinion in written form.

Figure 18 Public hearing during the ESIA Study preparation according national legislation



7.4.4 INSTITUTIONAL SETUP WITHIN THE ESIA PROCEDURE

Roles and responsibilities of each stakeholder during the ESIA procedure are presented in the following Table. As the ESIA procedure consist of several steps each of the stakeholder has their own specific role in the separate part of the procedure.

Figure 19 Roles and Responsibilities of the stakeholders in the ESIA procedure

Authority/institution	Roles and Responsibilities
Proponent/Grant Applicant	<ul style="list-style-type: none"> - submit the Notification on the intention for project implementation to the MoEPP - submit request for Scoping to the MoEPP - preparation of the ESIA Study - submit the ESIA Study to the MoEPP - receive the Decision for the project implementation
Ministry of Environment and Physical Planning (Administration for Environment, Public Communication Office)	<ul style="list-style-type: none"> - publish the Notification (in minimum one national daily newspaper and on the web page of the MoEPP) - conduct of the Screening procedure - publish the Screening Decision (in minimum one national daily newspaper, on the web page and on the notice board of the MoEPP) - scope definition for the ESIA Study for the project - issuing Opinion of the Scope of the Study and publish the summary of the Opinion (in minimum one national daily newspaper, on the web page and on the notice board of the MoEPP) - announce that ESIA Study has been prepared and is available for public comments - publish the Non-technical Summary of the ESIA Study on its web page - organize public hearing - prepare the Meetings from the public hearing and publish it on its web page - prepare the Report on the adequacy of the ESIA Study - publish the Report of the adequacy of the study in minimum one national daily newspaper and on its web - issuing the Decision for granting consent to or rejecting the application for the project implementation - publish the Decision in minimum one national daily newspaper, on the web page and on the notice board of the MoEPP - establish the List of ESIA experts
Other Ministries and State Institutions and Local Self Government units	<ul style="list-style-type: none"> - provide relevant information during the definition of scope of the ESIA Study preparation of the ESIA Study; - provide consultation during the Scoping and preparation of the ESIA Study - give its opinion during the public consultation process
Ministry of Foreign Affairs	<ul style="list-style-type: none"> - involve in the trans boundary ESIA process in Macedonia and in other country during the Official Notification on the intention for project implementation
Experts from the List of experts	<ul style="list-style-type: none"> - scope definition for the ESIA Study for the project (optional) - preparation of the ESIA Study - preparation of the Report on the adequacy of the ESIA Study (optional)
NGOs	<ul style="list-style-type: none"> - submit an opinion on the Notification

Authority/institution	Roles and Responsibilities
	<ul style="list-style-type: none"> - submit a complaint on the Screening decision to the Governmental commission and an opinion to Scoping - submit written opinions/ comments on the ESIA Study and take part during the public hearing - submit a complaint on the Decision for granting consent to or rejecting the application for the project implementation to the Governmental commission - submit request for temporary measure ban for implementation of the project to the Court
State Environmental Inspectorate	<ul style="list-style-type: none"> - inspect whether ESIA Study for the project is prepared and whether it is submitted to the MoEPP - inspect whether for the implementing project the Decision on granting consent is issued - monitor whether the mitigation measures proposed in the ESIA Study are implemented - limit or prohibit implementation of the project without the Decision to grant consent for the application of the project implementation

7.4.5 NATIONAL PROCEDURE FOR ENVIRONMENTAL ASSESSMENT OF SMALL SCALE PROJECTS

Environmental Impact Assessment Report - Elaborate needs to be developed by the Proponent/Grant Applicant when MoEPP decides that there is no need for ESIA procedure to be carried out. This procedure is defined for small scale projects (e.g., buildings for primary and secondary health care, buildings for social care, reconstruction or construction of local streets, roads, construction of local drinking water supply systems, etc.), causing short-term, minor negative impacts to the environment.

ESIA Report-Elaborate should be prepared based on the two Rulebooks depending on type of the projects:

- A) Rulebook on the list of projects for which the ESIA Report - Elaborate should be prepared by the Proponent/Grant Applicant and the ESIA Report need to be adopted by the Ministry of Environment and Physical Planning (Official Gazette of RM" No. 36/12);
- B) Rulebook on the list of projects for which the ESIA Report - Elaborate should be prepared by the Proponent/Grant Applicant and the ESIA Report need to be adopted by the Mayor of the municipality (Official Gazette of RM" No. 32/12) or Mayor of City of Skopje.

The content of ESIA Report - Elaborate should be prepared in line with the Rulebook on ESIA Report form and content and procedure for ESIA Report adoption (Official Gazette of RM No. 44/13).

Table 11 contains the roles and responsibilities of the authorities during the conducting of the ESIA procedure (ESIA Report - Elaborate).

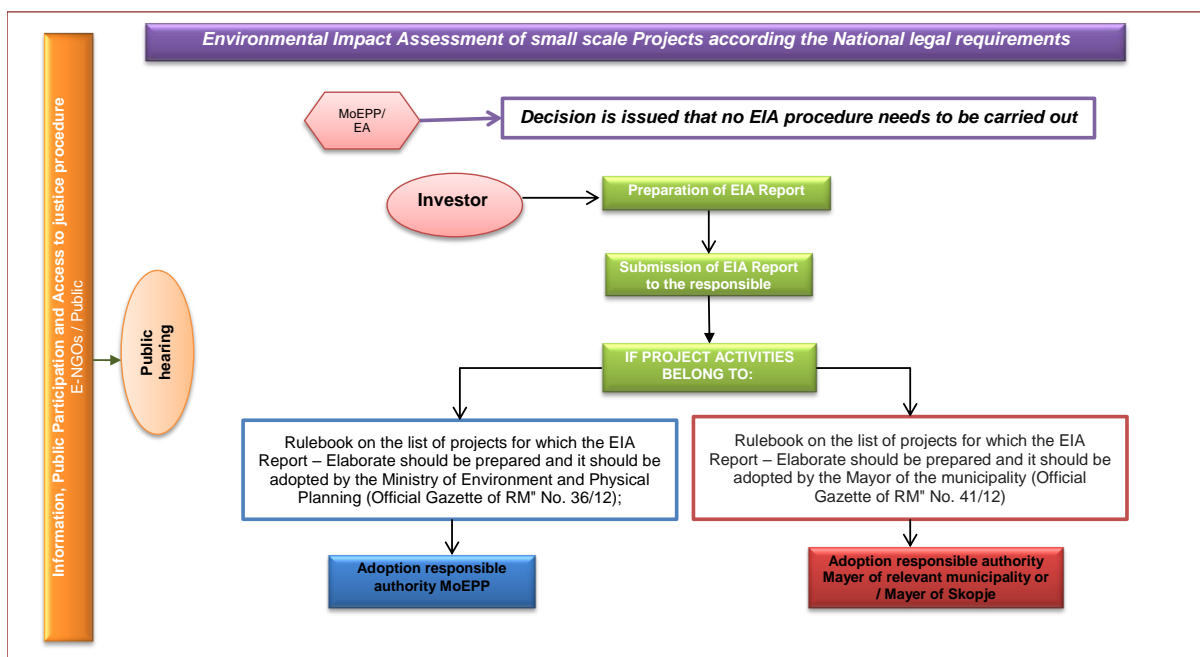
Table 11 Roles and Responsibilities of the stakeholders in the ESIA procedure (ESIA Report - Elaborate)

Authority/Institution	Roles and Responsibilities
Proponent/Grant Applicant	<ul style="list-style-type: none"> - submit the Notification on the intention for project implementation to the MoEPP - preparation of the EIA Report - Elaborate
Ministry of Environment and Physical Planning/ (Administration for Environment)	<ul style="list-style-type: none"> - prepare the Decision that no EIA procedure is need to be carried out (MoEPP) - issue the Decision for adoption the EIA Report - Elaborate
Local Self-Government (Mayor)	<ul style="list-style-type: none"> - issue the Decision for adoption the ESIA Report - Elaborate
Experts from the List of experts	<ul style="list-style-type: none"> - preparation of the Notification on the intention for project implementation to the MoEPP - preparation of the EIA Report - Elaborate
State Environmental Inspectorate Municipal Environmental Inspectors	<ul style="list-style-type: none"> - inspect whether EIA Report - Elaborate for the project is prepared and whether it is submitted to the MoEPP/Municipalities - monitor whether the mitigation measures proposed in the EIA Report - Elaborate are implemented

The main characteristics of the project, the main positive and negative environmental impacts identified taking into account the site-specific baseline environmental data are described in the ESIA Report - Elaborate. During the preparation and adoption of the ESIA Report-Elaborate public hearing is not prescribed to be conducted.

The Figure 20 shows the steps during the conducting the ESIA procedure (ESIA Report - Elaborate) for small scale projects.

Figure 20 ESIA small-scale projects national requirements



8 WORLD BANK SAFEGUARDS PROCEDURES

Safeguard Policies developed by the World Bank have the main aim to ensure prevention, mitigation and compensation of adverse impacts of project development to the community where the project is implementing, to the environment, nature, human health and cultural sites and objects. They present set of obligatory guidelines and instructions with the main objective to foster efficient and effective identification and mitigation of potentially adverse environmental and social impacts that may occur in the development process. WB policies are applied in parallel to the national and supranational policies where, as a rule, the stricter one prevails. Safeguard Policies OP 4.01 “Environmental Assessment and OP 4.12 “Involuntary Assessment” have been triggered for the proposed Project. Below is a summary of these and several other Safeguards Policies of the World Bank.

8.1 OP/BP 4.01 ENVIRONMENTAL ASSESSMENT (EA)

EA is a process whose breadth, depth, and type of analysis depend on the nature, scale, and potential environmental impact of the proposed project. 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.

EA takes into account the natural environment (air, water, and land); human health and safety; social aspects (involuntary resettlement, indigenous peoples, and physical cultural resources); and trans boundary and global environmental aspects. EA considers natural and social aspects in an integrated way. It also takes into account the variations in project and country conditions; the findings of country environmental studies; national environmental action plans; the country's overall policy framework, national legislation, and institutional capabilities related to the environment and social aspects; and obligations of the country, pertaining to project activities, under relevant international environmental treaties and agreements. The Bank does not finance project activities that would contravene such country obligations, as identified during the EA. EA is initiated as early as possible in project processing and is closely integrated with the economic, financial, institutional, social, and technical analyses of a proposed project.

The Bank classifies a proposed project into one of four categories (A, B, C, FI), depending on the type, location, sensitivity, and scale of the project and the nature and magnitude of its potential environmental impacts.

- **Category A:** **Category A** - proposed project is classified under this category, if it is likely to have highly significant, diverse, and/or long-term adverse impacts on human health and valuable natural or cultural resources. These impacts may also affect an area broader than the sub-project sites.

Some of the project types belonging to the Category A:

- Large-scale infrastructure: ports and harbor development, transport (rail, road and waterways), large-scale water resources management (river basin development,

water transfer); dams and large reservoirs, hydropower and thermal power, extractive industries and oil and gas transport;

- Large-scale agriculture, irrigation, drainage and flood control, aquaculture; agro industries, and production forestry;
- Major urban projects involving housing development, water treatment, wastewater treatment plants, solid waste collection and disposal;
- Industrial pollution abatement, hazardous waste management, industrial estates, manufacture and large-scale use of pesticides.

Sub-projects which may adversely impact natural habitats, forests and forested areas, with long term regional/national impacts, will be automatically categorized as **Category A** project and they will be excluded from the scope of SSIP.

- **Category B:** A 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:** A proposed project is likely to have minimal or no adverse environmental impacts. Beyond screening, no further EA action is required for a Category C project.

- **Category FI:** A proposed project is classified as Category FI if it involves investment of Bank funds through a financial intermediary, in sub-projects that may result in adverse environmental impacts.

Depending on the project, a range of instruments can be used to satisfy the Bank's EA requirement: environmental impact assessment (ESIA), regional or sectorial EA, strategic environmental and social assessment (SESA), environmental audit, hazard or risk assessment, environmental management plan (EMP) and environmental and social management framework (ESMF). EA applies one or more of these instruments, or elements of them, as appropriate. When the project is likely to have sectorial or regional impacts, sectorial or regional EA is required.

8.2 OP/BP 4.04 NATURAL HABITATS

The conservation of natural habitats, like other measures that protect and enhance the environment, is essential for long-term sustainable development. The Bank therefore supports the protection, maintenance, and rehabilitation of natural habitats and their functions in its economic and sector work, project financing, and policy dialogue. The Bank supports, and expects Borrower to apply, a precautionary approach to natural resource management to ensure opportunities for environmentally sustainable development. The Bank's economic and sector work includes identification of (a) natural habitat issues and special needs for natural habitat conservation, including the degree of threat to identified natural habitats (particularly critical natural habitats), and (b) measures for protecting such areas in the context of the country's development strategy. As appropriate, Country Assistance Strategies and projects incorporate findings from such economic and sector work.

The Bank promotes and supports natural habitat conservation and improved land use by financing projects designed to integrate into national and regional development the

conservation of natural habitats and the maintenance of ecological functions. Furthermore, the Bank promotes the rehabilitation of degraded natural habitats.

Wherever feasible, projects are sited on lands already converted (excluding any lands that in the Bank's opinion were converted in anticipation of the project). The Bank does not support projects involving the significant conversion of natural habitats unless there are no feasible alternatives for the project and its siting, and comprehensive analysis demonstrates that overall benefits from the project substantially outweigh the environmental costs. If the environmental assessment⁴ indicates that a project would significantly convert or degrade natural habitats, the project includes mitigation measures acceptable to the Bank. Such mitigation measures include, as appropriate, minimizing habitat loss (e.g., strategic habitat retention and post-development restoration) and establishing and maintaining an ecologically similar protected area. The Bank accepts other forms of mitigation measures only when they are technically justified.

In deciding whether to support a project with potential adverse impacts on a natural habitat, WB takes into account the Borrower's ability to implement the appropriate conservation and mitigation measures. If there are potential institutional capacity problems, the project includes components that develop the capacity of national and local institutions for effective environmental planning and management. The mitigation measures specified for the project may be used to enhance the practical field capacity of national and local institutions.

In projects with natural habitat components, project preparation, appraisal, and supervision arrangements include appropriate environmental expertise to ensure adequate design and implementation of mitigation measures. This policy applies to subprojects under sectorial loans or loans to financial intermediaries. Regional environmental sector units oversee compliance with this requirement.

8.3 OP/BP 4.12 INVOLUNTARY RESETTLEMENT

Requirements of World Bank in regards with the Involuntary Resettlement is covered with OP 4.12 Involuntary Resettlement. This policy includes safeguards to address and mitigate impoverishment risks: people face impoverishment when their productive assets or income sources are lost; people are relocated to environments where their productive skills may be less applicable and the competition for resources greater; community institutions and social networks are weakened; kin groups are dispersed; and cultural identity, traditional authority, and the potential for mutual help are diminished or lost.

The main objectives of OP 4.12 are the following:

- Involuntary resettlement should be avoided where feasible, or minimized, exploring all viable alternative project designs;
- 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;
- 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.

To achieve the objectives of this policy, particular attention is paid to the needs of vulnerable groups among those displaced, especially those below the poverty line, the landless, the elderly, women and children, indigenous peoples, ethnic minorities, or other displaced persons who may not be protected through national land compensation legislation.

9 PROJECT DESCRIPTION

The Government of Macedonia intends to receive a loan from the International Bank for Reconstruction and Development (IBRD) for the implementation of the Social Services Improvement Project. The Project will be implemented by the Ministry of Labor and Social Policy of the Republic of Macedonia and will support the improved access to Early Childhood Education and Care services (ECEC) and to social benefits and services. The Project will consist of the following components:

Component 1: Promoting social inclusion through improved access to social benefits and services. This component will promote social inclusion through improved access to social benefits and services to an increasing share of the poor and vulnerable population who are not covered by the current system of benefits and services. Activities implemented under this component will contribute to policy development and system-wide implementation of reformed services through an expanded network of social service providers and enhanced delivery methods.

- **Sub-component 1.1. Legislative and Policy framework** will finance technical assistance for social service policy development and system-wide implementation, covering needs assessment, development of standards, accreditation processes, licensing and related legislative agenda. These activities will support setting up a comprehensive system of social services, as per solutions that will be adopted in the new Law on Social Protection in 2018.
- **Sub-component 1.2 Grants** will support piloting a grant mechanism that will promote development of (non-institutional) social services at local level in a scalable and sustainable manner.
- **Sub-component 1.3 Social Welfare Information System** will support development of an integrated social welfare information system covering both social assistance benefits and services that would also include simplified and more efficient administrative procedures.
- **Sub-component 1.4. Capacity building** - Capacity building activities would focus on strengthening a central policy unit engaged in analytical and M&E activities for the MLSP.

Component 2: Expanding the access to and improving of the quality of preschool services. Preschool education is one of the most cost-effective investments that improve the lives of individuals and the conditions in the country. High-quality preschool programs lead to reduced school dropout, better educational performance and an array of socioeconomic returns, like reduced crime and unemployment rates. Given the benefits that quality pre-primary education yields for both the individuals and the society as a whole, the government wants to extend the access to and quality of Early Childhood Education and Care (ECEC) services.

- **Sub-component 2.1 Improving Access to and Demand for Early Childhood**

Education and Care. This sub-component aims at increasing access to Early Childhood Education and Care for 3-6-year-old children across the country, with a particular focus on children from vulnerable groups and children with disability by increasing the availability of ECEC services and stimulating demand for ECEC services.

