

REPORT/DRAFT VERSION 2

# **BELGRADE WASTE-TO-ENERGY PROJECT**

## LIVELIHOOD RESTORATION PLAN

Vinca Waste Management Complex

**Date: May 2021**

Prepared by: City Secretariat for Social Welfare

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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 is 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 has 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 is currently being operated by the Public Enterprise City Sanitation (PECS).

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 number of wastepickers, including members of the resettled families, in 2018 was estimated to be 246 (Provided in Annex 1), based on the employee lists provided by PECS and the 5 recycling companies, operating on the landfill in the collection and purchase of secondary raw materials. The number of wastepickers who are actively involved on the landfill varies over time.

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.

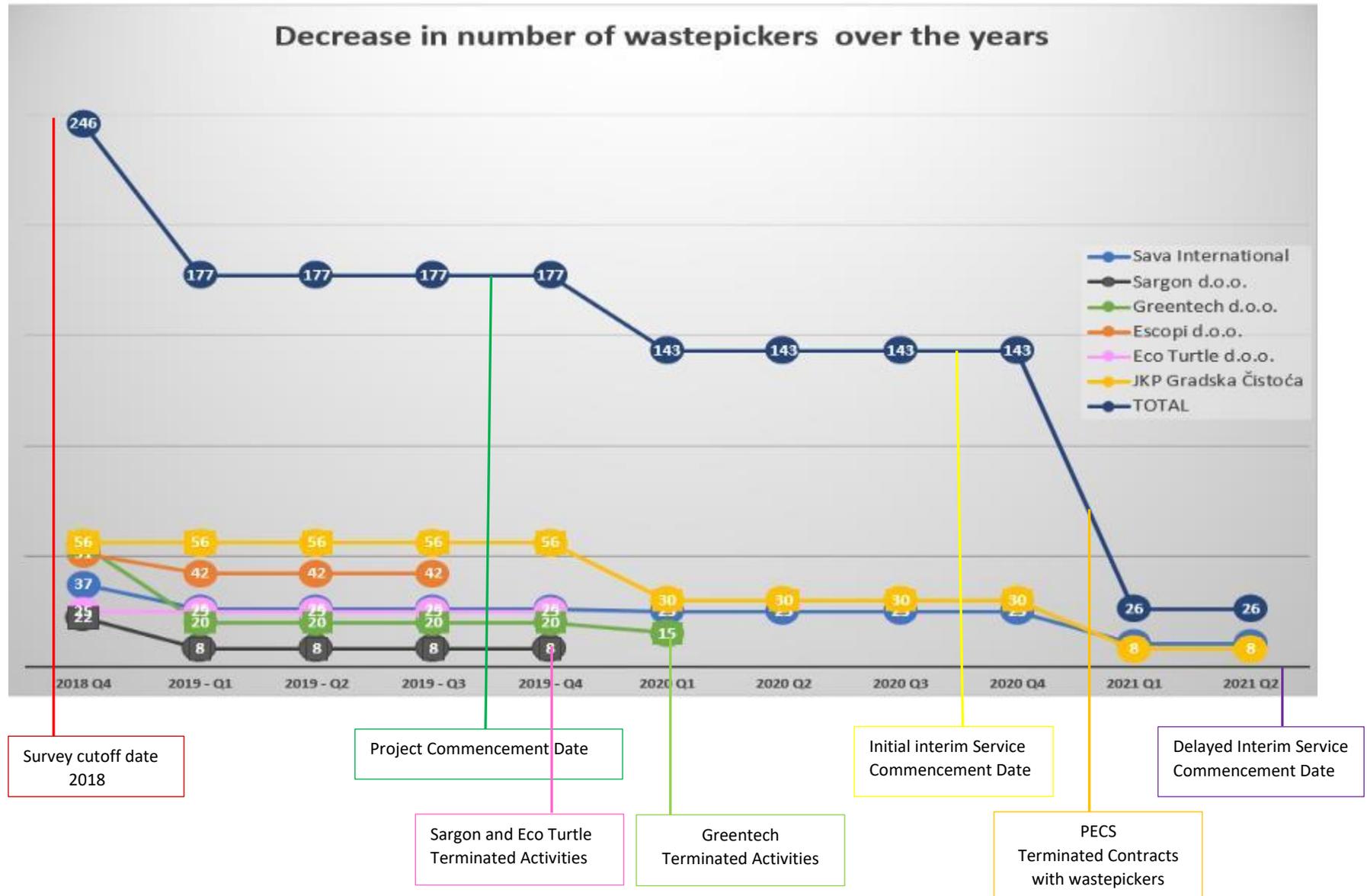
## 2.2 Project Change Timeline

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.

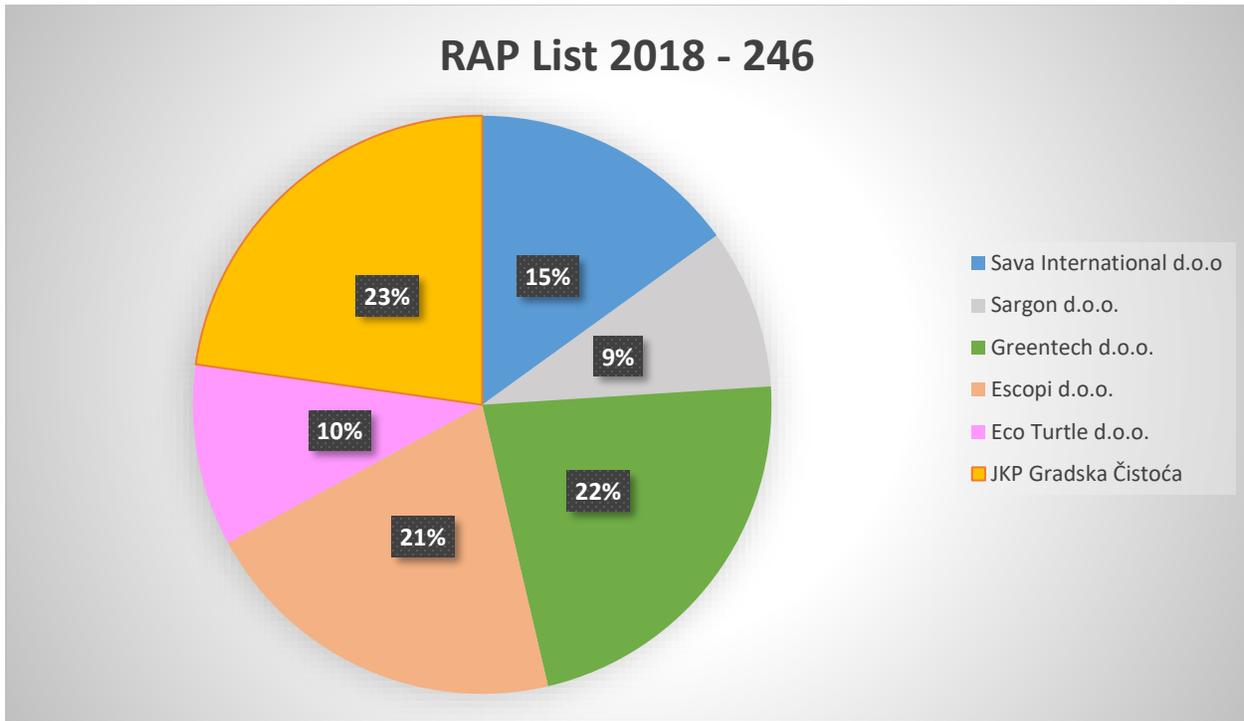
As shown in the table below there are additional lists of wastepickers for 2019 and 2020, who were allowed to enter the site, but again the number does not present the factual situation. In reality maximum number of wastepickers recorded entering or working at the Vinca site is about 70.

