

Annex 7

Summary of Consultations and Stakeholder Engagement Plan¹

For the GCF-FAO Project “Enhancing the resilience of Serbian forests to ensure energy security of the most vulnerable while contributing to their livelihoods and carbon sequestration (FOREST Invest)”

¹ This portion has been redacted in accordance with the GCF Information Disclosure Policy, as the portion is confidential under the disclosure policy of the Accredited Entity.

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LIST OF ACRONYMS

AF	Adaptation Fund
AFOLU	Agriculture, Forestry and Other Land Use
AMA	Accreditation Master Agreement
ANAPCD	Aligned National Action Plan to Combat Desertification
AP	Autonomous Province
AWPB	Annual Working Plan and Budget
AWPBR	Annual Working Plan Budget and Report
BAU	Business As Usual
BFF	Budget Fund for Forests
BH	Budget Holder
CBM	Cubic Meter
CAS	Climate Adaptive Silviculture
CCM	Climate Change Mitigation
CSO	Civil Society Organization(s)
DF	Directorate of Forests (of MAFWM)
EBRD	European Bank for Reconstruction and Development
EE	Energy Efficiency
EIB	European Investment Center
ECMWF	European Center for Medium-Range Weather Forecasts
EIA	Environmental Impact Assessment
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Safeguards
EU	European Union
FAO	Food and Agriculture Organization
FAO-HQ	Food and Agriculture Organization Head Quarter
FAO – REU	Food and Agriculture Organization Regional Office for Europe and Central Asia
FDS	Forestry Development Strategy of Serbia
FIS	Forest Information System
FLR	Forest Landscape Restoration
FRA	Global Forest Resources Assessment
FNC	First National Communication
GCF	Green Climate Fund
GDP	Gross Domestic Product
GEF	Global Environment Facility
GHG	Green House Gasses
GoS	Government of Serbia
HH	Household
IEA	International Energy Agency
IFAD	International Fund for Agriculture Development
IFI	International Finance Institution
IPCC	Intergovernmental Panel on Climate Change

IPPU	Industrial Processes and Product Use
LoA	Law on Agricultural Land
LoF	Law on Forests
LULUCF	Land Use, Land-Use Change and Forestry
MoAFWM	Ministry of Agriculture, Forests and Water Management
MoESTD	Ministry of Education, Science and Technology Development
MoEP	Ministry of Environmental Protection
MoME	Ministry of Mining and Energy
MoE	Ministry of Economy
NFI	National Forest Inventory
NFM	National Forest monitoring
NDA	National Designated Authority
NDC	Nationally Determined Contribution
NWPF	Non-wood forest product
OECD	Economic Cooperation and Development
PSC	Steering Committee
PE	Public Enterprise
PES	PE Serbia Shume
PEV	PE Vojvodina Shume
PFOs	Private Forest Owners
PFOAs	Private Forest Owners associations
PMU	Project Management Unit
RES	Renewable Energy Sources
SDG	Sustainable Development Goal
SNC	Second National Communication
TNC	Third National Communication
UN	United Nations
CBD	Convention on Biological Diversity
UNDP	United Nations Development Program
UNFCCC	United Nation Framework Convention on Climate Change
UNEP	United Nation Environmental Program
USD	United State Dollar
VET	Vocational education and training
WB	The World Bank

I. INTRODUCTION

Serbia is a landlocked country located on the Balkan Peninsula (Central Serbia region) with hilly terrain and mountains dominating the southern third of Serbia. Serbia's total surface area is 88,361 km² and a total population of 6,844,078 people² (2021). The GDP of the country was around USD 62 billion in 2021, with an annual growth that varied from 4.3 percent (2019) to 7.4 percent (in 2021)³. Serbia is an upper middle-income country, and its GDP per capita annual growth was 8.3 percent in 2021⁴. Agriculture is the largest employer and represents 20 percent of the total employment in Serbia. The agriculture, forestry and fisheries sectors represent a share of 6.3 percent of total GDP (2018) (compared to 19.7 percent in 1995).

Climate change has impacted Serbia during the 1980-2019 period. Average temperatures increased (+0.6°C/decade), while annually accumulated frost days and ice days decreased (-8 days/decade and -3 days/decade respectively). Tropical nights and summer days increased (+1 day/decade and +8 days/decade respectively). Snowfall, snow depth, wind directions and speed for their part did not present any significant changes during the last 20 years. Forest ecosystems in the country are vulnerable to the impacts of climate change, due to their exposure to episodes of precipitation deficit, droughts, increased temperatures, extreme weather events (e.g. storms), fires, pest outbreaks and diseases. Root causes of forest degradation include illegal extraction of timber, the **overexploitation of wood biomass at local level due to the high forest dependency for energy**, abandonment of rural areas, lack of financial and knowledge capital of landowners, and more frequent forest fires and pest outbreaks.

The **objective of the *Enhancing the resilience of Serbian forests and the carbon storage potential of the country to support and boost the decarbonization process through adaptation and mitigation investments* Project** is to support the Republic of Serbia in enabling the forest sector to contribute to the country's low carbon strategy by stabilizing and increasing carbon removals, upgrading management capacities of key institutions and communities and incentivizing private sector companies to engage in the decarbonization process.

This document sets out a plan for stakeholder engagement, including public information disclosure and consultation, throughout the project cycle. To prepare a detailed project proposal, consultations are essential so that activities are developed with input from all relevant stakeholders. It helps understand and consider the priorities and views of various groups and ensures country ownership of the project. The involvement of all actors engaged in project activities is necessary to develop effective projects.