- **Sub - component 2.2. Ensuring quality of ECEC services.**

Component 3: Project management, monitoring and evaluation. This component will support the day-to-day management of the project implementation, the monitoring and evaluation of its objectives and outcomes.

- **Sub-component 3.1. Project Management.** This sub-component will support the operation of a PMU which will report to the Project Director from the MLSP and which will be responsible for all day-to-day project implementation activities, as well as procurement, disbursement, accounting, safeguards functions.
- **Sub-component 3.2 Monitoring and Evaluation.** Strengthened analytical capacity, monitoring and evaluation activities will provide important feedback mechanisms for policy, effectiveness, and credibility of the activities supported under the project.
- **Sub-component 3.3 Dissemination, communications and awareness activities.** This sub-component will support technical assistance, goods, services and training to design and implement an information and dissemination campaign to make sure that all prospective beneficiaries are informed of their eligibility for the social assistance benefits and services, including also the requirements of the application process.

Improvement of the access to ECEC services will be financed either by the adaptation of the primary school facilities in the local governments whereby primary school network has available space to be transferred from the primary school to kindergarten facilities or through investment into new kindergarten facilities. In the situation where re-adaptation shall be done there will be no need for extra land to acquire and no social safeguards will be triggered for adaptation of school facilities to kindergarten facilities. However, in the local governments where new facilities need to be built there might be a need to acquire private land if public land is not available. Impacts in these cases will be limited and therefore the social risks related to the safeguards are limited. To minimize the social risks for the activities such as the simplification and consolidation of the social assistance program, there should be an early focus on both outreach activities and establishment of two-way communication with beneficiaries.

The specific activities on the construction and rehabilitation of social service infrastructure (Component 1) and those under the grant/social contracting schemes (Component 2), referred to as ‘sub-projects’ in this ESMF, cannot be pre-determined and will be identified in the course of the Project implementation. This ESMF is intended to properly assess and address the potential environmental and social concerns related to the implementation of Project activities, as per the World Bank Operational Policies OP 4.01 ‘Environmental Assessment’ and OP 4.12 ‘Involuntary Resettlement’.

9.1 SCREENING STEPS ACCORDING TO THE REQUIREMENTS OF NATIONAL LEGISLATION

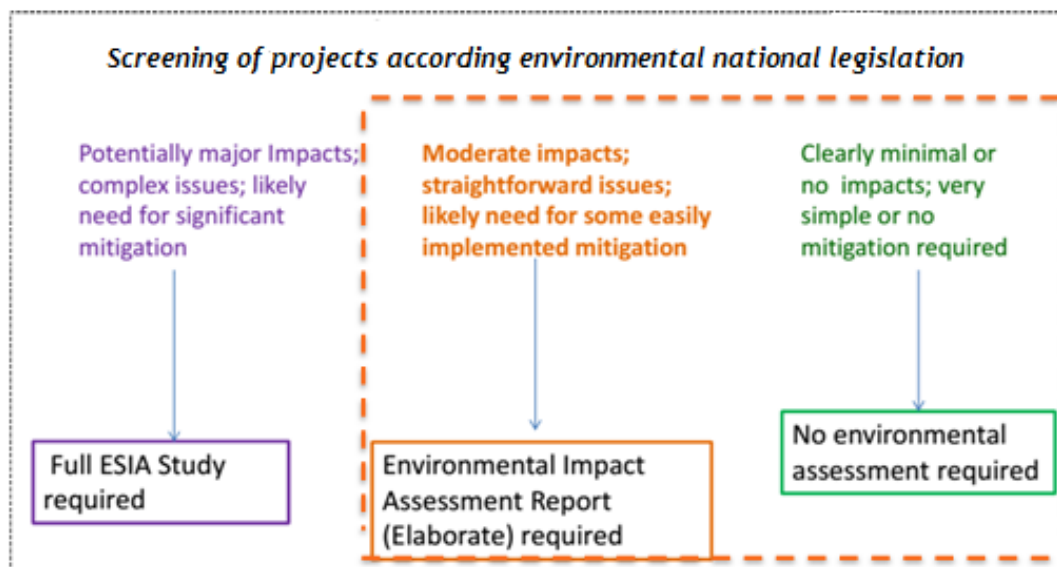
As per the provisions of the national legislation, the ESIA procedure is conducted according to the scale of the project.

The procedure starts when the sub-project proponent submits a **Notification Letter to the Ministry of Environment and Physical Planning (MoEPP)**. Notification Letter should be prepared according to the requirements of the national legislation containing information about the sub-project proponent, project scope, and main project activities, identification of the potential environmental impacts and evaluation of the impacts.

Upon receipt of the Notification Letter submitted by the sub-project proponent, based on project location, sensitive/protected areas, planned project activities and potential impacts, MoEPP decides whether a proponent is required to implement the full ESIA procedure.

There are three categories to classify proposed sub-project activities, which define which environmental and social due diligence instrument shall be used:

1. For the big scale projects that could have a significant impact on the environment (equivalent to category A as per the WB classification), the MoEPP will indicate to the proponent that full ESIA shall be prepared. The issued Consent should be submitted together with the ESIA Study and other project documentation to the MLSP PMU. Based on this, the PMU will make a decision about screening out the proposed sub-project as ineligible.
2. For the small scale projects that could have moderate impacts on the environment, the MoEPP shall request the sub-project proponent to develop the EIA Report (Elaborate). The EIA Report (Elaborate) prepared by the proponent should be submitted to the MOEPP/Municipality/City of Skopje (depending on type of the project) for approval and issuing the Decision. The issued Decision should be submitted together with the EIA Report (Elaborate) and sub-project proposal to the MLSP PMU.
3. For very simple projects with very low environmental and social impacts, the MoEPP shall inform the sub-project proponent that no environmental assessment is required and no need for preparation of any document. The issued document confirming that there is no need for preparation of any document with other project documentation should be submitted to the MLSP PMU.



Proposed mitigation measures and monitoring plan (Environmental and Social Management Plan) should be part of the Grant Agreement with the proponent, and shall also be incorporated in respective bidding documents and construction contracts.

The proposed sub-projects are expected to be small-scale, with low or moderated environmental and social impacts (construction of new kindergarten, renovation/adaptation of existing schools facilities into the kindergartens, etc.), for which according to the national requirements EIA Report Elaborate or no document is required.

9.2 SCREENING STEPS AS PER THE WORLD BANK SAFEGURD POLICIES

It is a responsibility of a sub-project proponent to undertake environmental and social assessment of the proposed sub-project activities.

The environmental and social assessment identifies and assesses potential risks and a benefit based on proposed activities, relevant site features, consideration of natural/human environment, social issues, identifies potential environmental improvement opportunities and recommends measures required to prevent, minimize and mitigate adverse impacts.

SSIP environmental screening procedure will help the MLSP PMU to determine the environmental risk associated with the proposed sub-project activities, assign respective environmental categories and identify the type of environmental and social due diligence document to be developed by a sub-project proponent, or reject applications which are unacceptable due to the nature of the proposed activities.

Screening procedure starts with the fulfilment of Environmental and Social Screening (ESS) Check List (**Error! Reference source not found.**) by the sub-project proponent.

The ESS Check List helps the sub-project proponent to determine the sub - project Category (A, B - B⁺ or B, C) based on screening criteria and preliminary impact assessment, and to identify the required type of environmental due diligence document for each sub - project.

If, after completing the ESS Checklist and its review by the Environmental Expert, it is determined that the project belongs to Category “A”, the final Decision will be that the project is not eligible for financing under the SSIP Project.

Sub-projects which may adversely impact natural habitats, forests and forested areas, with long term regional/national impacts, will be automatically categorized as Category A project and they will be excluded from support by SSIP.

A sub-project is classified as Category B if its potential adverse environmental impacts on human populations or environment are less adverse than those of Category A sub-projects. These impacts are site-specific; more limited, fewer, likely reversible and in most cases mitigation measures can be easily designed/implemented than for Category A sub-projects.

Some of the project types belonging to the Category B include Health care service delivery, **education (with limited expansion of existing schools/buildings), repair/rehabilitation of buildings when hazardous materials might be encountered (e.g., asbestos, stored pesticides).**

The scope of Environmental Assessment for a Category B sub-project may vary from sub-project to sub-project.

It is expected that the proposed sub-projects will be small scale, with low or moderate environmental and social implications. Thus, the most likely categories, as per the World Bank EA classification, to be assigned to sub-project will be B+, B or C. For these categories, specific and social environmental due diligence instruments have been defined as described below. In order to categorize sub - projects, the Environmental and Social Screening Check List has been developed (template given in Error! Reference source not found.). The ESS Check List contains data about the project (type of the proposed activities - new construction or reconstruction, need for acquisition of land, use of hazardous or toxic materials, impacts on protected areas, etc. According to the type of activities expected impacts should be assessed in scale (minor, moderate or major), and duration (long, medium or short term).

If, after completing the ESS Checklist and its review by the Environmental Expert, it is determined that the project is classified as “B+” or “B”, the PMU advises the sub-project proponents to prepare appropriate due diligence instrument.

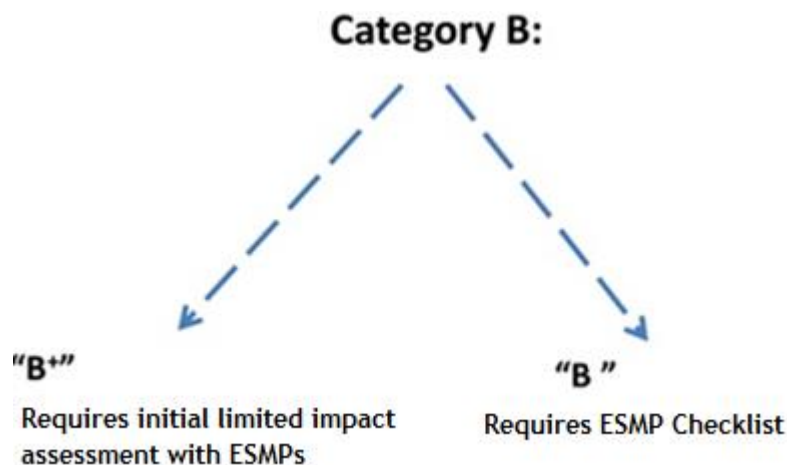
A proposed sub-project is classified as Category C if it is likely to have minimal or no adverse environmental impacts and therefore requires neither an EIA nor an Environmental Analysis. Beyond screening, no further EA action is required for a Category C sub-project.

If, after completing the ESS Check List and its review by the Environmental Expert, it is determined that the project is classified as “C”, the final Decision will be that the Project is eligible, and that the proponent is not required to prepare additional environmental and social documentation.

Sub - projects related to social service improvement (e.g. Capacity building of MLSP staff and its agencies, development of an integrated social welfare information system) are expected to have minimal or no adverse environmental and social impacts, this, not requiring preparation of any environmental and social documentation.

9.2.1 DEVELOPMENT OF THE APROPRIATE ESS DUE - DILIGENCE INSTRUMENTS

Depending on sub-project’s category, assigned based on the ESS screening, the sub-project proponent will be required to prepare an environmental and social due diligence instrument, which can be as shown in the chart below:



“Category B⁺” requires an initial limited impact assessment and site-specific ESMPs, which should include site-specific information (e.g. environmentally sensitive areas, or need to better define and understand potential issues, brief description of impacts specifying well-defined mitigating measures and adopting accepted operating practices and monitoring).

Category B⁺ can be assigned to sub - projects that include construction of new kindergarten facilities, involving land acquisition, new infrastructure placement, expected major/moderate environmental and social impacts, usage of hazardous materials, etc.

Example of screening of the sub - projects with civil works:

• **New construction:**

Might be **Category A** if: industrial purpose; in/near natural habitat, on former industrial /toxic site

Might be **“B⁺”** if: site of particular environmental sensitivity (e.g. Adjacent to a river, shallow ground water, heavily populated area with likely land acquisition issues, development with implications for natural resource use).

• **Rehabilitation:**

Might be **“B⁺”** if scale/type of works would require extensive excavation, large quantities of material/generate large amount of debris and trash

Might be **“B”** if require significant excavation, demolition and waste disposal

Probably **“C”** if only remodeling, repair, repainting, rewiring, etc.

The template for the content of initial limited impact assessment and ESMP is presented in Annex 2. It consists of the introduction describing sub-project characteristics, base line data (geology and soil, climate characteristics, seismology, sensitive receptors, air quality, waste, soil, flora and fauna, noise), potential impacts and their assessment, and environmental mitigation and monitoring plan for the all project phases with planned costs in each of the project phases as well as responsibility for implementation of the mitigation measures.

“Category B” environmental impacts are less adverse than those of Category A and B+ in terms of their nature, size and location, as well as the characteristics of the potential environmental impacts (moderate/minor).

Category “B” will be assigned to sub-projects which include only renovation/adaptation of the existing school buildings into kindergartens, and no new construction or land acquisition are envisaged.

“Category B” sub - projects require preparation of the ESMP Checklist by the sub-project proponent, which will help assess potential environmental impacts associated with the proposed sub-project, identify potential environmental improvement opportunities and recommend measures for to the prevention, minimization and mitigation of adverse environmental and social impacts.

The template for Environmental and Social Management Plan (ESMP)/Checklist is presented in Annex 3. It consists of a short introduction to the sub-project (project

description, planned activities and sensitive receptors), overview of environmental and social impacts, purpose of the ESMP Checklist and disclosure requirements, application of ESMP Checklist, monitoring and reporting procedures and distribution of responsibilities.

9.2.2 PUBLIC DISCLOSURE AND CONSULTATIONS

The sub-project proponent submits draft environmental and social due diligence instrument for the review and approval of the PMU Environmental and Social Experts, who then submit the draft documents for the review and clearance by the World Bank. After the clearance is obtained the documents have to be publicly disclosed.

The Draft Initial Limited Impact Assessment (for Category B+ sub -projects) will be available for the public on web site of the sub-project proponent and the web site of the MLSP PMU. During the 14 days after the disclosure of the prepared document - Initial Limited Environmental Impact Assessment, the sub-project proponent will conduct public hearing event in order to inform the public on the proposed sub-project activities, anticipated impacts and the ways of their mitigation. Should there be any important feedback provided during the public consultation meetings, such feedback should be duly addressed and incorporated in the final document.

Based on the comments received by the stakeholders, the minutes of meeting should be prepared, including the list of participants and main comments on the prepared document. ***The final Initial Limited Impact Assessment document will be submitted to the MLSP PMU for the final approval of the Environmental and Social Experts.***

Approved Final version of Initial Limited Impact Assessment document should be included in the Grant Agreement with sub-project proponent, and then into the respective bidding documents and construction contracts.

The draft Environmental and Social Management Plan (ESMP) Checklist (for category B sub -projects) will be available for the public on web site of the sub-project proponent and the web site of the MLSP PMU. All relevant comments and suggestions received by the stakeholders will be included into the final ESMP checklist and will be submitted to the PMU for the approval by the MLSP Environmental Expert and World Bank Specialist.
Approved Final version of ESMP Checklist should be included in the Grant Agreement with the proponent and respective bidding documents and construction contracts.

Template for submitting comments on prepared documents is given in Annex 4.

The schematic chart demonstrating the procedure to be followed by sub-project proponent for addressing environmental and social concerns of sub-project implementation is presented below on Figure 21.

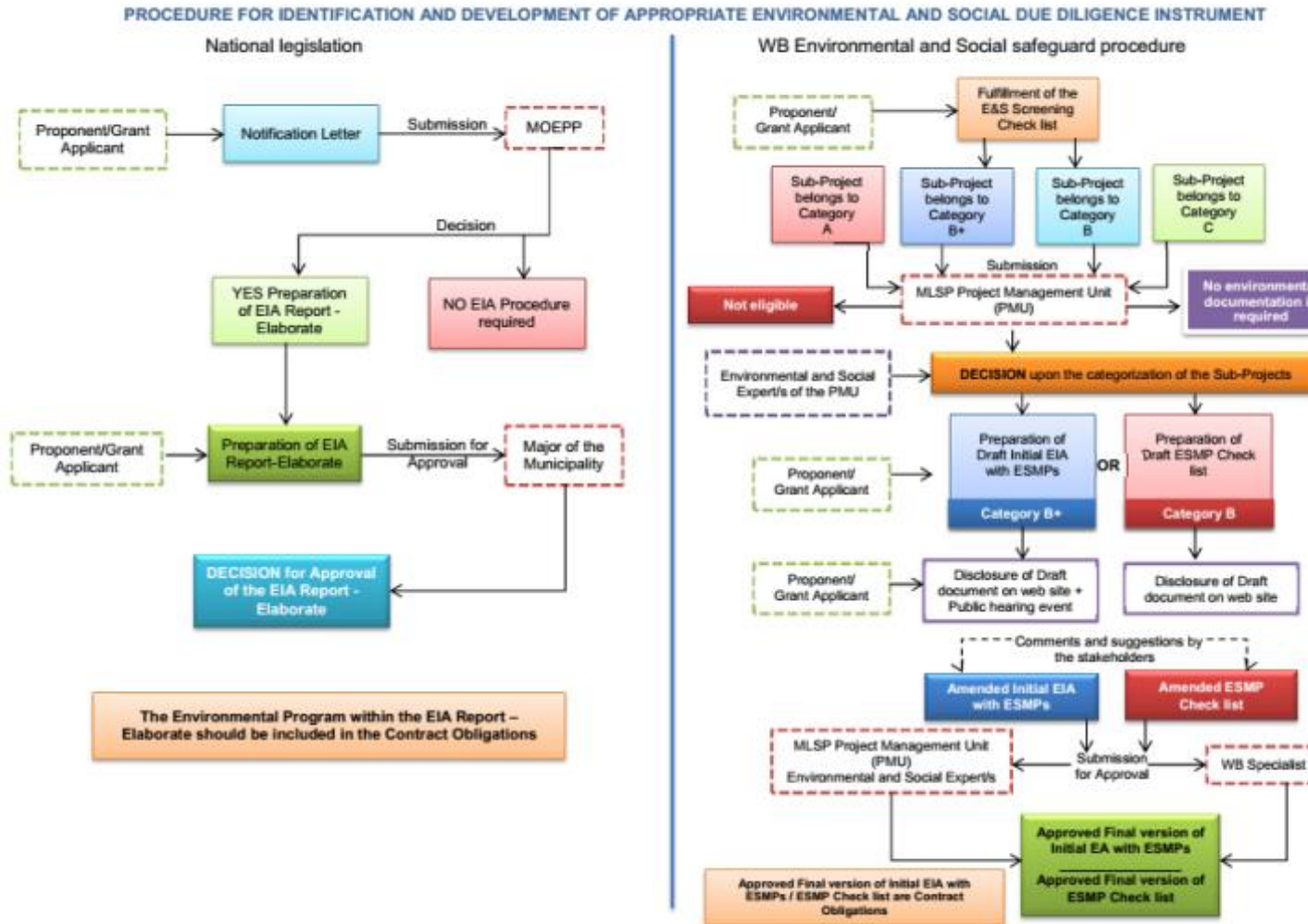


Figure 21 ESS Due Diligence Procedure

9.3 SOCIAL DUE DILIGENCE INSTRUMENTS

The type and scope of EA will depend of the environmental category attached in the screening process. Any type of EA report should identify potential impacts and define how to improve environmental performance of the proposed project. It should also contain identified impacts, its features (probability, reach, time of impact, significance) and measures for avoidance, reduction and mitigation of these measures.

