

FINAL

BELGRADE WASTE-TO-ENERGY PROJECT
LIVELIHOOD RESTORATION PLAN

Vinca Waste Management Complex

Date: October 2021

Prepared by: BCE / CoB

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ABBREVIATIONS

BCE – Beo Cista Energija d.o.o.

CoB – City of Belgrade

EBRD – European Bank for Reconstruction and Development

PAP – Project-affected persons

RAP – Resettlement Action Plan

LRP – Livelihood Restoration Plan

IFC – International Finance Corporation

KPI – Key Performance Indicator

MSW – Municipal Solid Waste

NES – National Employment Service

NGO – Non-governmental organizations

PECS – Public Enterprise City Sanitation (*JKP Gradska cistoca*)

PPP – Public Private Partnership

PR – Performance Requirement

PS – Performance Standard

DRP - Detailed Regulation Plan

1. INTRODUCTION

The strategic goals of the City of Belgrade in waste management have been defined under the Local Waste Management Plan of the City of Belgrade 2011-2020, which was adopted by the Assembly of the City of Belgrade in 2011 (hereinafter: Local Waste Management Plan). According to this Plan, the main strategic goal of the City of Belgrade is to minimize the impact of waste on the environment and to increase the efficient use of waste as a resource in the City of Belgrade, i.e. to contribute to sustainable development through the establishment of a waste management system that will provide control of waste production, waste use and incentives for investment and affirmation of economic opportunities arising from waste.

With the aim of improving the municipal waste management system and solving the problem of the Vinča landfill which has been present for decades, in 2015 a competitive dialogue process was launched by the City of Belgrade for selecting a private partner. Following the procedure in accordance with the RS regulations, and in compliance with high EU standards on waste management and environmental protection, the Public Private Partnership Contract (PPP) was signed in 2017 by the City of Belgrade, represented by the Secretariat for the Environmental Protection, and the private partner Beo Cista Energija d.o.o., a special purpose vehicle formed by Suez Groupe S.A.S (France), Itochu Corporation (Japan) and Marguerite Fund.

The implementation of the Project caused involuntary resettlement of Project Affected Persons (PAPs). In accordance with the Public-Private Partnership Contract, the City of Belgrade was obliged to hand over to the private partner the location, free of all persons and facilities, in order to bring the location (land) to the planned purpose determined by the PPP Contract. It included the physical relocation of the informal settlement on the Vinča landfill, which mainly consisted of Roma households. It also included providing assistance to waste pickers working on the landfill, who collect waste as secondary raw materials, in obtaining alternative sources of livelihood, as they would effectively be banned from entry to the site.

Involuntary resettlement refers to both physical (relocation or loss of shelter) and economic displacement (loss of assets or access to assets that leads to a loss of income sources or other means of livelihood) as a result of project-related land acquisition. – IFC Performance Standard 5, Paragraph 1.

The City of Belgrade was obliged to develop and implement a Resettlement Plan for the households living in the informal settlement on the Vinča landfill site, as well as a Livelihood Restoration Plan (hereinafter referred to as: LRP) for waste pickers from the landfill to manage and mitigate negative effects of the project and restore and improve the living standards of the PAPs. As the project is partly funded from loans taken from international financing institutions, this plan had to be in line with the requirements of these institutions.

2. PROJECT DESCRIPTION

2.1 Planning basis and site description

The existing Vinca landfill is located in the east part of the City of Belgrade, in the Vinca settlement on the right bank of the Danube river. The location is surrounded by several settlements (Veliko selo, Slanci, Mirijevo and Vinča), all sufficiently far from the landfill, with the closest houses 1.1 km away (group of houses in the settlement called Veliko selo). The landfill was operated by the Public Enterprise City Sanitation (PECS) until the takeover. The Local Waste Management Plan proposed the establishment of an integrated waste management system in the City of Belgrade. For this purpose, the Detailed Regulation Plan of the "Vinca" sanitary landfill was adopted at the session of the City Assembly on June 2, 2015, later amended and supplemented. The integrated waste management system relies on modernizing the waste sorting and recycling process by the City of Belgrade and increasing in capacity and quality of waste disposal on the Vinca landfill, including a new landfill and an Energy-from-Waste facility. The boundary of the Local Waste Management Plan includes parts of the territories of the urban municipalities of Grocka (part of CM of Vinca) and Zvezdara (parts of CM of Mali Mokri Lug and CM of Slanci), and is defined by roads: Smederevski put, Beogradska, Nova 1, Nova 2 and Nova 3, the Vinca landfill construction complex, as well as connections of roads and infrastructure to the existing/proposed network.

In the northern part of the planned landfill construction complex, next to the existing landfill fence, an informal settlement of waste pickers had been formed in the past. The census conducted in 2016, recorded 17 households in this settlement, whose members mostly collected and sorted secondary raw materials on the landfill and sold them to PECS, based on signed agreements. There were also other waste pickers engaged in waste collection, who did not live in the informal settlement. They were engaged in wastepicking either directly through PECS or through one of the companies which had contracts with PECS, namely: Sava International d.o.o., Sargon d.o.o., Greentech d.o.o., Escopi d.o.o. and, Eco Turtle d.o.o. The census for engaged wastepickers was carried out in 2018, which is defined as a cut-off date for LRP eligibility. After the cut-off date, a number of rounds of interviews/consultations were conducted in April, May and June 2021, as explained in detail in the chapter 5.2 Socioeconomic survey from 2021.

The number of waste pickers, including members of the resettled families, in 2018 was estimated to be 246 (Provided in Annex 1). Based on the engagement lists provided by PECS and the 5 recycling companies operating on the landfill in the collection and purchase of secondary raw materials (Annex 11), the number of waste pickers who were actively involved on the landfill varied (decreased) over time.

On June 30th (one month prior to Interim Service Commencement Date) which presents the cut-off date for all wastepickers entering the Landfill, there were officially 34 wastepickers whose contracts were terminated. Those 34 wastepickers are fully eligible for LRP. As none of the eligible 34 wastepickers has approached CoB/BCE/PUC, even though contacted several times to apply for job opportunities, these 34 wastepickers will be categorized as any other waste picker identified in 2018 and will still remain eligible for the LRP provided that they apply for any LRP

related support. Besides those 34 wastepickers, eligible ones for LRP are also working competent members of the 17 resettled families (in total 16 persons).

The involvement of IFC and EBRD on the Project implies the implementation of IFC Performance Standards for Environmental and Social Sustainability and EBRD Environmental and Social Policy (2014) Performance Requirements. In accordance with their requirements, the Resettlement Action Plan was developed to guide the process of resettlement and livelihood restoration of the project affected people.

The resettlement of the 17 households was conducted in December 2018. The conditions for resettlement are defined in the Resettlement Action Plan adopted in September 2018 and are reviewed separately.

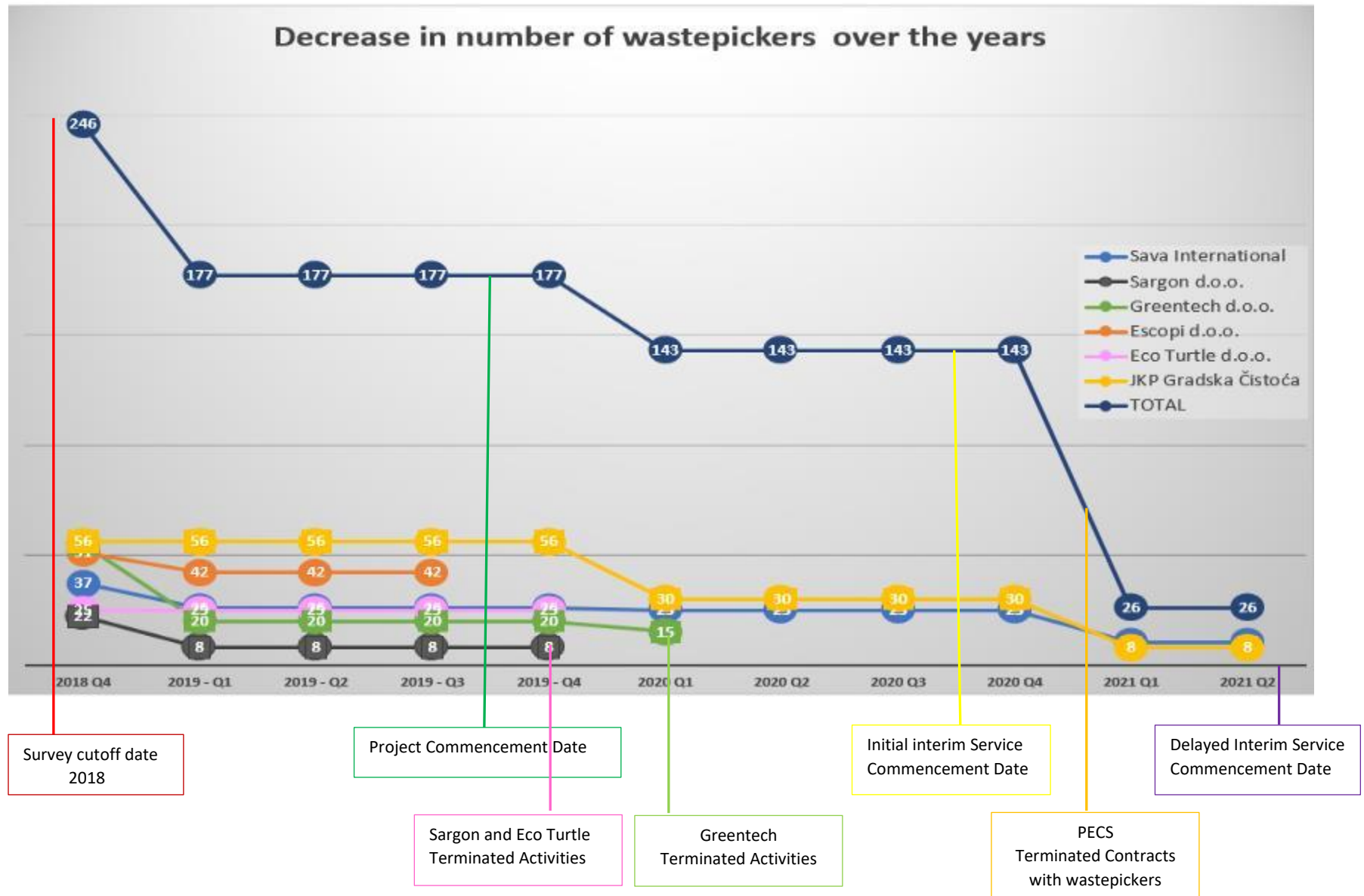
The prepared RAP also included initial Livelihood restoration Plan. This document however further elaborates the livelihood restoration measures and introduces measures that consider the restrictions in the national legislation while still being effective for the livelihood restoration of affected wastepickers.

2.2 Project Change Timeline

Summary of changes in project timeline showing the initial project milestones at the time of preparation of RAP/LRP and further delays/revised timelines for project contract signing, start of construction, site delivery, interim services commencement date, date for ending waste picking activities by the waste pickers, is shown in the graph on the following page.

There has been not any change in the amount of waste received and segregated by waste pickers since the project started. The reduction in number of waste pickers at site is not related with the WtE project implementation, but it is due to cancellation of activities by 3 recycling companies during 2019, and termination of contracts with wastepickers by PECS.

Figure 1 - Decrease in number of wastepickers



2.3 Summary of change in numbers of wastepickers

As reported within RAP the number of wastepickers eligible for Livelihood Restoration is in total 246 (Provided in Annex 1), however RAP report states that this list does not include persons who were also physically displaced from the waste dump, and are also engaged with waste collection and solely for PECS, who are already registered as persons who have the right to assistance with employment under section 8.1 (a total of 16 persons).

By cross referencing the names and the data from the provided lists it has been determined that resettled persons are included in the overall list of 246 wastepickers. Even more our list provides actual number of 18 resettled persons eligible for Livelihood Restoration.

Also as mentioned in RAP the number 246 is the number of wastepickers that were allowed to enter Vinca dump site. However, from the first surveys conducted in 2018 and throughout following period it was determined that out of 246 there is a much lower number of wastepickers who were actually active at entering Vinca dump site.

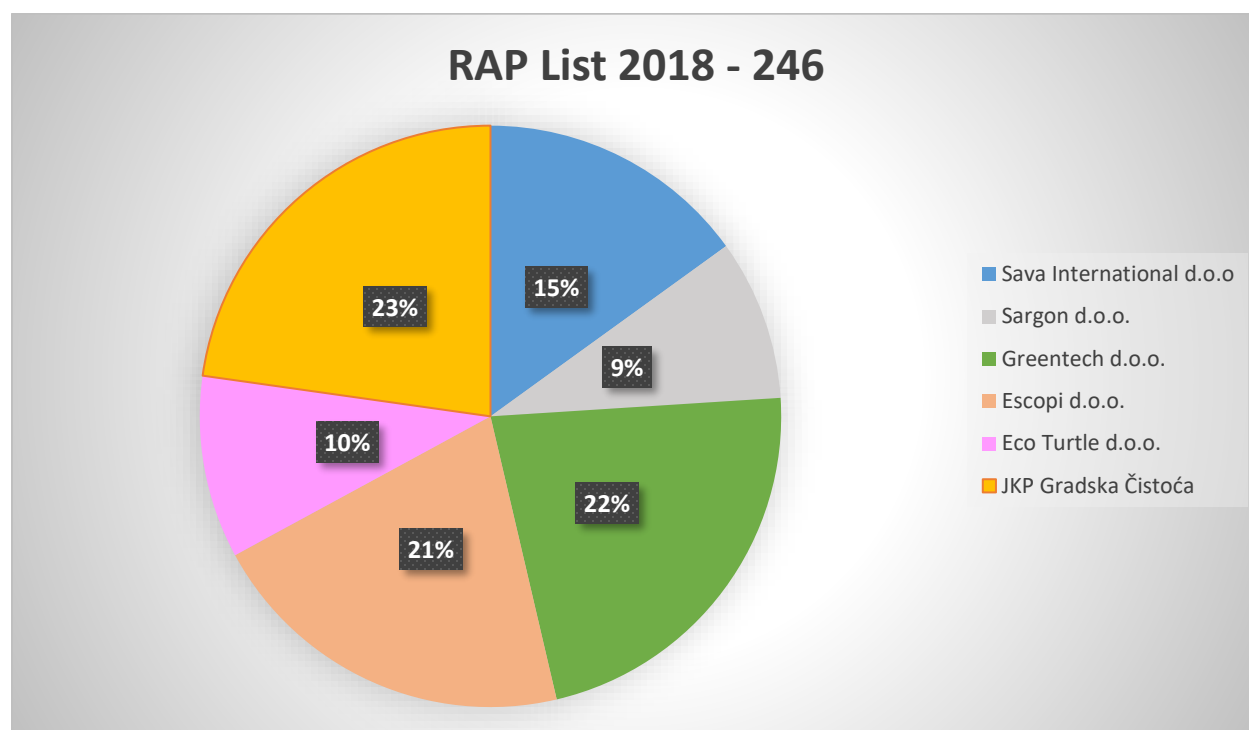
As shown in the table below there are additional lists of wastepickers for 2019 and 2020, who were allowed to enter the site, but again the number does not present the factual situation. In reality maximum number of wastepickers recorded entering or working at the Vinca site is about 70.

Table 1 - Number of wastepickers allowed to enter the site

	2018	2019	2020	2021	Resettled
Sava International d.o.o	37	26	25	10	0
Sargon d.o.o.	22	8	8	4	0
Greentech d.o.o.	55	20	15	1	0
Escopi d.o.o.	51	42	42	1	0
Eco Turtle d.o.o.	25	25	23	2	0
JKP Gradska Čistoća	56	56	30	8	18
TOTAL	246	177	143	26	18

The following chart shows the distribution of wastepickers per company in 2018. There is a slight disparity between the number of wastepickers per company provided in RAP and this report, but the total number is the same 246. We believe that this distribution is more accurate as details for each and every individual from the provided list has been cross checked.

Figure 2 - Original RAP list of 246 wastepickers from 2018



Also as reported within RAP, a total of 89 (Provided in Annex 2) wastepickers have been initially interviewed during 2018 under the patronage of Cob's Secretariat for Social Welfare. However further detailed analysis showed that only 66 of interviewed people were from the original 246 list provided within RAP, while the rest of 23 were not found on the mentioned list. We believe that those 23¹ persons, when they heard about the LRP opportunities, even though not on the original list of 246 made on the cut-off date, have shown up at the interviews hoping to get included in LRP as well.

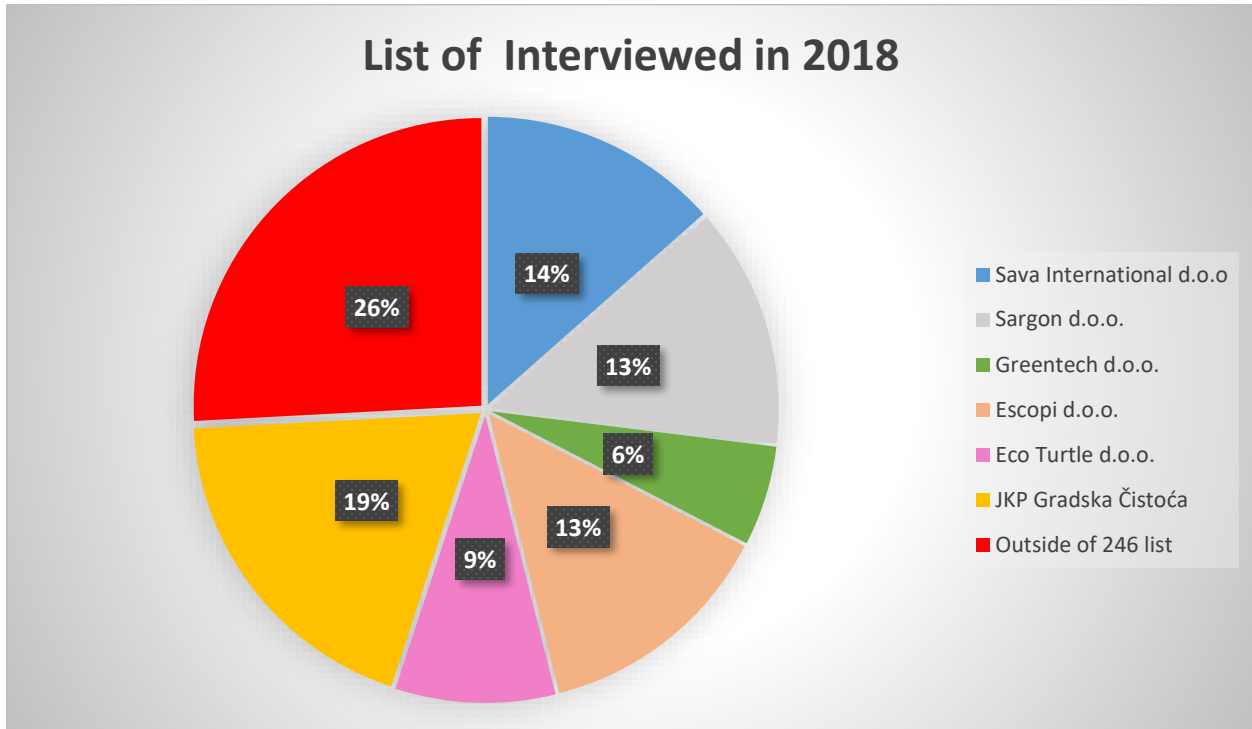
Table 2 – List of interviewed persons in 2018

	2018	2019	2020	2021	Resettled	Interviewed 2018	Interviewed 2021
Sava International d.o.o	37	26	25	24	0	12	5
Sargon d.o.o.	22	8	8	0	0	12	5
Greentech d.o.o.	55	20	15	0	0	5	1
Escopi d.o.o.	51	42	42	0	0	12	6
Eco Turtle d.o.o.	25	25	23	0	0	8	3
JKP Gradska Čistoća	56	56	30	10	18	17	36
TOTAL	246	177	143	34	18	66	56

¹ List of names is provided in the Annex 2

The distribution of interviewed wastepickers including the ones outside of 246 list is shown in the chart below.

