



Republic of Kosovo

Ministry of Education, Science, Technology, and Innovation

Executive Summary

Labor Management Procedures (LMP)

Project:

**Early Childhood Development
for Kosovo's Human Capital Project**

Project ID: P179656

October, 2023

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Introduction

The Government of Kosovo, through the Ministry of Finance, Labor, and Transfers, aims to secure funding from the World Bank for the implementation of the Early Childhood Development for Kosovo's Human Capital Project. The overall objective of the project is to enhance access to and the quality of early childhood development services in Kosovo. The Early Childhood Development (ECD) Project for Kosovo's Human Capital is structured to address key issues in early childhood development services in Kosovo. The project will assist Kosovo in improving access, quality, and equity in ECD and will support healthcare services in addressing children's health challenges in the country. The project will also examine ECD promotion activities to increase public awareness of the importance of ECD for health and child development, resulting in improved parenting, early identification, and reduced child mortality rates. The Ministry of Education, Science, Technology, and Innovation (MESTI) is the lead implementing agency for project preparation and related activities and will identify environmental and social management requirements for the project's preparatory phase.

Project Description and Components

The objective of the Early Childhood Development (ECD) project is to improve equitable access and enhance the quality of early childhood development services in Kosovo. The key expected results from the project's implementation will be evaluated through indicators, comprising:

- ✓ ***Indicator 1:*** *Improvement in the quality of early childhood education services – categorized by the type of urban/rural institution.*
- ✓ ***Indicator 2:*** *Enhanced regulations for ensuring the quality of early childhood services in Kosovo.*
- ✓ ***Indicator 3:*** *The percentage of children assessed according to the national program/tool for child development and monitoring.*
- ✓ ***Indicator 4:*** *Increased access to childcare services: the registration rate for children aged 0-6 – disaggregated by gender, age, and minority group.*

The proposed project will revolve around four key components related to improving access, quality, equity, and inter-sectoral coordination of ECD services. The first component will strengthen the quality and equity of ECD services in Kosovo. The second component will foster multi-sectorial integration in ECD service delivery. The third component will focus on increasing access to preschool services for families and increasing enrollment rates. The fourth component will support project management, monitoring, and evaluation.

The project components will have a national and school-level impact. Components 1 and 2 will have a nationwide scope by reforming the approach to childcare and ECD services, building the institutional and human capacities of the country. Component 3 will involve interventions at the school level by constructing, renovating, and repurposing spaces to expand access to preschool education across the country. Component 4 will help build Kosovo's expertise in project management and the conduct of research, monitoring, and evaluation.

Component 1: Strengthening the quality and equity of ECD services in Kosovo.

- *Sub-component 1.1: ECD quality and equity reforms in Kosovo*
- *Sub-component 1.2: Capacity building of ECD professionals*
- *Sub-component 1.3: Implementation of ECE module for the Education Management Information System (EMIS) in Kosovo and general overhaul of core EMIS system*

Component 2: Fostering multi-sectorial integration in ECD service delivery.

- *Sub-component 2.1: Promoting healthy nutrition*
- *Sub-component 2.2: Child monitoring and cross-sectoral integration of services*

Component 3: Increasing access to ECD services.

- *Sub-component 3.1: Repurposing, building, and renovating the preschool and ECD facilities in Kosovo*
- *Sub-component 3.2: Equipment of ECD centers with new furniture and learning materials*
- *Sub-component 3.3: Support for community participation and demand-side interventions*

Component 4: Project management and monitoring & evaluation.

Preliminary Overall Assessment of Environmental and Social Impacts

The level of negative environmental and social impacts of the project, mainly associated with the implementation phase of the planned works under Component 3, is assessed to be moderate, while the overall expected impacts from the full implementation of the project are anticipated to be positive. The implementation of works under Component 3 may be accompanied by moderate, temporary, and localized environmental and social impacts, which can be easily avoided or mitigated through the application of protective measures in accordance with World Bank standards, health and safety policies, and compliance with the environmental and social legal framework of the Republic of Kosovo. The primary social impact to be considered during project implementation to

minimize potential risks is related to the exclusion of vulnerable and disadvantaged groups, preventing them from benefiting from the project.

Purpose and Structure of Labor Management Procedures (LMP)

This project addresses environmental and social aspects through the approach/framework of the World Bank's Environmental and Social Standards (ESS). One of the Standards, ESS 2, pertains to Labor and Working Conditions and expects borrowers to develop Labor Management Procedures (LMP). LMP enables the identification of key labor requirements and associated risks, assisting borrowers in determining the necessary resources to address labor issues. LMP is a document initiated early in project preparation and is reviewed and updated throughout project development and implementation. According to this document, the types of workers expected to work on the project and their management are specified.

This document comprises ten chapters, including an overview of employment in the project, major potential job-related risks, the legal framework governing employment in Kosovo and the labor legislation, responsible staff, policies and procedures, age of employment, terms and conditions of employment, as well as the grievance redress mechanism and contractor management.

Concise Overview of LMP Content

The Labor Management Plan (LMP) provides an overview of workforce utilization on the project, categorizing workers into four groups: direct workers, contracted workers, primary supply workers, and community workers. The project primarily involves direct workers and contracted workers, including government employees and consultants. The number of workers is subject to determination. Community workers and primary supply workers are not included in this phase of the project.

Additionally, the LMP describes key workforce departments along with an estimated number of personnel for project phases. The workforce is expected to be predominantly male, with opportunities for female workers and community employment. Job requirements vary based on the category and season.

Potential job-related risks are moderate and focus on health and safety, including concerns related to COVID-19. Gender-based violence, harassment, and workload challenges are also acknowledged. The document emphasizes a commitment to addressing these risks and ensuring fair practices, safety, and compliance with labor regulations.

The LMP also provides a summary of labor legislation, focusing on three main areas: National Legislation: The Labor Law (03/L-212) in Kosovo; Legal Provisions for Health

and Safety at Work: Kosovo's Law on Safety and Health at Work (04/L-161); as well as the World Bank's Environmental and Social Standards (ESS2).

This LMP also defines the responsible staff for project implementation. It states that the Ministry of Education, Science, Technology, and Innovation (MESTI), with support from the Project Implementation Unit (PIU), oversees project execution. Project activities will be carried out under the direct supervision and management of the PIU, while MESTI maintains an overarching role in general management and oversight. Directors within MESTI closely collaborate with the PIU, contributing to project monitoring and management efforts. The LMP also outlines key policies and procedures to be followed during the project construction phase, which must align with the Government of Kosovo's policies. The project places great importance on fair treatment, discrimination prevention, and ensuring equal opportunities for the workforce.

Another crucial part of the LMP is the Grievance Mechanism. To enhance the support system for both direct and contracted workers under the project's umbrella of the PIU, a dedicated grievance mechanism will be developed and implemented within the PIU's structure. This mechanism will serve as a unified platform for addressing workplace concerns and resolving disputes, and it will be sustainable and applicable for both direct and contracted workers, ensuring fairness and equality in addressing workplace issues.