Stakeholders include:

- Key decision makers and institutional "leaders"
- Parties who are affected by the decision or the action
- Parties responsible for the implementation
- Parties who might oppose the decision or action; and
- Parties who might facilitate or accelerate the process or its outcomes, experts.

² World Bank data <https://data.worldbank.org/indicator/SP.POP.TOTL?locations=RS>

³ World Bank data <https://data.worldbank.org/indicator/NY.GDP.MKTP.KD.ZG?locations=RS>

⁴ World Bank data <https://data.worldbank.org/indicator/NY.GDP.PCAP.KD.ZG?locations=RS>

The project originates from a call for proposals launched in 2019 by the NDA. Following an internal review process, the NDA⁵ selected the project idea submitted by the Ministry of Agriculture Forestry and Water. Consequently, the MOAFWM requested the assistance of FAO to develop the concept note and the full funding proposal package.

This project was prepared with the involvement of stakeholders through various consultations and meetings, which were held virtually/hybrid format because of COVID-19-related travel restrictions. This created organizational challenges however, to the extent possible, these were overcome, and meetings were held with main stakeholders and other relevant entities. Engaging with stakeholders, capturing their vision, concerns and priorities allowed the project proponents to consider the range of perspectives, address a series of issues (e.g., technical, strategic, and implementation-related), and prepare a proposal that is aligned with country priorities and local needs.

This document summarizes consultations held with stakeholders during the design and formulation phases of this proposal. It also includes a plan to ensure that all project stakeholders are identified and will properly and effectively participate throughout project implementation.

II. STAKEHOLDER IDENTIFICATION

The project carried out an inventory of direct and indirect stakeholders (individuals and organisations) related to the project such as officers in public institutions, NGOs, community-based organisations, universities and research institutes, private sector operators as well as associations, unions and service providers. Stakeholders were initially identified through discussions between the Nationally Designated Authority (NDA), which is the Ministry of Agriculture, Forestry and Water Management (MoAFWM), and the Food and Agriculture Organization of the United Nations (FAO) during the design of the preliminary project concept. These discussions led to the identification of the ministries, departments, line agencies and other stakeholders that would likely be involved.

Subsequently, during project formulation, the project was subject to a broad consultation process. Through the consultation process, entities and other stakeholders were mapped for project implementation, including on management and technical leadership. Stakeholders were then identified for the implementation of project components. Based on consultations, Table 1 below lists key project stakeholders, their roles, and responsibilities within the project.

Table 1. Activity roles and responsibility

Output	Role	Responsibility (bold) and stakeholders
Output 1.1. Forest management and monitoring policy framework for climate adaptive silviculture enhanced and disseminated	Establish the national Forest Monitoring and Assessment System (NFMA).	MoAFWM/FAO Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Association(s) of Forest Owners
	Deliver the national strategy, action plan and execution guidelines for wood energy plantations.	MoAFWM/MOME/FAO Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry

⁵ The Ministry of Agriculture, Forestry and Water Management served as National Designated Authority until 21 November 2024. The role of NDA is now held by the Ministry of Environmental Protection.

		Association(s) of Forest Owners National Biomass Association (SERBIO)
	Deliver the guidelines for decision makers on AFOLU to prevent soil degradation.	MoAFWM/FAO Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Association(s) of Forest Owners
	Deliver the standard for biomass production/handling and use.	MoAFWM/MOME/MOE/FAO Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry National Biomass Association (SERBIO)
Output 1.2 - Enabling framework for national institutions to engage with carbon finance for AFOLU created	Upgrade and operationalize the national MRV system (in relation to forestry).	MOEP/MOAFWM/FAO
	Develop and activate a national carbon offsetting/insetting mechanism.	MOEP/MOAFWM/MOF/FAO Serbia Shume Vojvodina Shume Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Chamber of Commerce – Association of Financial Institutions Chamber of Commerce – Industry Association Association(s) of Forest Owners Civil Society Organizations Local Administrations (Provinces and Municipalities)
	Put in place a regional knowledge-sharing platform for national offsetting/insetting mechanisms.	MoEP/FAO MoAFWM Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Chamber of Commerce – Association of Financial Institutions Chamber of Commerce – Industry Association Association(s) of Forest Owners National Biomass Association (SERBIO)
Output 2.1 - Production of climate-adaptive seedlings enhanced	Support investments and increase the capacity of the Public Enterprises (PE) to ensure production of the necessary quantity and quality of seedlings for the project's forest restoration interventions and beyond.	MOAFWM/FAO MOEP MOESTD Serbia Shume Vojvodina Shume Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Private Nurseries Operators University (Faculty of Forestry in Belgrade and Novi-Sad)
	Organize four hands-on trainings on the production of high-quality plant material (seeds, seedlings and cuttings) to be delivered by the Chamber of Forestry Engineers to refresh the knowledge of all staff of PE Serbia Shume and ILFE in charge of the nursery works, as well as to train staff	MOAFWM/FAO MOEP MOESTD Serbia Shume Vojvodina Shume Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry

	and workforce from private nurseries to spread the knowledge on up-to-date seedling production methods and technologies	Private Nurseries Operators University (Faculty of Forestry in Belgrade and Novi-Sad)
Output 2.2 – Knowledge on climate adaptive silviculture (CAS) of key stakeholders enhanced	Develop four guidelines to support the smooth and swift transition to climate-adaptive silvicultural approaches and disseminate the knowledge created.	MOAFWM/FAO MOEP MOESTD Serbia Shume Vojvodina Shume Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Private Nurseries Operators University (Faculty of Forestry in Belgrade and Novi-Sad)
	Contribute to collaboration with line agencies and institutions to the capacity strengthening of stakeholders by establishing a consistent process for professional training and education on climate change-related issues.	
	Involve national institutions to ensure that capacity development needs are addressed, and up-to-date knowledge and skills are included in national technical curricula related to forestry and forest plant production	
	Establish a regional knowledge-sharing opportunity in CAS approaches used both within this and other relevant projects in Serbia and neighboring countries.	
Output 2.3 - Public forest land restored and afforested in a climate adaptive and participatory manner	Support the efforts of the Serbian government to increase national forest cover with the afforestation of 7,000 ha with climate adaptive seedlings of tree and shrub species.	MOAFWM/FAO/NGOs/Local Institutions MOEP Serbia Shume Vojvodina Shume Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Private Nurseries Operators University (Faculty of Forestry in Belgrade and Novi-Sad) Local Communities National Biomass Association (SERBIO)
	Restore at least 33,000 ha of forest stands, the majority of which will be degraded coppice stands, for conversion into high forest, but also forest stands damaged by abiotic or biotic factors with urgent need of restoring their ecological functioning.	
Output 3.1 - Private sector contribution to climate resilience of forests enhanced through climate adaptive and diversified investments and greening of the biomass value chain initiatives	Involve on a voluntary basis the private sector to promote the conversion of degraded private coppice stands to high forests.	MOAFWM/FAO/NGOs/Local Institutions MOEP Serbia Shume Vojvodina Shume Association(s) of Forest Owners Forests' Owners Local Communities
	Identify at least 500 ha of abandoned private lands to be cultivated with wooden species for short rotation forestry, agro-forestry, or soil protection or rehabilitation, or a combination of the mentioned purposes.	MOAFWM/FAO/Local Institutions MOEP Serbia Shume Vojvodina Shume Serbia Grain Association Local Institutions Association of Beekeepers
	Identify at least 500 ha of agricultural lands for the establishment of shelterbelts, mainly in almost tree-less agricultural landscapes of Vojvodina region with the main aim of soil	

	protection (wind erosion control) but also to increase biodiversity, provide pollination services as well as (re)establish more suitable habitats and migration routes for wildlife.	
	Provide training for agro-industrial associations on possibilities for valorization of biomass residues for energy purposes among their members.	MOAFWM/FAO/National Biomass Association (SERBIO) MOEP Serbia Shume Vojvodina Shume Association(s) of Forest Owners Forests' Owners Local Communities Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry
	Support the Biomass Producers Association in establishing the platform/hub, involving stakeholders in the sector	
Output 3.2. - Mobilized private finance for agribusinesses involved in decarbonization	Startup involvement of the private sector through capacity development of climate risk and feasibility of decarbonization investments assessment and dissemination of knowledge	FAO MOEP MOF MOE Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Chamber of Commerce – Association of Financial Institutions Chamber of Commerce – Industry Association
	Provide technical assistance to agribusiness to detail strategies for decarbonization, with the elaboration and implementation of their respective decarbonization strategies, budgets, and action plans.	
Output 3.3 - Financial institutions, consultancy service providers, and academia capacitated on climate-related challenges and opportunities	Support financial institution to overcome key challenges related to lack of information and technical know-how around assessing climate risks and decarbonization strategies, low awareness around compliance with new and evolving international climate standards and supporting clients in engaging in forestry-related activities.	FAO MOEP MOF MOE Chamber of Commerce – Association for Forestry, Wood Processing, Furniture and Paper Industry Chamber of Commerce – Association of Financial Institutions Chamber of Commerce – Industry Association Faculties of Economy, Engineering, Agriculture, Forestry and other discipliners relevant to the topic.
	Ensure the creation of a local market of decarbonization technical service providers through the tailored capacity development of local technical experts/firms.	

III. STAKEHOLDER ENGAGEMENT DURING PROJECT FORMULATION

The Enhancing the resilience of Serbian forests and the carbon storage potential of the country to support and boost the decarbonization process through adaptation and mitigation investments Project was developed and prepared following a request to FAO by the Government of the Republic of Serbia. The process began in 2019, and through consultations with stakeholders, was refined to what is now the Full Funding Proposal (FFP). In 2019, an initial workshop organized by FAO-REU in consultation with MoAFWM was held to agree on a common vision to develop a Green Climate Fund (GCF) Concept Note, by elaborating project objectives, expected results and contribution to lower emissions and climate resilience.

The preparation of this proposal and the stakeholder engagement had to cope with the major restrictions to movement and communication caused by the COVID-19 pandemic. Although the pandemic did not affect the overall engagement of stakeholders, approaches and modalities had to be redesigned to cope with the situation. Therefore, the number of missions fielded was reduced and online meetings substituted more traditional approaches such as workshops and gatherings related to project activities. Consequently, the stakeholders' engagement was guaranteed through the engagement of associations, institutions, civil society organizations as well as online meetings.

In 2020, discussions between the MoAFWM – the NDA – and FAO initiated the development of the GCF proposal. The Government of Serbia's letter of no-objection was sent in September 2021. Over the course of 2022, consultations were held to develop and finalize the FFP.