*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
<b>TOTAL</b>	<b>246</b>	<b>177</b>	<b>143</b>	<b>26</b>	<b>18</b>

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 23<sup>1</sup> 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.

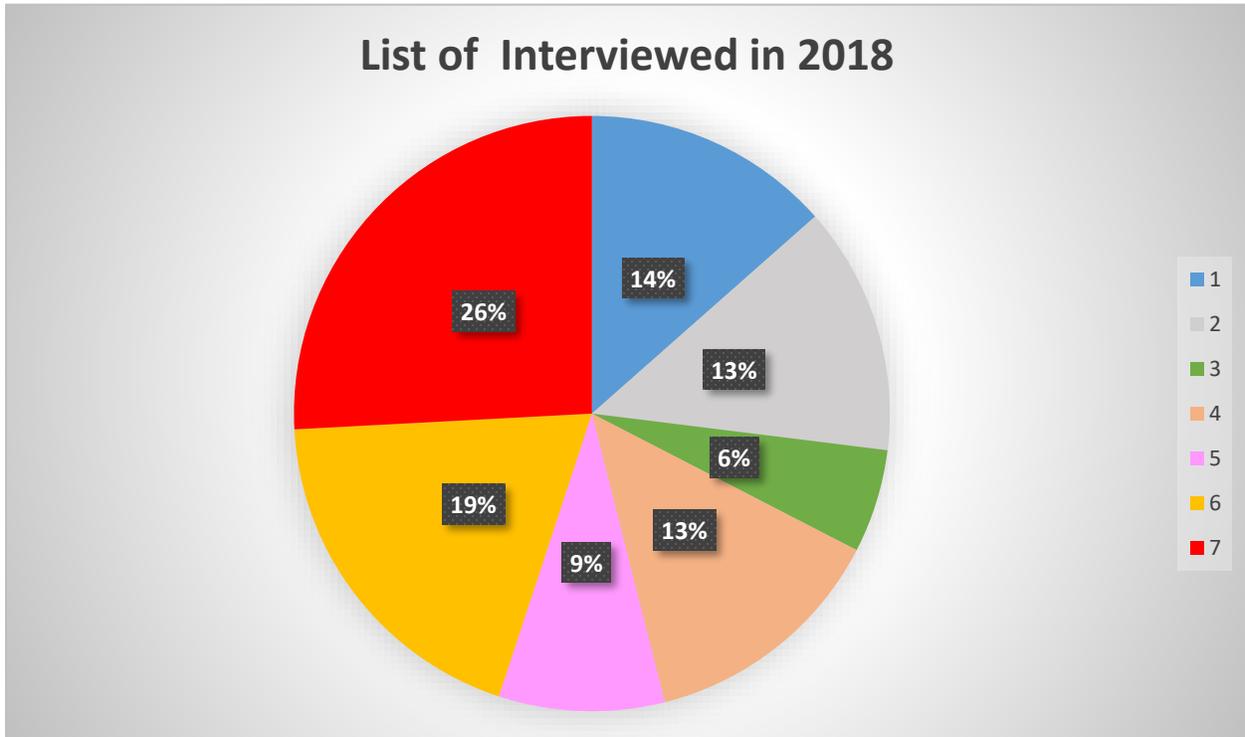
Table 2 – List of interviewed persons in 2018

	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
<b>TOTAL</b>	<b>246</b>	<b>177</b>	<b>143</b>	<b>34</b>	<b>18</b>	<b>66</b>	<b>56</b>

<sup>1</sup> 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 will cover those 23 individuals, if they are found on the Landfill, or they respond in the ongoing campaign to reach out missing wastepickers.

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 are still operation on the landfill.

Besides this fact, vast majority of contracts between PECS and individual wastepickers have been terminated in May 2020, leaving only 10 wastepickers currently working for PECS. 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 current number of really active wastepickers is about 20 (only 10 out of 24 are 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.

This is just the first step of analysis, while more detailed one including engagement of wastepickers, in order to determine their education, skills, etc. will be elaborated within the next version of this report.

The LRP will include the waste pickers who are active in waste picking on the landfill until the date of campaign in 2021 and the eligibility of the ones who will apply until the date of interim commencement date.