Figure 3 - List of Interviewed in 2018



These facts bring us to conclusion that a realistic number of eligible wastepickers for Livelihood Restoration is 66. However, BCE will put all its efforts to reach out to all 246 wastepickers, but if it does not succeed the minimum number of wastepickers to be engaged in LRP discussions should be 66.

Even though, 23 of the survey participants did not have contracts with any of the companies active on the landfill and probably showed up for the interviews to enjoy LRP entitlements with no grounds, as informal wastepickers might be eligible for LRP entitlements, the 2021 survey tried to cover those 23 individuals.

Another important argument in defining the realistic number of wastepickers is the fact that 4 out of 6 companies officially stopped working on Vinca Landfill during 2019 (Sargon and Eco Turtle) and 2020 (Escorpi and Greentech), while only Sava International and PECS were still operating at the landfill during 2021.

Besides this fact, vast majority of contracts between PECS and individual wastepickers have been terminated in May 2020, leaving only 10 wastepickers working for PECS in 2021. The reason for terminating the contracts with individuals, as stated by PECS, is due to the fact that they have not been delivering recyclables to PECS, but selling it elsewhere.

Also recycling company Sava International has reduced the number of employed wastepickers from 2019 (37) to 2021 (24). The following chart shows the trend of decrease in number of wastepickers.

2.4 LRP Scope

As elaborated in the previous subchapter the decrease in number of wastepickers over the past three years is significant. However, we are highlighting that the presented numbers reflect the figures of „wastepickers who are allowed to enter Vinca dump site“. In reality the factual status is significantly lower. In other terms the number of wastepickers eligible for Livelihood Restoration in 2018 was 66, as discussed in the previous chapter, and the number of really active wastepickers in 2021 were about 20 (only 10 out of 24 were really active in Sava International, and 10 in PECS).

The realistic number of “really active” wastepickers out of the list of “wastepickers who are allowed to enter the site” is shown in the graph below.

Figure 4 - Realistic number of active wastepickers



This graphic is prepared based on the received data from PECS, which is based on regular entry and activity of each individual wastepicker in the past 3 years (Statement Attached in Annex 8).

Given the large disparity in the number of wastepickers, and big changes over the years, BCE has decided to hire Roma Activist, Mrs. Ljiljana Krstić to conduct a survey and initiate engagement with wastepickers, in order to find all 246 wastepickers that were listed in 2018. Interviews and field visit have been organized during March and April 2021, in order to determine the factual state in regard to number and possibilities for reaching out to „missing“ wastepickers.

The LRP includes the waste pickers who were active in waste picking on the landfill until the date of campaign in 2021 and the eligibility of the ones who applied until the date of interim commencement date.

Wastepickers are assessed case by case based on the certain criteria. Eligibility criteria for LRP is as follows:

- Wastepickers who were physically relocated from the landfill site,
- Wastepickers whose contracts were terminated because of project initiation
- Wastepickers from the eligible 246 List, who may apply by Service Commencement Date
- Any other wastepickers able to prove that they were active on the Landfill in the period from 2018 cut-off date, until Project Commencement Date (Q3 2019)

2.5 Assessment of the actual number of wastepickers actively involved in waste picking

Due to the informal nature of the work, which depends on weather conditions, availability of other work (like seasonal work in agriculture, construction) and/or amount of available resources, the number of wastepickers working on the landfill varies significantly.

Although the eligibility of the 246 wastepickers from the original RAP list is not brought into questions, it is estimated that the wastepickers actively working on the landfill over the last couple of years will have the most benefit from the LRP, as their livelihood is still heavily dependent on the income from waste picking. The next part of this report will aim to estimate the number of affected people who are most likely to benefit from the LRP in the short term. Records from PECS (letter dated 05 Apr 2021) confirm that the average number of waste pickers recorded on the landfill annually since the last survey is:

1. By recycling companies:

Table 3 - Recycling companies

Name of company	Terminated its operation at the landfill	Monthly average number of waste pickers			
		2018	2019	2020	2021
Greentech	April 2020	9	4	1	0
Eko Unija Nemetali	November 2018	4	1	/	/
Sava Internacional	/	15	13	7	9
Eko Turtle	August 2019	6	3	/	/
Sargon	The end of 2019	6	/	/	/
Escopi	July 2020	10	14	7	/
Total		50	35	15	9

2. By agreements signed between waste pickers and PUC "Gradska cistoca" Belgrade:

Table 4 - Wastepickers with contracts

Number of active waste pickers having agreements				
2018	January – July 2019	August – December 2019	Average number of active waste pickers in 2020	Number of currently active agreements (2021)
66	35	18	9	10

3. Based on the above data, the total actual number of waste pickers has been the following:

Table 5 - Total number of wastepickers by year

Total average number of waste pickers by year			
2018*	2019	2020	2021
116	62	24	19

During the period from the survey cut of date, December 2018 until one month before the ISCD, it was noticed that number of waste pickers has significantly reduced. The record shows that the average number of waste pickers on the daily bases has been 30, and in the peak at around 70. These records are based on the visual inspection on the site by the BCE/SVO representatives, drone images, as well as Monthly site inspections conducted by IES Arup. This number is also proven by the list of waste pickers who expressed interest in being put on the list at the entry gate and checked by security. This list was provided by PECS and includes waste pickers from active recycling companies. Total number of waste pickers identified as active and being on the entrance list is in 2021 is 34 although typically, they are not all active each day. (Attached table in Annex 4).

Due to ongoing activities on site, restricted access and notifications related to changes in the landfill management, a certain number of waste pickers stopped coming to the landfill. Records from PECS show steady reduction in the average number of people accessing the landfill. There are several potential explanations for this – some of them might have independently found alternative sources of income, some have moved away to other areas or countries, some may be deceased or incarcerated. The survey conducted by Roma Activist, which was hired by BCE was investigating the reasons for reduced number of wastepickers on the landfill.

Out of the 7 recorded companies in 2018, one was not active at all (Eko Unija Nematali) during the census (in 2018). Which brings us to 6 companies (PECS is one and other 5 are recycling companies).

Since then, the number of companies operating on the landfill also decreased. From the consultations with waste pickers, it was confirmed that the companies had terminated contracts with waste pickers.

Secretary of Social Affaires has requested PECS as well as Recycling companies to provide the lists of active waste pickers for the period from 2018, 2019 and 2020.

Two companies provided replies:

- Sava International d.o.o. replied that they have only 9 waste pickers active and that all other waste pickers have stop showing up at work by their own will.
- Greentech d.o.o. replied that they do not have any active waste pickers on site as that as a company have stopped with recycling activities in April 2020

Unfortunately, there is no record provided by these companies about the original number of active waste pickers on the landfill during the census in 2018.

Other companies did not reply, and their representatives were not reachable through the contacts available in the PECS records (phone, email, postal address). As per the official state company registry (APR) three of these companies have been purchased by the same owner in 2019 and have not been active on the landfill since then.

The company Eko Unija Metali d.o.o has also been contacted even though they were not formally present on the landfill during the census, but have been active on the landfill since 2019, and some of the waste pickers listed in the 2018 census are now contracted by this company. However, they have not replied to the request to provide data.

PECS have provided a list of 9 active waste pickers and statement that with most of the waste pickers contracts were terminated during spring 2020, as they were not delivering any recyclables to PECS but selling it “over the fence” which is in direct violation with their contracts.

The implementation of this LRP in the first phase of the implementation will focus on the wastepickers identified during the 2021 survey. For all other waste pickers from the initial list the livelihood restoration will be available if they contact us. Suitable notifications inviting them to come forward will be published at suitable locations (on the landfill entrance gate, at the NSE, at

the Social Welfare Secretariate, ...) to reach as many waste pickers as possible. Wastepickers that were active until the ISCD will also be encouraged to share this information informally through their community, and through campaign for reaching “missing” wastepickers which has been conducted.

2.6 Campaign for reaching “missing” wastepickers

As elaborated in the previous sections and having in mind that the number of active wastepickers has drastically declined since 2018, BCE has initiated campaign for reaching “missing” wastepickers in March 2021, in order to ensure equal opportunities for all eligible wastepickers.

During this campaign Roma Activist was hired by BCE in order to find alternative channels and reach out to missing waste pickers present on the Vinca Landfill in 2018, in order to give them the opportunity to provide their contact details. Another reason for the visit was to analyze the initial list of 246 wastepickers and compare them with the active status in 2021. While conducting interviews on Vinca Landfill, Roma Activist handed over the contact form to all wastepickers found on the Old Landfill body.

Contact form was handed over hoping to give more information and attract wastepickers for future employment.

Based on the detailed analysis and previous experience, different ways of reaching out to wastepickers have been determined:

- Handing out contact forms in person to wastepickers found on the Old Landfill (It has been determined as primary and most productive way)
- Placing the Contact Form on the entrance gate, where all wastepickers must pass upon arriving to the Vinca Complex (Annex 2), and availability of the questionnaire at the entrance (Annex 3)
- Calling the numbers obtained from present wastepickers during the visit of Roma Activist
- Contacting recyclable companies, they worked for before contract termination (Annex 6)
- Publishing advertisements in daily newspaper (Figure 8)

Handing out contact forms in person

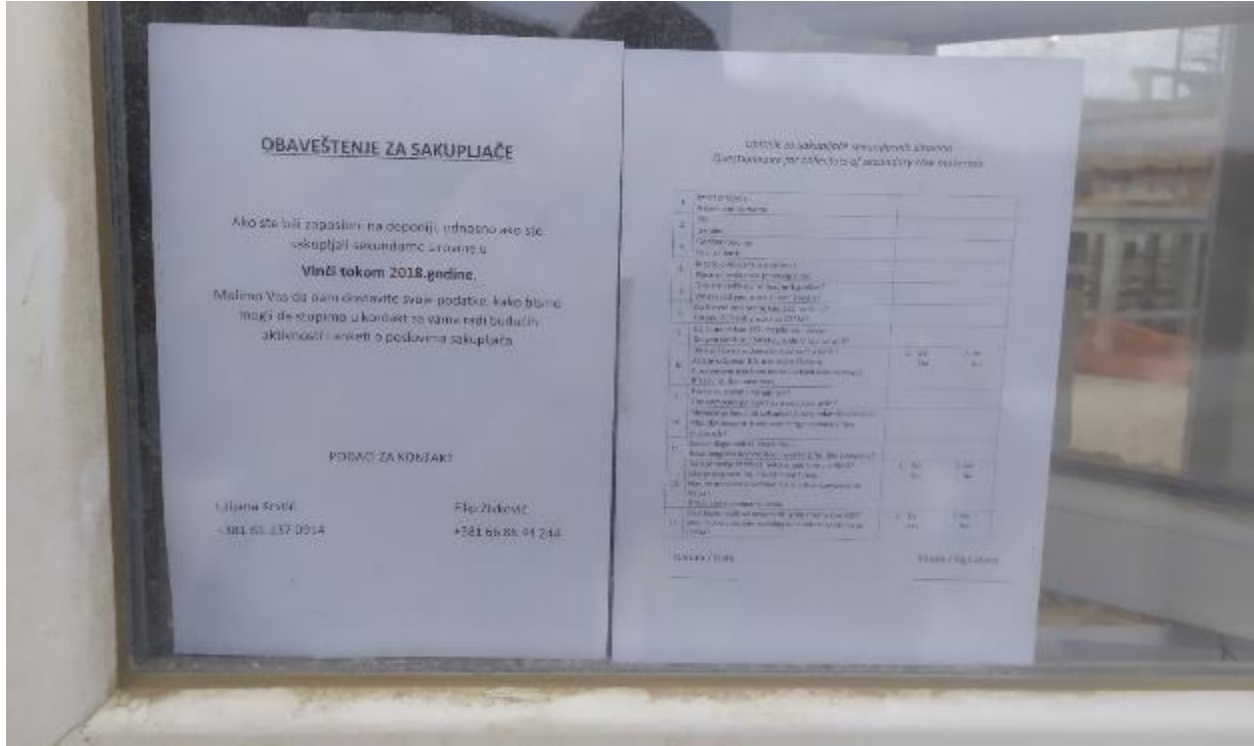
Figure 5 - Field visit photos



Placing the Contact Form on the entrance gate

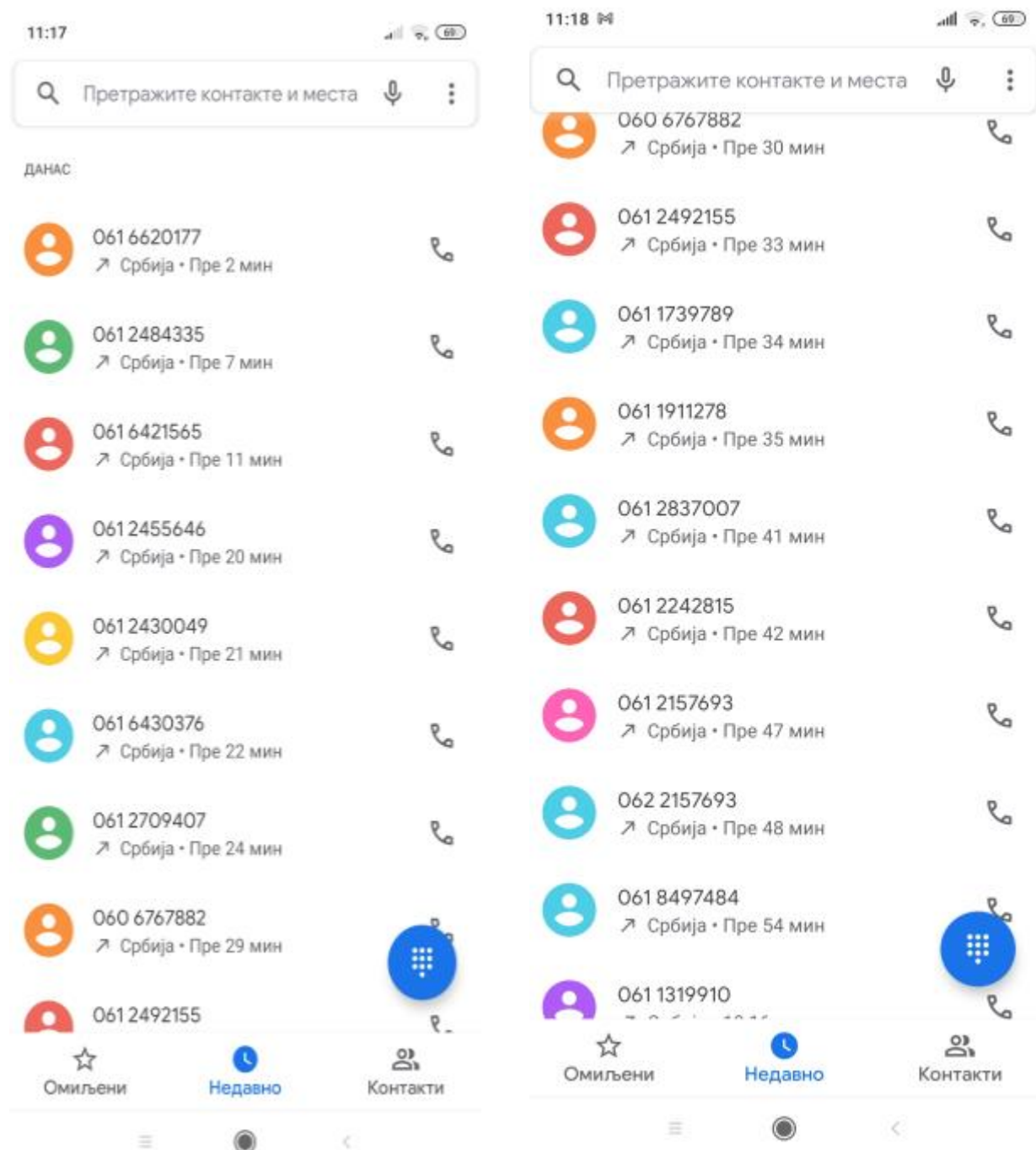
At least 30 wastepickers have completed the survey at the gate.

Figure 6 – Contact form and Questionnaire



Calling the numbers

Figure 7 - Call logs



Contacting recyclable companies

All 6 companies have been contacted officially by Secretariate for Social Welfare to provide necessary information.

Out of those 6 companies, 3 of them did not reply, as they are not active anymore in this field of operation, as they were sold out to the new owner in 2019-2020. Those companies are Sargon, Escopi, and Eco Turtle.

The company Eko Unija Nematali is not active on the Vinca dump site since 2018. The remaining companies Sava International and Greentech replied providing numbers of wastepickers for the previous period, highlighting that Greentech is also not operational from April 2020.