During the course of project elaboration, key government agencies and other stakeholders dealing with the forestry, energy and agriculture sectors in Serbia were consulted in hybrid/virtual formats, due to COVID-19 precautions and travel restrictions. These included consultations with the Ministry of Agriculture, Forestry and Water Management, the Ministry of Environmental Protection, the Ministry of Mining and Energy, the Ministry of Education, Science and Technological Development, and the Ministry of Economy as well as local institutions such as municipalities and provinces, on behalf of community members. Other stakeholders including the Public Enterprises PE Serbia Shume and PE Vojvodina Shume, academia, civil society organizations (e.g. IUCN-Serbia, WWF-Serbia, Birdlife, NALED) related to environment and rural development as well as sectors associations, chamber of commerce and unions were also consulted with the support of the Ministries.

Additionally, bilateral meetings were also held with companies, national finance institutions, international finance institutions, and UN agencies. Online workshops and meetings were held to elaborate and validate project priorities, ensure their alignment with GCF priorities, define project activities and areas, and technical and project management/implementation issues. The FFP design reflects the feedback received from both national and bilateral consultations.

a. National and local-level consultations

The project proposal was developed in consultation with stakeholders at both the national and local levels to ensure that the project design is appropriate and meets national priorities, and to identify activity priority areas, gaps and potentials, main stakeholders, and implementation arrangements/responsibilities. Regional and local consultations were secured in the two main regions of Serbia discussing the project, its rational and activities. Such consultations included regional institutions (e.g. Vojvodina Autonomous Government, PE Vojvodina shume), municipalities as well as local civil society organizations (e.g. BirdLife, NALED, Natura Balkanika) and academia (e.g. Institute for Lowland Forestry and Environment)) Furthermore, consultations were held to verify the technical feasibility of the activities included in the project components, and to obtain feedback from stakeholders on all aspects of the project.

At all levels, the consultations verified the technical feasibility of project's activities and allowed to obtain feedback from stakeholders on all aspects of the project. The following issues were discussed: climate rationale, relevant climate change adaptation and mitigation targets, the project approach including the expected paradigm shift, as well as target area and site selection. Stakeholders agreed on needs to be addressed, targets, implementation arrangements and modalities, timeframe, and budget.

Stakeholder consultations were paramount in informing the design of the proposal. Stakeholders agreed with the proposed theory of change and with the proposed activities, and their engagement, consultation and support are documented through letters, which have been included as FFP Annex 1b and as appendix 4.

All stakeholders' comments concentrated predominantly on selection criteria for forestry investments, roles and responsibilities of the different partners, access to trainings and knowledge transfer activities, and scale up opportunities. Their comments have been addressed and included in the proposal. These are now reflected in the selection criteria related to forestry investments, to the activities with the vocational schools and academia (e.g. Activity 2.2.3), and in the involvement of civil society organizations (e.g. Activity 2.2.1-2.2.4). Finally, as reported in section B4 of the funding, proposal civil society organizations will be part of the steering committee as observer.

During project formulation, bilateral meetings were held, which discussed both technical and project management/implementation issues. The meetings gave meaningful direction on the design of project objectives, expected outputs, components, and main activities of the project.

The project design team held key expert interviews with various national authorities linked with the project. The meetings held with these experts were key for developing a project that is aligned with government priorities.

A summary of the key stakeholder feedback and discussion points under each component are included below⁶:

Under component 1, stakeholders as well as involved experts confirmed the activities, approaches, counterparts and cofinancing identified in the concept note submitted to the GCF. No major changes were deemed necessary to finalize the detailed description of the component. It was agreed that the project will support the Chamber of Commerce, the Ministry of Energy and Mining (MEM) and the Ministries of Economy and Trade in finalizing biomass standards and establishing the operational guiding documents, as well as provide support for the inspection procedures and include the Institute for Standardization.

An additional point discussed with partners is the importance of ensuring adequate awareness campaigns to enhance all aspects related to energy activities, especially for those related to efficient wood fuel use and production

Under component 2, stakeholders responded positively and provided consensus on the different types of forestry investments suggested by the project. There was a common importance placed on biodiversity and ensuring that the project does not establish "monoculture-like" forests, but rather take habitat considerations, (e.g., migration corridors, etc.) into account when selecting the tree/shrub species.

Stakeholders stressed the importance of maintaining and conserving the forestry investments for the entire lifespan of the project, and to ensure to the extent possible that sensitive areas, including riverbeds, high biodiversity areas and eco-corridors receive greater attention in regard to protection to prevent damages and adverse anthropic impacts.

⁶ A complete list of stakeholders engaged is included in Appendix 3.

Three bottlenecks were identified in relation to the suggested forestry investments under Component 2, namely the absence of a strong legal environment for the establishment of shelterbelts, limited availability of public land for reforestation and limited co-financing availability for afforestation activities. This led to a reduction in total target size and adjustments to co-financing commitments.

Discussions on component three, indicated that stakeholders have a substantial interest in project activities and decarbonization investments, that the proposed activities are suitable and complementary to several ongoing and planned initiatives, and that the financial sector has sufficient interest and liquidity to support investment.

Stakeholders from financial institutions and the private sector confirmed a substantial knowledge and awareness gap on decarbonization patterns, as well as provided valuable feedback in regard to local initiatives that the project under formulation could analyse for possible complementarity and synergies. The discussions also helped inform the decision to include technical assistance to de-constrain access to capital for private firms, given the banks' liquidity position and presence of existing credit lines focused on energy efficiency and climate change.

The main stakeholders engaged during the design of this project submitted letters that confirm their engagement through the identification and design phases of this project. These letters can be found in appendix 4.