Wastepickers will be 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

## 2.5 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

**Handing out contact forms in person**

*Figure 5 - Field visit photos*

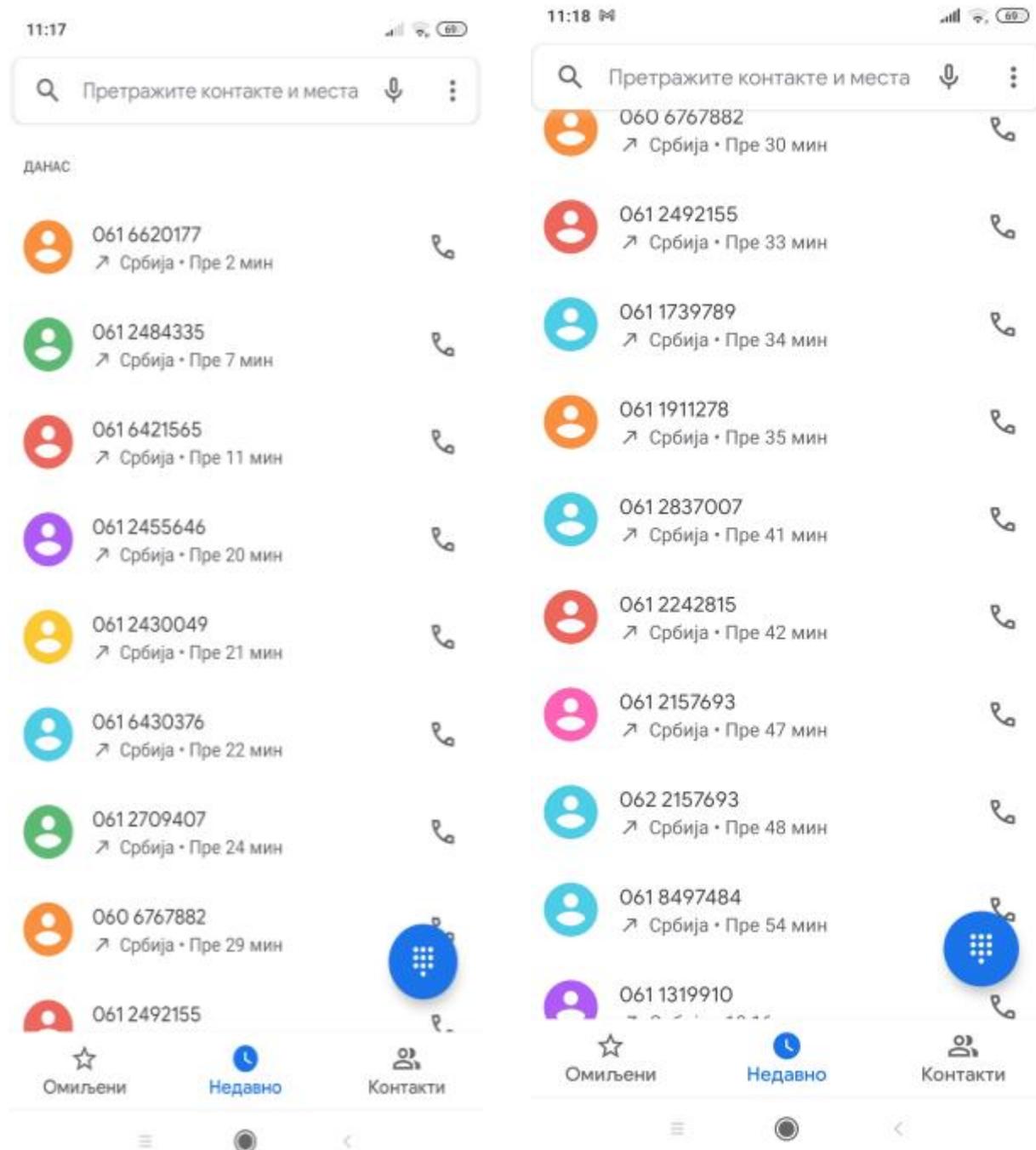






## Calling the numbers

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

The advertisements for reaching “missing” wastepickers has been initiated in 2 daily newspaper, 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](mailto:bce@bcenergy.rs)

[www.bcenergy.rs](http://www.bcenergy.rs)

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## Initial 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 have been 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.

## 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 persons<sup>8</sup> 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. [REDACTED] 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], 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

[REDACTED] 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] (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, Mile 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 Labor 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.)**

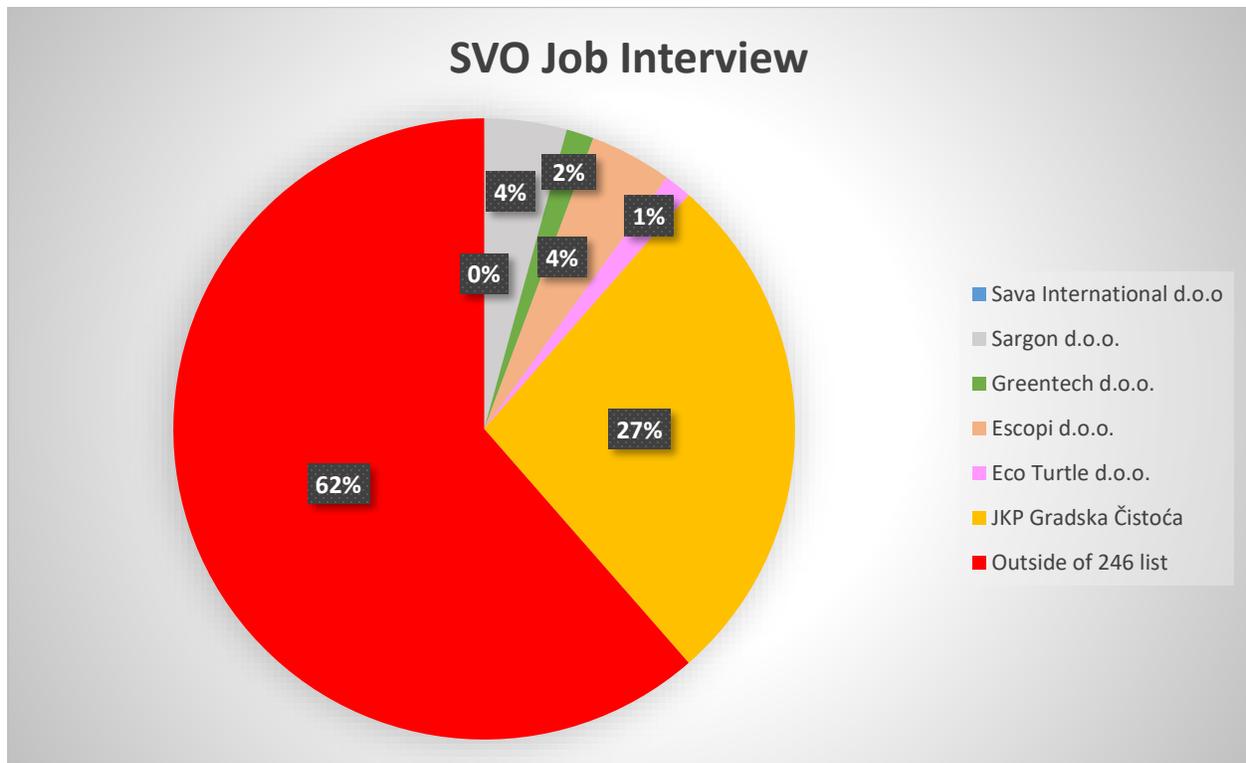
- **Steps for reaching waste-pickers**
  - **18.05.2020.** – The letter was sent to the representatives of City of Belgrade, in which SVO & BCE asked for their help in reaching Wastepickers and informed them about job opportunities in SVO. We did not receive any reply.
  - **During the Month of May** - 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)
- To 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 1<sup>st</sup> 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 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 3 - Number of surveyed workers

Table 3 Number of surveyed workers by company						
Name of company	PECS	Eco Turtle	Escorpi	Greentech	Sargon	Sava International
Number of persons surveyed	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 4 - 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 5 - 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 6 – Education

Educational level	Table 6 – Education				
	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.