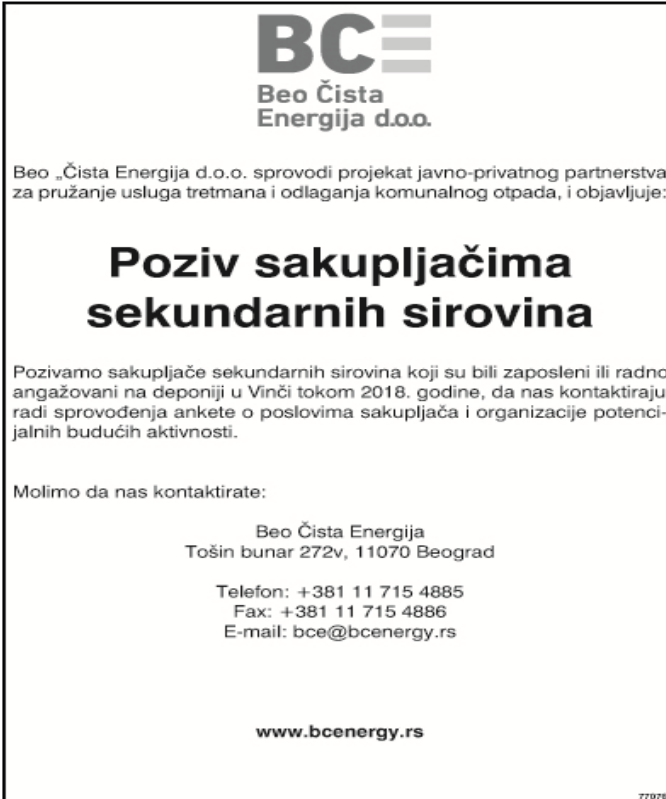
Official letter is in the Annex 7.

Publishing advertisements in daily newspaper on 30.04.2021. and 01.05.2021.

The advertisements for reaching “missing” wastepickers has been initiated in 2 daily newspapers, 1 in Belgrade and the other one in Vojvodina, as most of the wastepickers have moved to Vojvodina region (Novi Sad, Subotica, Novi Bečej, Kikinda, Zrenjanin, Temerin, Jaša Tomić, etc.)

The template of the add is shown in the picture below:

Figure 8 - Invitation for wastepickers



BC
Beo Čista
Energija d.o.o.

Beo „Čista Energija d.o.o. sprovodi projekat javno-privatnog partnerstva za pružanje usluga tretmana i odlaganja komunalnog otpada, i objavljuje:

Poziv sakupljačima sekundarnih sirovina

Pozivamo sakupljače sekundarnih sirovina koji su bili zaposleni ili radno angažovani na deponiji u Vinči tokom 2018. godine, da nas kontaktiraju radi sprovođenja ankete o poslovima sakupljača i organizacije potencijalnih budućih aktivnosti.

Molimo da nas kontaktirate:

Beo Čista Energija
Tošin bunar 272v, 11070 Beograd

Telefon: +381 11 715 4885
Fax: +381 11 715 4886
E-mail: bce@bcenergy.rs

www.bcenergy.rs

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2.7 Conclusion

Roma Activist hired by BCE, has visited the Old Landfill on March 27th and April 1st. During the visit she has interviewed wastepickers on the Old Landfill and handed over the contact form to wastepickers.

The methods used for this type of research are the following:

- Direct survey / face-to-face interview
- Telephone survey

Direct survey / field survey was conducted at Vinca landfill on two occasions, first on Saturday, March 27, 2021, followed by the visit on Thursday, April 1, 2021, in the period between 11 am and 4 pm. Roma activist talked face-to-face with waste pickers who were present at the landfill during the visit. Mrs. Krstić was able to obtain information about family members who were not present at that moment but who were also engaged in waste picking at the Vinca landfill during 2018.

The telephone survey was conducted from March 22 to April 10th. The people whose contact information Roma Activist obtained were contacted. A large number of contacted wastepickers could not have been reached. A certain number of phone numbers was non-existing, or out of function.

Also, information was obtained from at least 5 persons who were active for a longer period of the time and who were willing to cooperate and help determine the working status of missing wastepickers at the Vinca Landfill.

All wastepickers eligible from cut-off date who approach to BCE/CoB through this campaign will be included in the LRP eligibility entitlement matrix, throughout LRP lifetime.

Eligibility assessment

As stated, Waste pickers will be assessed case by case based on the certain criteria. Eligibility criteria for LRP is as follows:

- Waste pickers who were physically relocated from the landfill site,
- Waste pickers whose contracts were terminated because of project initiation
- Waste pickers from the eligible 246 List, who applied by the ISCD
- Any other waste pickers able to prove that they were active on the Landfill in the period from 2018 cut-off date, until Project Commencement Date (Q3 2019)

None of the listed subgroup of waste pickers has lost their livelihood resources after December 2018 as, after the cut-off date, waste pickers continued working on the old landfill until 2nd of August when BCE took over responsibility on the old landfill. Waste pickers with contracts were

working through PECS and Recycling companies until 1 month before scheduled ISCD which is 1st of June 2021 but continued entering until 2nd of August 2021. Waste pickers that did not have contract either with PECS or with recycling companies were not restricted from entering old landfill by PECS (as this was PECS responsibility).

Nevertheless, as reported under section 4, job opportunities have been already offered on several occasions and never accepted by any waste picker indicating that they have their unofficial income elsewhere. However, CoB/CoS/MoV/SVO will continue offering job opportunities whenever possible. Therefore, the assessment of LR eligibility is as follows:

1. Waste pickers who were physically relocated from the landfill site, all able-to -work individuals (16 identified through survey) were and will be in future contacted directly and job opportunities offered to them, as well as education possibilities, registration to NES, and school programs to their family members. Livelihood restoration is/will be offered by SVO, PECS and other PUCs in Belgrade, for able-to -work members of 9 Belgrade Families, by PUCs in Sabac for able-to -work members of 3 Sabac Families and by Municipality of Vladimirci able-to -work members of five families. In the case that after 2nd of August 2021 job opportunities /or social security was not offered to PAPs, they will be considered to be compensated through unemployment assistance for their loss of livelihoods. If the job offer was rejected or they did not apply for the social assistance, the compensation will not be considered. The records of contacting them is and will be documented (phone call lists, sent mails to their address, and statements signed if they rejected jobs/education, if they appear at interview, or signed statements of two witnesses stating that they were invited and they did not show up if they do not show up.
2. Waste pickers whose contracts were terminated because of project initiation (34 waste pickers informed one month before ISCD and physically stopped entering old landfill from 2nd of August 2021) were and will be in future contacted directly and job opportunities offered to them, as well as education possibilities, registration to NES, and school programs. In the case that after 2nd of August 202 job opportunities /or social security was not offered to PAPs, they will be considered to be compensated through unemployment assistance for their loss of livelihoods. If the job offer was rejected or they did not apply for the social assistance, the compensation will not be considered. The records of contacting them is and will be documented (phone call lists, sent mails to their address, and statements signed if they rejected jobs/education, if they appear at interview, or signed statements of two witnesses stating that they were invited, and they did not show up if they do not show up.
3. Waste pickers from the eligible 246 List, who may proof that they have been active until Interim Service Commencement Date, will not be contacted directly as, there has been number of attempts to reach out to them as reported under section 2.6 and they have not approached back. However, if they contact BCE/CoB and can prove that the

have been active, they will be considered to be eligible for registration at NES and offered job opportunities.

4. Any other waste pickers able to prove that they were active on the Landfill in the period from 2018 cut-off date, until Project Commencement Date (Q3 2019) will be eligible in the same manner as previous group 3.

The records show, and as elaborated under section 2.5 that the waste pickers who were directly impacted by the projects are group 1 and 2 while group 3 and 4 has not been active nor has approached neither CoB nor BCE on any occasion.

3. LEGAL FRAMEWORK

3.1 Legislation of the Republic of Serbia

The legislation of the Republic of Serbia does not recognize informal settlements in the land acquisition process for projects of public interest. According to the regulations of the Republic of Serbia, any person who unlawfully settles in or occupies someone else's property, shall be forced to leave it. Informal settlements are an example of unlawful occupation and use of someone's else property. On the other hand, international financing institutions recognize these types of settlement, and consider them entitled to certain compensation. The City of Belgrade approached this resettlement of the Vinca informal settlement complying with domestic and international legal acts, endeavoring to provide the necessary assistance and support to the inhabitants of this settlement (by providing assistance in finding alternative accommodation, obtaining personal documents, obtaining basic social and health care services, education, acquiring training and employment).

The Resettlement Action Plan was based on the national legal regulation of the Republic of Serbia, taking into account the principles specified under the documents that currently define the social inclusion policy framework in Serbia, including:

- the existing Strategy for the Social Inclusion of Roma Men and Women in the Republic of Serbia 2016 - 2025,
- the Baseline Study for development of the Strategy for Roma Inclusion in Serbia harmonized with Europe 2020 Strategy,
- the First and Second National Reports on social inclusion and poverty reduction in Serbia,
- the National Program for Integration of the Republic of Serbia into the European Union,
- the National Strategy for Sustainable Development,
- the National strategy for Economic Development of the Republic of Serbia
- and other relevant strategic documents.

There are similar guiding principles under these documents. As a first instance, the state is expected to develop strategies and plans to avoid resettlement and are obliged to carry out resettlement only as a final resort. During this process, the state is also obliged to protect and fulfill human rights of the inhabitants to be resettled, under several international legal acts (the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural rights, the Convention on the Rights of the Child, etc.) which protect the human right to adequate housing and related human rights.

Below is the list of the main Serbian legislation applicable to the project:

- **The Law on Expropriation** provides for a legislative framework for the expropriation of property in the Republic of Serbia for persons who have formally legal rights to property (land/facilities). Persons living on the land to be expropriated, who do not have a legal right to the land and/or facilities they use, as it is the case with the persons living in the area covered by this project and which is in the public ownership of the City of Belgrade, are not entitled to any compensation according to the Law on Expropriation in Serbia.
- **The Law on Housing and Maintenance of Residential Buildings** deals with the issue of housing of socially disadvantaged persons through the “Housing Support”. Accordingly, various types of housing support are proposed, which the Republic of Serbia, at all levels of government, provides to each its citizen who is homeless, that is, without an appropriate apartment in terms of this law, and from social, economic, and other reasons cannot, by its own means, solve the housing need under market conditions for himself/herself and his/her household.
- **The Law on Social Protection** guarantees all citizens the right to various forms of financial social benefits
- and some social protection services.
- Pursuant to the **Law on Health Insurance** of the Republic of Serbia, all vulnerable groups, particularly the Roma, have the right to free health care.
- **The Law on Employment and Unemployment Insurance** of the Republic of Serbia provides for special measures aimed at protecting the most vulnerable groups (including Roma), as well as the obligation of the National Employment Service to apply active employment measures and ensure the application of affirmative action measures.

To exercise the above-mentioned rights, primarily in social protection, education, health and employment

is closely linked to the possession of personal documents - ID cards, birth certificates, certificates of citizenship and permanent residence.

3.2 International Financial Institution’s Requirements

The City of Belgrade has to respect the provisions of national legislation, but also to comply with the requirements of the international financial institutions participating in financing the project. The relevant requirements to be taken into account are as follows:

- IFC Environmental and Social Sustainability Policy, particularly IFC Performance Standard no. 5, of the Land Acquisition and Involuntary Resettlement (2012)
- EBRD Environmental and Social Policy (2014) particularly EBRD Performance Requirement no. 5 Land Acquisition, Involuntary Resettlement and Economic Displacement

The summary of the standards and principles applicable are as follows:

- avoid or, when unavoidable, minimize, involuntary resettlement and economic displacement by exploring alternative project designs
- mitigate adverse social and economic impacts from land acquisition or restrictions on affected persons' use of and access to assets and land by: (i) providing compensation for loss of assets at replacement cost; and (ii) ensuring that resettlement activities are implemented with appropriate disclosure of information, consultation, and the informed participation of those affected
- restore or, where possible, improve the livelihoods and standards of living of displaced persons⁸ to pre-displacement levels
- improve living conditions among physically displaced persons through the provision of adequate housing, including security of tenure at resettlement sites.
- set up an effective grievance mechanism during planning and implementation of the Resettlement plan.

3.3 Gaps between National Legislation and IFC/EBRD Requirements

Despite a number of similarities between the objectives and approaches as well as substantial overlaps between the IFC/EBRD requirements and the domestic legislation, some key differences have also been identified.

The key gap between Serbian law and IFC/EBRD requirements which is being addressed through the development of this LRP concerns the recognition and addressing of informal income, namely waste picking on the existing waste dump. The agreements of the waste pickers are not in line with the national labor law, and therefore their employment on the landfill is considered informal under the Serbian legislation. On the other hand, under the EBRD and IFC policies, all people whose livelihoods, including informal ones, are affected by the project must be assisted to improve or at least restore these livelihoods to pre-project levels.

The LRP also includes specific provisions required by IFC and EBRD Policies, such as consultations with affected people, the establishment and implementation of a project grievance mechanism, as well as monitoring the implementation of livelihood restoration measures and reporting on progress and outcomes.

4. LIVELIHOOD RESTORATION PROCESS TO DATE

RAP was adopted in 2018 which included reference to the livelihood restoration measures for the wastepickers. In the period since then there have been several campaigns organized with the aim of finding alternative sources of income for the wastepickers. The text below summarizes these activities and their outcomes.

4.1 City of Belgrade

The Secretariat for Social Protection, in partnership with the German International cooperation agency – GIZ, under the project “Inclusion of Roma and other marginalized groups in Serbia” conducted a survey of the families resettled from the Vinca landfill to social housing apartments, in order to implement active employment and self-employment measures for Roma and other marginalized groups in Belgrade. Five families which were resettled from the Vinca landfill to social housing apartments took part in this survey and expressed their willingness to participate in vocational training for known employers, which was implemented early this year. All families were informed about the date and the place of the interview by employees of the Secretariat for Social Protection via phone, and the following participated: [REDACTED]

In December 2020, employees of the Secretariat for Social Protection, under the mentioned project, in cooperation with “Divac” foundation, offered jobs to male households’ members of working age in a construction company as assistant craftsmen (Official note 1-2). Only [REDACTED] were interested, all others refused. Stevica and Miodrag did not show up at the interview scheduled for January 2021.

During November, **the City of Belgrade Deputy Mayor’s Office**, called all city companies to, in line with their capacities, provide information, as soon as possible, about job vacancies, as well as opportunities to engage workers on temporary, casual, and seasonal jobs, with a worker’s profile: incomplete primary education, completed primary education and completed secondary education. In December, PUC “Gradsko zelenilo” (City Greenery) Belgrade provided information about one (1) vacancy for the position of gardener, at least completed primary education required. PUC “Gradsko osvetljenje” (City Lighting) provided information that they can employ two (2) persons in 2021 on temporary – casual jobs – physical worker. Having obtained this information about vacancies, employees of the Secretariat for Social Protection informed all resettled households about these job opportunities and told them that if they were interested to grant consent to the Secretariat for Social Protection to apply them with the employer (Official note 1-2). None of the wastepickers applied for open vacancies.

4.2 City of Sabac

On December 23, 2020, in the Center for Social Work Sabac, a meeting was held with the families of [redacted], [redacted] and [redacted], which once lived and worked on the Vinca landfill.

The City of Sabac has initiated process in registering all interested adults at NES.

4.3 Municipality of Vladimirci

Ruzica Vasic from Mehovine, is registered with the National Employment Service as an unemployed person, engaged in seasonal jobs for a living. In cooperation with the National Service, the Vladimirci branch office, it was agreed on a possible work engagement in the following period, starting from early spring 2021, as long as necessary.

[redacted] and his wife [redacted] (are capable for work, registered with the National Employment Service as unemployed, and are occasionally engaged in seasonal jobs for daily wage. In cooperation with the National Service, the Vladimirci branch office it was agreed on possible work engagement in the following period

[redacted] has regulated personal documents, but he is not registered with the National Employment Service, the Vladimirci branch office. In cooperation with the National Service, the Vladimirci branch office it was agreed on possible work engagement in the following period. On December 15, 2020, [redacted] was duly invited to a meeting, but as he was not physically present in the village of Mehovine, he did not appear. he is entitled assistance when he comes to Vladimirci.

Family of [redacted] are registered with the National Employment Service, the Vladimirci branch office, it was agreed on possible work engagement in the following period.

[redacted] are capable for work, registered with the National Employment Service of the Vladimirci branch office, and it has been agreed on possible work engagement in the coming period

As informed on the meeting on 23.03.2021 held in Vladimirci Municipality, by municipality officials it was reported that Jobs were offered to all resettled waste pickers in Vladimirci in the local Recycling Company on the positions of sorting plastic recyclables by color. The offered wage was about 40.000 RSD. The recycling facility is about 1km from their settlements No one applied for job, as they are unofficially stating that as officially employed, they are losing rights on social assistance.

4.4 EPC Contractors Job opportunities

Request to maximize the employment for the waste pickers is embedded in the Labor Management Plans (as part of binding document CESMP) of all EPC Contractors namely EPN, CNIM and SVO.

All EPC Contractors were requested and instructed to include provision of information and support to interested waste pickers to apply for employment opportunities created as part of the project. No such opportunities were identified to date. Unfortunately for the construction phase there were no job opportunities available as Contractors require skilled labor (welders, machine operators' concrete workers etc.). However, this request is being regularly discussed during HSE Weekly meetings (Statement in Annex 9).