IV. STAKEHOLDER ENGAGEMENT PLAN DURING PROJECT IMPLEMENTATION

Consultation at all levels during implementation is good practice to ensure that potential negative impacts and concerns are adequately addressed during project implementation. Stakeholders will be engaged in project implementation throughout the duration of the entire project. The project's gender-specific consultations and activities – including through trainings and focus-group activities and other appropriate methods of engagement as needed - are detailed in the Gender Action Plan (GAP). Engagement with women and women focused organizations in the geographic area and focal sectors of the project is crucial to understand the challenges and barriers that they face. At project inception, women and women-focused organizations will be included in consultations to ensure that perspectives, needs and challenges are considered by the project and adaptive management. Additionally, the intersectionality of gender with ethnicity, economic status, women headed households, will be discussed during these consultations. When sub-projects are selected, where relevant, those communities that are directly and indirectly affected will be engaged to the extent possible, in order to ensure that their needs are considered during implementation. Stakeholder consultations prior and during project implementation will also include awareness raising and stakeholder-differentiated understanding of sexual exploitation and abuse-related risks and mitigation measures. The Project will not tolerate manipulation, interference, coercion, or intimidation against stakeholders who share their views about the project; the Project Grievance Redress Mechanism is established to address such occurrences, should they happen. Furthermore, the inclusion of civil society and private sector organizations in the project steering committee will also contribute to ensuring that consultations remain free, open, inclusive and well documented.

Preventing SEAH is envisaged by engaging with women through the duration of the project – more specifically, stakeholder consultations prior and during project implementation will include awareness raising and stakeholder-differentiated understanding of SEAH related risks and mitigation measures. The

project will ensure regular visits to communities and local institutions. The Gender and Social expert will work with local government or authorities to sensitize community members on SEAH safeguards. The Gender and Social expert of the project will support local officials in campaigns on prevention of SEAH. Champions within communities and institutions will be identified to, where applicable, act as allies on SEAH safeguarding. SEAH training on SEAH risks, how to report them and the services available including SEAH GRM established by the project will be provided to project stakeholders and communities. GRM will be presented to women stakeholders at Inception workshop and periodically reviewed by women stakeholders to improve the design of GRM to promote accessibility, uptake and accountability and ensure a victim-centered approach. Additionally, the project will build awareness about GRM among its stakeholders, and particularly vulnerable women.

The consultations and meetings to be undertaken during project implementation will follow, as and if appropriate, (i) WHO advice on prevention of the spread of the COVID-19 virus; (ii) Government of the Republic of Serbia COVID-19 guidelines; and (iii) FAO guidance on undertaking fieldwork under the COVID-19 pandemic.

Formal consultations with stakeholders will take place yearly, at the time of the preparation of the Annual Work Plan and Budget (AWPB) – i.e., at the beginning of each of the six project Fiscal Years (FY) as well as during all the planning and execution of forestry investments. In essence, stakeholder engagement will be ensured under the aegis of AWPB review and preparation, supported by the outcomes of local consultations. Before becoming a final AWPB, all activities will be discussed, reviewed, and validated.

The AWPB will be presented by the PMU and reviewed by all stakeholders, including at the national, Governorate, and community levels. During these stakeholder engagement consultations, the Environmental and Social Management Framework (ESFM) – including relevant ESMPs prepared for sub-activities and the Grievance Redress Mechanism (GRM) - and the Gender Action Plan (GAP) - will be shared with stakeholders and explained. Stakeholder engagement will also take place at the community level throughout the process of developing Forestry Management Plans (FMPs).

All consultations will be documented through attendance sheets, photos and meeting minutes.

National-level consultations

In addition to engaging stakeholders throughout the process of developing Forestry Management Plans (FMPs), formal stakeholder consultation will take place at the beginning of each Fiscal Year (FY), under the aegis of the reviews of the AWPB. These will be held in **Belgrade and Novi-Sad**. Participants will include relevant Ministries and representatives of local institutions, civil society organizations as well as companies and their associations and other concerned stakeholders. Details of the AWPB consultations for the FY are below:

FY1: At the beginning of the first FY, the AWPB will be produced by the PMU in consultation with concerned stakeholders. At this time, the ESMF will be explained and discussed; the Grievance Redress Mechanism (GRM) will also be presented and explained.

FY2-7: From year two of the project, the AWPB will be composed of the previous year's complete report and a plan from the coming year. At the beginning of FY2, the AWPB will be presented by the PMU and reviewed by all stakeholders. The purpose of these AWPB consultations is to review the work undertaken in the previous FY, assess if activities are on track, validate results, and

identify, if necessary, any modifications that need to be made. Stakeholder feedback for this is essential – community engagement feeds into this process. The new AWPB will then be prepared. The GRM and any Environmental and Social Management Plans (ESMPs) will be presented and explained again (FY2) and validated at each consultation throughout FY 2-7.

FY3 and FY7: At the beginning of FY3 and FY7, in addition to the regular annual report and AWPB preparation/feedback/review, FY3 and FY7 will be of particular importance for the project and for communities that will be called in to participate in the Mid-Term and Terminal Review Reports.

Community-level consultations

The PMU Monitoring and Evaluation (M&E) Unit will hold annual consultations in **Belgrade and Novi-Sad** to support planning and monitor the execution of activities. In addition, these consultations will also provide a space to discuss all project activities. Importantly, the ESMF, GRM and GAP will be presented and explained (FY1). The GRM and any ESMPs will be validated at each consultation during FY 2-7. Therefore, community consultations will feed into the review and preparation of the AWPBs. For each FY, there will be two community-level consultations in the Governorates of Karbala, Muthanna and Najaf.

FY1: At the beginning of the first FY, the AWPB will be produced by the PMU together with the relevant communities and other concerned stakeholders. At this time, the ESMF, GAP and the GRM will also be presented and explained. Communities will also be informed of the process and consultations will feed into the preparation of AWPBs.