There are several **Social Due Diligence instruments** that are part of the operation politics of the World Bank. These instruments are applicable to this project because the following social issues are covered:

- Given that the project might impact a private land or public land that is used by private persons Resettlement Policy Framework is prepared, instead of Land Acquisition Plan,, because the site locations will be determined during the implementation of the project
- Stakeholder Engagement and Information Disclosure (Grievance Mechanism; appropriate engagement activities regarding Health, Safety and Labor Issues associated with the project)

Potential Resettlement issues that might occur with realization activities of the subordinated activities of this project are covered with the following instruments:

a) Resettlement Policy Framework

Resettlement Policy Framework (RPF) refers to the document which is the overall Policy Framework for Resettlement of Project Affected Persons (PAPs). The RPF describes the process and methods for carrying out resettlement under the Program, including compensation, relocation and rehabilitation of persons affected by the Program. WB OP 4.12 indicates that a Resettlement Policy Framework (RPF) needs to be prepared at appraisal if the extent and location of resettlement cannot be known because the project has multiple components.

Resettlement Action Plan (RAP) is a time-bound action plan with a budget, setting out resettlement strategy, objectives, options, entitlements, actions, approvals, responsibilities, monitoring and evaluation. The resettlement plan includes measures to ensure that the displaced persons are: informed about their options and rights pertaining to resettlement; consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives; and provided prompt and effective compensation at full replacement cost for losses of assets attributable directly to the project.

Abbreviated Resettlement Action Plan (ARAP) is a planning document that describes what will be done to address the direct social and economic impacts associated with involuntary displacement. It sets out the project goals and project implementation schedule, eligibility criteria for project affected people (PAPs), legal framework and institutional involvement, determines valuation methodology, establishes compensation entitlements and unit rates, participation and consultation procedures, and grievance redress mechanism which will be employed to compensate, and restore the livelihoods and living standards of PAPs. This term is applicable where the sub-project affected persons are less than 200.

Though it is not a requirement set in the WB Operation policies, hence providing a Stakeholder Engagement Plan for the project and sub-project activities is a good International Practice Instrument that provides support to the project development throughout all phases of its realization. **Stakeholder Engagement Plan (SEP)** is an instrument that is describing the planned stakeholder consultation and engagement process for the (sub-)Project/s, as well as the grievance mechanism for people to raise any concerns about the Project activities.

The term “stakeholder engagement” is a way to describe a broader, more inclusive and continuous process between a project developer and those potentially affected by a (sub-) project.

Stakeholder engagement can encompass a range of activities and approaches, including consultation, engagement, external relations, information disclosure and dissemination, and participation. Stakeholder Identification and Analysis involves determining who the project stakeholders are (this process is called stakeholder mapping). From this flows stakeholder analysis, a more in-depth look at the interests of stakeholder groups, how they will be affected, and what influence they can have on a project. Grievance Mechanism and Management must be part of it. The sample Table of Content for the SEP can be found in the Annex 5.

10 POSSIBLE ENVIRONMENTAL AND SOCIAL IMPACTS

The ESMF considers potential and most typical environmental and social impacts that could be caused by sub - projects activities.

The possible environmental and social impacts identification and assessment process should be carried out based on the baseline conditions identified during the project concept and feasibility study development in order to identify any sensitivity of resources and receptors, and the sub - project actions and activities that may significantly affect the baseline environmental or socio-economic conditions during any of the project phase.

The impact assessment through the whole Project Life Cycle and their importance is shown on Figure 22.

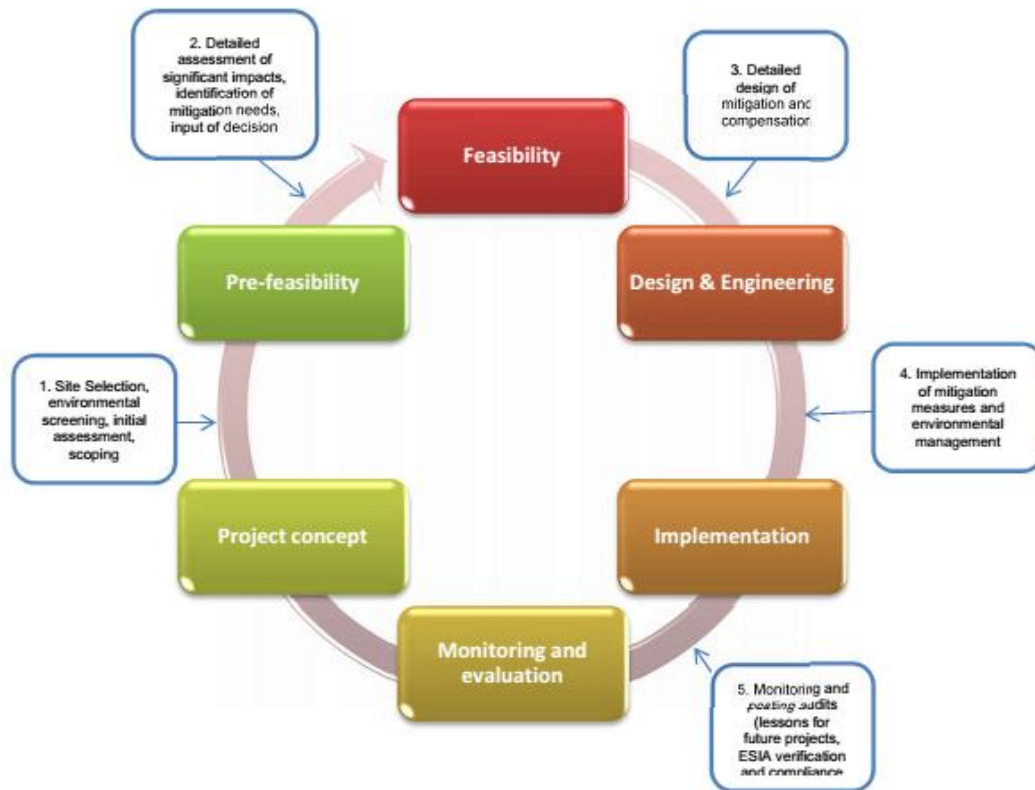


Figure 22 Environmental Management System in Project Life Cycle

The impacts assessment should be conducting using the following criteria:

- ✚ type of impact,
- ✚ reversibility,
- ✚ geographical extent,
- ✚ magnitude,
- ✚ duration of the impact,
- ✚ likelihood of appearance,
- ✚ extent /location where impact occurs and
- ✚ timing of occurrence.

During the assessment of the level of impact that the sub - projects activities could cause two key criteria are considered:

- **Consequence/Significance:** the impact (positive or negative) of an activity’s interaction with the legal, natural and/or socio-economic environments; the categorization for consequence is presented in Table 12.
- **Likelihood:** the likelihood that an impact will occur. The categorization for likelihood is presented in Table 13.

Table 12 Impact assessment - Consequence

Consequence Category	Addressed
Significant	Most severe, alternative will be proposed through environmental hazard risk management
Major	Severe, alternative/avoidance will be proposed through

Consequence Category	Addressed
	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 13 Impact assessment - Likelihood

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

These criteria should be used during the environmental and social impact assessment of proposed sub -projects, whose specific activities cannot be pre-determined and will be identified in the course of the Project implementation.

The examples of sub-project ESMPs are presented in Chapter 12.

Environmental and social impact assessment process is conducted for:

1. *Construction of new facilities; and*
2. *Rehabilitation/adaptation of the available facilities owned by local governments.*

a) Potential environmental and social impacts of new construction

Construction phase

Preparation works for setting the construction site, transportation of construction materials and excavated soil to the landfill, interior works, painting and paving, set up of water supply, heating and sewer system are the activities that will cause potential adverse environmental impacts in the vicinity of the construction site, as follows:

- a. **Emissions in the air** from dust and exhaust gases are expected from the operation of the construction machinery for excavation of soil, transport of building materials and transportation of the excavated soil and generated waste to landfill;
- b. **Increased noise level**- According to the national regulations (Rulebook on the locations of the measuring stations and the noise measuring points - Official Gazette of the Republic of Macedonia No. 120/08), 4 areas with noise protection levels are defined:

- *Area with a first degree of noise protection* includes areas of tourism and recreation, areas near health institutions for hospital treatment, and areas of national parks and natural reserves;
- *Area with a second degree of noise protection*, includes areas primarily intended for residential use, residential districts, areas in the vicinity of educational institutions, educational facilities and social protection services for adults and children;
- *Area with a third degree of noise protection*, correspond to an area where some human activities with noise disturbance are accepted. These include commercial areas, areas with mixed housing/residential, craft activities and production activities (combined areas);
- *Area with fourth degree of noise protection*, correspond to an area in which actions are allowed that can cause the appearance of greater environmental noise. It includes non - residential areas exclusively intended for industrial activities.

The noise limit values for each of the abovementioned areas are prescribed by the national legislative (see Table 14).

Table 14 Noise protected areas and limit values

Area defined according to the degree on noise protection	Noise limit values (dB)		
	L_d	L_e	L_n
Area with degree of noise protection I (hospitals, national parks, schools)	50	50	40
Area with degree of noise protection II (residential)	55	55	45
Area with degree of noise protection III (mixed-residential and commercial area)	60	60	55
Area with degree of noise protection IV (industrial area)	70	70	60

Limit values for noise are defined in accordance with the Rulebook on the limit values of the level of noise in the environment (Official Gazette of the Republic of Macedonia No. 147/08). Mainly, the areas relevant for kindergartens regarding noise protection belongs to the Ist, IInd and IIIrd area and the proposed limit levels should not be exceeded during construction activities.

The noise impact varies due to the distance from the construction site to the receptors as well as depends of the duration of construction work performed.

- c. During the construction activities different **waste streams** will be generated: excavated soil, communal waste, packaging waste, biodegradable waste, inert waste, possible small amounts of hazardous waste from fuels leakage from mechanization, oils, etc.

During the construction activities, the occurrence of waste from the surplus of building materials is possible (e.g. pipes for water supply and sewage, excess cables, plastic metal parts, wooden parts, ceramics, glass, motor oil, etc.). For proper management of the generated waste streams in the construction zone, the Contractor should prepare a Waste Management Plan, get it approved by the

competent municipality staff and strictly follow during the implementation. The Waste Management Plan should include guidelines for keeping records of: type of generated waste, type of waste (hazardous, non-hazardous, inert waste, biodegradable, etc.), quantity of generated fractions of waste and location for its temporary storage, location for its final disposal by an authorized company. The Contractor is obliged to sign an agreement with municipal communal enterprise for taking generated inert and non-hazardous waste from the construction site. If hazardous waste is generated at the construction site, the Contractor should sign contracts with authorized collectors and transporters thereof. The list of companies that have received the License for collection / transport of hazardous waste can be found on the web site of the Ministry of Environment and Physical Planning (www.moep.gov.mk);

- d. **Water pollution** - When the construction site is located near water bodies (spring/river/lake), it is strictly forbidden to dispose waste generated during the construction near or into the water bed, due to possible pollution, increased sedimentation and disruption of the ecological status/water and flow regime of the water body.

All types of generated wastes should be temporary disposed on designated locations within the construction site, which should be demarcated and protected from accidental leakage of the waste and pollution of the soil and underground waters.

If sub- projects location is in a rural area without sewage system, the design of sub-projects should provide for the include installation of small in-situ waste water treatment plant with proper capacity depending on the number of users.

In the urban areas waste waters should be disposed into the municipal sewage network.

- e. **Impact on Biodiversity**-While biodiversity impacts will be considered individually for sub-projects, especially for those located in rural areas, overall no significant, long term negative impact on biodiversity is expected. If there is a need for cutting of trees on the sub - project locations during the phase of clearing the sites, good practice should be applied for compensatory planting or replanting.
- f. **Land Acquisition and Resettlement**- Loss of arable land and livelihood, and potential vulnerability. Land take is unlikely to occur. However, if this is the case any kind of land take activities (temporary or permanent) or resettlement for the purposes of construction of facilities must be treated under OP 4.12 'Involuntary Resettlement', with the development of respective safeguard instruments.
- g. **Information disclosure and Stakeholder Engagement** -Lack of information disclosure. Before starting of any construction activity it is necessary to prepare a Stakeholder Engagement Plan (SEP) covering project activity in general and all sub-project activities in particular. The SEP will set the rules how to inform the population about sub-project implementation. For all sub-projects, the sub-project proponents should prepare Information / Announcement on the beginning of construction activities and reference to the SEP, and publish it, along with the SEP, on the website of respective Municipality, as well as post it on the board of the Municipality where the facility to be constructed will be located. Any broader

construction activity, which may require land acquisition, shall follow the provisions set for the information dissemination in Operational Policies 4.01, 4.12, and prepare and implement respective instruments.

- h. **Community health and safety** - Taking into consideration social facilities (schools, kindergartens, etc.) are mainly located in the urban/rural areas with frequent flow of the youth population, the Contractor is obliged to meet the community safety requirements according to the GIIP and national regulation before, during and upon completion of sub-project activities. The Community Safety Plan should be prepared and implemented to protect the students and local population from injuries or negative health impacts during sub -project implementation. The Plan should include measure aimed at avoiding and minimizing any adverse impacts or disruptions, such as scheduling working hours so that the school working schedule is not disturbed, setting safe entrance/exit to/from schools during the work in the corridors, toilets, etc.
- i. **Occupational Health and Safety** - The OHS Plan should contain guidelines for using Personnel Protective Equipment (PPE) during the civil works such as dismantling of asbestos-containing materials/roof sheets, proper prevention from possible injuries of the workers, students, employees of social facilities and local population during the dismantling of the old equipment, windows and doors, existing boiler, broken glass, etc. The Contractor must be obliged to meet the OHS requirements according to the GIIP and national regulation before, during and upon completion of sub-project activities. The Plan should contain guidelines for the use of PPE.
- j. **Institutional Capacity for realization of Sub-Projects** - Most of the municipalities do not have sufficient human resources and in-house technical expertise to cope with the WB safeguard requirements. The lack of qualified staff with necessary knowledge can become a factor in the process of the Project implementation. Thus, the Project should support ensuring adequate capacity for the Project implementation (through hiring consultant to assist municipalities and local governments) and through provision of respective trainings, in order to build sustainable capacity within municipalities and local governments, which will be needed for no-project activities.

b) Potential environmental and social impacts of rehabilitation/adaptation of the existing facilities owned by local governments

The potential environmental impacts that could appear during the rehabilitation or adaptation of existing social facilities (e.g. reconstruction primary school facilities into kindergartens) are:

- a. **Increased noise level** (noise from the mechanical machinery and equipment, vehicles, removal of the old school equipment, etc.).According to the national legislation for ambient noise and vibration (Official Gazette No.79/07, 124/10, 47/11 and 163/13) the Contractor should fulfil requirements for noise limit values for the site-specific area for all adaptation/reconstruction sites (Table 14).The national noise exposure limit values are in line with the WHO guideline values for community noise in specific environments (presented inTable 15) as well as with IFC noise level guidelines provided in the General EHS Guidelines: Noise

Management. So, if, for example, the reconstruction activities are performed during the school hours, the following maximum noise levels should be taken into consideration (the measurements need to be performed inside the class rooms).

Table 15 National exposure limits for community noise

Specific environment	Critical health effect(s)	LAeq (dB)	Time base (hour)
Outdoor living area	Serious annoyance, daytime and evening	55	16
	Moderate annoyance, daytime and evening	50	16
School class rooms and pre-schools, indoors	Speech intelligibility, disturbance of information extraction, message communication	35	During class
School, playground outdoor	Annoyance (external source)	55	During play

It is recommended to perform reconstruction activities during the school summer vacations (if possible) in order to avoid the potential impacts on health and safety of students.