This chapter of the LRP will be updated once the full 2021 survey is complete.

## 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.

### Анализа упитника

**На списку анкетираних лица која су била активна и 2018.године налази се 1 откупљивач као и два лица која повремено долазе (2-5 пута недељно).**

- 1. Укупан број анкетираних лица је 45 (Списак сакупљача са личним подацима дат у Прилогу бр. 3), од тога је 30 мушкараца а 15 жена.**

ПОЛ	Број	%
Мушкарци	30	66,67
Жене	15	33,33
<b>Укупно</b>	<b>45</b>	<b>100%</b>

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Табела 1. Анкетирана лица подељена по полу

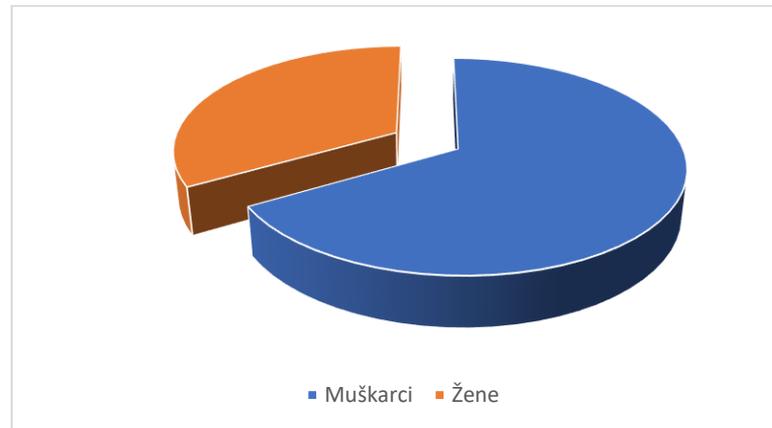


Figure 10 --Анкетирана лица подељена по полу

## 2. Старосна структура испитаника

Испитаници су разврстани у 9 старосних група од по 4 године.

Година рођења	Број	%
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
<b>Укупно</b>	<b>45</b>	<b>100%</b>

Table 7 -Анкетирана лица разврстана по години рођења

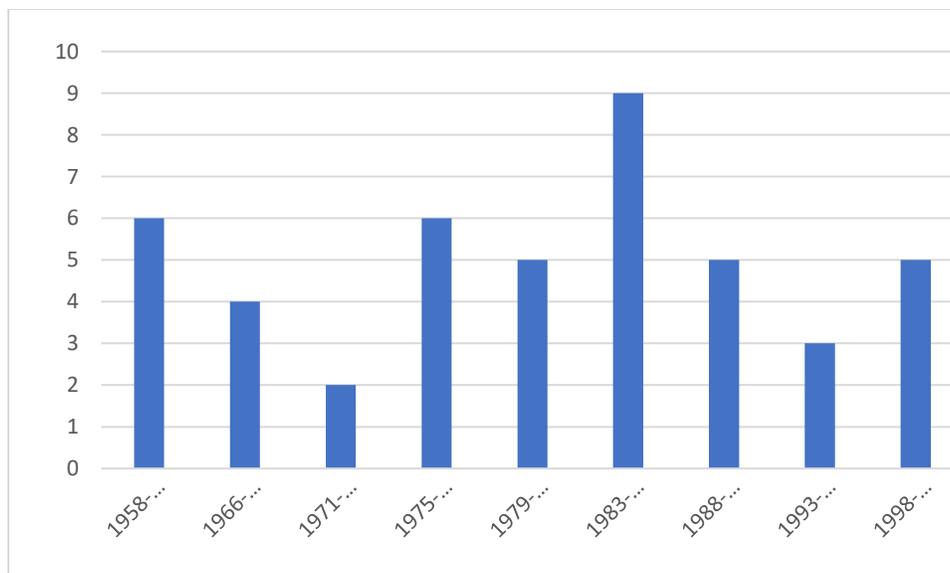


Figure 11 -Старосна структура испитаника

## 3. Испитаници разврстани по месту пребивалишта

Мора се напоменути да одређени број лица путује из места пребивалишта у Београд. Такође, одређени број лица иако им је место пребивалишта на другој адреси, они у Београду изнајмљују стан, али нису званично пријављени.



Место	Број	%
Београд и околина	25	55,56
Шабац и околина	7	15,56
Војводина(Нови Сад, Зрењанин, Н.Бечеј, Суботица, Панчево)	9	20
УБ	4	8,89
<b>Укупно</b>	<b>45</b>	<b>100%</b>

Table 8 - Испитаници разврстани према месту пребивалишта/становања

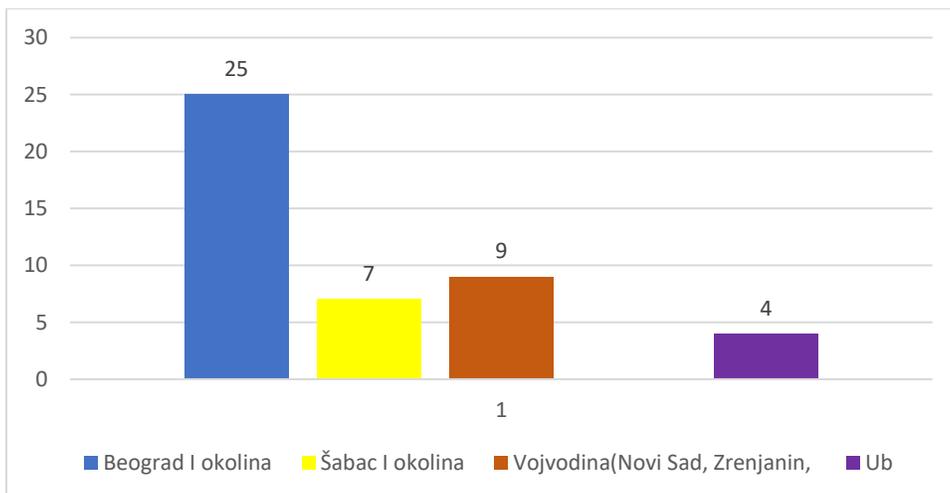


Figure 12 - Испитаници по месту пребивалишта/становања

#### 4. Месечни приход од сакупљања секундарних сировина

Месечни приход	Број	%
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 на дан	8	17,78
Како кад / без одговора	10	22,22
<b>Укупно</b>	<b>45</b>	<b>100%</b>