FY2-7: From year two of the project the AWPB will be composed of the previous year's complete report and the plan from the coming year. At the beginning of FY2, the AWPB will be presented by the PMU and reviewed by all stakeholders, including communities. The purpose of these AWPB consultations is to review the work undertaken in the previous FY, assess if activities are on track, validate results, and identify, if necessary, any modifications that need to be made. Stakeholder feedback for this is essential – community engagement feeds into this. The new AWPB will then be prepared. The GRM will be presented and explained again (FY2) and validated at each consultation during FY 2-7.

FY3 and FY6: At the beginning of FY3 and FY6, in addition to the regular annual report and AWPB preparation/feedback/review, FY3 and FY6 will be of particular importance for the project and for communities that will be called in to participate in the Mid-Term and Terminal Review reviews.

V. MONITORING

The PMU will be responsible for receiving all stakeholder feedback, on any issues that may arise, as regards the GRM. The PMU Environmental and Social Safeguards Specialist, together with the Gender Specialist and the PMU M&E specialist, will be responsible for ensuring that the ESMF, eventual ESMPs and GAP are carried out, and that the GRM is communicated to all stakeholders.

VI. DISCLOSURE

According to GCF and FAO policies on access to information, all safeguard instruments under this project, including the ESMF and GAP must be disclosed online in the English and local language (Serbian, in the case of the Republic of Serbia) at least 30 days prior to GCF Board meeting and approval of the project. Access to the documents must be possible for any locals (i.e. it must be disclosed locally in an accessible place) in a form and language understandable to key stakeholders. Such disclosure of relevant project information helps stakeholders effectively participate. FAO is committed to disclosing information in a timely manner and in a way that is accessible and culturally appropriate, placing due attention to the specific needs of community groups which may be affected by project implementation (e.g., literacy, gender, differences in language or accessibility of technical information or connectivity).

For moderate risk projects like this one, FAO releases the applicable information as early as possible, and no later than 30 days prior to project approval. The 30-day period commences only when all relevant information requested from the project has been provided and is available to the public. FAO undertakes disclosure for all moderate risk projects, using a disclosure portal to publicly disclose all project documentation related to environmental and social safeguards (e.g., ESMF, GAP, Indigenous Peoples Plans, and other relevant documents, as applicable). The website is: www.fao.org/environmental-social-standards/disclosure-portal/en/.

To ensure the widest dissemination and disclosure of project information, including any details related to applicable environmental and social safeguards, local and accessible disclosure tools including audiovisual materials (e.g., flyers, brochures, community radio broadcasts) will be utilized in addition to the standard portal disclosure tool. Furthermore, particular attention will be paid to farmers, indigenous peoples, illiterate or technological illiterate people, people with hearing or visual disabilities, those with limited or no access to internet and other groups with special needs. The dissemination of information among these groups will be carried out with the project counterparts and relevant local actors.

In relation to each Category B sub-activity to be funded under the Project, FAO shall disclose fit-for-purpose environmental and social impact assessment, the Environmental and Social Management Plan (ESMP), and as appropriate any other associated information required to be disclosed in accordance with the GCF Information Disclosure Policy (Project Disclosure Package). FAO shall disclose the sub-activity safeguards information at least 30 calendar days prior to commencing execution of any sub-activities that have been categorized as Category B, in English and in the local language (if not English), on its website and in locations convenient to affected peoples and provide the Project Disclosure Package to the GCF Secretariat for further distribution to the Board and Active Observers and for posting on the GCF website. Within 180 days of the GCF Board approval of the Project, FAO and the GCF Secretariat shall agree on a process to enable communication of any comments to FAO, including from the GCF Board members and Active Observers, on Category B sub-activities relating to the Project Disclosure Package, and to take account of such comments in the finalization of such documents.

The ESMF and the accompanying GAP will be disclosed in English and Serbian (national language of the Republic of Serbia) on the websites of FAO, MOAFWM and GCF.

VII. GRIEVANCE REDRESS MECHANISM

FAO is committed to ensuring that its programs are implemented in accordance with its environmental and social obligations⁷. In order to better achieve these goals, and to ensure that beneficiaries of FAO programs have access to an effective and timely mechanism to address their concerns about non-compliance with these obligations, the Organization, in order to supplement measures for receiving, reviewing and acting as appropriate on these concerns at the program management level, has entrusted the Office of the Inspector-General with the mandate to independently review the complaints that cannot be resolved at that level.

FAO will facilitate the resolution of concerns of beneficiaries of FAO programs regarding alleged or potential violations of FAO's social and environmental commitments. For this purpose, concerns may be communicated in accordance with the eligibility criteria of the Guidelines for Compliance Reviews Following Complaints Related to the Organization's Environmental and Social Standards⁸, which applies to all FAO programs and projects (Guidelines for Compliance Reviews Following Complaints Related to the Organization's Environmental and Social Standards).

Concerns must be addressed at the closest appropriate level, i.e., at the programme management/technical level, and if necessary, at the Regional Office level. If a concern or grievance cannot be resolved through consultations and measures at the project management level, a complaint requesting a Compliance Review may be filed with the Office of the Inspector-General (OIG) in accordance with the Guidelines. Program and project managers will have the responsibility to address concerns brought to the attention of the focal point. With regards to the prevention of sexual exploitation and abuse (PSEA), through its Grievance Redress Mechanism the Project will ensure that all concerns and/or incidents will be reported to the PSEA focal point and the FAO Office of the Inspector General, as appropriate.