- b. **Generating different waste streams** (excavation of soil, communal waste, construction and demolition waste, biodegradable waste, packaging waste, possible hazardous waste - asbestos from roofs/walls, etc.). Prior to start of the activities the Contractor should prepare a Waste Management Plan in order to ensure proper waste management of different waste streams produced on and near the sites. The Plan should include guidelines and instructions for selection (hazardous from non-hazardous waste), recycling (if it possible), transportation and final disposal (indication of appropriate locations/sites for waste disposal).

For proper waste management it is essential that the communication between Contractor and the municipality staff is established from the beginning of sub-project, in order to get guidance on where to dispose different waste streams. It is also important to keep records on temporary and final disposal of wastes.

The Contractor should pay close attention to asbestos containing wastes, which are likely to appear when dismantling old roofs and wall, and avoid and mitigate adverse environmental impact, especially impact on health of workers and other people, which can be caused if wastes are handled inappropriately. The characterization of hazardous waste is conducted according to the Law on Waste and List of Waste Codes - Official Gazette of RM No. 100/05). The code for this kind of hazardous waste is 17 06 05 (accompanied with asterixis* which means that it is a hazardous waste and precautionary measures are needed to minimize the risks of human health). The national waste related legislation should be taken into consideration before development of the Waste Management Plan, and special attention should be paid to the following legal acts: a) Rulebook of detailed conditions on the handling of hazardous waste, and on the manner of packaging and labelling (O.G. of RM No. 15/08); b) Rulebook on the handling and management of waste containing asbestos and waste from products containing asbestos (O.G. of RM No. 89/06).

Before the start of the work, the Municipality, on whose territory a social facility is located, and Contractor must inform respective national authorities (Ministry of Transport and Communications, Inspection for civil works and Labour Inspection) about:

- a) The location of the worksite,
- b) The type and quantity of asbestos,
- c) The activities and processes involved,
- d) The number of workers,
- e) The duration of the work and
- f) Measures taken to limit exposure.

The Contractor should sign Contract with the landfill “Drisla” licensed to accept hazardous wastes for the final disposal of the asbestos containing panels.

- c. **Air pollution** (produced by vehicles, mechanization, excavation of soil, dismantling of the old equipment, transportation of construction materials, removing of vegetation layer in some cases, and also during the final interior and exterior works).

The interior works (painting, surface preparation) can generate dust which contain hazardous substances such as lead and carbon fibres that could be inhaled by workers. Pouring liquids from one container to another could also release vapours that could be inhaled. Inhalation of vapours and aerosols, injections by high pressure equipment and skin contact are the most likely ways for substances used in spray painting to enter human body. These impacts should be address in Occupational Health and Safety and Community Health and Safety Plan, where preventive measures should be proposed and vapours should be addressed.

- d. **Community safety and OH&S requirements** - The Contractor shall meet the community safety and OH&S requirements according to the national regulation.

The OH&S and community safety Plan should be prepared and implemented to protect the communities and workers from injuries or negative health impacts during sub -project implementation. The Plan should contain guidelines for the use of PPE during the implementation of civil works such as dismantling of asbestos-containing materials/roof sheets, proper prevention from possible injuries of the workers, students, employees in the school facilities and local population during the dismantling of the old equipment, windows and doors, existing boiler, broken glass, etc. The Plan should include the time schedule for working hours to be set so that to avoid any disturbance to local people, for example, coordinate working hours with regular school hours, provide entrance/exit to/from school during the work in the corridors, toilets, etc.

All potential negative impacts are expected to appear in the construction phase of sub - projects.

Potential impacts in the operational phase of the social facilities

- a. During the routine operational phase of social facilities impacts on the **air quality** are not expected if the heating system is properly installed and energy efficient. Taking in consideration that the adapted social facility will be provided with thermal isolation, new windows and door, the loss of energy and consequently

need for heating will be minimized, which will lead to decreased fuels consumption and minimization of the impact on air quality.

If the heating system in social facilities uses oil as fuel, regular maintenance of the installed boiler should be envisaged according to the previously prepared Plan for maintenance of the equipment, in order to minimize emissions of exhaust gases from the combustion of oil fuel.

- b. During the operational phase, social facilities will generate relatively small amounts of urban **wastewaters**, which will be disposed either into the centralized sewage system or treated separately in-situ (in the absence of a centralized sewage system).
- c. At this phase the communal **wastes** are expected to be generated, which will also include recyclable wastes such as paper, glasses, plastic bottles, lighting bulbs, packaging waste from cleaning products, batteries, electric and electronic equipment, etc. All these wastes shall be managed through contracting specialized licensed communal services for collection, transportation and disposal of non - hazardous waste to the landfill.

The identified impacts will be managed at sub-project level, while typical and recommended mitigation measures are specified below on Chapter 11.

11 SAMPLE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

11.1 ENVIRONMENTAL AND SOCIAL MITIGATION PLAN

I. Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new kindergarten facilities

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity: Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities				
<p>a) OH&S issues Possible adverse health impacts to the workers, facility users and general population in the community due to:</p> <ul style="list-style-type: none"> - Location of Kindergarten facilities in the urban area - Possible injury to people and Kindergarten facilities users due to ongoing works - Non - compliance with national health and safety at work procedures - 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 old Kindergarten facilities during the demolition activities and around the new construction need to be provided and maintained during the civil works; • For the workers - the legally prescribed health and safety measures should be applied, like: a) use of proper protective clothing and equipment by employees, especially masks against dust and small wooden parts 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; • The contractor should undertake measures (covering construction materials, regular maintenance of vehicles, using protective masks for workers in the event of dust, etc.) in the direction of reducing dust and exhaust emissions and reducing the harmful effects on the health of workers. • Protection of pedestrians, general population and children’s - fence the area and prevent access of non-authorized personnel to construction site; • Organize 24-hour guard watch of the site; • The surrounding area (Kindergarten facilities yard) should be kept clean, without waste disposed there. The waste need to be collected and immediately removed from the yard as it could be a cause of injury; • The old windows and doors should be temporary put on safe place which is designed to prevent access of unauthorized persons; • The demolition related activities should be conducted outside of normal Kindergarten facilities hours to the extent most feasible; 	<ul style="list-style-type: none"> • Contractor -Bidder • Supervisor 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity: Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities				
		<ul style="list-style-type: none"> • Separation of the work areas from demolition and occupied areas of the buildings as much as possible using physical barriers; • Limit the foot traffic between work areas and occupied areas of the buildings; • The project site should be lighted during the nights; • Following safety guidelines for the storage, transport, and distribution of hazardous materials to minimize the potential for misuse, spills, and accidental human exposure; • The eventually broken windows glass (in the class, corridors or outside) should be clean immediately; • Regular maintenance of vehicles to minimize potentially serious accidents caused by equipment malfunction or premature failure; • Using labeling and placarding (external signs on transport vehicles). 		
		<ul style="list-style-type: none"> • The cleaning schedule of the buildings should be increased to address the extra dust and dirt created by the demolition work; • Information that the demolition is ongoing should be posted on the entrance doors of the other prefabricated sheds; • The work during the breaks between class lessons should be prohibited; • The Dynamic Plan for re-schedule of the occupied Kindergarten facilities rooms should be done in accordance of demolition/construction work progress; • If possible begin and end demolition activities during the summer months or while staff and kids are not in Kindergarten facilities. 	<ul style="list-style-type: none"> • Municipal staff (Communal Inspector/Environmental Inspector) • Kindergarten officials 	
b)Waste management Possible adverse environmental impact and health effects could occur due to inappropriate waste	Local/ short term/certain to happen with high significance	<ul style="list-style-type: none"> • Preparation of the Waste Management Plan for the expected waste streams during the decommissioning and construction phases of the project and its approval, within 15 days of starting the activities on site. The Plan must be reviewed and approved by the site supervisor. • Identify the 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 	<ul style="list-style-type: none"> • Contractor -Bidder • Supervisor 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity: Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities				
management with various waste streams		<p>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);</p> <ul style="list-style-type: none"> • Small quantities of glue, paint, packaging waste from paints and glue, aluminum profiles, screws and other construction material could be found after the finalization of the project and manage in accordance with national HW legislation (collection of hazardous materials, label as hazardous waste and give to the authorized company); • The contract with the company for waste collection and transportation should be signed for collection and transport of waste including old windows and doors; • The materials should be covered during the transportation to avoid waste dispersion; • Burning of construction waste is prohibited; 		
		<ul style="list-style-type: none"> • The old windows and doors should be stored temporary in separate room in the Kindergarten facilities or if it is not possible outside in the yard covered and labeled “not to open/uncover” until final disposal happened. 		
<p>c) Water quality Possible environmental impact on the underground water could occur due to ground contamination from the spillage of materials such as vehicle fuel, motor oils, lubricants and improper</p>	<p>Local/Short term/ Medium significance/ Low probability</p>	<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 the hazardous waste; • Dismantling of the equipment (fuel reservoirs, boiler) should be done by trained persons in order to avoid the potential effects of oil spills on soil, which would contaminate the underground water. 	<ul style="list-style-type: none"> • Contractor -Bidder • Supervisor 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity: Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities				
dismantling of the boilers and fuel reservoirs				
d) Noise The construction activities and traffic will cause noise and vibration due to the machinery and vehicles used for transport of construction materials, transport of workers, and transport of waste produce in decommissioning and constructive phase	Local/Short term/ Medium significance/ Certain to happen	<ul style="list-style-type: none"> The equipment should be fitted with appropriate noise devices that will reduce sound level; The level of noise should not exceed more than national limited values for noise level (depends on the area of protection where the works take place); The construction work should be not permitted during the nights, the operations on site shall be restricted to the hours 7.00 -19.00; The vehicles that are excessively noisy shall not be operated until corrective measures have been taken. 	<ul style="list-style-type: none"> Contractor -Bidder Supervisor Communal Inspector/Environmental Inspector 	
e) Air quality The decommissioning and construction activities will initiate emissions from the mobile sources (vehicles and construction machinery) of CO ₂ , NO _x , PAH, SO ₂ and suspended particulates (PM ₁₀ , PM _{2.5}).	Local/Short term/Low significance/ Certain to happen	<ul style="list-style-type: none"> Usage of protective masks for the workers; Vehicles and construction machinery will be required to be properly maintained and to comply with relevant emission standards; Conduction of regular maintenance of the vehicles and construction machinery in order to reduce the leakages of motor 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, especially due to children's and residential areas neighborhood; Construction materials should be stored in appropriate covered places to minimize dust; Open burning of debris will not be permitted Restriction of the vehicle speed within the construction location 	<ul style="list-style-type: none"> Contractor -Bidder Supervisor 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity: Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities				
The airborne dust will be caused by dismantling of the equipment, excavation, vehicle movement and handling with materials, particularly around the construction site			<ul style="list-style-type: none"> Communal Inspector/ Environmental Inspector 	
f) Land Acquisition and Resettlement -Loss of arable land and livelihood, and Creation of potential vulnerability	Negative, Reversible, local, minor, short term, unlikely to occur	<ul style="list-style-type: none"> Creation of ARAP/RAP in accordance with OP 4.12 Involuntary resettlement and its realization prior commencement of any construction activity 	<ul style="list-style-type: none"> Municipality in cooperation with external Consultant 	n/a
g) Information disclosure and Stakeholder Engagement -Lack Information Disclosure	Negative, Reversible, local, minor, short term, likely to occur	<ul style="list-style-type: none"> Creation of SEP for overall project activity, and all planned sub-projects, in accordance with GIIP. For any sub-project, the Proponent should prepare Information / Announcement on beginning of construction activities and reference to the SEP, and publish it, along the SEP, on the website of the Municipality, as well as on the board of the municipality on which territory the kindergarten is located. 	<ul style="list-style-type: none"> Ministry for Labor and Social Policy in cooperation with municipality and external Consultant 	1500 EUR
h) Community health and safety	Negative, Reversible, local, minor, short term, unlikely to occur	<ul style="list-style-type: none"> Creation of Community Health and Safety Plan, that will embrace all sub-project 	<ul style="list-style-type: none"> Ministry for Labor and Social Policy in cooperation with municipality and external Consultant 	n/a
i) Institutional Capacity for	Negative, Reversible,	<ul style="list-style-type: none"> Organize one/two days training for members of the PIU team, from all interested municipalities, on the following topics: 	<ul style="list-style-type: none"> Ministry for Labor and Social Policy in cooperation 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity: Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities				
realization of Sub-Projects- Delays in Project activity delivery	local, minor, short term, likely to occur	a) WB Safeguards and Requirements b) Managing Grievance Mechanism c) Successful Stakeholder Engagement d) Community Health and Safety during construction e) Other (Themes related to this project, that can be later defined)	with external Consultant	

II. Removal of the asbestos containing wall panels - ACM (removal of the existing asbestos sheets, temporary disposal until final transportation and disposal of the asbestos sheets)

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity: Removal of the asbestos containing wall panels - ACM (removal of the existing asbestos sheets, temporary disposal until final transportation and disposal of the asbestos sheets)				
a) OH&S issues Possible adverse health impacts to the workers, facility users, children's 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 at the location of Kindergarten facilities	<ul style="list-style-type: none"> • Post signs indicating" ASBESTOS REMOVAL - NO ADMITTANCE" on the workplace in the Kindergarten facilities yard; • Restrict access to the removal area to those people directly involved in the asbestos removal and site supervisor and municipal inspectors; • The roof should be demolish during nonworking days to decrease the health risks to children's; • Install barriers tape and warning signs in proximity to the Kindergarten facilities; • For the workers - the personal protective equipment must be provided to all workers (full body covering including the head, water proof foot and hand protection and eye protection, dust mask with special HEPA filter; • Maintain a good level of personal hygiene (facility for washing hands and face should be made available and need 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 retain in the work area until work is completed, • Health protection-first aid kits and medical service on sites need to be provided during the works; • No smoking, drinking, eating or chewing is allowed inside the working area; 	<ul style="list-style-type: none"> • Contractor - Bidder • Supervisor 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
		<ul style="list-style-type: none"> The surrounding area (Kindergarten facilities yard, halls and corridors) should be kept clean, without ACM waste disposed there. The ACM waste (roof sheets or side wall panels) need to be collected, packaged and immediately removed from the Kindergarten facilities yard. 		
		<ul style="list-style-type: none"> If possible to start with demolition activities during the summer months or while staff and children are in small number in Kindergarten facilities. 	<ul style="list-style-type: none"> Kindergarten officials 	
<p>b) ACM Waste management</p> <p>Possible adverse environmental impact and health effects could occur due to inappropriate handling with waste containing asbestos</p>	Local/ short term/major impact	<ul style="list-style-type: none"> The personal in charge for removal of ACM roof sheets or side wall panels should be trained on proper safety dismantling of the roof sheets minimizing the health risks; The identification of the asbestos containing material - waste as a hazardous waste should be done; The 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 List of waste (Official Gazette of RM NO. 89/06); The demolition and remove of the ACM roof sheets and side wall panels should be done very quickly by trained personal; The 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”; The break of the ACM roof sheets into smaller pieces to fit into container/bag is forbidden; The roof sheets and/or sidewall panels should be handled very carefully and to be remove sheet by sheet in one piece, not to be broken because during the break the asbestos fibers and dust appear and pose a health risks; It is better to avoid the temporary storage of roof sheets and/or side wall panels within the Kindergarten facilities yard, but if is necessary to be done for one/two days, the precautionary measures should applied - the ACM waste should be stored in a designated area with posted signage and/or caution tape to eliminate any damage; The contract with the company for Asbestos containing waste collection and transportation should be signed for collection and transport of asbestos 	<ul style="list-style-type: none"> Contractor - Bidder Supervisor 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
		waste/roof sheets; <ul style="list-style-type: none"> • After the removal of the asbestos waste all surfaces in the Kindergarten facilities yard need to be dusted with a damp cloth or vacuumed with a HEPA filter; • The workers who perform clean up should wear protective clothes as those who perform dismantling of the roof sheets and /or side wall panels; • The contract with the Public Communal Enterprise Utility “Landfill Drisla” should be signed for final disposal of asbestos containing roof sheets and/or side wall panels; • On the landfill the asbestos containing waste should be disposed on the special area for disposal of that type of waste (responsibility duly to Landfill “Drisla”). 		

III. Operational phase of the new Kindergarten facilities

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Operational phase of the new Kindergarten facilities				
No environmental risks are expected. Positive impact (more space for children’s, energy efficiency and energy savings, reduction of GHGs emissions) is expected with construction of the new Kindergarten facilities replacing the old one.	Local/ short term/major at the location of Kindergarten facilities	<ul style="list-style-type: none"> • The Fire prevention Plan should be prepared addressing the identification of fire risks and ignition sources, as well as measures needed to limit fast fire and smoke development. • The Prevention Maintenance Plan for regular and preventive maintenance should be prepared to ensure proper operation of all infrastructure components of the Kindergarten facilities (sewer system, storm-water system, water supply system, heating devices, etc); • The keep records procedure should be established in order to ensure proper files storage on all technical documentation for the new Kindergarten facilities. • A short training to the Housekeeper /Secretary of the Kindergarten facilities for records and files keeping should be organized by the municipality staff. 	<ul style="list-style-type: none"> • Kindergarten officials 	
Drinking water quality	Local/ short term	<ul style="list-style-type: none"> • Before the opening the Kindergarten facility, should be provided testing of the installed drinking water system on different sections and the whole system • Flashing the water system pipelines with chlorine substances 	<ul style="list-style-type: none"> • Contractor - Bidder • Supervisor 	

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
		<ul style="list-style-type: none"> Put the water supply system into operation 		
Sewage network	Local/long term	<ul style="list-style-type: none"> In the rural settlement where there is not public sewage system, should be installed small WWTPs according the number of the users. WWTPs have to be regularly maintained in order to satisfy the proper quality of the waste water at the exit of the WWTP (according the national legislation) before discharging into recipient. 	<ul style="list-style-type: none"> Contractor - Bidder Supervisor Kindergarten officials 	

13.2 ENVIRONMENTAL AND SOCIAL MONITORING PLAN

Regular monitoring need to be performed during the implementation of sub - projects in order to check the application of proposed environmental mitigation and OH&S measures. The template of the Monitoring Report is presented in Table 16.

I. Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the Kindergarten facility
Project activity: Reconstruction /adaptation of the primary school facilities into the kindergarten facilities and construction of the new Kindergarten facilities								
The community safety regulation and protection measures applied	Around the project sites (school/ kindergarten buildings)	Visual checks	At the beginning of the reconstruction/ construction work (first day) Every working day during the project activities	To ensure minimization of health and safety risks - mechanical injuries to the members of the local community - especially from broken glass, wooden windows and doors and spikes. Special attention should be put during the			Contractor - Bidder /Supervisor/ Municipal staff (Communal and Environmental Inspector)/ ECEC officials	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the Kindergarten facility
				removal of the asbestos containing roof sheets				
The OH&S protection measures applied for the workers at the sites	On the project sites	Visual checks	Every working day during the project activities	To minimize the risks on occupational health and safety of the workers especially protective equipment and clothes for workers who will remove asbestos containing wall panels			Contractor - Bidder /Supervisor/ Municipal staff (Communal and Environmental Inspector)/ ECEC officials	
Avoid and minimize safety and health risks for the students/kids and school/kindergarten employees	In the building and in school/kindergarten yard	Visual checks	At the beginning the demolition work and continuously every working day	To avoid injuries of the students/kids or school/kindergarten staff from falling pieces of windows, doors, broken glass and inhalation of the asbestos fibers or dust			Contractor - Bidder /Supervisor/ Municipal staff (Communal and Environmental Inspector)/ ECEC officials	
Time for beginning and end of reconstruction/construction work and especially time for removal of existing wall panels and sewer pipes containing asbestos	On the project site	Visual checks and documents (time schedule) review	Every day	To avoid the environmental, health and safety risks			Contractor - Bidder /Supervisor/ Municipal staff (Communal and Environmental Inspector)/ ECEC officials	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the Kindergarten facility
Waste Management Plan for waste management with all generated waste streams	On the project site	Review the document - Waste Management Plan	Before the demolition activities start	To ensure proper waste management with all waste streams minimizing the potential risks on environmental pollution (pollution of air, waters and soil) and risks on human health			Contractor - Bidder /Supervisor/	
Existence of the broken glass, dust generated during the demolition Generation of different types of waste	In the school/kindergarten yard	Visual checks	For broken glass immediately/For dust generation every day after completion of work For inert waste on 2-3 days	To avoid and minimize injuries and dust inhalation			Contractor - Bidder /Supervisor/ Municipal staff (Communal and Environmental Inspector)/ ECEC officials	
Level of dust - fine particulate matters	At the construction site	Visual monitoring and measurement devices	On the sunny, dry days only (once a week at the peak working hour)	To avoid and minimize the dust concentration into the air and to minimize the health risks for the students/kids workers and residents in the neighborhood.			Contractor - Bidder and authorized company for dust measurements	
Collection and transport as well storage of hazardous waste (if any occurs).	On safety temporary storage	Review the transportation list and conditions at the	Before the transportation of the hazardous waste (if there is any)	To improve the waste management practice on municipality and national level.			Authorized Contractor for collection and transportation of hazardous waste (if	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the Kindergarten facility
		storage facility					there is any occur) subcontracted by the Contractor-Bidder Environmental inspector	
Noise level	On the site	Monitoring of the noise levels dB (A) with appropriate monitoring devices	On regularly basis during the work, in accordance with the national legislation	To monitor if the noise level is above/or below the acceptance noise level for that type of area			Contractor - Bidder Authorized Company for performing noise levels measurements sub-contracted by the Contractor - Bidder Environmental Inspector to collect the noise level measurements	
Exposure of loud noise from vehicle machine, mechanization and equipment	On the construction site	Review the noise level technical specifications of the used vehicle, mechanization and equipment for their usage	Before the beginning of the work (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 work	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the Kindergarten facility
		outside						
Creation of Community Health and Safety Plan (CHSP)	In the office	Document review	Before commencement of any construction works	Public disclosure of the document			Ministry for Labor and Social Policy in cooperation with Sub-project's Proponent/Grant Applicant	
Creation of ARAP/RAP	In the office	Document review	Before commencement of any construction works	Public disclosure of the document			Ministry for Labor and Social Policy in cooperation with Sub-project's Proponent	
Implementation of ARAP/RAP	In the office	Document review	Before commencement of any construction works	Completed expropriation process			Ministry for Labor and Social Policy in cooperation with Sub-project's Proponent	
Creation of SEP	In the office	Document review	Before commencement of any construction works	Public disclosure of the document;			Ministry for Labor and Social Policy in cooperation with Sub-project's Proponent	
Implementation of SEP	On site	Document review	Before commencement of any construction works	Public disclosure of the document; Availability of the SEP in affected Municipality's premises; Published information on			Ministry for Labor and Social Policy in cooperation with Sub-project's Proponent	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the Kindergarten facility
				upcoming activities				
Review of grievances	In the office	Document review	Semi-annually throughout the construction activities	Completed expropriation process			Ministry for Labor and Social Policy	

II. Removal of the asbestos containing wall panels - ACM (removal of the existing asbestos sheets, temporary disposal until final transportation and disposal of the asbestos sheets)

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the new Kindergarten facility
Project activity: Removal of the asbestos containing wall panels - ACM								
Primary selection of the waste streams at the project sites	On the project sites	Review the documentation - identification of the waste type according to the List of waste	At the beginning of work	To separate hazardous (packaging waste from glue, paints, insulation material) from the non-hazardous waste as well as inert from biodegradable waste			Contractor - Bidder Supervisor/ Municipal staff (Communal and Environmental Inspector)	
Identification of the asbestos	On the project	Review the documentation	At the beginning of	The asbestos containing (ACM) waste is a hazardous			Contractor - Bidder	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the new Kindergarten facility
containing waste, proper packaging, labeling as a hazardous waste	sites	identification of the asbestos-containing wastes according the List of waste	work	waste with adverse environmental and health impacts			Supervisor/ Municipal staff (Communal and Environmental Inspector)	
Temporary storage of the old windows and doors with proper label and coverage Temporary storage of the removed asbestos containing roof sheets properly packaged and labeled	At separate room/ basement of the buildings or in the yard	Visual checks	On daily basis	To minimize injuries			Contractor - Bidder School/ Kindergarten officials	
Collection transportation and final disposal of the wooden windows and doors	On the sites and around the sites	Visual monitoring and reviewing the transportation	After the collection and transportation of the waste from old wooden windows and	Not to leave the waste on the spot to avoid the environmental and health impacts to the children			Contractor - Bidder who need to sign the contract with licensed company for collection,	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the new Kindergarten facility
			doors by the public communal enterprise				transportation and disposal of the waste from replacement	
The contract with the authorized transporter of the asbestos containing waste should be signed The contract with the Landfill should be signed as well for acceptance and final disposal of the waste	Before the removal/dismantle works start	Review the contracts	During the collection and transportation of the removed roof sheets Before the final disposal of removed sheets	To be sure that the asbestos containing waste will be treated according the national legislation, international conventions, good practice			Contractor - Bidder who needs to sign the contract with licensed company for acceptance and final disposal of the asbestos containing waste. The Landfill must have a License for acceptance and final disposal of asbestos waste issued by the Ministry of Environment and Physical Planning	
Fulfilled Annual Report for transportation	Local self-government administration	Review of documentation	After the accomplishment the task of	To improve the waste management and hazardous waste			Mayor of Municipality	

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/ adaptation of school facilities into the kindergarten facilities	Operations of the new Kindergarten facility
and disposal of waste	ion	Identification waste List	collection, transportation temporary disposal and final disposal of different type of waste including asbestos containing waste	management on local and national level				

III. Operational phase of the sub - project

What <i>parameter is to be monitored?</i>	Where <i>is the parameter to be monitored?</i>	How <i>is the parameter to be monitored?</i>	When <i>is the parameter to be monitored (frequency of measurement)?</i>	Why <i>is the parameter to be monitored?</i>	Cost		Responsibility	
					Construct ion	Operati ons	Reconstruction/ adaptation of school facilities into the kindergarten facilities	Operations of the new Kindergarten facility
Project activity: Operational phase of the Kindergarten facility								
Drinking water quality	Before the distribution through the new water supply system, the water sample should be analyzed by the Authorized laboratories - Public Health institute /Accredited laboratories	Laboratory equipment for physical-chemical and microbiological water quality analysis	Before the start with school/ kindergarten operation	To ensure the distribution of high quality drinking water to the students/kids minimizing the health risks of waterborne diseases				Municipal staff School/Kindergarten officials Public Enterprise
Fire Protection Plan	Before the start of school/ kindergarten operation	Review of the Plan	At the beginning of school/ kindergarten work	To ensure that all fire protection measures are implemented				Municipal staff (Communal and Environmental Inspector) School/Kindergarten staff
Plan for regular	Before the	Review of the	At the beginning	To ensure proper				Municipal staff

What <i>parameter is to be monitored?</i>	Where <i>is the parameter to be monitored?</i>	How <i>is the parameter to be monitored?</i>	When <i>is the parameter to be monitored (frequency of measurement)?</i>	Why <i>is the parameter to be monitored?</i>	Cost		Responsibility	
					Construct ion	Operati ons	Reconstruction/ adaptation of school facilities into the kindergarten facilities	Operations of the new Kindergarten facility
and preventive maintenance of the kindergarten	start of kindergarten operation	Plan	of school/kindergart en work	implementation of actions refer to just on time preventive and regular maintenance, procurement of spare parts, replacements of worn parts reducing unplanned failures, extend equipment lifetime and to ensure proper and safety school/kindergarten operation				(Communal and Environmental Inspector) Kindergarten staff
Quality of treated wastewater (BOD ₅ , COD, TSS, nitrogen, phosphorus)	Outlet of the small WWTP, before discharging in recipient	Usual sampling and Laboratory for physical-chemical analysis in accordance monitoring manuals and introduced methodologies	Twice a year (spring, winter)	To assess the operation of the device		Covered by operational costs		Kindergarten staff/ Ministry of Environment and Physical Planning/ Municipal Environmental Inspection.

12 IMPLEMENTATION AND REPORTING ARRANGEMENTS

Environmental monitoring during project implementation provides information about key environmental aspects of the project, particularly the environmental impacts of the project and the effectiveness of mitigation measures. Such information enables the sub-project proponent and the Bank to evaluate the success of mitigation as part of project supervision, and allows corrective action to be taken when needed.

Project Management Unit (PMU) under MLSP will be responsible to ensure the implementation of the provisions of the ESMF by all parties, such as sub-project proponents and Contractors, including environmental and social monitoring, evaluation and reporting.

The ESE will be engaged by the MLSP PMU and will be responsible for ensuring proper environmental management of all Project activities, conduct environmental supervision by carrying out document reviews, site visits and interviews with Contractor, Construction Supervisors (if any), and municipality staff.

ESE should also supervise Contractors' compliance with site-specific ESMPs and visit each sub-project at least once a month. Upon completion of each site visit the ESE should prepare Monitoring Report reflecting main issues and arrangements and timing for their solution (a template of the Monitoring Report is given in

Table 16) and submit those **Monitoring reports to the PMU.**

It is also recommended to hold regular meetings with the Project Manager, Contractor, representatives from MLSP, responsible person from the Proponent and the ESEs on a monthly basis.

The reporting on the environmental compliance of the Project activities shall be as follows:

- Supervising Engineers to sub-project proponent;
- Sub-project proponent to MLSP and its PMU at least twice per month.

Specific responsibilities for the identification, assessment and addressing environmental and social aspects of the Project activities shall be set as follows:

- preparation of site-specific ESMPs - by sub-project proponents under the close guidance of the PMU ESE;
- Review and approval of site-specific ESMPs - by PMU (ESEs) and then by the Bank;
- Integration of site-specific ESMP into Bidding Documents and respective Contracts - by PMU;
- Execution of site-specific ESMPs- by the respective Contractor(s) and PMU;
- Monitoring and reporting of compliance with ESMF and site-specific ESMPs - by PMU (ESSs).

Table 16 Template of ENVIRONMENTAL AND SOCIAL MONITORING REPORT

Project		Sub-project Applicant	proponent/Grant
Project location			
Date of site visit		No. of visits	
List of persons on site visit (e.g. MLSP Representatives, Environmental Experts, etc.)	1. 2. 3.		
Key findings of meeting with sub-Contractor and Supervision Engineer			
Activities on site			
Mitigation measures applied according the ESMPs	applied and monitoring activities	Environmental non-compliances registered	
Instructions for the Contractor			
Next steps towards resolution of non-compliances registered at site			
Annexes (Photos from site visits/Copy of Licenses, Permits, etc.)			

Environmental Expert

Date

Table 17 Template of SOCIAL MONITORING REPORT

Monitoring Date: _____	Sub-Project proponent_____	Comments
Health and Safety Plan (CHSP)		
Creation of Community Health and Safety Plan (CHSP) and its availability at _____	a) MTSP's website b) Proponent website c) MTSP premises d) Proponent premises	
Stakeholder Engagement Plan (SEP)		
Creation of SEP: _____	Date of latest update of SEP: _____	
Availability of Stakeholder Engagement Plan (SEP)	a) MTSP's website b) Proponent website c) MTSP premises d) Proponent premises	
Information on construction activities of the sub-project and other relevant information	a) MTSP's website b) Proponent website c) MTSP premises d) Proponent premises e) Bulletin Board in the affected settlement	12.1.1
Stakeholder Grievances Review	a) No. of lodged grievances_____ b) No. of resolved grievances_____ c) No. of grievances involving workers ____ d) No. of grievances involving resettlement related issues_____ e) No. of grievances involving information related issues_____ f) Number of grievances involving safety related issues_____ g) Other grievances	12.1.2
Resettlement Action Plan (RAP)		
RAP Created: _____	Date of last update on RAP: _____	
Resettlement Progress	a) No. of parcels affected ____ b) No. of people affected ____ c) No. of expropriation cases ____ d) No. of completed cases ____ e) No. of court cases ____ f) No. of unknown owners ____ g) No. of other cases ____	12.1.3
Resettlement Grievances Review	a) No. of lodged grievances_____ b) No. of resolved grievances_____ c) No. of recurring grievances____	12.1.4

Social Expert _____

Date: _____

13 PUBLIC DISCLOSURE OF THE DRAFT ESMF AND RPF DOCUMENTS

In order to present the prepared draft documents “Environmental and social Management Framework” and “Resettlement Policy Framework”, the Ministry of Labour and Social Policy has been organized three public hearing events in Tetovo, Stip and Skopje.

For the needs of the public hearings, Announcement in the daily newspapers on Macedonian and Albanian language were published and the prepared draft documents were published on the website of the MLSP for submission of comments and remarks by public.

The both draft documents were shortly presented with their main findings to the public, together with the procedure for fulfillment of the proposed templates regarding environmental and social issues.

Public hearing events were attended by representatives of state institutions, municipalities, NGOs that actively participate and expressed a positive opinion on the prepared documents. All the participants were interested for the conditions how they can apply in order to receive a grant from World Bank, which would be the criteria for getting grants and which documents are necessary to be prepared.

They also shared positive experiences from the projects implemented so far with the support of the World Bank and pledged to organize more public hearings when the project starts with realization in order to have information for the general public that will contribute to raising public awareness and improving the conditions of children pre-school age, vulnerable categories of citizens and improved social services.

14 ANNEXES

Annex 1 Template of Environmental and Social Screening (ESS) Check list (TO BE COMPLETED BY SUB-PROJECT PROPONENT)



ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK
for the Project
“Social Service Improvement Project”
Republic of Macedonia

Environmental and Social Screening (ESS) Check list

INSTRUCTION FOR FULFILMENT:

OBJECTIVES OF THE ESS CHECK LIST

THE ENVIRONMENTAL AND SOCIAL SCREENING (ESS) CHECK LIST WILL SUPPORT YOU TO DETERMINE THE SUB - PROJECT CATEGORY (A / B (B+ OR B) / C) BASED ON ASSESSMENT CRITERIA (TYPE OF ACTIVITY AND PRELIMINARY IMPACT ASSESSMENT). THE SCREENING PROCESS WILL IDENTIFY THE REQUIRED TYPE OF ENVIRONMENTAL DUE DILIGENCE DOCUMENT TO BE USED FOR IMPACT ASSESSMENT FOR YOUR PROJECT.

1. STRUCTURE OF THE CHECK LIST

PART 1: GENERAL INFORMATION ABOUT THE PROJECT AND PROPONENT GRANT APPLICANT PROVIDES INFORMATION ABOUT THE PROPONENT/APPLICANT, PROJECT ACTIVITIES AND RELEVANT DOCUMENTS ALREADY PREPARED (MAIN DESIGN, FEASIBILITY STUDY, EIA REPORT...)

PART 2: SCREENING FOR CATEGORY “A” PROJECTS LISTS LARGE SCALE PROJECTS WITH SIGNIFICANT ADVERSE ENVIRONMENTAL AND SOCIAL IMPACTS WITH LONG TERM REGIONAL/NATIONAL IMPACTS (THEY ARE EXCLUDED BY FINANCING UNDER THE SSIP PROJECT).