Table 9 - Табеларни приказ месечног прихода испитаника

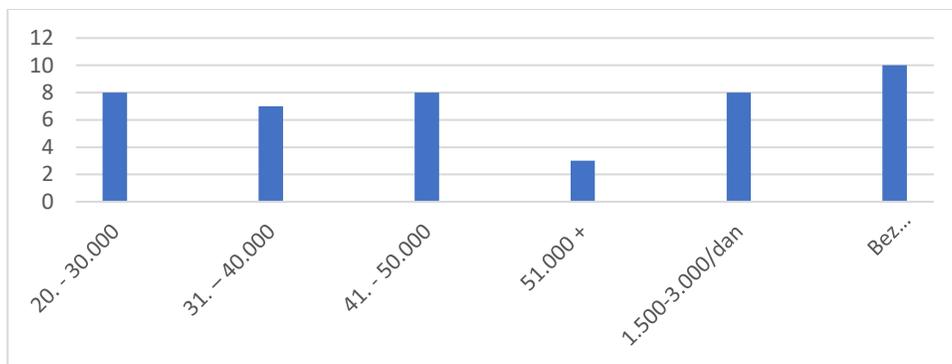


Figure 13 -Приказ месечне зараде испитаника

## 5. Остали одговори

Остали одговори подразумевају одговоре на следећа питања:

- Питање бр. 5 – Где сте радили у претходне 3 године?
- Питање бр. 6. - Да ли тренутно радите као сакупљач секундарних сировина на Винчи?
- Питање бр. 7 – Да ли радите као сакупљач секундарних сировина негде ван Винче?
- Питање бр. 8 – Да ли неко из домаћинства ради у Винчи?
- Питање бр. 9 – Фирма са којом има уговор?
- Питање бр.11 – Колико дуго радите за ову фирму?
- Питање бр. 12 – Да ли сте раније радили за неку другу фирму у Винчи?
- Питање бр. 13 – Да ли бисте обављали исти овај посао на другом месту?
- Питање бр. 14- Да ли бисте радили неки други посао?

Бр. 5			Бр. 6			Бр. 7		
<b>Винча</b>	45	100%	<b>Да</b>	45	100%	<b>Да</b>	0	0
<b>Друго</b>	0	0	<b>Не</b>	0	0	<b>Не</b>	45	100%
<b>Укупно</b>	45	100%	<b>Укупно</b>	45	100%	<b>Укупно</b>	45	100%

Table 10 -Табеларни приказ одговора на питања 5,6 и 7

- На питање бр 8: Да ли неко из домаћинства још ради на Винчи, однос одговора је следећи

Бр. 8		
Одговор	Бр.	%
<b>Да</b>	33	73,33
<b>Не</b>	12	26,67
<b>Укупно</b>	45	100%

Table 11 -Одговор на питање бр. 8

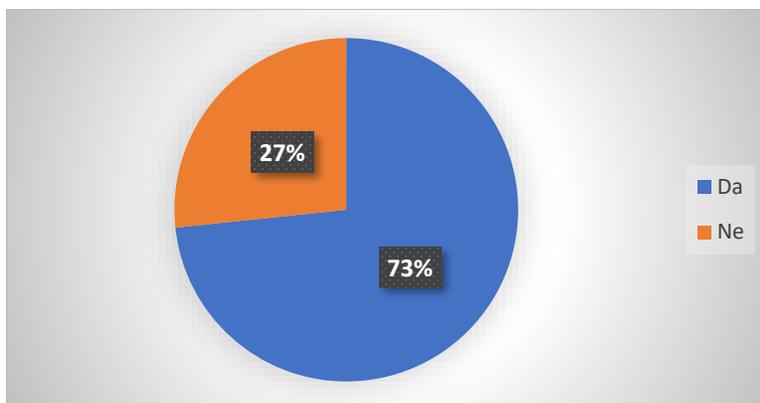


Figure 14 -Одговор на питање бр. 8. Да ли неко из домаћинства још ради на Винчи

**На питање бр. 9: Фирма са којом има уговор, однос одговора је следећи:**

- У питању су фирме: Градска чистоћа и Sava Internacional

Бр. 9 – Фирма са којом има уговор		
Градска чистоћа	8	17,78
Sava Internacional	7	15,56
Нема	30	66,67

Table 12 - Фирма са којом има уговор

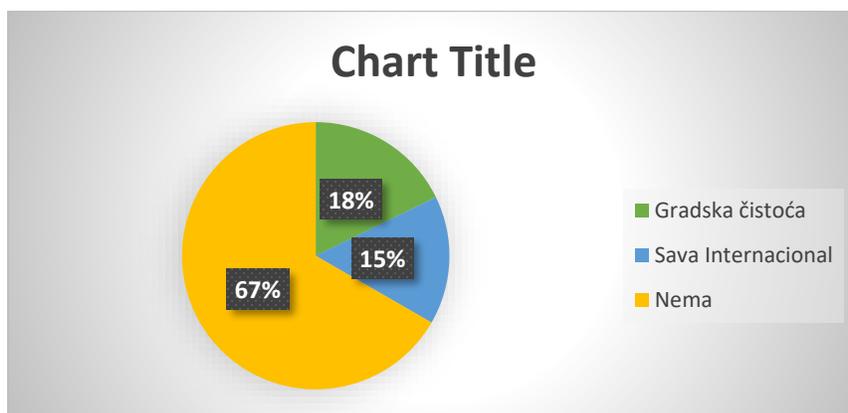


Figure 15- Приказ са којим фирмама испитаници имају уговор

- На питање бр. 11 Колико дуго раде за ову фирму, 15 испитаника који тренутно имају уговоре, дало је следеће одговоре

Бр. 11		
20 и више година	8	53
1 годину и мање	6	40
Без одговора	1	7
<b>Укупно</b>	<b>15</b>	<b>100%</b>

Table 13 – Период активности на депонији Винча

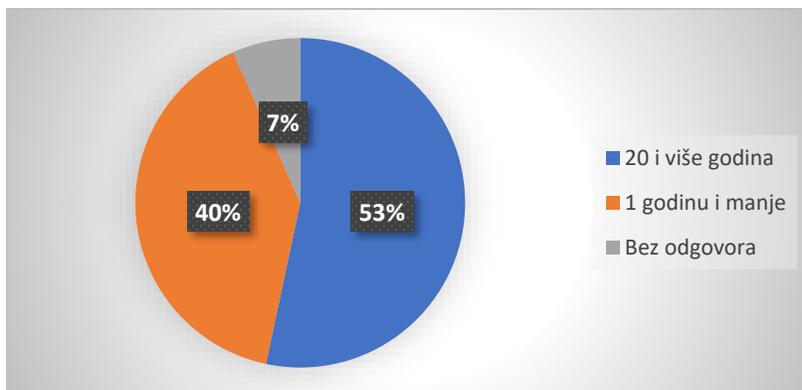


Figure 16 – Графички приказ на периода активности

- Питање бр. 12 – Да ли сте раније радили за неку другу фирму у Винчи иколико дуго?