4.5 BCE/SVO

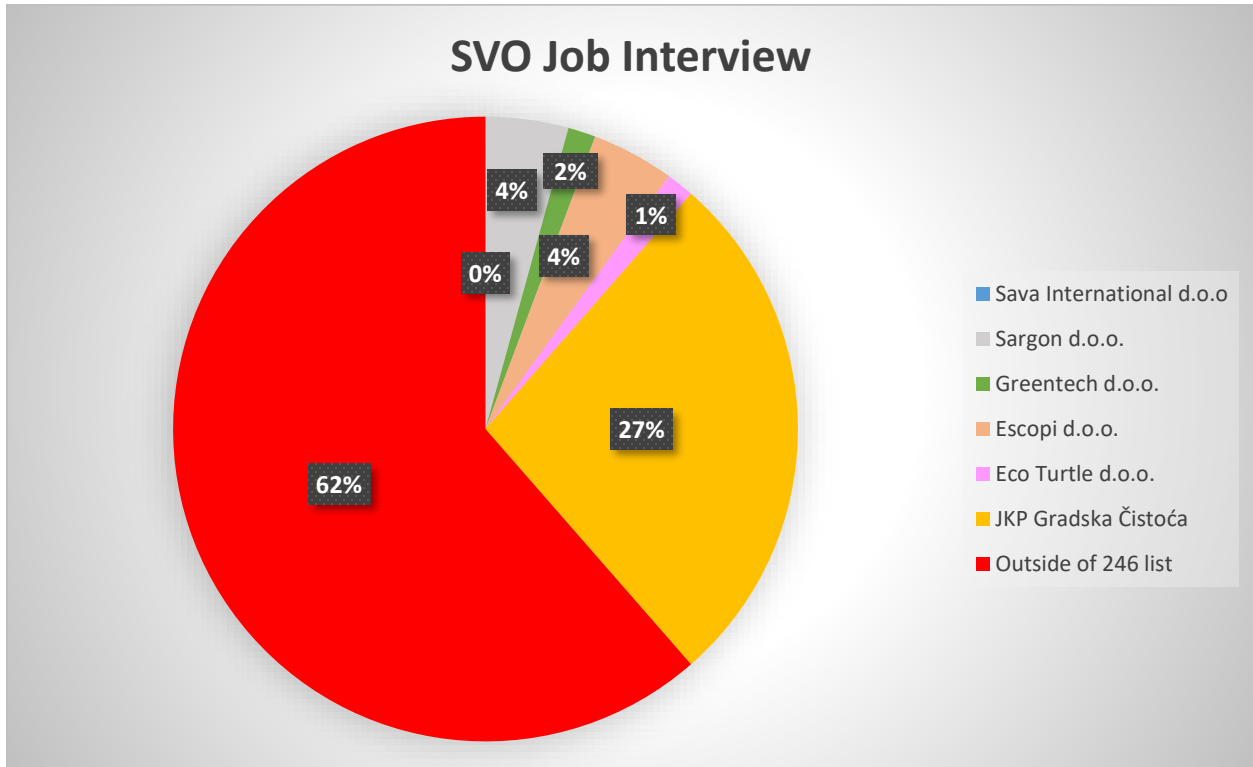
Request to maximize the employment for the waste pickers is embedded in the Labour Management Plans (as part of binding document OESMP) of SVO O&M. O&M Contractor has taken action interviewing over 70 wastepickers for the job. BCE has taken steps to hire some of the waste pickers. Several job announcements have been published over the summer 2020 and actions taken to notify/encourage the waste pickers to apply for these positions. 72 candidates applied, after which the interviews were organized with the most suitable ones. The job was offered to 3 candidates, 2 of whom rejected the offer and 1 accepted it.

ACTIVITIES FOR INTRODUCING WASTE-PICKERS WITH JOB OPPORTUNITIES IN SVO (Suez Vinča Operator d.o.o.)

- **Steps for reaching waste-pickers**
 - **18.05.2020.** – The letter was sent to the representatives of City of Belgrade, in which SVO & BCE asked for their help in reaching Wastepickers and informed them about job opportunities in SVO. We did not receive any reply.
 - **During the Month of May** - several times we tried to post our job advertisement on the entrance of the landfill, but we were not allowed by the PUC staff, so we posted ads on our bulletin board on the site. We had several applicants from PUC but no wastepickers among the applicants for these positions.
 - **17.07.2020.** – We organized Teams meeting with representatives of SVO, BCE and ARUP in which we discussed the possibilities for reaching the wastepickers. We agreed following strategy:
 - ARUP representatives sent us phone numbers of the wastepickers
 - 20.07.2020. - SVO provided application forms for active job positions on the site (form in attachment). There was an application box at the site (in the security house).
 - SVO informed waste-pickers about job opportunities by SMS and also informed „Leading waste-pickers “by phone call
 - Candidates were able to apply until 10.08.2020.
- **How the organization of interview was conducted**
 - 10.08.2020. – The application box was taken from the site, and the resumes were sent to the hiring manager.
 - 72 candidates applied / most of them for the position Helper

- Hiring manager preselected the candidates according to their education level (the minimum requested education was in accordance with our Rulebook of the systematization). Many of the applied candidates did not answer to our calls.
 - Hiring manager conducted phone interviews with the preselected candidates
 - HR officer + hiring manager conducted live interview on site with the most suitable candidates (14 candidates)
- **How many have been hired in selection process?**
 - Job offer was sent to 3 candidates that we found suitable for the position Helper
 - 2 candidates accepted our offer (1 wastepicker & 1 son of the wastepicker). 1 candidate denied our offer, without any response
 - Meanwhile, 1 of the candidates (waste-picker) that accepted our offer gave up the position – because he did not provide us with the documentation for employment (school diploma, id card etc.), although he was reminded several times.
 - **Why were the rest rejected?**
 - Lack of education (Elementary school is a minimum requested)
 - Incorrect information written in their application form (for example – some of them wrote that they finished elementary school, although they did not)
 - Too high salary expectation
 - Setting hiring of family member as a condition to accept the offer
 - Not answering to phone calls

Figure 9 - SVO Job Interview from 2018



From a total of 72 interviewed wastepickers, we have determined that two of them are duplicates. Out of other 70, only 27 is eligible for LRP, while the rest have applied probably hearing about this opportunity, from other wastepickers, colleagues or relatives.

5. PROJECT AFFECTED PEOPLE

5.1 Socioeconomic Survey from 2018

The Working Group was set up by the City with the task to draft and monitor the implementation of the Resettlement Plan and Livelihood Restoration Plan for the Vinca site. The working group included representatives of the Secretariat for Environmental Protection, the Secretariat for Social Protection, Belgrade Land Development Public Agency, the Secretariat for Education and Child Protection, Secretariat for Health, City Public Defender's Office, City Center for Social Work, the Secretariat for Property and Legal Affairs, the Secretariat for Inspection Affairs and the Mayor's Cabinet.

Members of the Working Group visited the Vinca landfill site several times and conducted formal and informal consultations with the wastepickers.

The household survey was conducted several times in the period from 2014 to 2016 in hopes to capture a more accurate assessment of the number of households and people living in the informal settlement.

In June 2018, the Secretariat for Social Protection visited the households several times, and the last time, on June 14, 2018 a consultative meeting with all 17 households was done. NGOs were also present. The families were informed about the final list of households and their entitlements.

In the period from June 15 to June 25, 2018, the Secretariat for Social Protection and PECS held meetings with waste pickers and informed them about the planned project and the fact that they will not be allowed to collect waste as of beginning of Interim service commencement date (planned for 1st of October 2020, delayed until spring 2021.)

From June 19 to June 22, 2018, consultative meetings were held with waste pickers which were engaged by private companies operating on the Vinca landfill. Report from these consultations was developed by the members of the Working Group and included in Appendix 1.

On June 22, 2018, the Secretariat for Social Protection held a meeting with the director of the National Employment Service to inform him of the project and the need for cooperation for income restoration activities.

In the period from 2014 to 2018, teams made of representatives of the Secretariat for Social Protection and the Center for Social Work collected data about the population of the informal settlement and companies and individuals engaged in waste collection and sorting.

The situation on the landfill has changed significantly over the last several years since the surveys have taken place. Some of the wastepickers have migrated to other locations or found alternative employment, but the records for all impacted wastepickers identified in 2016 are incomplete. Therefore, there is currently a survey taking place organized by BCE in cooperation with the Secretariat for Social Welfare and PECS to identify the livelihood status and potential of the

wastepickers. As many wastepickers have moved on from the location, the task of identifying them to conduct these interviews is time consuming, and the expected deadline for completion of this survey is end of May 2021.

For the purpose of this LRP the data from the original surveys is presented below.

The initial list of 246 wastepickers which was included in the 2018 RAP was cross checked with the list of wastepickers involved in the 2016 survey and concluded that all members of the resettled families are already included in this list. Therefore, the socioeconomic data provided below refers to all wastepickers interviewed at the time, regardless of whether they were living on the landfill or not. Specific data related to resettled families is already provided within the RAP document.

After each meeting, the present people and companies were surveyed. In total, 89 (Provided in Annex 2) people working for PECS and the five recorded companies were surveyed. The other two companies which reportedly had contracts with PECS had not been active on the landfill during the surveying period and did not attend any of the held meetings.

Table 6 - Number of surveyed workers

		Table 3 Number of surveyed workers by company					
Name of company	of	PECS	Eco Turtle	Escorpi	Greentech	Sargon	Sava International
Number of persons surveyed	of	25	17	14	7	13	13

Out of the total number, 79% were men, and 21% were female. Their age is shown in the table below.

Table 7 - Age groups of surveyed wastepickers

	Table 4. Age groups of surveyed persons				
Age	18-30	31-40	41-50	51-65	No response
Number of persons surveyed	33	28	16	11	1

According to their place of residence, about 40% of the respondents were from Belgrade (mostly Palilula and Vozdovac), 57% were from another municipality in Serbia (mostly Kikinda, Novi Becej and Subotica), while two people were foreign nationals (Montenegro and B&H).

The total number of household members of the surveyed waste pickers was about 300 (average waste picker' household had 3.3 members). 15 households had more than 5 members.

The length of period they worked for a company on the landfill is shown in the table below.

Table 8 - Period of wastepickers activity

	Table 5. Time period the surveyed waste pickers worked for a company			
Period of work for the company	Less than 2 years	2-10 years	11-20 years	Over 21 years
Number of surveyed persons	19	53	5	12

All persons who reported over 11 years, had worked only for PECS. Most of the respondents worked between 2 and 10 years for Sava international, Escorpi and Eco Turtle. Most of the waste pickers (86%) worked more than 25 days a month. Table 11 shows the amount of income reported by the waste pickers.

The largest number of respondents (28%) reported income between 31 and 40 thousand dinars (250-340 EUR) as well as those who earn between 41 and 50 thousand dinars (EUR 350-425) a month. It is noticeable that those who work for PUC GC reported lower incomes.

About 40% of waste pickers are already registered with the National Employment Service, and only six reported doing other jobs (construction, physical jobs).The educational level attained by the waste pickers is shown in the table below:

Table 9 – Education

	Table 6 – Education				
Educational level	No school	Incomplete primary	Primary education	Incomplete secondary	Secondary education
Number of surveyed persons	21	27	29	3	9

The largest number of waste pickers stated that they had no other skills except waste picking (60 persons).

A total of five women reported being able to do cleaning, agriculture and one reported hairdressing. There were 24 men in total reported that they could do physical jobs on a construction site, some have crafts (plumber, carpenter, driver), some can do agriculture, and one was qualified to work in a printing house.

Seven companies had signed a contract with PECS on the collection and purchase of secondary raw materials. The contracts were concluded for an indefinite period of time, with the possibility of unilateral termination of both parties, by a written statement with a 8-day notice period.

Representatives of all companies were invited to the meeting organized by the Secretariat for Social Protection on June 13, 2018, in the presence of the Secretariat for Environmental Protection and PECS. The meeting was attended by 5 representatives, one of whom represented two companies. One company (PET EKO Recycling) had not been active at the landfill for some time, and the company director is abroad, so no representative of this company attended the meeting.

The companies were informed about the planned project commissioning when they would no longer be able to operate at the landfill and were asked to provide basic information about their business.

5.2 Socioeconomic survey from 2021

During spring 2021, BCE has contracted a Roma Activist Mrs. Ljiljana Krstić to perform survey of active wastepickers from the Landfill, and to analyze collected data, which is presented below.

Questionnaire Analysis

The list of respondents who were active in 2018 includes 1 itinerant buyer as well as two persons who come occasionally (2-5 times per week).

1. Number of interviewed people

The total number of people covered by the survey is 45 (the list of waste pickers with personal data is given in Appendix 3), out of which 30 are male and 15 are female.

Table 10 – Number of persons per gender

GENDER	Number	%
Male	30	66.67
Female	15	33.33
Total	45	100%

2. Age structure of respondents

The respondents were classified into 9 age groups, each group covering 4 years.

Table 11 – Age structure of respondents

Year of birth	Number	%
1958-1965	6	13.33
1966-1970	4	8.89
1971-1974	2	4.44
1975-1978	6	13.33
1979-1982	5	11.11
1983-1987	9	20
1988-1992	5	11.11
1993-1997	3	6.67
1998-2002	5	11.11
Total	45	100%

3. Respondents by place of residence

It has to be mentioned that a certain number of the respondents travel from their place of residence to Belgrade. Also, a certain number of them, despite having the place of residence registered at one address, they rent an apartment in Belgrade, but are not officially registered at it.

Table 12 – Respondents by place of residence/living

Place	Number	%
Belgrade and surroundings	25	55.56
Sabac and surroundings	7	15.56
Vojvodina (Novi Sad, Zrenjanin, N.Becej, Subotica, Pančevo)	9	20
Ub	4	8.89
Total	45	100%

4. Monthly income from waste picking

Table 13 -Monthly income of respondents

Monthly income	Number	%
20 000 – 30 000	8	17.78
31 000 – 40 000	7	15.56
41 000 – 50 000	8	17.78
51 000 +	3	6.67
1 500-3 000 per day	8	17.78
Depends / No response	10	22.22
Total	45	100%

5. Other responses

Other responses include responses to the following questions:

- Question no. 5 – Where have you worked in the last three years?
- Question no. 6 – Are you currently working as a waste picker?
- Question no. 7 – Are you working as a waste picker somewhere outside the Vinca?
- Question no. 8 – Is anyone else from the household working at the Vinca?
- Question no. 9 – What is the name of the company with which you have a contract?
- Question no. 11 – How long have you been working for this company?
- Question no. 12 – Did you previously work for any other company at the Vinca?
- Question no. 13 – Would you do this job elsewhere?
- Question no. 14 – Would you do any other type of job?

Table 14 - Responses to questions 5,6 and 7

No. 5			No. 6			No. 7		
Vinča	45	100%	Yes	45	100%	Yes	0	0
Other	0	0	No	0	0	No	45	100%
Total	45	100%	Total	45	100%	Total	45	100%

- To the question no. 8: Is anyone from the household is still working at the Vinca, the responses were

- Table 15 -Response to the question no. 8

No. 8		
Response	No.	%
Yes	33	73.33
No	12	26.67
Total	45	100%

- To the question no. 9: Company with which you have a contract, the following responses were given:

These are companies: PECS and Sava Internacional

Table 16 – Company with which you have a contract

No. 9 – Company with which you have a contract		
PECS	8	17,78
Sava Internacional	7	15,56
No contract	30	66,67

- To the question no. 11 – How long have you been working for this company, 15 respondents who currently have a contract, gave the following responses

- Table 17 – Active period at the Vinca landfill

No. 11		
20 years and more	8	53
One year and less	6	40
No response	1	7
Total	15	100%

- **Question No. 12 – Did you previously work for any other company in Vinca and for how long?**

- *Table 18 - Responses to the question: Did you previously work for any other company in Vinca*

No. 12		
PECS	31	68.89
Eskorpi	7	15.56
Sava Internacional	4	8.89
No	3	6.67
Total	45	100%

- **Question No. 13– Would you do this job elsewhere?**

- *Table 19 – Would you do this job elsewhere?*

No. 13		
Yes	44	97.78
No	1	2.22
Total	45	100%

- **Question No. 14 – Would you do any other type of job***

- *Table 20 - Responses to the question no.14*

No. 14	
Question was not asked to all respondents (subsequently added)	
Yes	35
No	1
Not sure	3
Total	39

Educational attainment

Table 21 – Educational structure of respondents

Educational structure of respondents		
Secondary school/Crafts	4	6.67
Completed primary school	9	17.78
Incomplete primary school	24	46.67
Illiterate	3	6.67
No information	5	22.22
Total	45	100%

Based on the questionnaire analysis, 45 active waste pickers from the 2018 list, were interviewed by Roma Activist during visits in March and April 2021.

For the analysis of the above data, the data of persons who are active and for whom there are completed questionnaires, 2 persons who come occasionally (2-5 times a week) and 1 itinerant buyer were used.

5 persons for whom Roma Activist received information on the site are active, but could not be reached, i.e., questionnaires were not filled out for them. Those are [REDACTED]. Roma Activist visited the site twice (the Vinca landfill body), and the blank questionnaire could have been also filled out at the very entrance / guardhouse, the mentioned persons were not recorded.

Also, through the persons Roma Activist was in contact with, she tried to reach the above mentioned missing wastepickers, but with no success. So, this information received, about them being active, is questionable.

In this regard, 45 persons were surveyed.

Out of 45 surveyed persons, 30 were male and 15 were female. Most respondents were born in the period from 1983-1987, meaning that they are between 34 and 38 years old, 20% of them.

The respondents are mostly from Belgrade, following by Vojvodina who either travel to Belgrade or rent an apartment in Belgrade, even though their place of residence is officially in another city. Then, there are 15.56% of respondents who are from Sabac and the surrounding area and who travel to Belgrade or sleep in a car.

Regarding monthly income, the largest number (10 respondents) did not give an answer or answered: "sometimes more, sometimes less".

The same percentage (17.78%) stated that they earn between RSD 20-30,000 per month as well as RSD 40-50,000. Also, the same number of respondents gave the answer about income through daily wage amount of RSD 1,500 - 3,000.

When asked whether you are currently working as a waste picker and where you have worked in the last three years, all respondents or 100% of respondents answered that they worked in the last three years at the Vinca and they are currently working as waste pickers at the Vinca.

When asked "Are you working as a waste picker somewhere else", all 45 answered negatively.

Out of 45 respondents, 30 do not have contract with any company since their contracts were terminated, while only 15 have contracts, namely: 8 of them with PECS, and 7 with Sava International. Out of these 15, 8 respondents have had a contract for about 20 years and 7 of them less than or about a year.

The largest number of respondents had previously worked for PECS, until their contracts were terminated, 68.89%.

To the questions 13 and 14: “Would you do this job elsewhere” and “Would you do any other type of job”, the largest percentage answered YES. Those people who answered NO and I DON'T KNOW, gave such an answer out of timidity because they are not sure if they could do any other job and whether anyone would hire them to work due to age and education.

The respondents with a place of residence in the municipalities of Sabac and Vladimirci would prefer a job in the territory of their municipality. In this regard, it is necessary to coordinate with the competent institutions, and the project-affected persons.

Most of the respondents do not have **primary education**, which means that they are semi-literate or illiterate. A large number of respondents dropped out of school, so even though they attended several grades of primary school, they do not have basic knowledge. Some of those people were born at the landfill and they spent their whole life and working life there, doing that job. Most of them didn't even try to do anything else.

In this regard, there are two recommendations:

Recommendation 1: Provide support, in cooperation with an adult education school, to persons who did not complete primary school. It would increase their chances on the labor market for other elementary jobs. For persons who completed primary and secondary school - provide training/retraining for craft jobs based on labor market needs. It is also necessary to provide support in finding a job.