PART 3: SCREENING FOR CATEGORY “B” AND “C” PROJECTS INCLUDES TYPE OF ACTIVITIES FOR SMALL SCALE PROJECTS AND PRELIMINARY ASSESSMENT CRITERIA TO EVALUATE POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS OF YOUR PROJECT.

2. HOW TO FULFIL THE CHECK LIST?

THE ESS CHECK LIST NEED TO BE FULFILLED BY THE RESPONSIBLE PERSON FROM THE PROPONENT/GRANT APPLICANT TAKING INTO ACCOUNT THE PROJECT LOCATION, PROJECT TYPE ACTIVITIES, SENSITIVE AREAS AROUND THE PROJECT LOCATION AND POSSIBLE ADVERSE ENVIRONMENTAL AND SOCIAL IMPACTS THAT MIGHT OCCUR. YOU NEED TO PRELIMINARY EVALUATE THE POSSIBLE IMPACTS IN TERMS OF INTENSITY, TIME OF OCCURRENCE AND GEOGRAPHICAL SCALE. THE OVERALL ASSESSMENT OF THE IMPACT WILL LEAD YOU TO THE PROJECT CATEGORY.

CATEGORY “A” PROJECTS ARE LARGE SCALE PROJECTS WITH HIGH ENVIRONMENTAL AND SOCIAL RISKS AND THEY ARE NOT ELIGIBLE FOR FINANCING UNDER THE SSIP PROJECT.

CATEGORY “B” PROJECTS ARE DIVIDED INTO TWO GROUPS B AND B+ BASED ON PROJECT ACTIVITIES AND POTENTIAL IMPACTS, AND FOR THESE PROJECTS DIFFERENT ENVIRONMENTAL AND SOCIAL DUE DILIGENCE INSTRUMENTS NEED TO BE APPLIED FOR PROJECT IMPACT ASSESSMENT.

CATEGORY “C” PROJECTS ARE THOSE PROJECTS FOR WHICH NO ADDITIONAL IMPACT ASSESSMENT IS REQUIRED.

3. HOW TO FULFIL THE CHECK LIST?

PLEASE, COMPLETE THE ESS CHECK LIST AND AT THE END PROVIDE YOUR OVERALL ASSESSMENT OF POTENTIAL IMPACTS AND CATEGORIZE YOUR PROJECT.

PLEASE, SIGN COMPLETED ESS CHECK LIST AND SUBMIT IT TO THE MLSP PMU/WB FOR APPROVAL.

AFTER THE APPROVAL OF THE ESS CHECK LIST THE MLSP PMU ESE WILL INFORM YOU ABOUT THE FOLLOWING STEPS AND THE ENVIRONMENTAL DUE DILIGENCE INSTRUMENTS TO BE APPLIED TO YOUR PROJECT.

FOR ALL QUESTIONS RELATED TO FILL OUT THE ESS CHECK LIST, PLEASE CONTACT MLSP PMU ES EXPERT ON TEL. NO.

THANK YOU!

PART 1	GENERAL INFORMATION ABOUT THE PROJECT AND PROPONENT/GRANT APPLICANT
Proponent/ Grant Applicant's name:	
Address (street and number, postal code and city):	
Project name	
Main Project activities	
Responsible person completing the ESMP Check-list:	
ESMP Check-list completion date:	
Obtained relevant documents (approved EIA Report, obtained permits, etc.)	

PART 2	ENVIRONMENTAL AND SOCIAL SCREENING FOR LARGE SCALE PROJECTS	
Type of Project Activity		
<ul style="list-style-type: none"> • Trade in wildlife and wildlife products prohibited under the CITES convention • Release of genetically altered organisms into the natural environment • Manufacturing, distribution and sale of banned pesticides and herbicides • Drift seine netting in the marine environment • Manufacturing, handling and disposal of radioactive products • Hazardous waste storage, treatment and disposal • Manufacturing of equipment and appliances containing CFCs and other substances regulated under the Montreal Protocol • Manufacturing of electrical equipment containing polychlorinated biphenyls (PCBs) in excess of 0,005 % by weight • Manufacturing of asbestos containing products • Nuclear reactors and parts thereof • Tobacco, unmanufactured or manufactured • Tobacco processing machinery, and Manufacturing of firearms • Distilled alcohol for consumption 	<input type="checkbox"/> YES	<input type="checkbox"/> NO
Preliminary Assessment of Potential Impact		
<ul style="list-style-type: none"> • Does the Project have adversely long term regional/national impact on natural habitats? • Does the Project have adversely long term regional/national impact on forests and forested areas? • Does the Project have adversely long term regional/national impact on physical cultural heritage? 	<input type="checkbox"/> YES	<input type="checkbox"/> NO

PLEASE NOTE: IF ANY OF THE ANSWERS OF THE ABOVE LISTED TYPE OF PROJECT ACTIVITIES IS YES, THE PROJECT BELONGS TO CATEGORY “A” AND THE PROJECT IS NOT ELIGIBLE FOR FINANCING UNDER SSIP. SUB-PROJECTS WHICH MAY ADVERSELY IMPACT NATURAL HABITATS, FORESTS AND FORESTED AREAS, WITH LONG TERM REGIONAL/NATIONAL IMPACTS, WILL BE AUTOMATICALLY CATEGORIZED AS CATEGORY A PROJECT AND THEY WILL BE EXCLUDED FROM SUPPORT BY SSIP.

IF ALL ANSWERS OF THE ABOVE LISTED TYPE OF PROJECT ACTIVITIES ARE NO, PLEASE CONTINUE WITH FULFILLMENT OF PART 3

			Minor/local/ short term	Moderate/local/ medium term	Major/regional/long term
Building rehabilitation/reconstruction					
Site specific vehicle traffic					
Increase dust and noise from demolition and or construction					
Generation of construction waste					
New construction					
New land required for construction					
Excavation impacts and soil erosion					
Increase sediment loads in receiving waters					
New access roads required and specific vehicle traffic					
Increase dust and noise from demolition and or construction					
Generation of construction waste					
Will the sub-project cause dust and noise pollution after its competition?					
Individual wastewater treatment system					
Effluent and/or discharging into receiving waters					
Will the sub-project contribute to pollution of international waters?					
Will the sub-project cause water pollution after its competition?					
Energy efficiency of the new kindergarten facility?					

PART 3	ENVIRONMENTAL AND SOCIAL SCREENING FOR SMALL TO MEDIUM SCALE PROJECTS				
Project name:			IF YES		
Activity/Impact	Y (yes)	N (no)	Preliminary assessment of potential impacts		
			Minor/local/ short term	Moderate/local/ medium term	Major/regional/long term
Acquisition of land					
Encroachment on private property					
Relocation of project affected persons					
Involuntary resettlement					
Loss of assets, property, houses, agricultural produces etc.					
Impacts on livelihood incomes					
Hazardous or toxic materials					
Removal and disposal of toxic and or hazardous demolition and or construction waste					
Storage of machine oils and lubricants					
Asbestos, PCB's, pollution from unspent PV batteries					
Will the sub-project emit greenhouse gases (CO ₂ , NO _x , O ₃) or ozone depleting substances (CFC, methyl bromide etc.)					
Impacts on forests and/or protected areas¹⁰					
Sensitive habitats - National parks and					

¹⁰ Proposed sub-projects which may adversely impact natural habitats, forests and forested areas, physical cultural heritage, will be automatically categorized as category A project and they will be excluded from support by SSIP.

PART 3	ENVIRONMENTAL AND SOCIAL SCREENING FOR SMALL TO MEDIUM SCALE PROJECTS				
Project name:			IF YES		
Activity/Impact	Y (yes)	N (no)	Preliminary assessment of potential impacts		
			Minor/local/ short term	Moderate/local/ medium term	Major/regional/long term
game Reserve, Wet-lands, Areas with rare or endangered flora or fauna					
Areas with outstanding					
Scenery/tourist site					
Disturbance of locally protected habitat					
Damage of wildlife species and habitat					
Encroachment on designated forests, buffer and/or protected areas					
Introduction of exotic or alien species					
Will the sub-project involve the use of forest trees or other natural as building materials?					
Traffic and Pedestrian Safety					
Site specific vehicle traffic					
Site is in a populated area					
Other physical and environmental issues and concerns					

Overall impact assessment of the small scale Project	Minor/local/ short term	Moderate/local/ medium term	Major/regional/ long term	Comments
Categorization of the Project done by the Proponent/Grant Applicant	<input type="checkbox"/> Project Category: B ⁺ The project has major/moderate environmental and social impact.		<input type="checkbox"/> Project Category: B The project has moderate/minor environmental and social impact.	<input type="checkbox"/> Project Category: C The project has minor or no environmental and social impacts.
Additional comments				

ESS Checklist prepared by: _____

Signature of responsible person _____

Date of fulfillment: _____

Approval of Project Categorization performed in ESS Check List

The fulfilled ESS Check List provided by Proponent _____ for the Project _____ was reviewed by MLSP ESE and WB ES Specialist and the following comments has been provided:

Additional comments provided by MLSP ESE/WB ES for Project categorization:

Categorization of the Project done by MLSP ESE and approved by WB ES Specialist	<input type="checkbox"/> Project Category: B ⁺ The project has major/ moderate environmental and social impact.	<input type="checkbox"/> Project Category: B The project has moderate/ minor environmental and social impact.	<input type="checkbox"/> Project Category: C The project has minor or no environmental and social impacts.
Environmental and social Due Diligence Instruments	The Proponent need to prepare <u>Initial ESIA with ESMP (the outline of the document will be provided by MLSP PMU)</u>	The Proponent need to prepare <u>ESMP Check-list (the outline of the document will be provided by MLSP PMU)</u>	The Proponent should not prepare any environmental and social documentation.

Project Categorization issued by MLSP ESE: _____

Signature of responsible person: _____

Date: _____

Project Categorization issued by PMU ESE: _____

Signature of responsible person: _____

Date: _____

Annex 2 Template of content of INITIAL LIMITED ENVIRONMENTAL and SOCIAL IMPACT ASSESSMENT (for Category B⁺)

Content

INTRODUCTION

PROJECT DESCRIPTION

BASELINE DATA

- Geology and soil
- Climatic characteristics
- Seismology
- Sensitive receptors
- Air quality
- Waste
- Soil
- Flora and Fauna
- Noise

POTENTIAL IMPACT AND IMPACT ASSESSMENT

- Potential Impacts on the Air quality
- Potential Impacts on water and soil
- Impact of generated waste streams
- Potential impacts on occupational and community (especially for students) health and safety
- Noise Impact
- Potential Impacts on the Flora and Fauna
- Potential Impacts on Cultural Heritage

ENVIRONMENTAL AND SOCIAL MITIGATION PLAN

ENVIRONMENTAL AND SOCIAL MONITORING PLAN

Template of the ENVIRONMENTAL AND SOCIAL MITIGATION PLAN

I. Civil Works Implementation phase

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity:				
<i>b) OH&S issues</i>				
<i>b) Waste management</i>				
<i>c) Water quality</i>				
<i>d) Noise</i>				
<i>j) Air quality</i>				

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs
Project activity:				
<i>c) OH&S issues</i>				
<i>c) ACM Waste management</i>				

II. Operational phase

Potential impact	Impact scale	Proposed mitigation measures	Responsibility	Costs

Template of ENVIRONMENTAL AND SOCIAL MONITORING PLAN

I. Civil Works Implementation phase

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the Kindergarten facility
Project activity:								

II. Operational phase of the sub - project

What 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?	Cost		Responsibility	
					Construction	Operations	Reconstruction/adaptation of school facilities into the kindergarten facilities	Operations of the new Kindergarten facility
Project activity:								

Annex 3 Template of ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP) CHECKLIST (for Category B)

Content

1. Short introduction to the sub-project
 - 1.1. Project description and planned activities
 - 1.2 Sensitive receptors
2. Overview of environmental impacts
3. Purpose of the ESMP Checklist and disclosure requirements
4. Application of ESMP Checklist
5. Monitoring and reporting procedures and distribution of responsibility
6. Table part of ESMP Checklist
7. Annexes

Annex 1 Location information

6.1 INSTITUTIONAL & ADMINISTRATIVE

PART 1: INSTITUTIONAL & ADMINISTRATIVE		
Country		
Sub-Project title		
Scope of sub-project and particular activities		
Institutional arrangements (Name and contacts)	Project management	
Implementation arrangements (Name and contacts)	Supervision	
SITE DESCRIPTION		
Name of site		
Describe site location (geographic description)		Annex 1: Site information (figures from the site) []Y [] N
LEGISLATION		
Identify national & local		

legislation & permits that apply to sub-project activity(s)	
PUBLIC CONSULTATION	
Identify when / where the public consultation process took place and what were the remarks from the consulted stakeholders	
INSTITUTIONAL CAPACITY BUILDING	
Will there be any capacity building?	<input type="checkbox"/> N or <input type="checkbox"/> Y

6.2 ENVIRONMENTAL /SOCIAL SCREENING

PART 2: ENVIRONMENTAL /SOCIAL SCREENING		
Will the site activity include/involve any of the following:	Activity	Status
	A. Building rehabilitation/adaptation	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. New construction	<input type="checkbox"/> Yes <input type="checkbox"/> No
	C. Individual wastewater treatment system	<input type="checkbox"/> Yes <input type="checkbox"/> No
	D. Historic building(s) and districts	<input type="checkbox"/> Yes <input type="checkbox"/> No
	E. Acquisition of land ¹¹	<input type="checkbox"/> Yes <input type="checkbox"/> No
	F. Hazardous or toxic materials ¹²	<input type="checkbox"/> Yes <input type="checkbox"/> No
	G. Impacts on forests and/or protected areas	<input type="checkbox"/> Yes <input type="checkbox"/> No
	H. Handling / management of medical waste	<input type="checkbox"/> Yes <input type="checkbox"/> No
I. Traffic and Pedestrian Safety	<input type="checkbox"/> Yes <input type="checkbox"/> No	

¹¹Land acquisitions includes displacement of people, change of livelihood encroachment on private property this is to land that is purchased/transferred and affects people who are living and/or squatters and/or operate a business (kiosks) on land that is being acquired.

¹²Toxic / hazardous material includes and is not limited to asbestos, toxic paints, removal of lead paint, etc.

6.3 MITIGATION MEASURES CHECKLIST

ACTIVITY	PARAMETER	MITIGATION MEASURES CHECKLIST
A. General Conditions	Notification and Worker Safety	
B. General Rehabilitation and /or Construction Activities	Air Quality	
	Noise	
	Water Quality	
	Waste management	
C. Individual wastewater treatment system	Water Quality	
E. Acquisition of land	Land Acquisition Plan/Framework	
F. Toxic Materials	Asbestos management	
	Toxic / hazardous waste management	
I Traffic and Pedestrian Safety	Direct or indirect hazards to public traffic and pedestrians by construction activities	

6.4 ENVIRONMENTAL AND SOCIAL MONITORING PLAN

Phase	What <i>(Is the parameter to be monitored)?</i>	Where <i>(is the parameter to be monitored)?</i>	How <i>(is the parameter to be monitored)?</i>	When <i>(Define the frequency or continuous)?</i>	Why <i>(is the parameter being monitored)?</i>	Cost <i>(if not included in project budget)</i>	Who <i>(Is responsible for monitoring)</i>
During activity preparation							
During activity implementation							
During activity supervision							

Annex 4 Template for announcement of Public disclosure of the prepared Initial limited Impact Assessment/Environmental and Social Management Plan Checklist

Form for submitting comments and suggestions for (Name of the Document)	
Main description of the project	
<p>Electronic version and hard copy of (Name of the Document) are available on:</p> <ul style="list-style-type: none"> ➤ Sub-project Proponent (web page)..... ➤ Sub-project Proponent Notice Board <ul style="list-style-type: none"> Contact Person: Address: Phone number: e-mail: ➤ Project Office WB (web page) <ul style="list-style-type: none"> Contact Person: Address: Phone number: e-mail: 	
<p>If you have any comments/suggestions or amendments to the proposed measures of (Name of the Document), please submit it to the responsible persons from the List in the 14 days period after the announcement of (Name of the Document) (date of announcement:)</p>	
<p>Please, submit your comments (grey fields) for improvement of (Name of the Document) submit it on the mentioned e-mail addresses of the responsible persons for the project implementation</p>	
<p>Referent number: _____ (fulfilled by the responsible persons for the project implementation)</p>	
Name and surname of the person who provides comment*	
Contact information*	<p>E-mail:</p> <p>_____</p> <p>Phone:</p> <p>_____</p>
Comment:	
Signature	Date
_____	_____

* Fulfillment of the fields with personal data is not obligatory

Annex 5 SAMPLE OF CONTENT OF STAKEHOLDER ENGAGEMENT PLAN

1. Introduction
2. Project description
3. Regulations and Requirements
4. Summary of any Previous Stakeholder Engagement Activities
5. Project Stakeholders
6. Stakeholder Engagement Program
7. Timetable
8. Resources and Responsibilities
9. Grievance Mechanism
10. Monitoring and Reporting
11. Management Functions

Annex 6 SUMMARY OF THE PUBLIC HEARING/CONSULTATION MEETINGS FOR DRAFT VERSION OF “ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK” AND “RESETTLEMENT POLICY FRAMEWORK”

SUMMARY OF THE PUBLIC HEARING/CONSULTATION MEETINGS FOR DRAFT VERSION OF “ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK” AND “RESETTLEMENT POLICY FRAMEWORK”