Бр. 12		
Градска чистоћа	31	68,89
Eskorpi	7	15,56
Sava Internacional	4	8,89
He	3	6,67
<b>Укупно</b>	<b>45</b>	<b>100%</b>

Табела бр. 9. Одговори на питање: Да ли сте раније радили за неку другу фирму у Винчи

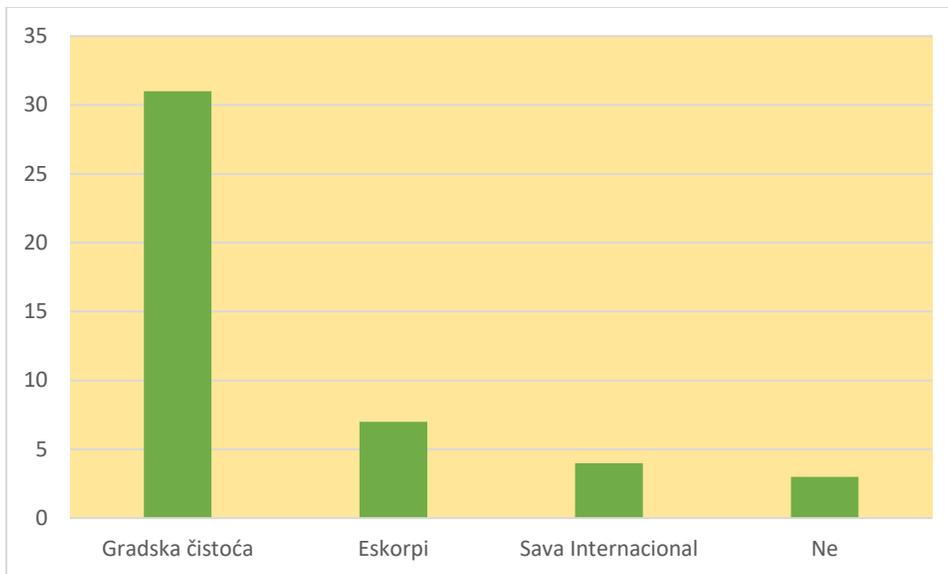


Figure 17 - Одговори на питање: Да ли сте раније радили за неку другу фирму у Винчи

Бр. 13 Дали бисте обављали овај посао на другом месту?		
Да	44	97,78
Не	1	2,22
Укупно	45	100%

Table 14 - Да ли бисте обављали овај посао на другом месту

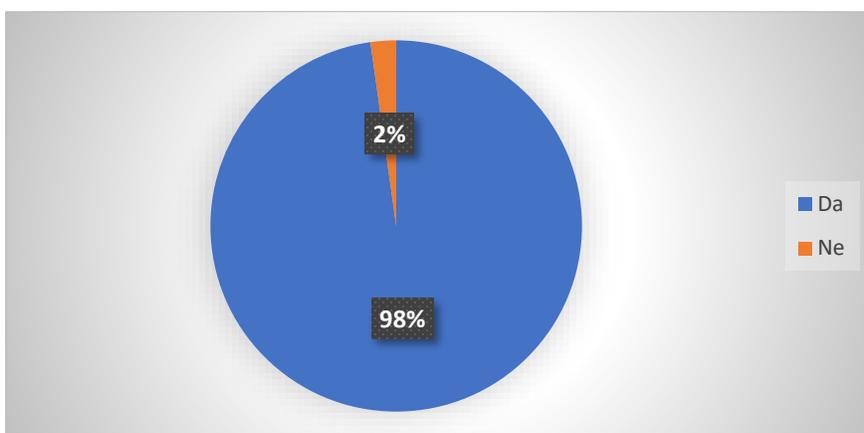


Figure 18 - Да ли бисте обављали овај посао на другом месту

Бр. 14		
Да ли бисте обављали неки други посао		
*Питање није постављено свим испитаницима (накнадно додато)		
Да	35	
Не	1	
Не зна	3	
Укупно	39	

Table 15 - Одговори на питање бр.14.

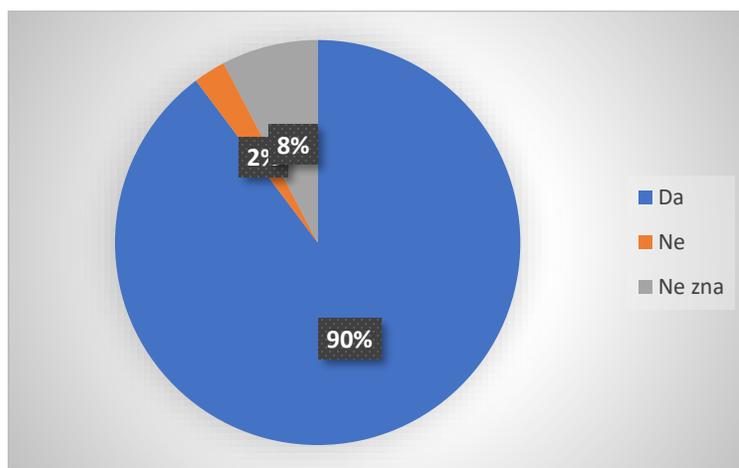


Figure 19 - Да ли бисте радили неки други посао



На питање „Да ли радите као сакупљач секундарних сировина на другом месту“, свих 45-оро одговорило је негативно.

Од 45 испитаника, њих 30-оро нема уговоре ни са једном фирмом од како су им раскинути уговори, док само њих 15-оро имају уговоре, и то : са Градском чистоћом -8-оро и са Sava Internacionalom њих 7-оро. Од њих 15-оро, 8 испитаника има уговор око 20-ак година а њих 7-оро мање од 1 године или годину дана.

Највећи број испитаника је радило раније за Градску чистоћу, док им нису раскинути уговори, 68,89%.

На питање бр 13 и 14: „Да ли бисте радили овај посао на другом месту“ и „Да ли бисте радили неки други посао“, највећи проценат је одговорило са ДА. Она лица која су одговорила са НЕ и Не ЗНАМ, такав одговор је дат из бојажљивости што нису сигурни да ли би могли да раде други посао и да ли би их неко ангажовао да раде због нивоа образовања или година старости.