Recommendation 2: Try to connect companies engaged in recycling and secondary raw materials with PAPs who currently do not have a contract, and who support their families by it, because they are currently without income for basic living needs.

5.3 Particularly Vulnerable PAPs

As shown in the survey data before, there is a large percentage of wastepickers with no formal education, who have not completed elementary school and are therefore considered illiterate. This makes them ineligible for formal employment in the private sector and therefore ineligible for protections under the labor law. Their options for employment are informal contracts and/or public sector contracts. These PAPs need to be encouraged to participate in adult training programs with NES to complete their primary education, in parallel with assistance for temporary livelihood assistance for the duration of their continued education.

6. ELIGIBILITY AND ENTITLEMENTS

City of Belgrade (CoB) through PECS will provide support to all eligible waste pickers, including those who used to live in the informal settlement on site with registered address in Belgrade, provide access to alternative sources of income.

For all those individuals who do not have a place of residence in Belgrade, assistance in employment will be provided primarily through the relevant NES branch office in the place of their registered residence (or registered stay) or the municipality where they have registered residence.

Wastepickers recorded as being engaged on the landfill listed in the survey conducted between 19 and 22 June 2018, and any other wastepickers able to prove that they were active on the Landfill in the period from 2018 cut-off date, until Project Commencement Date (Q3 2019), will be eligible for measures incorporated under this LRP.

For the purpose of developing the RAP, the Secretariat for Social Protection collected records of persons who were allowed to enter the Vinca landfill and collect secondary raw materials. The records were obtained by PECS (which also had contracts with these individuals) and by companies that used the services of waste pickers.

All records are shown as Annex no. 1 of this LRP. These individuals were invited to attend meetings with the Secretariat for Social Protection held from June 19 to June 22, 2018 and had entitlements as specified under this LRP. In addition to these persons, the survey also recorded a number of persons who were not on the lists submitted by the companies, but who were also entitled to assistance according to this LRP.

The total number of persons entitled to assistance at the time the LRP was developed was 246 persons. This number represents all wastepickers who have had access to the landfill for the purpose of waste picking at the time of the development of the RAP (and the LRP within). This is not however the number of wastepickers who were actively working on the landfill at the time or since, as explained previously in the text. All resettled families are included in the total number of 246.

Due to the semi-formal arrangements between PECS and the waste pickers, and sorting companies, the existing records of engagement on the landfill have not been helpful with identifying the full list of waste pickers.

It is suggested therefore that the eligibility under this LRP is extended to include everyone who can show evidence of being engaged on the landfill within the cutoff date period.

Loss of eligibility

In the last three years there have also been several attempts by the BCE, Secretariat for Social Welfare and other agencies from the CoB to employ wastepickers in alternative jobs that they are trained for. These activities are further explained under chapter 4 of this LRP. Through this process, however it has become obvious that some of the wastepickers have no interest in the job opportunities that BCE, EPC contractors or the City are able to offer them. It is therefore suggested that the entitlements under this LRP are also restricted to several attempts in order to efficiently utilize the limited resources available.

The waste pickers have shown in the past little interest in formal employment. If the waste picker continuously fails to show up at scheduled job interviews or does not complete the training provided, they would automatically lose entitlements under the LRP.

Individuals who find themselves in one of the following situations, more than three times:

- do not appear at a precisely scheduled job interview that matches their qualifications and experience; or
- do not accept an officially offered job that matches their qualifications and experience;
- or terminate the contract / employment at his / her own request (which must be documented), or,
- lose their jobs in accordance with the Law on Employment and Insurance.

7. TYPE OF ENTITLEMENT FOR WASTE PICKERS

Entitlements for wastepickers under this LRP refer primarily on assistance with employment and income restoration. The responsibility for implementation of the LRP lies with the CoB as the beneficiary of the Concession Agreement.

As part of their mandate the National Employment Service assists with livelihood restoration, including identifying employment and training opportunities for all who register with the Service, and is therefore best equipped to support the CoB with the implementation of measures from the LRP.

7.1 Entitlements/support and assistance

Training and Access to Employment / Livelihood Generation Programs

The City of Belgrade (PECS) and all available national and local agencies will assist all project affected persons to restore and improve their sources of income through the following measures:

- offer of seasonal jobs;
- job offers in city utility companies;
- job opportunities through public works programs;
- job offer in cooperation with the NES (development and implementation of individual employment plans, job search training as well as qualification and adult education, offers of available jobs, mediation in employment, encouragement and development of entrepreneurship, special programs for individuals who are at risk and harder to employ groups);
- offer employment and self-employment assistance within the available programs and projects of non - governmental and other organizations (e.g., IPA 2016 EU Support Program Roma inclusion - strengthening local communities for Roma inclusion, funded by the European Union, and implemented by the Standing Conference of Towns and Municipalities, in cooperation with local governments throughout Serbia);
- offering courses for adult education and craft training;
- offering jobs during the construction phase of the project, at the Vinca landfill, and later during the operation phase of the new landfills;
- offering jobs of collecting and sorting secondary raw materials at other locations where PECS operates (e.g., at future recycling sites scheduled for opening under the Local Waste Management Plan).

Additional Support / Individual counseling by LR Coordinator

The LR Coordinator² will regularly communicate with collectors and provide them with information on any available vacancies or support programs. Information will be provided at the group level, and more details will be provided individually if any of the collectors of secondary raw materials show active interest. The LR Coordinator will work individually with all interested collectors of secondary raw materials, who are entitled to do so, to assist with employment, training, and other types of assistance, in accordance with the Matrix of Rights. This Coordinator will then monitor the progress of each secondary raw material collector and adjust his / her individual assistance plan during implementation, until his / her sources of income are re-established.

Assistance in obtaining personal documents

To all individuals who do not have personal documents will be provided assistance to obtain them. Persons older than 16 years, assistance will be provided to obtain ID cards. Parents will be assisted to obtain birth certificates for children under 16 years of age.

Other types of assistance

PAPs will also be provided with any other forms of assistance identified by the LR Coordinator as being useful in contributing to improved access to other livelihood sources.

² Refer to chapter 8.1 for more info on the LR Coordinator

7.2 Entitlement Matrix

All identified PAPs (Annex 3) are entitled to all assistance and support as described in chapter above. The general entitlement matrix below identifies the key entitlements per category, to best assist the individuals in resolving their status efficiently for the long term. The individual data matrix is included in the Annex 3.

Place of Residence	Category	No of PAPs *	Entitlement	Responsibility **	Timeline	Measure of Completion
Belgrade	PAPs with completed elementary school, or higher	6	Training opportunities for skilled work	NES	October 2021	No of PAPs invited to the training No of PAPs who completed the training
			Job opportunities with PECS	PECS	October 2021	No of PAPs
			Job opportunities with other public utility companies	CoB	October 2021	No of PAPs
			Seasonal job offerings	NES	October 2021	No of PAPs
			Job opportunities for skilled workers (drivers, operators)	NES	October 2021	No of PAPs
			Other job offerings	NES/CoB/BCE	October 2021	No of PAPs
	PAPs who do not have elementary education, or illiterate	28	Programs to complete elementary school	NES	5 years since enrollment for completion	No of PAPs enrolled / completed the education programs

			Contracts with PECS for part time work, work related to waste picking on other locations	PECS	October 2021	No of PAPs
			Seasonal job offerings	NES	October 2021	No of PAPs
	PAPs with no documentation	11	Registration at NES	Personal registration	September 2021	No of PAPs
		3	Assistance in obtaining personal documents	Secretariat for Social Welfare	September 2021	No of PAPs who were assisted in obtaining personal documents
Sabac	PAPs with completed elementary school, or higher	1	Training opportunities for skilled work	NES branch office Sabac	October 2021	No of PAPs invited to the training No of PAPs who completed the training
			Job opportunities with public utility companies in Sabac	CoS	October 2021	No of PAPs offered jobs
			Seasonal job offerings	NES	October 2021	No of PAPs
			Job opportunities for skilled workers (drivers, operators)	NES	October 2021	No of PAPs
			Other job offerings	NES/CoS/BCE		No of PAPs
	PAPs who do not have elementary education, or illiterate	2	Programs to complete elementary school	NES branch office Sabac	November 2021 for enrolment 5 years since enrollment	No of PAPs enrolled in the education programs No of PAPs who completed the

					for completion	education programs
			Seasonal job offerings	NES branch office Sabac	October 2021	No of PAPs
	PAPs with no documentation	3	Registration at NES	Personal registration	October 2021	No of PAPs
		0	Assistance in obtaining personal documents	Center for Social Work Sabac	September 2021	No of PAPs who were assisted in obtaining personal documents
Vladimirci	PAPs with completed elementary school, or higher	1	Training opportunities for skilled work	NES branch office Vladimirci	October 2021	No of PAPs invited to the training No of PAPs who completed the training
			Job opportunities with public utility companies in Sabac	MoV	October 2021	No of PAPs offered jobs
			Seasonal job offerings	NES branch office Vladimirci	October 2021	No of PAPs
			Job opportunities for skilled workers (drivers, operators)	NES	October 2021	No of PAPs
			Other job offerings	NES/MoV/BCE		No of PAPs

	PAPs who do not have elementary education, or illiterate	4	Programs to complete elementary school	NES branch office Vladimirci	November 2021 for enrolment 5 years since enrollment for completion	No of PAPs enrolled in the education programs No of PAPs who completed the education programs
			Seasonal job offerings	NES branch office Vladimirci	October 2021	No of PAPs
	PAPs with no documentation		Registration at NES	Personal registration	October 2021	No of PAPs
		0	Assistance in obtaining personal documents	Center for Social Work Vladimirci	September 2021	No of PAPs who were assisted in obtaining personal documents

(*) This number is based on the latest survey of wastepickers conducted in 2021. The original survey from 2018 did not cover all 246 identified wastepickers but rather the 89 wastepickers who showed up at the organized consultations on site (assumed that this is the number of active wastepickers on the landfill in 2018) so the data is not available for all of them.

(**) overall responsibility is with CoB, while the LR Coordinator will be responsible to track and report to both CoB and BCE.

8. IMPLEMENTATION OF LIVELIHOOD RESTORATION PLAN

The following section lists the activities that are / will be undertaken with the aim of implementing the Livelihood Restoration Plan.

8.1 Appointment of Livelihood Restoration Coordinator

CoB designated the Livelihood Restoration (LR) Coordinator, who will be in charge of implementing livelihood restoration as per this LRP and who will report to the Lenders via BCE management. This person will contact the recorded waste pickers on monthly basis and will keep track if any other waste pickers applied for LRP. The LR Coordinator will also directly cooperate with service providers, particularly the Center for Social Work of Belgrade/Sabac/Vladimirci, persons designated by the local National Employment Service to work with waste pickers and any potential employers.

The LR Coordinator for the City of Belgrade is:

Mrs. Tatjana Zivkovic³
City of Belgrade Secretariat for Environmental Protection
063 682152
tatjana.zivkovic@beograd.gov.rs

The LR Sub-Coordinator for the City of Sabac is:

Mrs. Dragana Milosavljevic
Sabac Government
Phone 064/8771787
dragana.milosavljevic@sabac.org

The LR Sub-Coordinator for Vladimirci Municipality is:

Mrs. Ivana Gagic
Head of financial, budget economy and local development department
Phone 064/8177505
nacelnikprivrede@vladimirci.org.rs

³ Temporary appointment until officially confirmed by CoB or other person appointed.

8.2 Identification of Available Services and Programs of Support

The LR Coordinator will identify services and programs of support which could be accessed for assisting the waste pickers. This will include programs and services which are implemented by a variety of stakeholders in the city or country, such as state authorities and agencies, private sector, non-governmental organizations, etc. As a priority, the LR Coordinator will cooperate with social workers from Belgrade, social workers and/or coordinators from Sabac and Vladimirci, and the National Employment Service, who can provide access to existing programs of support, which would be suitable for the waste pickers. One of the employment opportunities which is expected to be available to waste pickers are recycling yards/recycling centers operated by PECS.

8.3 Provision of Support and Assistance

The LR Coordinator will work individually with any entitled and interested waste pickers to access employment, training, and other assistance, as per the Entitlement Matrix. The LR Coordinator will monitor progress of each waste picker and adapt his/her individual assistance plans throughout the implementation of the LRP, until his/her livelihood has been fully restored. The number of waste pickers varied so the LR Coordinator will also serve as the main point of contact for the waste pickers who have not been covered under the LRP but can prove income earning activity on the landfill in the period of the census and landfill handover (2016 to 2021).

8.4 Potential establishing of a Working Group

If the process shows that LR Coordinator needs further support, in the implementation of the LRP, Working Group will be established on a national level which will be able to coordinate activities between municipalities and within various public utility companies. This Working Group shall include representatives from the National Employment Agency, Secretariat for Social Protection, Ministry of Human and Minority Rights and Social Dialogue, Office of the Prime Minister, CoB Mayor's Cabinet.

9. DISCLOSURE OF INFORMATION AND CONSULTATIONS

Stakeholder engagement has been taking place at various levels for the last 5 years, as documented in the text above, but also in more detail in the Resettlement Action Plan and subsequent implementation reports. Meetings with relevant national and local authorities, service providers (National Employment Service of the Ministry of Labour, Social Protection and Family and social workers) and private companies engaged in secondary raw material collection and sorting were also organized.

9.1 Public disclosure of LRP

The original RAP/ LRP was available in Serbia and English for review and comments, starting from 12th October 2018 until 12th December 2018 as part of the ESIA disclosure package.

Besides, the following documents were also made available for more than 60 days at the following websites:

- City of Belgrade website: <https://www.beograd.rs>:
- BCE website: <https://www.bcenergy.rs>
- EBRD website: <http://www.ebrd.com> ;
- IFC website: <https://www.ifc.org>.

This Livelihood Restoration Plan has been disclosed on the BCE's website, CoB's website on May 26th, as well as directly via Roma Activist to all wastepickers which were successfully reached.

- https://www.beograd.rs/images/data/464f09b3279d87b778318495ae9e9696_3153643312.pdf - English version
- https://www.beograd.rs/images/data/b8b835b59a23f0cbee00da8d30ee58b2_3802339218.pdf - Serbian version

9.2 Direct disclosure of LRP to wastepickers

Direct disclosure of LRP to wastepickers was organized in both Belgrade, on the Vinca Landfill on June 8th, and in Sabac / Vladimirci on June 19th, 2021. BCE representative accompanied Roma Activist who performed the disclosure of LRP. Wastepickers understood the scope and purpose of the Plan, and had no comments or objections. Besides familiarizing with LRP, wastepickers filled questionnaire in order to provide additional necessary information which will serve the purpose of strengthening the process and successfully implementing livelihood.

Figure 10 -Disclosure of LRP organized on LOP inside Vinca Complex



Figure 11 - Disclosure of LRP organized in Sabac / Vladimirci



Figure 12 - Singing filled questionnaires by wastepickers



9.3 Consultations

After the adoption of the Resettlement Plan, which includes initial LRP, the City of Belgrade continued through its secretariats, with regular provision of information and consultations of the households/waste pickers covered by the Project about the relevant LRP activities.

Besides that, number of stakeholder engagement has been conducted:

- Joins site visit of BCE/ARUP to Municipality of Vladimirci and City of Sabac during October 2019.
- Site visit the RAP Audit Report attached , consultation and preparation of the RAP Audit Report by ARUP
- Site visits, consultation with PAPs and preparation of Fact-finding Report and Post resettlement correction Plan (July-September 2020) by InVivo NGO engaged by BCE
- Aid package delivery to Sabac and Vladimirci and one Belgrade Family via “Human Heart” NGO and 2 Roma activists (October-December 2020)
- Number of meetings from the highest level with PM office, COB’s Mayor office, Ministries and Secretaries responsible for different segments of PAPs issues. (July 2020-present)
- Open Job opportunities by SVO where 70 Wastepickers applied.

The competent institutions will continue individual contacts with households to provide other types of assistance defined under the Plan, and joint meetings will be held where possible and necessary.

The recorded waste pickers will be obliged to register with the National Employment Service. The Secretariat for Social Protection will help them in this activity if necessary.

PECS informed the companies engaged in secondary raw material collection about recycling plans and where they could continue cooperation with this company if they want it.

9.4 Plan for future activities

Each identified and contacted waste picker needs to be further consulted and to be provided with the information about provisions of the LRP, they should be assigned to the entitlement matrix based on their conditions, preferences and willingness to be included in the LRP.

The Plan of activities is as follows:

- Finalize interview with wastepickers by end of May 2021
- Organize/offer registration to NES from October 2021 until February 2022
- Invite wastepickers to skills training, organized by NES, from February 2022
- Offered jobs to wastepickers by NES, and Public Utility Companies from August 2021
- Invitation for education programs from March 2022

10. GRIEVANCE MECHANISM

A transparent, accessible and accountable mechanism through which project affected people can express grievances is an important tool for sustaining good relations between the Project and its stakeholders. It is accepted good practice to afford affected parties the opportunity to air concerns and grievances related to sensitive issues such as compensation, replacement land and livelihood restoration.

The Secretariat for Environmental Protection has developed a grievance mechanism for the Project, to accept all comments and complaints associated with it, including those in relation to affected sources of livelihoods and their restoration. A sample of a Public Grievance Form is provided.

Project affected people may send comments, complaints and/or requests for information in person or via post, telephone or email using the following contact information:

City Secretariat for Environmental Protection
Contact Person: Snežana Bondžić
Address: Belgrade, Karadjordjeva 71a
Telephone number: +381 11 330 9611
Email address: snezana.bondzic@beograd.gov.rs

Receiving Grievances

The Grievances will be followed by the LR Coordinator through following actions:

Representatives of the offices listed in the Grievance mechanism will be contacted once a week and inquired if any grievances are received.

Grievance Logging

All received grievances will be immediately recorded by the LR Coordinator in the Grievance Log.

Informing Upper-Management

The LR Coordinator will immediately inform the BCE and CoB representatives regarding any grievance.

Response

In consultation with CoB representatives, LR Coordinator will decide if the received grievance requires development and implementation of relevant actions.

If actions are required to address a specific grievance, the LR Coordinator will collaborate with the relevant CoB representatives in development and implementation of actions.

The grievance holder(s) will be provided with an official written response by the LR Coordinator regarding the developed/implemented actions and how these actions will address the grievance or an adequately detailed reason why the grievance requires no actions.

Record Keeping and Reporting

Each time actions are implemented, grievance holders are informed, and grievances are resolved, the LR Coordinator will update the Grievance Logs and will fill the Grievance Close-Out Form. Grievance holders shall be consulted if they are satisfied with the proposed solution and if they are, a grievance can be closed out.