Location	<p>The Ministry of Labour and Social Policy organised three public hearing consultations:</p> <ul style="list-style-type: none"> – Date 14.05.2018, Municipality of Tetovo, Address “Dervish Cara” bb Street, starting time 10:00h; – Date 14.05.2018, Municipality of Stip, Address “Vasil Glavinov” Street No. 4b, starting time 14:00h; – Date 15.05.2018, Ministry of Labour as Social Policy - Institute for social activities, Address “11th October” Street No. 42 (Building Dare Dzambaz) Skopje, starting time 11:00h.
Objective of the consultation events	<p>The objective of the event was to present the draft version of the ESMF and RPF and to collect comments and remarks from different stakeholders.</p> <p>Both documents (ESMF and RPF) are prepared within the frame of the Social Service Improvement Project with the aim to support Improvement to access to Early Childhood Education and Care services (ECEC) and Improvement to access to social benefits and services. Improvement of the conditions in preschool institutions, by construction of new kindergarten facilities and renovation/adaptation of the existing kindergarten facilities, conversion of existing kindergartens into ECD centers, as well as support to the implementation of the reforms in the system for social protection and promotion of social services.</p>
Invitees	<p>More than 120 invitations were sent to different stakeholders across the country (national institutions, municipalities, e- NGOs and NGOs working with vulnerable groups, professional associations, environmental inspectorate on state and local level, international organizations, etc.). Some of them are: Ministry of Environment and Physical Planning, Municipality of Skopje, Municipality of Aerodrom, ZELS, Municipality of Gjorce Petrov Municipality of Butel, Municipality of Kislea Voda, Municipality of Aracinovo, Municipality of Gazi Baba, Municipality of Karposh, Municipality of Kumanovo, Municipality of Stip, Municipality of Kriva Palanka, Municipality of Strumica, Municipality of Bogdanci, Municipality of Gostivar, Municipality of Debar, municipality of Delcevo, Municipality of Demir Kapija, Municipality of Ohrid, Municipality of Struga, Municipality of Bitola, Municipality of Prilep, Municipality of Resen, Municipality of Kochani, Municipality of Tetovo, Municipality of Krushevo, UNICEF, NGOs: Front, Florozon, Miran, Orts, Ekologija</p>
Participants	<p>More than 50 participants were present on the public consultation events.</p> <p>Public hearing event in Tetovo: 23 representatives of the Municipality of Tetovo from different sectors and NGO ANJUNIPPE from Tetovo.</p> <p>Public hearing event in Stip: 6 representatives from the Municipality of Stip and Municipality of Strumica.</p> <p>Public hearing event in Skopje: 21 representatives from different institutions on state and local level and NGOs.</p>

Technics for presentation	Power point presentations prepared by consultant team with key findings from the “Environmental and social Management Framework” and “Resettlement Policy Framework” and presentation of procedures for environmental and social due diligence according the national legislation and WB Safeguard policies.
Public announcement for public hearing events	<ol style="list-style-type: none"> 1. Public announcement for public hearing events and public disclosure of the draft versions of the “Environmental and social Management Framework” and “Resettlement Policy Framework” was published in daily national newspaper “Sloboden Pechat” and “Koha” (Scanned announcement presented in Annex 1), Translation of the Public Announcement in EN (Annex 2) 2. Public announcement for public hearing events was posted on the website of MLSP (http://www.mtsp.gov.mk/usloven-paricenadomestok.nspix), and also draft version of the “Environmental and social Management Framework” and “Resettlement Policy Framework” is loaded on the web site. 3. Official invitation by the MLSP for the public hearing event was sent to more than 120 stakeholders from relevant institutions National and local level, NGOs, Professional associations and etc 4. Agenda for the public hearing events was prepared and distributed before the events started, please find it attached in Annex 3. 5. Minutes of meeting and List of participants and photos of Tetovo public hearing event, is presented in Annex 4. 6. Minutes of meeting and List of participants and photos of Stip public hearing event, is presented in Annex 5. 7. Minutes of meeting and List of participants and photos of Skopje public hearing event, is presented in Annex 6.
Summary conclusions and comments	<p>Participants on the all three public consultation meetings were very satisfied with the prepared documents (ESMF and RPF) and no comments nor clarifications on them. All participants were interested who can provide and submit sub projects, also for the conditions, type of activities that could be accepted under the SSIP.</p> <p>A common conclusion from the audience at the public hearing event was that it is necessary to raise public awareness among the population for the need of centers for vulnerable categories of people for their social inclusion through public campaigns, discussions and debates that will contribute to greater socialization and integration in the society of this category of people.</p>
Closing Remarks	<p>Representatives from the MLSP said that there will be public debates and trainings for the interested stakeholder in order to closely be informed how to apply for getting grant.</p> <p>Analysis will be carried out within the municipalities for scanning their needs for renovating of the existing buildings or construction of new buildings for social services that are priority for municipalities, as well as analyzing vulnerable categories that are not covered by appropriate facilities that will satisfy their needs.</p>
Responsibility	Environmental expert (SPA) will amend the documents according to the received comments and also will prepare Summary of the public hearing events and incorporate within the final version of the “Environmental And Social Management Framework” and “Resettlement Policy

	Framework". Final version of the documents "Environmental and Social Management Framework" and "Resettlement Policy Framework" will be delivered to SSIP project unit and to the MLSP and passed to the World Bank for final review and no-objection.
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Annex 1 Announcement of the public events for the presentation and discussion regarding the "Environmental and Social Management Framework" in two daily newspapers on Macedonian and Albanian language

СВОБОДЕН ВЕЧЕР | Четврток | 10 мај 2018

ЈАВЕН ПОВИК
за одржување на три јавни расправи за документите
"Рамка за управување со животна средина и социјални прашања" и
"Рамка на политиката за раселување"
за Проектот за унапредување на социјалните услуги

Во организација на Министерството за труд и социјална политика ќе се одржат три јавни расправи со цел презентирање и јавна расправа за документите "Рамка за управување со животна средина и социјални прашања" и "Рамка на политиката за раселување" за Проектот за унапредување на социјалните услуги кој ќе биде финансиран преку заем од Меѓународната финансиска институција за обновување и развој (ИФРИ).

Јавните расправи ќе се одржат на следните локации и во следниве термини:

- на ден 14.5.2018 година во Општина Тетово на адреса ул. Девриш Цара 66 во Тетово, со почеток на јавната расправа во 10:00 часот.
- на ден 14.5.2018 година во Општина Штип на адреса ул. Васил Главчанин бр.48 во Штип, со почеток на јавната расправа во 14:00 часот.
- на ден 15.5.2018 година во Министерството за труд и социјална политика - Центар за социјални дејности на адреса ул. 11-ти Октомври бр.42а (зграда на ДХО Даре Цамбаз) во Скопје, со почеток на јавната расправа во 11:00 часот.

Проектот има за цел да го подобри пристапот до услугите за здружување, воспитување и образование на деца од предучилишна возраст и пристапот до социјална надоместок и услуги. Со Проектот се предвидува подобрување на условите во установите за предшколска возраст преку изградба на нови детски градиници/центри за ран детски развој, реновирање на постојачи детски градиници/центри за ран детски развој и премена на постојачи објекти во центри за ран детски развој, како и поддршка на спроведувањето на реформите во системот за социјална заштита и унапредување на социјалните услуги.

Со цел напредно идентификување на можни негативни влијанија врз животната средина и социјалните аспекти од реализирање на проектните активности се подготвува документите "Рамка за управување со животна средина и социјални прашања" и "Рамка на политиката за раселување" согласно националното законодавство и бирата на Свetska Банка.

Министерството за труд и социјална политика ги повикува сите заинтересирани страни, институции и личности да присуствуваат на јавните расправи и ги дадат своите коментари и забелешки на подготвените документи.

Надот верзија на документите е ставена за јавен увид на веб-страница на Министерството за труд и социјална политика (<http://www.mtsp.gov.mk/>).

Вашите коментари може да ги доставите и до Сана Андољска, контакт лице за Проектот за условен паричен надоместок на е-маил: sana.andovska@mtsp.gov.mk, до денот на одржување на последната јавна расправа.

**Министерство за
труд и социјална политика**

Koha, e enjte 10 maj, 2018



Ministria e punës dhe politikës sociale
Projekti për avancim të shërbimeve sociale

THIRRJE PUBLIKE

Për mbajtjen e tri debateve publike për dokumentet
"Korniza për menaxhim me mjedisin jetësor dhe çështje sociale" dhe "Korniza e politikës për politikën e zhvendosjes" për Projektin për avancim të shërbimeve sociale

Në organizim të Ministrisë së punës dhe politikës sociale do të mbahen tri debate publike me qëllim të prezantimit dhe debatit publik për dokumentet "Korniza për menaxhim me mjedisin jetësor dhe çështje sociale" dhe "Korniza e politikës për politikën e zhvendosjes" për Projektin për avancim të shërbimeve sociale që do të financohet përmes huas nga Institucioni ndërkombëtar financiar për rinovim dhe zhvillim (IBRD).

Debatet publike do të mbahen në lokacionet në vijim dhe në terminët në vijim:

- Më datë 14.05.2018 në Komunën e Tetovës në adresën rr. Dervish Cara pn, me fillim të debatit publik në ora 10:00.
- Më datë 14.05.2018 në Komunën e Shtipit në adresën rr. Vasil Gllavinov nr. 4B në Shtip, me fillim të debatit publik në ora 14:00.
- Më datë 15.05.2018 në Ministrinë e punës dhe politikës sociale – Qendra për veprimtari sociale në adresën rr. 11-ti Oktomvri nr. 42a (ndërtesa e OSHH Dare Xhambaz) në Shkup, me fillim të debatit publik në ora 11:00.

Projekti ka për qëllim të përmirësojë qasjen deri te shërbimet për përkujdesje, edukim dhe arsimim të fëmijëve të moshës parashkollore dhe qasjen deri te kompensimet dhe shërbimet sociale. Me projektin parashihet përmirësim i kushteve në institucione për moshën parashkollore përmes ndërtimit të çerdheve të reja për fëmijë/qendra për zhvillim të hershëm të fëmijëve, renovim të çerdheve ekzistuese për fëmijë/qendrave për zhvillim të hershëm të fëmijëve dhe riorientim të objekteve ekzistuese në qendra për zhvillim të hershëm të fëmijëve, si dhe mbështetje të realizimit reformave në sistemin e mbrojtjes sociale dhe avancimin e shërbimeve sociale.

Me qëllim të identifikimit në kohë të ndikimeve të mundshme negative ndaj mjedisit jetësor dhe aspekteve sociale të realizimit të aktiviteteve projektuese janë përgatitur dokumente: "Korniza për menaxhim me mjedisin jetësor dhe çështjet sociale" dhe "Korniza për politikën për shpërngule" në pajtim me legjislacionin kombëtar dhe kërkesën e Bankës Botërore.

Ministria e punës dhe politikës sociale fton të gjitha palët e interesuara, institucionet dhe individët të marrin pjesë në debatet publike dhe të japin komentet dhe vërejtjet e tyre në dokumentet e përpiluara.

Propozim versioni i dokumenteve është vënë në pamje publike në ueb faqen e Ministrisë së punës dhe politikës sociale (<http://www.mtsp.gov.mk/>).

Komentet e juaja mund t'i parashtroni edhe te Sanja Andovska, kontakt personi për Projektin për kompensimet e kushtëzuara në të holla në e-mail: sanja.andovska@mtsp.gov.mk, deri në ditën e mbajtjes së debatit të fundit publik.

Ministria e punës
dhe politikës sociale

Annex 2 Translation of Public Announcement for the “Environmental and Social Management Framework” and “Resettlement Policy”



Ministry of Labor and Social Policy of the Republic of Macedonia
Social Service Improvement Project (SSIP)

PUBLIC ANNOUNCEMENT

for organization of three public hearing events for the documents “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP)

The Ministry of Labor and Social Policy will organize three public hearing events with purpose to present the documents “**Environmental and social Management Framework**” and “**Resettlement Policy Framework**” for Macedonia Social Service Improvement Project (SSIP) finance with loan from the International Bank for Reconstruction and Development (IBRD) for the implementation of the Social Services Improvement Project.

Public hearing events will be held on the following locations:

- **Date 14.05.2018, Municipality of Tetovo, Address “Dervish Cara” bb Street, starting time 10:00h;**
- **Date 14.05.2018, Municipality of Stip, Address “Vasil Glavinov” Street No. 4b, starting time 14:00h;**
- **Date 15.05.2018, Ministry of Labor as Social Policy – Institute for social activities, Address “11th October” Street No. 42 (Building Dare Dzambaz) Skopje, starting time 11:00h.**

The Project aim is to support Improvement to access to Early Childhood Education and Care services (ECEC) and Improvement to access to social benefits and services. The Project envisages improvement of the conditions in preschool institutions, by construction of new kindergarten facilities and renovation/adaptation of the existing kindergarten facilities, conversion of existing kindergartens into ECD centers, as well as support to the implementation of the reforms in the system for social protection and promotion of social services.

In order to identify possible negative impacts on the environment and the social aspects of the realization of the project activities on time, the following documents were prepared: “**Environmental and social Management Framework**” and “**Resettlement Policy Framework**” according the national legislation and World Bank requirements.

The Ministry of Labor and Social Policy all interested parties, institutions and individuals to attend public hearings and provide their comments and remarks on the prepared draft documents.

Draft version of the documents is launched on Ministry of Labor and Social Policy web site (<http://www.mtsp.gov.mk/>).

Your comments can be submitted to Ms. Sanja Andovska, contact person for the Conditional Cash Benefits Project at sanja.andovska@mtsp.gov.mk, until the last public hearing event.

Ministry of Labor and Social Policy

Annex 3 Agenda for the public hearing events: Tetovo, Stip and Skopje

Tetovo Agenda:

AGENDA

for the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP)

We would like to invite you to the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP), held on 14.05.2018, Municipality of Tetovo, Address “Dervish Cara” bb Street, starting time 10:00h with the following Agenda:

1. Introduction of the Macedonia Social Service Improvement Project (SSIP) (Mrs. Elizabeta Kunovska, CCT Project, Ministry of Labour and Social Policy);
2. Brief overview of “Environmental and social Management Framework”, environmental aspects (MSc. Slavjanka Pejcinovska – Andonova, consortium Eco Mosaic, Bios Pro);
3. Brief overview of Environmental and social Management Framework” social aspects and “Resettlement Policy Framework” (Mr. Boris Stipcarov, EcoMosaic and Bios Pro Consortium);
4. Discussion;
5. Comments and final conclusions.

Date 14.05.2018

Ministry of Labour and Social Policy

Agenda Stip

AGENDA

for the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP)

We would like to invite you to the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP), held on 14.05.2018, Municipality of Stip, Address “Vasil Glavinov” Street No. 4b, starting time 14:00h with the following Agenda:

1. Introduction of the Macedonia Social Service Improvement Project (SSIP) (Mrs. Elizabeta Kunovska, CCT Project, Ministry of Labour and Social Policy);
2. Brief overview of “Environmental and social Management Framework”, environmental aspects (MSc. Slavjanka Pejcinovska – Andonova, consortium Eco Mosaic, Bios Pro);
3. Brief overview of Environmental and social Management Framework” social aspects and “Resettlement Policy Framework” (Mr. Boris Stipcarov, EcoMosaic and Bios Pro Consortium);
4. Discussion;
5. Comments and final conclusions.

Date 14.05.2018

Ministry of Labour and Social Policy

Agenda Skopje

AGENDA

for the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP)

We would like to invite you to the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP), held on 15.05.2018, Ministry of Labor as Social Policy – Institute for social activities, Address “11th October” Street No. 42 (Building Dare Dzambaz) Skopje, starting time 11:00h with the following Agenda:

1. Introduction of the Macedonia Social Service Improvement Project (SSIP) (Mrs. Elizabeta Kunovska, CCT Project, Ministry of Labour and Social Policy);
2. Brief overview of “Environmental and social Management Framework”, environmental aspects (MSc. Slavjanka Pejcinovska – Andonova, consortium Eco Mosaic, Bios Pro);
3. Brief overview of Environmental and social Management Framework” social aspects and “Resettlement Policy Framework” (Mr. Boris Stipcarov, EcoMosaic and Bios Pro Consortium);
4. Discussion;
5. Comments and final conclusions.

Date 15.05.2018

Ministry of Labour and Social Policy

Annex 4 Minutes of meeting, List of participants and photos of public hearing event in Tetovo

Minutes of meeting from the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP) held in Tetovo

On 14.05.2018 In the Municipality of Tetovo with starting time 10:00h the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP) was held.

The Agenda for the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP) that was held in Municipality of Tetovo is presented in Annex 1. There were 23 representatives from the municipalities and NGOs attending the meeting (List of participants is presented in Annex 2).

Photos from the public hearing event are given in Annex 3.

Public hearing event was opened by the Mrs. Elizabeta Kunovska, representative from the Ministry of Labour and Social Policy, underlining the aim of the frameworks to support improvement to access to Early Childhood Education and Care services (ECEC) and improvement to access to social benefits and services. Improvement of the conditions in preschool institutions, by construction of new kindergarten facilities and renovation/adaptation of the existing kindergarten facilities, conversion of existing kindergartens into ECD centers, as well as support to the implementation of the reforms in the system for social protection and promotion of social services.

The environmental aspects of the “Environmental and Social Management Framework” were shortly presented by Mrs. Slavjanka Pejcinovska – Andonova, representative of the consortium “Eco Mosaic”, “Bios Pro”. She explained that the projects applying for getting grant are expected to belong in Category B (low scale projects) and the possible environmental impacts expected from that category of the projects, described in the Environmental and Social Management Framework.