Испитаници који имају место пребивалишта у општинама Шабац и Владимирци, радије би прихватили неко запослење на њиховој општини. С тим у вези, потребно је искоординирати са надлежним институцијама, корисницима.

Највећи број испитаника **нема основно образовање** што значи да су полуписмени или неписмени. Велики број испитаника напустило је школовање, тако да иако су похађали неколико разреда основне школе, немају елементарно знање. Један део тих људи рођено је на депонији и цео живот и радни век провели су ту, радећи тај посао. Већина није ни покушавала да ради нешто друго.

С тим у вези, дате су две препоруке:

**Препорука 1:** Организовати са школом која се бави образовањем одраслих, да лица која немају завршену основу школу, да им се пружи подршка. Самим тим имаће веће шансе на тржишту рада за неке друге просте послове.

За људе који имају завршену основу школу и средњу школу, обезбедити квалификацију/ преквалификацију за занатске послове у зависности од потреба тржишта рада.

Такође, потребно је пружити подршку у проналажењу посла.

**Препорука 2:** Покушати са фирмама чија је делатност пословања уско везана за рециклажу и секундарне сировине повезати са корисницима који тренутно немају уговоре а од тога издржавају своје породице јер су они тренутно без прихода за основне животне потребе.

### 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 waste pickers at the site, including those who used to live in the informal settlement on site, compensate for loss of access or provide access to alternative sources.

For all other individuals who are not registered at the territory of Belgrade, CoB will coordinate support with local offices of NES at their location of residence and relevant Municipalities.

Eligibility for assistance and entitlements are described in the following sections of this document.

### 6.1 Eligibility for Livelihood Restoration Assistance

As per information from the RAP, survey from 2016 was cut-off date for identifying households eligible to be resettled from the landfill. Only wastepickers recorded as being engaged on the landfill until that date as well as any additional wastepickers listed in the survey conducted between 19 and 22 June 2018, will be eligible for measures incorporated under this LRP. In case the survey currently being conducted shows that there are other wastepickers, not previously identified, the LRP will not be applied to them, but they will still be eligible for social and livelihood restoration support from national agencies in line with the Serbian legislation.

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 wastepicking 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 will be explained further 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.

## 6.2 Assessment of the actual number of wastepickers actively involved in waste picking on the landfill

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 17 - 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	/	/	/
	July 2020	10	14	7	/
<b>Total</b>		<b>50</b>	<b>35</b>	<b>15</b>	<b>9</b>

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

Table 18 - 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 19 - 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 today 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 is 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. (see 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 ongoing survey conducted by Roma Activist, which was hired by BCE is 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 ongoing consultations with waste pickers, it was confirmed that the companies had terminated contracts with waste pickers which included severance packages.

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 current 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. Active wastepickers will also be encouraged to share this information informally through their community, and through campaign for reaching “missing” wastepickers which has been initiated.

## 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.

### ENTITLEMENTS/SUPPORT AND ASSISTANCE

#### ***Training and Access to Employment / Livelihood Generation Programs***

The City of Belgrade supported by the Working Group 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 Officer***

The LR Officer 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 Officer 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 officer 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 Officer as being useful in contributing to improved access to other livelihood sources.

## 7.1 Entitlement Matrix

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

Category	No of PAPs in this category (*)	Entitlement	Responsibility (**)	Timeline	Measure of Completion
PAPs with completed elementary school, or higher	11	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 public utility companies (predominantly PECS)	PECS	October 2021	No of PAPs offered jobs
PAPs who do not have elementary education, or illiterate	34	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		
PAPs with no documentation	5 (based on interviews)	<i>Assistance in obtaining personal documents</i>	Secretariat for Social Welfare (Belgrade) Centres for social welfare (Sabac, 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 Officer 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 will be undertaken with the aim of implementing the Livelihood Restoration Plan.

### 8.1 Establishment of a Working Group

The process so far has shown that there needs to be a responsible body for implementation of the LRP. Since the original Working Group responsible for the implementation of the RAP no longer has the required jurisdiction, a new 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 will 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.

### 8.2 Appointment of Livelihood Restoration Officer

CoB will designate the Livelihood Restoration (LR) Officer, by Interim Service Commencement date, 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 periodically contact the recorded waste pickers at the landfill (from the census) and will keep track of any other waste pickers currently this activity X may be assisted by other employees/other city services. The LR Officer will also directly cooperate with the Working Group, 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.

### 8.3 Identification of Available Services and Programmes of Support

The LR Officer will with the support from the Working Group identify services and programmes of support which could be accessed for assisting the waste pickers. This will include programmes 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 Officer will cooperate with social workers from Belgrade/Sabac/Vladimirci and the National Employment Service, who can provide access to existing programmes 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.

### 8.4 Provision of Support and Assistance

The LR Officer will work individually with any entitled and interested waste pickers to access employment, training, and other assistance, as per the Entitlement Matrix. The LR Officer 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 officer will also serves 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 2020).

## 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 Disclosure

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 will be disclosed on the BCE's website, CoB's website, as well as directly via Roma Activist to all wastepickers which were successfully reached.

### 9.2 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.

### 9.3 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 registration to NES from June 2021 until July 2021
- Invite wastepickers to skills training, organized by NES, from July 2021
- Offered jobs to wastepickers by NES, and Public Utility Companies from July 2021
- Invitation for education programs from September 2021



## 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 Working Group/ 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:

Attention: Secretariat for Social Protection of the City of Belgrade / Sector for Improvement of Roma Position  
Telephone: 011-3309-223

All grievances will be forwarded to the Working Group. The Working Group will register and respond to any submitted complaint. All responds will be prepared in writing and forwarded to the Secretariat for Social Protection to be served in person. A response to any complaint shall be served to the complainant within 30 days.

Any complaint submitted by a waste picker, regardless of his/her place of residence, will be addressed in the same manner. The Working Group will contact relevant representatives of local self-governments or NES in order to resolve the complaint and after that inform the waste picker about the response as described above.

The Working Group will keep a unique grievance log of all received grievances for this Project, including those in relation to livelihoods. These grievances will be addressed by the LR Officer, who will report on grievance management to BCE Management and the Lenders.

### **Receiving Grievances**

The Grievances will be followed by the LR Officer 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 Officer in the Grievance Log.