The LR Coordinator will also provide a list of all grievances together with short summaries of the grievances and the actions taken in the monthly Reports to be prepared.

Besides CoB, the grievances may be submitted via BCE through the following contact person.

Figure 13 - Grievance person contact information

Beo Čista Energija d.o.o. Ltd.

Contact Person: Gordana Jelenić, Managing Director Assistant

Address: Tošin bunar 272v, 11070 Belgrade, Serbia

Telephone number: +381 11 715 4885

Email address: bce@bcenergy.rs

11. INSTITUTIONAL SET UP

The implementation of the LRP is the responsibility of the City of Belgrade according to the PPP Contact.

PECS will have the most active role in the process of providing alternative employment opportunities, as they were directly/indirectly providing livelihood to the affected people. PECS will be supported by the LRP Coordinator, and especially by the representatives from the National Employment Service and the Secretariat for Social Protection.

Assistance to access employment opportunities and social welfare will be provided by relevant public institutions and employees, including social workers from the City of Belgrade, the City of Sabac and the Municipality of Vladimirci and the National Employment Service. Other service providers may also be involved, depending on the needs of affected waste pickers and available assistance programmes, for example legal aid lawyers, local NGOs, etc.

As stated in the previous sections, the LRP Coordinator will coordinate the activities of all other parties involved in the implementation and monitor the implementation of all activities. In this regard, the LRP Coordinator will prepare progress reports, progress assessment and needs to change certain activities in order to achieve objectives of this LRP.

12. LRP IMPLEMENTATION TIMETABLE, BUDGET/ RESOURCES

Contrary to implementation of RAP, the implementation of the LRP does not require direct funding of PAPs. All LRP actions, such as registration to NES, trainings, additional education, assistance with obtaining personal documents, is ensured through National Employment Service, who organizes skilled trainings, job offers, and education.

12.1 Funds of the City of Belgrade

The implementation of the LRP in Belgrade, will be carried out by NES branch offices in Belgrade Municipalities, financed from the City of Belgrade budget.

12.2 Funds of the City of Sabac /Municipality of Vladimirci

The support from the City of Sabac and Municipality Vladimirci is required for proper implementation of the LRP, in order to bridge the jurisdiction constraints faced by the CoB. The LRP Coordinator will serve as a conduit of information and funding as required to ensure LRP is applicable outside of CoB.

City of Sabac and Municipality of Vladimirci will carry out implementation of LRP through the NES branch offices for which are financed from existing City of Sabac and Municipality of Vladimirci budgets

All other activities proposed under this Plan require the use of human resources, that is, employees of relevant city and other services, who will as part of their regular job duties perform the tasks proposed herein.

12.3 Implementation Timetable

Table 22 - Implementation timetable

Activity/period	Responsibility	2021	2022
Nominating the LRP Coordinator	CoB	August	
Registration at NES	Coordinator		X
Cut of date for entering landfill	BCE	July 1 st	
Offering jobs via NES	NES, LR Coordinator to coordinate	X	X
Offering jobs via PECS	PECS, LR Coordinator to coordinate	X	X
Monitoring and reporting	LR Coordinator	X	X

13. MONITORING AND REPORTING

13.1 Monitoring

The LRP Coordinator will be monitoring the implementation of the LRP to ensure that activities are producing desired outcomes and to determine if changes in the approach or implementation are necessary. It will be supported by all other organizational units involved in the implementation of the Livelihood Restoration Plan.

The implementation of this Plan is monitored and evaluated through impact monitoring and performance monitoring. The LR Coordinator Group will monitor the implementation for at least four years, or until the livelihood restoration process has been achieved for all eligible wastepickers,

The LR Coordinator will prepare the quarterly reports which will be submitted to the City Council, as well as the final report two years after the termination of waste pickers' work on the Vinca landfill. The reports will also be submitted to the International financial institutions funding the project. The LRP Coordinator will document all meetings and consultations.

The table below (Table 23) provides an indicative list of indicators which will be used for monitoring. Indicators may be revised or supplemented if necessary.

Table 23 -Indicative Indicators for Monitoring and Reporting

Indicator	Source	Frequency
Number of persons covered by the Project in the list for employment / number of persons removed from the list (with described reason)	Reports prepared by the LR Coordinator based on data from National Employment Service, PECS, Reports prepared by the Secretariat, the City of Sabac, and the municipality of Vladimirci,	Quarterly
Number of newly employed persons and type of jobs	Reports prepared by the LR Coordinator, based on data collected from PECS and other public utility companies, NES, representatives of the City of Sabac and Municipality Vladimirci	Quarterly
Number and type of received complaints	Reports prepared by the LR Coordinator based on data from CoB responsible entities, the City of Sabac, and the municipality of Vladimirci Quarterly reports prepared by the LRP Coordinator	Quarterly
Number of resolved complaints and the pace of resolving	Data on received and completed complaints (CoB – Secretariat for Environmental Protection)	Quarterly
Are income sources restored?	Survey of the persons covered by the Plan	After 12 months

13.2 Reporting

When the implementation of the LRP begins, Coordinator will submit concise quarterly monitoring reports to the EBRD/IFC via BCE. Upon completion of livelihood restoration for all eligible waste pickers, a final implementation report will be prepared and submitted to the EBRD/IFC.

The LRP Coordinator will document all meetings and consultations with minutes and photographs, and these will be submitted to EBRD/IFC, together with progress reports and the final report.

Annex 1 – List of 246 wastepickers from 2018

	Name	Surname	Company	Gender	2018	interviewed 2018	resettled	Interviewed 2021
1	Marica	Anđić	Sava International d.o.o	F	1	no	no	no
2	Dragica	Bošnjaković	Sava International d.o.o	M	1	yes	no	no
3	Marica	Đimić	Sava International d.o.o	F	1	no	no	no
4	Đani	Đimić	Sava International d.o.o	M	1	no	no	no
5	Đasović	Đimić	Sava International d.o.o	M	1	yes	no	no
6	Đani	Đimić	Sava International d.o.o	M	1	yes	no	no
7	Đasović	Đurđević	Sava International d.o.o	M	1	no	no	no
8	Đani	Đurđević	Sava International d.o.o	M	1	no	no	no
9	Đani	Đurđević	Sava International d.o.o	M	1	yes	no	yes
10	Đani	Đurđević	Sava International d.o.o	F	1	no	no	no
11	Đani	Đurđević	Sava International d.o.o	M	1	yes	no	no
12	Đani	Đurđević	Sava International d.o.o	M	1	no	no	no
13	Đani	Đurđević	Sava International d.o.o	M	1	no	no	no
14	Đani	Đurđević	Sava International d.o.o	M	1	yes	no	no
15	Đani	Đurđević	Sava International d.o.o	M	1	no	no	no
16	Aleksandra	Marinković	Sava International d.o.o	M	1	no	no	no
17	Milovan	Marinković	Sava International d.o.o	M	1	no	no	no

18	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	no
19	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	yes	no	yes
20	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	yes	no	no
21	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	yes	no	no
22	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	no
23	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	no
24	[REDACTED]	[REDACTED]	Sava International d.o.o	F	1	no	no	no
25	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	no
26	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	no
27	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	?
28	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	no
29	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	no
30	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	yes	no	yes
31	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	yes	no	yes
32	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	yes	no	yes
33	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	?
34	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	?
35	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	?
36	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	?
37	[REDACTED]	[REDACTED]	Sava International d.o.o	M	1	no	no	?
			TOTAL SAVA INTERNATIONAL		37	12	0	5
38	[REDACTED]	[REDACTED]	Sargon	F	1	yes	no	yes

39	Aleksandra	Durdević	Sargon	F	1	no	no	no
40	Miljan	Govedarica	Sargon	M	1	no	no	no
41	Mirja	Driz	Sargon	F	1	yes	no	no
42	Shyla	Jahović	Sargon	F	1	yes	no	yes
43	Aleksandar	Nović	Sargon	M	1	yes	no	yes
44	Edin	Busić	Sargon	M	1	no	no	no
45	Janek	Radu	Sargon	M	1	no	no	no
46	Dragisa	Radu	Sargon	M	1	no	no	no
47	Tomislav	Radu	Sargon	M	1	yes	no	no
48	Veljko	Radu	Sargon	M	1	no	no	no
49	Riza	Rizić	Sargon	M	1	yes	no	yes
50	Aban	Rizić	Sargon	M	1	yes	no	yes
51	Spendi	Rizić	Sargon	M	1	yes	no	no
52	Eriz	Sejdović	Sargon	M	1	no	no	no
53	Ala	Belam	Sargon	M	1	no	no	no
54	Janek	Stojkov	Sargon	M	1	yes	no	no
55	Dragan	Stojkov	Sargon	M	1	yes	no	no
56	Sorani	Stojkov	Sargon	M	1	yes	no	no
57	Erica	Stojkov	Sargon	M	1	yes	no	no
58	Vani	Đodorić	Sargon	M	1	no	no	no
59	Alina	Đodorić	Sargon	M	1	no	no	no
			TOTAL SARGON		22	12	0	5
60			Greentech d.o.o.	M	1	yes	no	no
61			Greentech d.o.o.	M	1	no	no	no
62			Greentech d.o.o.	M	1	no	no	no
63			Greentech d.o.o.	M	1	no	no	no
64			Greentech d.o.o.	F	1	no	no	no
65			Greentech d.o.o.	M	1	no	no	no
66			Greentech d.o.o.	M	1	no	no	no
67			Greentech d.o.o.	F	1	no	no	no
68			Greentech d.o.o.	M	1	yes	no	no
69			Greentech d.o.o.	M	1	no	no	no
70			Greentech d.o.o.	M	1	no	no	no
71			Greentech d.o.o.	M	1	no	no	no
72			Greentech d.o.o.	M	1	no	no	no
73			Greentech d.o.o.	M	1	yes	no	no
74			Greentech d.o.o.	M	1	no	no	no
75			Greentech d.o.o.	M	1	no	no	no
76			Greentech d.o.o.	M	1	no	no	no
77			Greentech d.o.o.	M	1	no	no	no

78			Greentech d.o.o.	M	1	no	no	no
79			Greentech d.o.o.	M	1	no	no	no
80			Greentech d.o.o.	M	1	no	no	no
81			Greentech d.o.o.	M	1	no	no	no
82			Greentech d.o.o.	M	1	no	no	yes
83			Greentech d.o.o.	M	1	no	no	no
84			Greentech d.o.o.	M	1	no	no	?
85			Greentech d.o.o.	M	1	no	no	no
86			Greentech d.o.o.	M	1	no	no	no
87			Greentech d.o.o.	F	1	no	no	no
88			Greentech d.o.o.	M	1	no	no	?
89			Greentech d.o.o.	F	1	no	no	no
90			Greentech d.o.o.	M	1	no	no	no
91			Greentech d.o.o.	M	1	no	no	no
92			Greentech d.o.o.	M	1	no	no	no
93			Greentech d.o.o.	F	1	no	no	no
94			Greentech d.o.o.	M	1	no	no	no
95			Greentech d.o.o.	M	1	no	no	no
96			Greentech d.o.o.	M	1	yes	no	no
97			Greentech d.o.o.	M	1	no	no	no
98			Greentech d.o.o.	M	1	yes	no	no
99			Greentech d.o.o.	M	1	no	no	no
100			Greentech d.o.o.	M	1	no	no	no
101			Greentech d.o.o.	M	1	no	no	no
102			Greentech d.o.o.	M	1	no	no	no
103			Greentech d.o.o.	M	1	no	no	no
104			Greentech d.o.o.	M	1	no	no	no
105			Greentech d.o.o.	M	1	no	no	no
106			Greentech d.o.o.	M	1	no	no	no
107			Greentech d.o.o.	M	1	no	no	no
108			Greentech d.o.o.	M	1	no	no	no
109			Greentech d.o.o.	M	1	no	no	no
110			Greentech d.o.o.	M	1	no	no	no
111			Greentech d.o.o.	M	1	no	no	no
112			Greentech d.o.o.	M	1	no	no	no
113			Greentech d.o.o.	F	1	no	no	no
114			Greentech d.o.o.	M	1	no	no	no
			TOTAL GREENTECH		55	5	0	1
115			Escorpi d.o.o.	F	1	no	no	yes
116			Escorpi d.o.o.	M	1	no	no	no
117			Escorpi d.o.o.	F	1	no	no	no

118			Escorpi d.o.o.	M	1	no	no	yes
119			Escorpi d.o.o.	M	1	no	no	no
120			Escorpi d.o.o.	M	1	no	no	no
121			Escorpi d.o.o.	?	1	no	no	no
122			Escorpi d.o.o.	M	1	yes	no	yes
123			Escorpi d.o.o.	M	1	no	no	no
124			Escorpi d.o.o.	M	1	no	no	no
125			Escorpi d.o.o.	M	1	no	no	no
126			Escorpi d.o.o.	M	1	no	no	no
127			Escorpi d.o.o.	F	1	no	no	no
128			Escorpi d.o.o.	M	1	no	no	no
129			Escorpi d.o.o.	M	1	yes	no	no
130			Escorpi d.o.o.	M	1	yes	no	yes
131			Escorpi d.o.o.	F	1	yes	no	no
132			Escorpi d.o.o.	M	1	no	no	no
133			Escorpi d.o.o.	F	1	no	no	no
134			Escorpi d.o.o.	M	1	no	no	no
135			Escorpi d.o.o.	M	1	yes	no	no
136			Escorpi d.o.o.	M	1	yes	no	no
137			Escorpi d.o.o.	M	1	no	no	no
138			Escorpi d.o.o.	M	1	no	no	no
139			Escorpi d.o.o.	M	1	no	no	no
140			Escorpi d.o.o.	M	1	no	no	yes
141			Escorpi d.o.o.	M	1	no	no	no
142			Escorpi d.o.o.	M	1	yes	no	no
143			Escorpi d.o.o.	M	1	no	no	no
144			Escorpi d.o.o.	M	1	no	no	no
145			Escorpi d.o.o.	M	1	no	no	no
146			Escorpi d.o.o.	M	1	yes	no	no
147			Escorpi d.o.o.	M	1	no	no	?
148			Escorpi d.o.o.	F	1	no	no	no
149			Escorpi d.o.o.	M	1	no	no	no
150			Escorpi d.o.o.	M	1	no	no	no
151			Escorpi d.o.o.	M	1	no	no	no
152			Escorpi d.o.o.	M	1	yes	no	no
153			Escorpi d.o.o.	M	1	no	no	no
154			Escorpi d.o.o.	M	1	yes	no	yes
155			Escorpi d.o.o.	M	1	no	no	no
156			Escorpi d.o.o.	M	1	no	no	no
157			Escorpi d.o.o.	F	1	no	no	no
158			Escorpi d.o.o.	M	1	no	no	no

159			Escorpi d.o.o.	M	1	no	no	no
160			Escorpi d.o.o.	M	1	no	no	no
161			Escorpi d.o.o.	M	1	no	no	no
162			Escorpi d.o.o.	M	1	no	no	no
163			Escorpi d.o.o.	M	1	no	no	no
164			Escorpi d.o.o.	M	1	yes	no	no
165			Escorpi d.o.o.	M	1	yes	no	no
			TOTAL ESCORPI		51	12	0	6
166			Eco Turtle d.o.o.	M	1	no	no	no
167			Eco Turtle d.o.o.	M	1	no	no	no
168			Eco Turtle d.o.o.	M	1	yes	no	no
169			Eco Turtle d.o.o.	M	1	yes	no	no
170			Eco Turtle d.o.o.	M	1	no	no	no
171			Eco Turtle d.o.o.	M	1	no	no	no
172			Eco Turtle d.o.o.	M	1	yes	no	no
173			Eco Turtle d.o.o.	M	1	yes	no	yes
174			Eco Turtle d.o.o.	M	1	no	no	no
175			Eco Turtle d.o.o.	M	1	no	no	no
176			Eco Turtle d.o.o.	M	1	no	no	no
177			Eco Turtle d.o.o.	M	1	yes	no	no
178			Eco Turtle d.o.o.	M	1	yes	no	no
179			Eco Turtle d.o.o.	M	1	no	no	no
180			Eco Turtle d.o.o.	F	1	no	no	yes
181			Eco Turtle d.o.o.	F	1	yes	no	no
182			Eco Turtle d.o.o.	M	1	no	no	no
183			Eco Turtle d.o.o.	F	1	no	no	no
184			Eco Turtle d.o.o.	M	1	no	no	no
185			Eco Turtle d.o.o.	M	1	no	no	no
186			Eco Turtle d.o.o.	M	1	no	no	no
187			Eco Turtle d.o.o.	F	1	no	no	no
188			Eco Turtle d.o.o.	M	1	yes	no	yes
189			Eco Turtle d.o.o.	M	1	no	no	no
190			Eco Turtle d.o.o.	M	1	no	no	no
			TOTAL ECO TURTLE		25	8	0	3
191			JKP Gradska Čistoća	F	1	no	no	yes
192			JKP Gradska Čistoća	F	1	no	no	yes
193			JKP Gradska Čistoća	F	1	no	no	yes
194			JKP Gradska Čistoća	F	1	no	no	yes