Social aspects of “Environmental and Social Management Framework” and “Resettlement Policy Framework” were presented by Mr. Boris Stipcarov, representative of the consortium “EcoMosaic” and “Bios Pro”.

After the presentation of the objectives and the importance of the two frameworks, the open discussion was held.

Representative from the Municipality of Tetovo emphasized the need and interest of the Municipality to apply to the call of the MLSP for getting the grant.

During the public hearing event no comments were provided regarding the Draft documents “Environmental and Social Management Framework” and “Resettlement Policy Framework”.

The Summary of all three public consultation meetings will be prepared and it will be incorporate within the final version of ESMF and RPF. Final version of ESMF and RPF documents will be delivered to the MSLP and pass to the World Bank and no objection.

Skopje, 14.5.2018


List of participants on the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP) held in Municipality of Tetovo



Министерство за труд и социјална политика
Проект за унапредување на социјалните услуги

Листа на присутни
на Јавна расправа за документи “Рамка за управување со животна средина и социјални прашања” и “Рамка за политиката за раселување” за Проект за унапредување на социјалните услуги
(Општина Тетово, 14.05.2018 година)

Ред. Бр.	Име и презиме	Институција	Сектор/Одделение/ Позиција	Контакт телефон	E-mail	Потпис
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2	Qetere Bejreni	Комуна е Тетовџ	Кабинет		qetere.bejreni@gmail.com	Qetere
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6	MUHAMMED ZEJNE	КОМУНА Е ТЕТОВџ	СЕКТОР ЗА УРБАНИЗЕМ		muhammed_zejne	Muhammed
7	BESIM ZUPREMI	КОМУНА Е ТЕТОВџ	URBANIZEM	070/921-477	BESIM.BB@tdm.mk	Besim
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10	Doruntina Aliji	Комуна е Тетовџ	Urbanizem		doruntina.ali@tdm.mk	Doruntina
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Министерство за труд и социјална политика
Проект за унапредување на социјалните услуги

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15	Рашид Аџи	Комуна е Тетово	Кабинет		rashid@tkp.mk	
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26	Иван Анџиџи	МТСП	ПРОЕКТ СОПРТИ	071/238-732	ivan.azhiji@tkp.mk	IA
27	Елизабета Калчиџи	ИТСП	ЕУНП Проект	070/456-124	elizabeth.kalchiji@tkp.mk	EL

Photos of the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Service Improvement Project (SSIP) held in Municipality of Tetovo



Annex 5 Minutes of meeting, List of participants and photos of public hearing event in Stip

**Minutes of meeting from the Public hearing event on
“Environmental and social Management Framework” and “Resettlement
Policy Framework” for Macedonia Social Services Improvement Project (SSIP)
held in Municipality of Stip (14.5.2018)**

In the Municipality of Stip, on 14.05.2018 with starting time 14:00h the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia under the Social Services Improvement Project (SSIP) was held.

In Annex 1 the Agenda for the Public hearing event has been presented.

There were 6 representatives from the Municipality of Stip and Municipality of Strumica attending the meeting (List of participants is presented in Annex 2).

Mrs. Elizabeta Kunovska, representative from the Ministry of Labour and Social Policy opened the Public hearing event in Municipality of Stip, presented the main aim of the SSIP project to support improvement of the conditions in preschool institutions, by construction of new kindergarten facilities and renovation/adaptation of the existing kindergarten facilities, conversion of existing kindergartens into ECD centers, other social services as well as support to the implementation of the reforms in the system for social protection and promotion of social services.

After the short introduction about the project, Mrs. Slavjanka Pejcinovska – Andonova, representative of the consortium “Eco Mosaic”, “Bios Pro” presented the environmental aspects of the “Environmental and Social Management Framework”. Mrs. Andonova underline that the sub - projects applying for getting grant under Social Services Improvement Project (SSIP) are expected to be low scale projects belonging in Category B (according the Operational Procedures of World Bank) and the Applicants should follow the procedure for environmental impact assessment according the national legislation and WB safeguard policy. She explained the procedures, providing examples and she presented all types of templates for screening and due diligence instruments.

Social aspects of “Environmental and Social Management Framework” and “Resettlement Policy Framework” were presented by Mr. Boris Stipcarov, representative of the consortium “EcoMosaic” and “Bios Pro”.

After the presentation of the aims and the importance of the E&S framework documents, the discussion was opened.

Mrs. Vanja Dzambazova - Nikolova explained that the Municipality of Stip has been experienced with problems when the whole procedure for opening the social center has been done (e.g., the transformation of the parcel, main design of the project, all approvals have been collected) they have negative public opinion and resist to open the social center in particular neighborhood. She asked how to change the negative opinion of the citizens for

opening of the facility for alcoholics, rehabilitation centers of drug addicts, daily centers, etc. because they should be convinced that these objects are their need.

Mr. Stipcarov replayed that the municipalities should start the discussions with local population at earlier phases of the projects in order to have a time for citizens to understand the type of social service that will be organized in the neighbor, to accept the fact that these facilities will support their neighbors. It took time to explain to people, but after some time, they will change their mind accepting the social service project.

Mrs. Kunovska explained that the national and local social institutions need to work together on public awareness, campaigns with main aim to accept the vulnerable groups and their need for social support.

Mr. Aleksandar Chebotarev, representative from the Municipality of Strumica emphasized the need of presenting the positive examples confirming that these facilities (environmental and social) are for the benefit of the people and they serve them. He explained their positive experience with the construction of Waste Water Treatment Plant for City of Strumica. Before the project, there was a huge resistant from the local population about construction the WWTP (odor aspect was the main concern), but now when the WWTP is operating, the local population is satisfy due to the fact that the odor before the WWTP construction was eliminated.

He explained that in Strumica are planned construction/adaptation of 2 kindergartens in settlements Kuklish and Murtino in existing objects (in the framework of MSIP project) which are in good conditions and for them there is no need for conducting the EIA procedure according the national legislation, only the Plans (EMPs) were prepared. Mr. Chebotarev mentioned that there is a need for huge tendering documents to be prepared according the WB procedure. Also, he mentioned that he heart that there are some planned changes/amendments in the Law on Construction where the projects funded by international institutions will have some simplified procedure.

Ms. Kunovska pointed out that the SSIP Project is expected to start in January 2019, which means that the municipalities have enough time to prepare the necessary documents and implement the necessary procedures in the meantime period.

A common conclusion from the audience at the public hearing event was that it is necessary to raise public awareness among the population for the need of centers for vulnerable categories of people for their social inclusion through public campaigns, discussions and debates that will contribute to greater socialization and integration in the society of this category of people. **The Summary of all three public consultation meetings will be prepared and it will be incorporate within the final version of ESMF and RPF. Final version of ESMF and RPF documents will be delivered to the MSLP and pass to the World Bank and no objection.**

Two TV stations (TV Star Stip and Alfa TV Skopje) took the interviews from the presenters and they prepared the TV news on the event. The link to the TV news:

<http://www.televizijastar.com/2018/05/14/%d1%81%d0%b0%d0%bc%d0%be-23-%d0%be%d0%b4-%d0%b4%d0%b5%d1%86%d0%b0%d1%82%d0%b0-%d0%b4%d0%be-%d1%88%d0%b5%d1%81%d1%82-%d0%b3%d0%be%d0%b4%d0%b8%d0%bd%d0%b8-%d0%be%d0%b4%d0%b0%d1%82-%d0%b2%d0%be-%d0%b3/>

<https://www.facebook.com/AlfaTV.mk/videos/1686337448127876/>

Photos from the public hearing event are given in Annex 3.

Skopje, 14.5.2018

List of participants on the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Services Improvement Project (SSIP) held in Municipality of Stip



Министерство за труд и социјална политика
Проект за унапредување на социјалните услуги

Листа на присутни
на Јавна расправа за документи “Рамка за управување со животна средина и социјални прашања” и “Рамка за политиката за раселување” за Проект за унапредување на социјалните услуги
(Општина Штип, 14.05.2018 година)

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11						<i>[Signature]</i>

Photos of the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Services Improvement Project (SSIP) held in Municipality of Stip



Annex 6 Minutes of meeting, List of participants and photos of public hearing event in Skopje

Minutes of meeting from the Public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Services Improvement Project (SSIP) held in Skopje

In the premises of the Institute for social activities in Skopje on 15.05.2018 starting at 11:00h public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Services Improvement Project (SSIP) was held.

In Annex 1 the Agenda for the Public hearing event held in Skopje on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Services Improvement Project, is presented.

There were 21 participants from different stakeholders groups (MoEPP, Environmental Inspectorate, municipalities, Social Service Centers, e-NGOs and NGOs working with vulnerable groups, etc.), please, find attached the List with participants.

Mrs. Elizabeta Kunovska, as a Project Manager and representative from the Ministry of Labour and Social Policy opened the public hearing event, underlining the aim of the frameworks to support Improvement to access to Early Childhood Education and Care services (ECEC) and improvement to access to social benefits and services. Improvement of the conditions in preschool institutions, by construction of new kindergarten facilities and renovation/adaptation of the existing kindergarten facilities, conversion of existing kindergartens into ECD centers, as well as support to the implementation of the reforms in the system for social protection and promotion of social services.

The Project is consisting of three components: Component 1: Promoting social inclusion through improved access to social benefits and services, Component 2: Expanding the access to and improving of the quality of preschool services and Component 3: Project management, monitoring and evaluation. All Project activities will be financed by World Bank by receiving a loan from the Government of the Republic of Macedonia. The Project will be implemented by the Ministry of Labor and Social Policy of the Republic of Macedonia as the main responsible institution in cooperation with the Ministry of Education and Science (MOES) and Ministry of Finance (MOF). Within the MLSP the Project Management Unit (PMU) will have main responsibilities regarding the Project implementation, project coordination, monitoring activities and reporting.

A brief overview of the document Environmental and social Management Framework was presented by Mrs. Slavjanka Pejcinovska – Andonova, representative of the Consortium “Eco Mosaic” and “Bios Pro”, she also explain the main requirements under the national legislation and the World Bank requirements regarding the environmental protection. The environmental aspects of the “Environmental and Social Management Framework” were

shortly presented by Mrs. Slavjanka Pejcinovska – Andonova, representative of the Consortium “Eco Mosaic” and “Bios Pro”. She explained that the projects applying for getting grant are expected to belong in Category B (low scale projects) and the possible environmental impacts expected from that category of the projects, described in the Environmental and Social Management Framework. Mrs. Andonova explains every step as a part of the procedure that need to pass any Applicant who will require grants from the World Bank.

Social aspects of “Environmental and Social Management Framework” and “Resettlement Policy Framework” were presented by Mr. Boris Stipcarov, representative of the consortium “EcoMosaic” and “Bios Pro”.

After the presentation of the objectives and importance of the two frameworks, the discussion started.

There were 15 representatives on public hearing event in Skopje from different institutions on state and local level and NGOs.

After the presentation of the ESMF, the audience expressed their satisfaction and had positive comments regarding the comprehensiveness of the prepared documents in details.

Mrs. Nevena Smilevska from NGO “EcoSvest” stressed that this frameworks should be followed by other Ministries as a positive example in other joint projects as a guide for successful implementation of the projects. She asked if the Ministry of Labour and Social Policy should adopt these Frameworks also for other projects.

Mrs.Elizabeta Kunovska said that these E&S framework documents are prepared by SSIP project, but the Ministry of Labor and Social Policy will accept and use the good practice for preparing these documents for next projects as well.

Mrs. Slavjanka Pejcinovska – Andonova said that is good for our national institutions to share the positive examples from IF’s E&S policies and to learn from each other’s and if this framework is good it should be to adopted as a practice from the others Ministries.

Mrs. Snezana Gjorgjieva from the Department of Public relation in MoEPP follows up the positive words regarding the draft E&S Frameworks and the expertise of the Consultants engaged to develop the ESMF. She said that the ESMF and RPF are prepared on clear, understandable manner, so the applicants could easy prepared E&S due diligence documents before apply for grant.

Mrs. Nikolinka Nolevska from the Municipality of Butel asked who is responsible in case of identifying nonconformities during the monitoring the implementation of the sub – project activities?

Mrs. Andonova, said that it is very important to include the mitigation measures from the ESMPs into the signed Contract between the Contractor (Construction company) and the Investor (Applicant). The Contractor – Constructor of the civil works is responsible for

performing the activities and to overcome all nonconformities noticed during the monitoring site visit. Mrs. Andonova mentioned few examples - that is very important the Director of the school or Housekeeper to be obligatory included in monitoring and to inform the children/students and their parents about the performing activities on the site and to respect the set signaling and movement restrictions in the zone of construction activities.

Mr. Darko Blinkov from the State Environmental Inspectorate said that the Municipal Civil Inspection and State Labor Inspectorate are obligatory to be involved during the monitoring of the project's implementation and to notify the nonconformities in OH&S practice.

Mrs. Smilevska asked how the citizens could give their comments regarding the prepared EIA Report/ESMPs for the sub – projects.

Mrs. Elizabeta Kunovska, Project Manager of the CCT Project from MLSP, answered that the public would be included on time by organizing different meetings/events and also by publishing the documents on the web page of the project and on the Ministry of Labor and Social Policy. Mrs. Kunovska said that the project will start from January 2019 and will be implementing during the 5 years period. The first year will be used for analyzing the needs of the municipalities from such social institutions in order to determine the real situation on the in terms of existing facilities and the need for building new ones.

Mrs. Andonova shortly presented the Template for Announcement of Public disclosure of the prepared E&S due diligence documents in order to explain that the public would have possibility for complaints during the all phases of the projects.

Mr. Boris Stipcarov from "Bios Pro" explained that for each complex project with civil works, the Stakeholder Engagement Plan should be prepared that will be up dated regularly during the duration of the project.

Mrs. Kunovska explained that for the Project implementation would be engaged two persons (Environmental and Social Experts) responsible for monitoring of the project activities during the all period.

Mrs. Smilevska said that it is respectable that this Project involves the public at the earliest stage of the project and should be good example for the others projects.

Mrs. Mladica Kotevska from the Association for protection child rights said that the transparency is very important with the aim of public informing and increasing the public awareness of the community for the importance of such projects.

Mr. Biljana Sterjadovska Stojcevska, president of the Macedonian Montessori Association asked if the NGOs could apply for grant from the project.

Mrs. Kunovska answered that NGOs could apply together with the Municipalities.

Mr. Stipcarov noted that the best is if the NGOs who have a motive and knowledge apply together with the Municipality which has a power, which is necessary for the success of the projects.

Mrs. Ivana Andreevski from Association HOPS stressed that if all the relevant institutions support the NGOs in common cooperation than the public awareness would be raised and the public would be more aware for the sensitive groups of people (ex. alcohol and drug addicts, HIV positive people, people with disabilities in psychological development, etc.)

Representatives from the Municipality of Butel asked if there is timeframe until when could they apply for the project and if they could apply with more than one project.

Mrs. Kunovska mentioned that this is the preparatory phase of the project and respectfully municipalities shall be informed for application period and that the Municipalities could apply with many projects.

Mr. Aleksandar Petkovski from Environmental Administration from MoEPP, underline that the existing Center for drug addicts in Municipality of Kisela Voda should be adapted for more patients and there is no need for construction of new one.

Mrs. Nikolinka Nolevska underline that with presenting this framework to the representatives of the Municipalities and Ministries we transfer the message to the politicians that will be initiators of such projects.

Mrs. Kotevska from the Association for protection of child rights said that there is another similar project with support of GIZ for improvement of the social services on municipal level in municipalities: Tetovo, Kumanovo, Stip and Suto Orizari. It would be good to be connected all the similar projects.

Mrs. Kunovska said that all the partners UNICEF, GIZ, NGOs would be included in the project.

Mr. Igor Antevski from MLSP – CCT Project said that these three municipalities (Tetovo, Stip and Skopje) were randomly selected for public hearings events, but that almost all municipalities in the Republic of Macedonia received an invitation to participate, including the City of Skopje.

Mrs. Mirka Jakimovska from the kindergarten Detelinka from Kriva Palanka explained that in Kriva Palanka there are two big objects which are in bad condition and should be renovated from the project, she asked whether it is necessary to apply for grant for renovation of the both facilities, to prepare the entire documentation that was presented.

Mrs. Andonova explained that they should answer the questions from the Screening Check List/Questionnaire and according the answers they will know in which Category their project belongs.

It was explained that the Summary of all three public consultation meeting will be prepared and it will be incorporate within the final version of ESMF and RPF. Final version of ESMF and RPF documents will be delivered to the MSLP and pass to the World Bank and no objection. Few photos from the public consultation event are given in Annex 3.


Skopje, 16.5. 2018

List of participants on the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Services Improvement Project (SSIP) held in Skopje

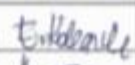
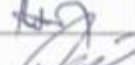
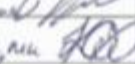
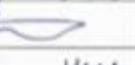
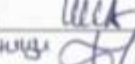
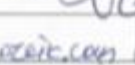
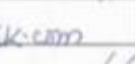
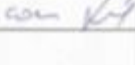



Министерство за труд и социјална политика
Проект за унапредување на социјалните услуги

Листа на присутни
 на Јавна расправа за документи “Рамка за управување со животна средина и социјални прашања” и “Рамка за политиката за раселување” за Проект за унапредување на социјалните услуги
 (Скопје, 15.05.2018 година)

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Министерство за труд и социјална политика
Проект за унапредување на социјалните услуги

Листа на присутни
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 (Скопје, 15.05.2018 година)

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Photos of the public hearing event on “Environmental and social Management Framework” and “Resettlement Policy Framework” for Macedonia Social Services Improvement Project (SSIP) held in Skopje