### **Informing Upper-Management**

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

### **Response**

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

If actions are required to address a specific grievance, the LR Officer 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 Officer 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 Officer 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 Officer 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 20 - 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](mailto:bce@bcenergy.rs)

## 11. INSTITUTIONAL SET UP

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

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 Working Group, 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 Working Group, will coordinate the activities of all other parties involved in the implementation and monitor the implementation of all activities. In this regard, the Working Group 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 Working Group 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 20 - Implementation timetable

Activity/period	Responsibility	2021	2022
Meeting of the Working Group, representatives of the ministries ....	CoB to organize (supported by BCE)	May	
Nominating the LR Officer	Working Group	June	
Registration at NES	LR Officer		X
Cut of date for entering landfill	BCE	July 1 <sup>st</sup>	
Offering jobs via NES	NES, LR officer to coordinate		X
Offering jobs via PECS	PECS, LR officer to coordinate	X	X
Monitoring and reporting	LR officer; Working Group	X	X

## 13. MONITORING AND REPORTING

### 13.1 Monitoring

The Working Group 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 Officer 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 Officer will prepare the quarterly reports which will be submitted to the Working Group and 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 Working group will document all meetings and consultations.

The table below (Table 7) provides an indicative list of indicators which will be used for monitoring. Indicators may be revised or supplemented if necessary.

*Table 21 - 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 officer 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 officer, 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 officer based on data from CoB responsible entities, the City of Sabac, and the municipality of Vladimirci Quarterly reports prepared by the Working Group	Quarterly
Number of resolved complaints and the pace of resolving	Data on received and completed complaints (Working Group)	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, LR Officer 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 Working Group 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

\* Due to confidential personal information, the full list of 246 wastepickers has been hidden.

## Annex 2 – List of 89 Interviewed people

\* Due to confidential personal information, the full list of 89 interviewed wastepickers has been hidden.

## Annex 3 – List of individual data for 45 interviewed wastepickers in 2021

\* Due to confidential personal information, the full list of 45 wastepickers and their individual data has been hidden.



## Annex 4 – List of wastepickers with active contracts in 2021

\* Due to confidential personal information, the full list of wastepickers with active contracts in 2021 has been hidden.

- 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

\_\_\_\_\_

## **OBAVEŠTENJE ZA SAKUPLJAČE**

Ako ste bili zaposleni na deponiji, odnosno ako ste sakupljali sekundarne sirovine u

**Vinči tokom 2018.godine,**

Molimo Vas da nam dostavite svoje podatke, kako bismo mogli da stupimo u kontakt sa vama radi budućih aktivnosti i anketi o poslovima sakupljača.

### PODACI ZA KONTAKT

Ljiljana Krstić

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Filip Živković

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Рома

Број: XIX-06-072-355/18  
Датум: 01.02.2021. год.



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**SAVA INTERNATIONAL D.O.O.**

**Ул. Вука Врчевића 4  
11000 Београд  
Палилула**

Поштовани,

Молимо Вас да за потребе израде Плана поновног успостављања извора прихода сакупљача секундарних сировина на депонији „Винча“, Секретаријату за социјалну заштиту Градске управе Града Београда додоставите **списак радно ангажованих сакупљача секундарних сировина на Депонији „Винча“, закључно са јануаром 2021. год.** Списак треба да садржи и податке о месту њиховог пребивалишта.

За све додатне информације, можете се обратити контакт особама у Секретаријату за социјалну заштиту: Милош Михајловић, тел: 063/236-284 и Милена Ратајац тел: 011/3309-629.  
Хвала на сарадњи.

С поштовањем,

**Наташа Станисављевић**

заменик начелника Градске управе града Београда  
– секретар Секретаријата за социјалну заштиту

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Број: XIX-06-072-365/18  
Датум: 01.02.2021. год.



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**SARGON D.O.O.**

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Раковица

Поштовани,

Молимо Вас да за потребе израде Плана поновног успостављања извора прихода сакупљача секундарних сировина на депонији „Винча“, Секретаријату за социјалну заштиту Градске управе Града Београда додставите **списак радно ангажованих сакупљача секундарних сировина на Депонији „Винча“, закључно са јануаром 2021. год.** Списак треба да садржи и податке о месту њиховог пребивалишта.

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Хвала на сарадњи.

С поштовањем,

**Наташа Станисављевић**

заменик начелника Градске управе града Београда  
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**GREENTECH D.O.O.**

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Поштовани,

Молимо Вас да за потребе израде Плана поновног успостављања извора прихода сакупљача секундарних сировина на депонији „Винча“, Секретаријату за социјалну заштиту Градске управе Града Београда доставите **списак радно ангажованих сакупљача секундарних сировина на Депонији „Винча“, закључно са јануаром 2021. год.** Списак треба да садржи и податке о месту њиховог пребивалишта.

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Хвала на сарадњи.

С поштовањем,

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**ESCOPI D.O.O.**

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Поштовани,

Молимо Вас да за потребе израде Плана поновног успостављања извора прихода сакупљача секундарних сировина на депонији „Винча“, Секретаријату за социјалну заштиту Градске управе Града Београда додставите списак радно ангажованих сакупљача секундарних сировина на Депонији „Винча“, закључно са јануаром 2021. год. Списак треба да садржи и податке о месту њиховог пребивалишта.

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Хвала на сарадњи.

С поштовањем,

**Наташа Станисављевић**  
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**EKO UNIJA NEMATALI d.o.o.**

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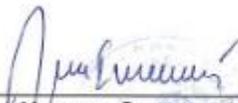
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Хвала на сарадњи.

С поштовањем,

  
Наташа Станисављевић  
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– секретар Секретаријата за социјалну заштиту



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Поштовани,

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Хвала на сарадњи.

С поштовањем,

  
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– секретар Секретаријата за социјалну заштиту

## 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 27<sup>th</sup> and April 1<sup>st</sup>.

\* 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

56

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)	KRUMLE, Vladimir
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 CSRM?	Da
7.	Da li radite kao SSS i negde van Vinče? Do you work as CSRM outside Vinča as well?	Ne
8.	Da li još neko iz domaćinstva radi u Vinči? Ako je odgovor DA, nabrojati članove. Does anyone else from the household work in Vinča? If YES, list the members.	<input checked="" type="radio"/> 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?	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. Has he previously worked for another company in Vinča? If YES, state company name.	<input checked="" type="radio"/> 1. Da Yes      2. Ne No G.C.
13.	Da li biste radili na nekom drugom mestu kao SSS? Would you consider working on another location as CSRM?	<input checked="" type="radio"/> 1. Da Yes      2. Ne No

14 DA - kao volter 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 Miadenovic



SUEZ, Ljubisa Jovanovic



EPN, Aleksandra Derajic



SVO (EPC), Danilo Radic



O&M, Daliborka Vidic