195				JKP Gradska Čistoća	M	1	no	yes	yes
196				JKP Gradska Čistoća	M	1	no	no	no
197				JKP Gradska Čistoća	F	1	no	no	no
198				JKP Gradska Čistoća	F	1	no	no	no
199				JKP Gradska Čistoća	F	1	no	no	yes
200				JKP Gradska Čistoća	M	1	no	no	yes
201				JKP Gradska Čistoća	F	1	yes	yes	yes
202				JKP Gradska Čistoća	M	1	yes	no	yes
203				JKP Gradska Čistoća	F	1	no	no	no
204				JKP Gradska Čistoća	M	1	yes	no	yes
205				JKP Gradska Čistoća	F	1	no	no	yes
206				JKP Gradska Čistoća	M	1	yes	no	yes
207				JKP Gradska Čistoća	F	1	no	no	yes
208				JKP Gradska Čistoća	M	1	no	no	yes
209				JKP Gradska Čistoća	M	1	no	no	yes
210				JKP Gradska Čistoća	F	1	yes	no	yes
211				JKP Gradska Čistoća	F	1	no	no	yes
212				JKP Gradska Čistoća	M	1	no	no	yes
213				JKP Gradska Čistoća	F	1	yes	no	yes
214				JKP Gradska Čistoća	M	1	no	yes	no
215				JKP Gradska Čistoća	M	1	no	no	no
216				JKP Gradska Čistoća	F	1	no	no	no
217				JKP Gradska Čistoća	M	1	yes	yes	yes
218				JKP Gradska Čistoća	M	1	no	yes	yes
219				JKP Gradska Čistoća	M	1	no	yes	yes
220				JKP Gradska Čistoća	F	1	yes	yes	yes
221				JKP Gradska Čistoća	M	1	yes	yes	yes
222				JKP Gradska Čistoća	F	1	yes	yes	yes
223				JKP Gradska Čistoća	M	1	yes	yes	yes
224				JKP Gradska Čistoća	M	1	no	yes	yes
225				JKP Gradska Čistoća	M	1	yes	yes	yes
226				JKP Gradska Čistoća	M	1	yes	no	no
227				JKP Gradska Čistoća	M	1	yes	yes	yes
228				JKP Gradska Čistoća	F	1	no	no	no
229				JKP Gradska Čistoća	F	1	yes	no	yes
230				JKP Gradska Čistoća	F	1	no	no	no
231				JKP Gradska Čistoća	F	1	no	no	no
232				JKP Gradska Čistoća	M	1	no	no	yes
233				JKP Gradska Čistoća	F	1	no	no	no
234				JKP Gradska Čistoća	M	1	no	no	no
235				JKP Gradska Čistoća	M	1	no	no	no

236			JKP Gradska Čistoća	M	1	no	no	no
237			JKP Gradska Čistoća	F	1	no	no	no
238			JKP Gradska Čistoća	M	1	yes	yes	yes
239			JKP Gradska Čistoća	M	1	no	yes	no
240			JKP Gradska Čistoća	F	1	no	no	no
241			JKP Gradska Čistoća	M	1	no	yes	yes
242			JKP Gradska Čistoća	M	1	yes	yes	yes
243			JKP Gradska Čistoća	M	1	no	no	no
244			JKP Gradska Čistoća	M	1	no	no	yes
245			JKP Gradska Čistoća	F	1	no	no	yes
246			JKP Gradska Čistoća	F	1	no	yes	no
TOTAL JKP					56	17	18	36
					246	66	18	56

Annex 2 – List of 66 out of 89 Interviewed people in 2018

	Name	Surname	Company	Gender	2018	interviewed 2018	resettled	Interviewed 2021
1			Sava International d.o.o	M	1	yes	no	no
2			Sava International d.o.o	M	1	yes	no	no
3			Sava International d.o.o	M	1	yes	no	no
4			Sava International d.o.o	M	1	yes	no	yes
5			Sava International d.o.o	M	1	yes	no	no
6			Sava International d.o.o	M	1	yes	no	no
7			Sava International d.o.o	M	1	yes	no	yes
8			Sava International d.o.o	M	1	yes	no	no
9			Sava International d.o.o	M	1	yes	no	no
10			Sava International d.o.o	M	1	yes	no	yes
11			Sava International d.o.o	M	1	yes	no	yes
12			Sava International d.o.o	M	1	yes	no	yes
13			Sargon	F	1	yes	no	yes
14			Sargon	F	1	yes	no	no
15			Sargon	F	1	yes	no	yes
16			Sargon	M	1	yes	no	yes
17			Sargon	M	1	yes	no	no
18			Sargon	M	1	yes	no	yes
19			Sargon	M	1	yes	no	yes
20			Sargon	M	1	yes	no	no
21			Sargon	M	1	yes	no	no
22			Sargon	M	1	yes	no	no
23			Sargon	M	1	yes	no	no
24			Sargon	M	1	yes	no	no
25			Greentech d.o.o.	M	1	yes	no	no
26			Greentech d.o.o.	M	1	yes	no	no
27			Greentech d.o.o.	M	1	yes	no	no
28			Greentech d.o.o.	M	1	yes	no	no
29			Greentech d.o.o.	M	1	yes	no	no
30			Escorpi d.o.o.	M	1	yes	no	yes
31			Escorpi d.o.o.	M	1	yes	no	no
32			Escorpi d.o.o.	M	1	yes	no	yes
33			Escorpi d.o.o.	F	1	yes	no	no
34			Escorpi d.o.o.	M	1	yes	no	no
35			Escorpi d.o.o.	M	1	yes	no	no

36				Escorpi d.o.o.	M	1	yes	no	no
37				Escorpi d.o.o.	M	1	yes	no	no
38				Escorpi d.o.o.	M	1	yes	no	no
39				Escorpi d.o.o.	M	1	yes	no	yes
40				Escorpi d.o.o.	M	1	yes	no	no
41				Escorpi d.o.o.	M	1	yes	no	no
42				Eco Turtle d.o.o.	M	1	yes	no	no
43				Eco Turtle d.o.o.	M	1	yes	no	no
44				Eco Turtle d.o.o.	M	1	yes	no	no
45				Eco Turtle d.o.o.	M	1	yes	no	yes
46				Eco Turtle d.o.o.	M	1	yes	no	no
47				Eco Turtle d.o.o.	M	1	yes	no	no
48				Eco Turtle d.o.o.	F	1	yes	no	no
49				Eco Turtle d.o.o.	M	1	yes	no	yes
50				JKP Gradska Čistoća	F	1	yes	yes	yes
51				JKP Gradska Čistoća	M	1	yes	no	yes
52				JKP Gradska Čistoća	M	1	yes	no	yes
53				JKP Gradska Čistoća	M	1	yes	no	yes
54				JKP Gradska Čistoća	F	1	yes	no	yes
55				JKP Gradska Čistoća	F	1	yes	no	yes
56				JKP Gradska Čistoća	M	1	yes	yes	yes
57				JKP Gradska Čistoća	F	1	yes	yes	yes
58				JKP Gradska Čistoća	M	1	yes	yes	yes
59				JKP Gradska Čistoća	F	1	yes	yes	yes
60				JKP Gradska Čistoća	M	1	yes	yes	yes
61				JKP Gradska Čistoća	M	1	yes	yes	yes
62				JKP Gradska Čistoća	M	1	yes	no	no
63				JKP Gradska Čistoća	M	1	yes	yes	yes
64				JKP Gradska Čistoća	F	1	yes	no	yes
65				JKP Gradska Čistoća	M	1	yes	yes	yes
66				JKP Gradska Čistoća	M	1	yes	yes	yes

Annex 3 – List of individual data for 45 interviewed wastepickers in 2021⁴

1. [REDACTED] was born in 1972, from Belgrade, illiterate. She has been working at the Vinca landfill for a long time, including the last three years. She currently does not have a contract with any company, she worked for PECS. She would do the same job somewhere else. She is willing to finalize primary education.
2. [REDACTED] was born in 1975, from Belgrade, illiterate. She has been working at the Vinca landfill for a long time, including the last three years. According to her, she has been at the landfill for more than 30 years. She currently has a contract with PECS. She would do the same job somewhere else, and if offered different type of job, she would do it. She is willing to finalize primary education.
3. [REDACTED] was born in 1990, from Belgrade. She completes 4 grades of primary school. She has been working at the Vinca landfill for a long time, including the last three years. She currently does not have a contract with any company, she worked for PECS. She would do the same job somewhere else, and if offered different type of job, she would do it. She is willing to finalize primary education.
4. [REDACTED] was born in 2000, from Belgrade. He completed 2 grades of primary school. He has been working at the Vinca landfill for a long time, including the last three years. He currently does not have a contract with any company, he worked for PECS. Nasko was born at the landfill. He spent his whole life there, and the only job he did was waste picking on the Vinca. He is willing to finalize primary education.
5. [REDACTED] was born in 2002, with the place of residence in Belgrade (Mirijevo). She did not complete primary school and currently does not have a contract with any company since her contract with PECS was terminated. She would do the same job somewhere else, and different type of job as well. She is willing to finalize primary education, and any kind of support. The survey questionnaire was completed via phone.
6. [REDACTED] was born in 1993, with the place of residence in Belgrade (Visnjica). She completed primary school and currently does not have a contract with any company since her contract with PECS was terminated. She would do the same job somewhere else, and different type of job as well. She is interested in any kind of support. The survey questionnaire was completed via phone.
7. [REDACTED] from Belgrade (Kaludjerica) was born in 1989. She has been working at the Vinca landfill for a long time, including the last three years. She currently does not have a contract with any company, she worked for PECS. She would do the same job somewhere else.

⁴ The survey was conducted in spring 2021, so all statements made in present time reflect that period.

8. ██████████ was born in 1989. Veseg is from Pancevo, but he rents an apartment in Belgrade. He did not complete primary school. He currently has a contract with company Eskorpi. He is also interested in other job, but he would also do the same job somewhere else. He is willing to finalize primary education.
9. ██████████ from Belgrade, was born in 1971. She currently does not have a contract with any company, but she worked for many years on the Vinca landfill. She did not complete primary education and would do the same job somewhere else. She would also do any other job if offered. These are mainly elementary jobs (cleaning lady, production worker, etc.). The survey questionnaire completed via phone. She is not willing to finalize primary education.
10. ██████████ was born in 1989, from Belgrade. Miša is illiterate, he has a contract with PECS, he has been working for a long time on the Vinca landfill. He is willing to finalize primary education.
11. ██████████ was born in 1992. Her place of residence is in Subotica, but she lives between Subotica and Belgrade. She completed 4 grades of primary school; she is currently working for company Sava Internacional. She previously worked for company Eskorpi. She would do the same job somewhere else, and any other type of job as well. She is reluctant to finalize primary education, due to family responsibilities.
12. ██████████ was born in 1993. He lives in Belgrade, he completed primary school. He currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else.
13. ██████████ was born in 1976. Her place of residence is in Subotica, but she lives between Subotica and Belgrade. She did not complete primary school. She currently has a contract with company Sava Internacional, but previously worked for company Eskorpi. She would do the same job somewhere else. . She is reluctant to finalize primary education, due to family responsibilities.
14. ██████████ was born in 1961. His place of residence is currently in Belgrade, but he came from village Pambukovica near Ub. They rent an apartment in Belgrade because of work. Milan did not complete primary school. He currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else, and he would also do any other type of job, in line with his capabilities.
15. ██████████ was born in 1981. Her place of residence is in Belgrade, but she came from village Pambukovica near Ub. They rent an apartment in Belgrade because of work. She completed 4 grades of primary school. She currently has a contract with PECS. She would do the same job somewhere else, and she would also do any other type of job, in line with her capabilities. She is interested in attending school to complete primary school, but it depends on the place and time.

16. [REDACTED], was born in 1960. She did not complete primary school. Her place of residence is in Belgrade, but she came from village Pambukovica near Ub. They rent an apartment in Belgrade because of work. She has been working on the landfill for PECS for more than 30 years, and still has a contract with it. She would do the same job somewhere else. Not sure she would attend night school.
17. [REDACTED] was born in 1984. His place of residence is currently in Belgrade, but he came from village Pambukovica near Ub. They rent an apartment in Belgrade because of work. He currently has a contract with PECS, he has been working for it for more than 20 years. He would do the same job somewhere else, and other type of job as well. He completed 5 grades of primary school, but is reluctant to complete primary education.
18. [REDACTED] was born in 1976, with the place of residence in Belgrade (Krnjača). He currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else, and other type of job as well.
19. [REDACTED] was born in 1976, with the place of residence in Belgrade (Kaludjerica). She completed primary education and currently has signed contract with PECS, she has been working for it for about 20 years. She would do the same job somewhere else, and any other job as well. She is generally interested in supplementing education.
20. [REDACTED] was born in 1980, from Zrenjanin, currently residing in Belgrade. He completed 4 grades of primary school and currently has a contract with company Sava Internacional. He previously worked for company Eskorpi. He would do the same job somewhere else, and any other type of job as well. He is willing to finalize primary education.
21. [REDACTED] was born in 1976, with the place of residence in Krnule village, the municipality of Vladimirci. He currently does not have a contract with any company since his contract with PECS was terminated. Slobodan completed 4 grades of primary school and has a driving license, categories B and C (truck). Slobodan would prefer a job as a driver. The survey questionnaire was completed via phone.
22. [REDACTED] was born in 1964. The current place of residence is Mehovine village, the municipality of Vladimirci, while he previously lived in Bela Reka, the municipality of Sabac. Ilija currently does not have a contract with any company since his contract with PECS was terminated. He did not complete primary school. He would do the same job somewhere else. He needs to think about finalizing primary education.
23. [REDACTED] was born in 1969. The current place of residence is Sabac. He moved from Bela Reka under the Housing Program. Djordje currently does not have a contract with any company, but he worked for more than 20 years on the Vinca landfill for PECS. Djordje would accept any kind of assistance in finding a job.

24. [REDACTED] was born in 1983. She completed primary school and hairdressing course, but she has never worked as a hairdresser. Dragana currently does not have a contract with any company since her contract with PECS was terminated. She would do the same job somewhere else, and any other type of job as well. She is willing to finalize primary education.
25. [REDACTED] was born in 1987 with the place of residence in Belgrade (Kaludjerica). He did not complete primary school, he completed only one grade. Vlada was born at the landfill, and spent his whole life there, and worked only as a waste picker. He currently does not have a contract with any company since his contract with PECS was terminated.
26. [REDACTED] was born in 1990. His current place of residence is Sabac, where he moved to from Bela Reka, based on the Housing Program. Dejan did not complete primary school and he currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else. He is willing to finalize primary education.
27. [REDACTED] was born in 1965, with the place of residence in Belgrade (Zemun). He currently has a signed contract with PECS. He is interested in doing the same job somewhere else. He completed school for construction machine operator.
28. [REDACTED] was born in 1969. His place of residence is in Belgrade (New Belgrade). He completed 4 grades of primary school, and he currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else.
29. [REDACTED] was born in 1992, from Novi Sad. She completed primary education and she currently does not have a contract with any company since her contract with PECS was terminated. Amide occasionally comes to the landfill, depending on family responsibilities and possibilities. She would do the same job somewhere else, and different type of job as well. Information was given by her cousin Dragana Mitrovic.
30. [REDACTED] was born in 1963, from Novi Becej. He did not complete primary school and he currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else, and any other type of job as well. These are mainly elementary jobs. He is willing to finalize primary education.
31. [REDACTED] was born in 1966, with the place of residence in Belgrade (Visnjica). He currently does not have a contract with any company since his contract with PECS was terminated.
32. [REDACTED] was born in 1980, with the place of residence in Subotica. He is an itinerant waste buyer for company Sava Internacional.

33. [REDACTED] was born in 1982, with the place of residence in Subotica. He did not complete primary school, and has a signed contract with company Sava Internacional for about last 7-8 months. He would do the same job somewhere else, and any other type of job as well. He is willing to finalize primary education.
34. [REDACTED] born in 1994, with the place of residence in Subotica. He completed primary school and has a signed contract with company Sava Internacional for about last 7-8 months. He would do the same job somewhere else, and different type of job as well. He is willing to finalize primary education.
35. [REDACTED] was born in 1994 from Zaječar, but he currently lives in Belgrade for work. He completed 2 grades of primary school. He currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else, and any other type of job as well. He is willing to finalize primary education.
36. [REDACTED] was born in 1968, with the place of residence in Mehovine village, the municipality of Vladimirci. He completed 7 grades of primary school, and he currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else, and any other type of job as well.
37. [REDACTED] was born in 1984, with the place of residence in Mehovine village, the municipality of Vladimirci. He completed 4 grades of primary school. He currently does not have a contract with any company. He would do the same job somewhere else, and other type of job as well.
38. [REDACTED] was born in 1958, with the place of residence in Mehovine village, the municipality of Vladimirci. He did not complete primary school and he currently does not have a contract with any company since his contract with PECS was terminated. He would do the same job somewhere else, and any other type of job as well. The survey questionnaire was completed via phone.
39. [REDACTED] was born in 1976, with the place of residence in Belgrade (New Belgrade). He completed primary education, and he currently has a signed contract with PECS. He would do the same job somewhere else, and any other type of job as well.
40. [REDACTED] was born in 1985, lives between Zajecar and Belgrade. He completed primary school and he currently does not have a contract with any company since his contract with company PECS was terminated. He would do the same job somewhere else, and is willing to finalize primary education.
41. [REDACTED] was born in 1980, with the place of residence in Belgrade (Kotez). He did not complete primary school and he currently does not have a contract with any company since his contract with company PECS was terminated. He is interested in the same job somewhere else. He is also willing to finalize primary education.

42. [REDACTED] was born in 1986, with the place of residence in Belgrade (Kotez). She currently does not have a contract with any company since her contract with PECS was terminated. She would do the same job somewhere else. She is also interested in any other type of job. These are mainly elementary jobs. She is also willing to finalize primary education.
43. [REDACTED] born in 1986, with the place of residence in Belgrade. He currently does not have a contract with any company since his contract with company Sava Internacional was terminated. He completed primary school. He would do the same job somewhere else, as well as any other type of job. He is interested to finalize primary education.
44. [REDACTED] born in 1986, with the place of residence in Belgrade. He currently does not have a contract with any company since his contract with company Sava Internacional was terminated. He completed primary education and he would do the same job somewhere else and different type of job as well. He is interested to finalize primary education.
45. [REDACTED] born in 1987, with the place of residence in Belgrade. He currently does not have a contract with any company since his contract with company Sava Internacional was terminated. He completed 5 grades of primary school. He would do the same job somewhere else, and different type of job as well – any job. He is interested to finalize primary education.

Annex 4 – List of wastepickers with active contracts in 2021

	Name	Surname	Company	Gender
1			Sava International d.o.o.	M
2			Sava International d.o.o.	M
3			Sava International d.o.o.	M
4			Sava International d.o.o.	M
5			Sava International d.o.o.	M
6			Sava International d.o.o.	M
7			Sava International d.o.o.	M
8			Sava International d.o.o.	M
9			Sava International d.o.o.	M
10			Sava International d.o.o.	F
11			Sava International d.o.o.	M
12			Sava International d.o.o.	F
13			Sava International d.o.o.	F
14			Sava International d.o.o.	M
15			Sava International d.o.o.	M
16			Sava International d.o.o.	M
17			Sava International d.o.o.	M
18			Sava International d.o.o.	M
19			Sava International d.o.o.	M
20			Sava International d.o.o.	F
21			Sava International d.o.o.	M
22			Sava International d.o.o.	F
23			Sava International d.o.o.	F
24			Sava International d.o.o.	M
25			JKP Gradska Čistoća	F
26			JKP Gradska Čistoća	M
27			JKP Gradska Čistoća	F
28			JKP Gradska Čistoća	F
29			JKP Gradska Čistoća	M
30			JKP Gradska Čistoća	F
31			JKP Gradska Čistoća	M
32			JKP Gradska Čistoća	F
33			JKP Gradska Čistoća	M
34			JKP Gradska Čistoća	F
		TOTAL	34	

Annex 5 – Initial Questionnaire

Upitnik za sakupljače sekundarnih sirovina
Questionnaire for collectors of secondary raw materials

1.	Ime I prezime Name and surname	
2.	Pol Gender	
3.	Godina rođenja Year of birth	
4.	Mesto prebivališta (opština) Place of residence (municipality)	
5.	Gde ste radili u prethodne 3 godine? Where did you work in last 3 years?	
6.	Da li trenutno radite kao SSS na Vinci? Do you currently work as CSRSM?	
7.	Da li radite kao SSS I negde van Vinca? Do you work as CSRSM outside Vinca as well?	
8.	Da li još neko iz domaćinstva radi u Vinči? Ako je odgovor DA, nabrojati članove. Does anyone else from the household work in Vinca? If YES, list the members.	1. Da Yes 2. Ne No
9.	Firma sa kojom ima ugovor? The company person has a contract with?	
10.	Mesečni prihodi od sakupljanja sekundarnih sirovina? Monthly income from collecting secondary raw materials?	
11.	Koliko dugo radi za ovu firmu? How long has he/she been working for this company?	
12.	Da li je ranije radio za neku drugu firmu u Vinči? Ako je odgovor DA, navesti ime firme. Has he previously worked for another company in Vinca? If YES, state company name.	1. Da Yes 2. Ne No
13.	Da li biste radili na nekom drugom mestu kao SSS? Would you consider working on another location as CSRSM?	1. Da Yes 2. Ne No

Datum / Date

Potpis / Signature

NOTICE FOR WASTEPICKERS

If you were employed at the landfill, or if you collected
secondary raw materials at

Vinca Landfill during 2018,

Please provide us your contact details so that we can
reach out to you for future activities and wastepicker
employment survey.

CONTACT INFO

Ljiljana Krstić

+381 61 237 0914

Filip Živković

+381 66 88 44 244

Annex 7 – Formal letter sent to respectable recycling companies

Republic of Serbia
City of Belgrade
Belgrade City Administration
Secretariat for Social Welfare
Sector for Improvement of Roma Position

27. marta 43-45
11000 Belgrade

e-mail: milena.ratajac@beograd.gov.rs
tel. 011/3309-629

Number: XIX-06-072-365/18
Date: February 1, 2021

BELGRADE

www.beograd.rs

ECO TURTLE D.O.O.

**4 Patrijarha Pavla Str.
11000 Belgrade**

Dear Sir/Madam,

Please provide the Secretariat for Social Welfare of the Belgrade City Administration a **list of engaged waste pickers at the Vinca landfill, inclusive of January 2021**, for preparing the Livelihood Restoration Plan of waste pickers from the Vinca landfill. The list should also include information on their place of residence.

If you need any additional information, please contact the Secretariat for Social Welfare: Milos Mihajlovic at 063-236-284 and Milena Ratajac at 011-3309-629.

Thank you for your cooperation.

Sincerely Yours,

Natasa Stanisavljevic
Deputy Head of Belgrade City Administration
- Secretary of the Secretariate for Social Welfare

Republic of Serbia
City of Belgrade
Belgrade City Administration
Secretariat for Social Welfare
Sector for Improvement of Roma Position

27. marta 43-45
11000 Belgrade

e-mail: milena.ratajac@beograd.gov.rs
tel. 011/3309-629

Number: XIX-06-072-365/18
Date: February 1, 2021

BELGRADE

www.beograd.rs

EKO UNIJA NEMETALI D.O.O.

**3 Batajnicki put Str.
11080 Belgrade
Zemun**

Dear Sir/Madam,

Please provide the Secretariat for Social Welfare of the Belgrade City Administration a **list of engaged waste pickers at the Vinca landfill, inclusive of January 2021**, for preparing the Livelihood Restoration Plan of waste pickers from the Vinca landfill. The list should also include information on their place of residence.

If you need any additional information, please contact the Secretariat for Social Welfare: Milos Mihajlovic at 063-236-284 and Milena Ratajac at 011-3309-629.

Thank you for your cooperation.

Sincerely Yours,

Natasa Stanisavljevic
Deputy Head of Belgrade City Administration
- Secretary of the Secretariate for Social Welfare

Republic of Serbia
City of Belgrade
Belgrade City Administration
Secretariat for Social Welfare
Sector for Improvement of Roma Position

27. marta 43-45
11000 Belgrade

e-mail: milena.ratajac@beograd.gov.rs
tel. 011/3309-629

Number: XIX-06-072-365/18
Date: February 1, 2021

BELGRADE

www.beograd.rs

ESCOPI D.O.O.

43 Vidikovacki venac Str.
11000 Belgrade

Dear Sir/Madam,

Please provide the Secretariat for Social Welfare of the Belgrade City Administration **a list of engaged waste pickers at the Vinca landfill, inclusive of January 2021**, for preparing the Livelihood Restoration Plan of waste pickers from the Vinca landfill. The list should also include information on their place of residence.

If you need any additional information, please contact the Secretariat for Social Welfare: Milos Mihajlovic at 063-236-284 and Milena Ratajac at 011-3309-629.

Thank you for your cooperation.

Sincerely Yours,

Natasa Stanisavljevic
Deputy Head of Belgrade City Administration
- Secretary of the Secretariate for Social Welfare

Republic of Serbia
City of Belgrade
Belgrade City Administration
Secretariat for Social Welfare
Sector for Improvement of Roma Position

27. marta 43-45
11000 Belgrade

e-mail: milena.ratajac@beograd.gov.rs
tel. 011/3309-629

Number: XIX-06-072-365/18
Date: February 1, 2021

BELGRADE

www.beograd.rs

GREENTECH D.O.O.

**7 Bulevar Kralja Petra I
21000 Novi Sad**

Dear Sir/Madam,

Please provide the Secretariat for Social Welfare of the Belgrade City Administration a **list of engaged waste pickers at the Vinca landfill, inclusive of January 2021**, for preparing the Livelihood Restoration Plan of waste pickers from the Vinca landfill. The list should also include information on their place of residence.

If you need any additional information, please contact the Secretariat for Social Welfare: Milos Mihajlovic at 063-236-284 and Milena Ratajac at 011-3309-629.

Thank you for your cooperation.

Sincerely Yours,

Natasa Stanisavljevic
Deputy Head of Belgrade City Administration
- Secretary of the Secretariate for Social Welfare

Republic of Serbia
City of Belgrade
Belgrade City Administration
Secretariat for Social Welfare
Sector for Improvement of Roma Position

27. marta 43-45
11000 Belgrade
e-mail: milena.ratajac@beograd.gov.rs
tel. 011/3309-629

Number: XIX-06-072-365/18
Date: February 1, 2021

BELGRADE

www.beograd.rs

SARGON D.O.O.

**48 Susedgradska|Str.
11090 Belgrade
Rakovica**

Dear Sir/Madam,

Please provide the Secretariat for Social Welfare of the Belgrade City Administration a **list of engaged waste pickers at the Vinca landfill, inclusive of January 2021**, for preparing the Livelihood Restoration Plan of waste pickers from the Vinca landfill. The list should also include information on their place of residence.

If you need any additional information, please contact the Secretariat for Social Welfare: Milos Mihajlovic at 063-236-284 and Milena Ratajac at 011-3309-629.

Thank you for your cooperation.

Sincerely Yours,

Natasa Stanisavljevic
Deputy Head of Belgrade City Administration
- Secretary of the Secretariate for Social Welfare

Republic of Serbia
City of Belgrade
Belgrade City Administration
Secretariat for Social Welfare
Sector for Improvement of Roma Position

27. marta 43-45
11000 Belgrade

e-mail: milena.ratajac@beograd.gov.rs
tel. 011/3309-629

Number: XIX-06-072-365/18
Date: February 1, 2021

BELGRADE

www.beograd.rs

SAVA INTERNATIONAL D.O.O.

**4 Vuka Vrcevic|Str.
11000 Belgrade
Palilula**

Dear Sir/Madam,

Please provide the Secretariat for Social Welfare of the Belgrade City Administration **a list of engaged waste pickers at the Vinca landfill, inclusive of January 2021**, for preparing the Livelihood Restoration Plan of waste pickers from the Vinca landfill. The list should also include information on their place of residence.

If you need any additional information, please contact the Secretariat for Social Welfare: Milos Mihajlovic at 063-236-284 and Milena Ratajac at 011-3309-629.

Thank you for your cooperation.

Sincerely Yours,

Natasa Stanisavljevic
Deputy Head of Belgrade City Administration
- Secretary of the Secretariate for Social Welfare

Annex 8 – Filled Questionnaires

Filled questionnaires by all wastepickers from the initial list of 2018, that were present at the body of the Old Landfill during the visits on March 27th and April 1st.

* Due to confidential personal information, the full list of Questionnaires with active contracts has been hidden.

Upitnik za sakupljače sekundarnih sirovina
Questionnaire for collectors of secondary raw materials

51

1.	Ime i prezime Name and surname	[REDACTED]
2.	Pol Gender	M
3.	Godina rođenja Year of birth	1976
4.	Mesto prebivališta (opština) Place of residence (municipality)	KRNULE, Vladimirski
5.	Gde ste radili u prethodne 3 godine? Where did you work in last 3 years?	VINČA
6.	Da li trenutno radite kao SSS na Vinci? Do you currently work as CSRМ?	Da
7.	Da li radite kao SSS i negde van Vinča? Do you work as CSRМ outside Vinča as well?	Ne
8.	Da li još neko iz domaćinstva radi u Vinči? Ako je odgovor DA, nabrojati članove. If YES, list the members.	<input checked="" type="radio"/> 1. Da Yes <input type="radio"/> 2. Ne No
9.	Firma sa kojom ima ugovor? The company person has a contract with?	/
10.	Mesečni prihodi od sakupljanja sekundarnih sirovina? Monthly income from collecting secondary raw materials?	30.000
11.	Koliko dugo radi za ovu firmu? How long has he/she been working for this company?	/
12.	Da li je ranije radio za neku drugu firmu u Vinči? Ako je odgovor DA, navesti ime firme. If YES, state company name.	<input checked="" type="radio"/> 1. Da Yes <input type="radio"/> 2. Ne No G-C
13.	Da li biste radili na nekom drugom mestu kao SSS? Would you consider working on another location as CSRМ?	<input checked="" type="radio"/> 1. Da Yes <input type="radio"/> 2. Ne No

DA - kao volje ima C Kategoriju

Datum / Date: 24.03.

Potpis / Signature: [Signature]

Annex 9 – Maximizing job opportunities for wastepickers by EPC contractors



Maximizing employment opportunities for waste pickers

Extract from Weekly HSE Meetings

During preparation of CESMPs in 2019., all EPC Contractors were requested and instructed to include provision of information and support interested waste pickers to apply for employment opportunities created as part of the project.

BCE's request for employment opportunity and support to interested waste pickers has been incorporated within the CESMPs of all EPC subcontractors, which are binding documents.

Employment opportunity and support for interested waster pickers can be found in:

1. CNIM's CESMP – Labor Management Plan, subtitle 5.1 Employment Plan
2. EPN's CESMPs – Labor Management Plan, subtitle 6.4 Employment of waste pickers
3. SVO's CESMP – Section 5 Labor Management Plan
4. SVO's OESMP – Section 5 Labor Management Plan

Given that the implementation of all planned activities and measures defined by CESMP is a crucial part for the project, it is being discussed on a weekly basis, during HSE Coordination meetings.

All EPC contractors have expressed good will towards implementation of the given requirement. However, as all the works from the beginning of the construction phase, up to date, required skilled workers, such as welders, machine operators, carpenters, foremen, roofing mechanics, plumbers, electricians, etc., unfortunately there were no opportunities for waste pickers to be engaged so far.

We underlined that all the works conducted so far are also presenting potential high -risk operations for the employees, as the major works were excavation, pile drilling, working on height and in confined space, assembly of steel construction etc., therefore employing unskilled waste pickers would also present even a higher risk for each individual.

However, EPC contractors are still open to this requirement and will consider employment opportunities for waste pickers, with the decrease of high-risk positions.

Representatives present at HSE Weekly meetings

BCE, Bosko Maravic

CNIM, Bojan Mladenovic

SUEZ, Ljubisa Jovanovic

EPN, Aleksandra Derajic

SVO (EPC), Danilo Radic

O&M, Daliborka Vidic

Annex 10 – Individual Entitlement matrix

Place of Residence	Category	No of PAPs *	Entitlement	Responsibility **	Timeline	Measure of Completion
Belgrade	PAPs with completed elementary school, or higher	6	Training opportunities for skilled work	NES	October 2021	No of PAPs invited to the training No of PAPs who completed the training
			Job opportunities with PECS	PECS	October 2021	No of PAPs
			Job opportunities with other public utility companies	CoB	October 2021	No of PAPs
			Seasonal job offerings	NES	October 2021	No of PAPs
			Job opportunities for skilled workers (drivers, operators)	NES	October 2021	No of PAPs
			Other job offerings	NES/CoB /BCE	October 2021	No of PAPs
	PAPs who do not have elementary education, or illiterate	28	Programs to complete elementary school	NES	November 2021 for enrolment 5 years since enrollment for completion	No of PAPs enrolled in the education programs No of PAPs who completed the education programs
			Contracts with PECS for part time work, work related to waste picking on other locations	PECS	October 2021	No of PAPs

			Seasonal job offerings	NES	October 2021	No of PAPs
	PAPs with no documentation		Registration at NES	Personal registration	September 2021	No of PAPs

		3	Assistance in obtaining personal documents	Secretariat for Social Welfare	September 2021	No of PAPs who were assisted in obtaining personal documents
Sabac	PAPs with completed elementary school, or higher	1	Training opportunities for skilled work	NES branch office Sabac	October 2021	No of PAPs invited to the training No of PAPs who completed the training
			Job opportunities with public utility companies in Sabac	CoS	October 2021	No of PAPs offered jobs
			Seasonal job offerings	NES	October 2021	No of PAPs
			Job opportunities for skilled workers (drivers, operators)	NES	October 2021	No of PAPs
			Other job offerings	NES/CoS /BCE		No of PAPs
	PAPs who do not have elementary education, or illiterate	2	Programs to complete elementary school	NES branch office Sabac	November 2021 for enrolment 5 years since enrollment for completion	No of PAPs enrolled in the education programs No of PAPs who completed the education programs
			Seasonal job offerings	NES branch office Sabac	October 2021	No of PAPs

	PAPs with no documentation	3	Registration at NES	Personal registration	October 2021	No of PAPs
		0	Assistance in obtaining personal documents	Center for Social Work Sabac	September 2021	No of PAPs who were assisted in obtaining personal documents
Vladimirci	PAPs with completed elementary school, or higher	1	Training opportunities for skilled work	NES branch office Vladimirci	October 2021	No of PAPs invited to the training No of PAPs who completed the training
			Job opportunities with public utility companies in Sabac	MoV	October 2021	No of PAPs offered jobs
			Seasonal job offerings	NES branch office Vladimirci	October 2021	No of PAPs
			Job opportunities for skilled workers (drivers, operators)	NES	October 2021	No of PAPs
			Other job offerings	NES/MoV/BCE		No of PAPs
	PAPs who do not have elementary education, or illiterate	4	Programs to complete elementary school	NES branch office Vladimirci	November 2021 for enrolment 5 years since enrollment	No of PAPs enrolled in the education programs No of PAPs who completed the

					for completion	education programs
			Seasonal job offerings	NES branch office Vladimir ci	October 2021	No of PAPs
	PAPs with no documentation	1	Registration at NES	Personal registration	October 2021	No of PAPs
		0	Assistance in obtaining personal documents	Center for Social Work Vladimirci	September 2021	No of PAPs who were assisted in obtaining personal documents

Annex 11 – Records from PECS of active waste pickers 2018-2021

Мије Ковачевића 4
11050 БЕОГРАД
Србија



Текући рачун: 205-487-82
ПИБ: 100003603
М.Б: 07045000

ЈАВНО КОМУНАЛНО ПРЕДУЗЕЋЕ ГРАДСКА ЧИСТОЋА

ЈАВНО КОМУНАЛНО ПРЕДУЗЕЋЕ
"ГРАДСКА ЧИСТОЋА"
Бр. 5003
Датум: 06 APR 2021 год.
БЕОГРАД, Мије Ковачевића 4

Бошко Маравић
ESHS Manager

Veo Clean Energy Ltd.
Тошин бунар 272в
11070 Београд

Предмет: Достављање података о броју сакупљача секундарних сировина на депонији Винча

Поштовани,

На основу ваших упита у последњих пар месеци, а закључно са упитом на састанку одржаном 22.03.2021. везано за број сакупљача на депонији током 2018.године, који је приложен као Анекс 2 Акционог плана расељавања, где се тврди да је број активних сакупљача на попису био 246, а према увиду у евиденцију ЈКП "Градска Чистоћа" Београд, реалан број заиста активних сакупљача је следећи:

1. По рециклажним предузећима:

Назив фирме	Престанак рада на депонији	Просечан број сакупљача месечно			
		2018	2019	2020	2021
Greentech	Април 2020	9	4	1	0
Eko Unija Nemetali	Новембар 2018	4	1	/	/
Sava Internacional	/	15	13	7	9
Eko Turtle	Август 2019	6	3	/	/
Sargon	Крај 2019	6	/	/	/
Escorpi	Јул 2020	10	14	7	/
Укупно		50	35	15	9

2. По уговорима закљученим између сакупљача и ЈКП "Градска Чистоћа" Београд:

Број активних сакупљача са уговорима				
2018	Јануар – Јул 2019	Август - Децембар 2019	Просечан бр. активних у 2020.	Број тренутно активних уговора (2021)
66	35	18	9	10

Тел: +381 11 3314 000; Факс: +381 11 2084 375;
e. infocentar@gradskacistoca.rs; W. www.gradskacistoca.rs

3. Према горе наведеним подацима, укупан реалан број сакупљача је следећи:

Укупан просечан број сакупљача по годинама			
2018*	2019	2020	2021
116	62	24	19

* број 116 представља просечан број активних сакупљача у 2018. години, док је у тренутку пописа сакупљача крајем 2018. установљено да их укупно има 89.

За додатне информације стојимо вам на располагању.

Срдачан поздрав,

Директор
Марко Поповић, маг. политик.