Project-level grievance mechanism

The project will establish a grievance mechanism at field level to file complaints, including worker complaints. Contact information and information on the process to file a complaint will be disclosed in all meetings, workshops, and other related events throughout the life of the project. In addition, it is expected that awareness raising material be distributed to include the necessary information regarding the contacts and the process for filing grievances. The Project will include sexual exploitation and abuse awareness raising, and stakeholder-differentiated understanding, during stakeholder engagement.

The PMU will be responsible for addressing incoming grievances regarding environmental and social standards; as part of the safeguard's performance monitoring, the Project Coordinator of the PMU will be responsible for documenting and reporting on any grievances received and how they were addressed.

⁸ Full information available online at: <http://www.fao.org/3/a-i4439e.pdf>

Grievance Redress Mechanism Structure:

1. The complainant files a complaint through one of the channels of the grievance mechanism, which will be set up (email address, telephone number(s), contact person or physical address) before Project implementation.
2. This will be sent to the PMU, where the Safeguards Specialist, who also acts as the GRM Focal Person, will assess whether or not the complaint is eligible. *The confidentiality of the complaint must be ensured throughout the process.*
3. Eligible complaints will be addressed by the PMU Safeguards Specialist together with the Project Coordinator of the PMU. The Project Coordinator will be responsible for recording the grievance and how it has been addressed if a resolution is agreed upon.
4. If the situation is exceptionally complex, or the complainer does not accept the resolution, the complaint must be escalated to a higher level (FAO Serbia Representation), until a solution or acceptance is reached.
5. If the situation is still not resolved, the grievance will be escalated to the FAO Regional Office for Europe and Central Asia.
6. If the situation is still not resolved, the grievance will be escalated to the FAO Office of the Inspector-General.
7. For every complaint received, written proof of receipt will be sent within seven (7) working days; afterwards, a resolution proposal will be made within ten (10) working days.
8. In compliance with the resolution, the person in charge of dealing with the complaint may interact with the complainant, or may call for interviews and meetings, to better understand the situation.
9. All complaints received, their response and resolutions, must be duly registered.

Internal process

1. Project Management Unit. The complaint can directly contact the PMU either in writing, or orally. At this level, received complaints will be registered, investigated and solved by the PMU.
2. FAO Representative. The assistance of the FAO Representative is requested if a resolution was not reached and agreed upon in level 1.
3. FAO Regional Office for Europe and Central Asia. If necessary, the FAO Representative will request the advice of the Regional Office to resolve a grievance or will transfer the resolution of the grievance entirely to the regional office, if the problem is highly complex.
4. Only on very specific situations or complex problems, the FAO Regional Representative will request the assistance of the FAO Inspector General who pursues its own procedures to resolve the problem.

The project GRM, which by its nature is survivor centered and gender responsive, sets out lines of reporting and action. Confidentiality is detailed in the FAO Office of the Inspector-General investigation guidelines which state that all investigations are carried out in a confidential manner. The identity of a complainant who submits a complaint to OIG in good faith is not made public, nor is the identity of any witness who provides information to OIG.

Resolution

5. Upon acceptance, a solution by the complainer, a document with the agreement should be signed, clearly indicating the terms of the resolution.

Level of Redress Mechanism	Details
PMU	Must respond within 7 working days. Contact details to be established before project implementation.
FAO Serbia	In consultation with PMU, must respond within 10 working days. Mr Aleksandar Mentov E-mail: aleksandar.mentov@fao.org ; FAO-RS@fao.org
Regional FAO Office for Europe and Central Asia	Must respond within 12 working days in consultation with FAO's Serbia National Correspondent Office. Mr Nabil Gangi 20 Kalman Imre utca H-1054 Budapest Hungary Tel: +36 1 4612000 Fax: +36 1 3517029 E-mail: nabil.gangi@fao.org ; FAO-RO-Europe@fao.org
Office of the Inspector General (OIG)	To report possible fraud and bad behavior by fax, confidential: (+39) 06 570 55550 By e-mail: Investigations-hotline@fao.org By confidential hotline: (+ 39) 06 570 52333

FAO approach to the GRM

FAO is committed to ensuring that its programs are implemented in accordance with the Organization's environmental and social obligations, and therefore supports the establishment and implementation of **Grievance Redress Mechanism** as a crucial process to ensure that parties involved in and affected by the

activities of FAO programmes and projects have access to fair, transparent, inclusive and no-cost process and mechanisms to redress grievances and resolve conflict. FAO programs have access to an effective and timely mechanism to address their concerns about non-compliance with E&S obligations (including SEAH and GBV), the Organization, in order to supplement measures for receiving, reviewing and acting as appropriate on these concerns at the program management level, has entrusted the Office of the Inspector-General with the mandate to independently review the complaints that cannot be resolved at that level. FAO grievance, feedback and complaint mechanisms should be:

- **Legitimate:** They should be trusted by the intended stakeholder groups for whose use they are intended and be accountable for the fair conduct of grievance processes.
- **Accessible:** They should be known to all stakeholder groups for whose use they are intended and provide adequate assistance for those who may face barriers to access (such as language and mobility). They should be age- and gender-inclusive; address access barriers for different groups, including marginalized, vulnerable and disadvantaged and persons with disabilities; and deal with concerns promptly and effectively in a transparent manner that is culturally appropriate at no cost and without retribution.
- **Predictable:** Provide entry points for communicating concerns and clarity on the mechanism's procedures and keep the parties with grievances informed about progress by providing sufficient information about the mechanism's performance. A grievance mechanism requires that the involved and affected stakeholders know about it, trust it and are able to use it. It is important to maintain a record of responses to all grievances received and make this available where appropriate; inform the involved and affected parties on how to access the mechanism during stakeholder engagement activities; and indicate the appeals process to which complainants may be referred when resolution has not been achieved.
- **Rights-compatible:** They should ensure that outcomes and remedies are in line with internationally recognized human rights. The mechanism should not prevent access to judicial or administrative remedies. Where feasible and suitable, utilize other existing formal or informal mechanisms as a supplement to the grievance mechanism, if needed, to ensure conformity with internationally recognized human rights.
- **Open to continuous learning:** They should incorporate measures to identify lessons learned that can improve the mechanism and prevent future grievances and harm.
- **Confidential:** The safety of the complainant should be a primary consideration at all times during reporting, investigation, and thereafter. Complaint mechanisms must consider potential dangers and risks to all parties, including survivors of GBV and abuse and incorporate ways to prevent additional harm. This should include the availability of confidential complaint mechanism systems.

In this regard, FAO grievance redress mechanism is designed and established to voice concerns and grievances from people who believe that they have been harmed/affected by the projects or programmes implemented or financed by the Organization; and to identify agreeable solutions within a reasonable timeframe. Special efforts will be made to ensure the grievance redress mechanism is available for all people, and that women, indigenous, marginalized, and other vulnerable and or socially excluded groups

have equal access and bear no negative repercussions for filing any complaints or grievances. Any cost that may be associated with the preparation or issuance of a legitimate complaint or grievance (e.g. engaging a qualified person to assist the complainant) will be covered by the grievance mechanism.

FAO will facilitate the resolution of concerns of beneficiaries of FAO programs regarding alleged or potential violations of FAO's social and environmental commitments which includes SEAH and GBV. All concerns and/or incidents related to sexual exploitation and abuse must be addressed to the PSEA Focal Point in the country and to the Office of the Inspector General (OIG) as appropriate.

The FAO will facilitate the resolution of concerns of beneficiaries of FAO programs regarding alleged or potential violations of FAO's social and environmental commitments. For this purpose, concerns may be communicated in accordance with the eligibility criteria of the Guidelines for Compliance Reviews Following Complaints Related to the Organization's Environmental and Social Standards, which applies to all FAO programs and projects (Guidelines for Compliance Reviews Following Complaints Related to the Organization's Environmental and Social Standards). The principles to be followed during the complaint resolution process include impartiality, respect for human rights, including those pertaining to indigenous peoples, compliance of national norms, and coherence with the norms, equality, transparency, honesty, and mutual respect.

Concerns must be addressed at the closest appropriate level, i.e., at the project management/technical level, and if necessary, at the Regional Office level. If a concern or grievance cannot be resolved through consultations and measures at the project management level, a complaint requesting a Compliance Review may be filed with the OIG in accordance with the Guidelines. Program and project managers will have the responsibility to address concerns brought to the attention of the focal point.

Any project stakeholder can file a grievance through at least 3 channels: the project GRM, the Country Office GRM (which may be the same as the project GRM), and Office of Inspector General (OIG). GRM shall receive and address complaints related to the implementation of activities in a timely and culturally appropriate manner.

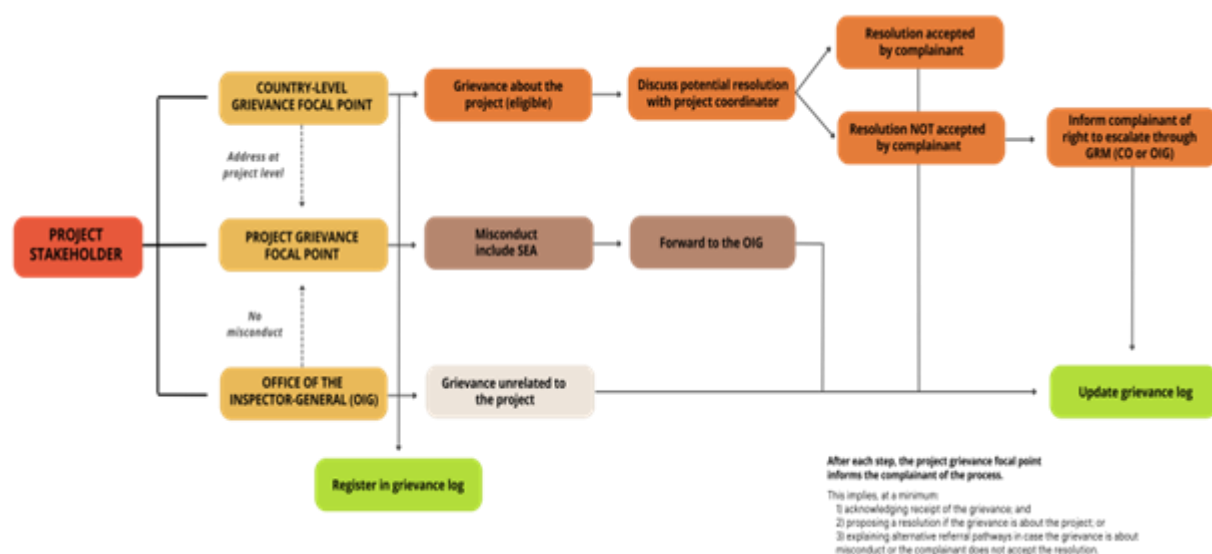


Figure 1 *FAO GRM Referral Pathway*

FAO prohibits and prevents retaliation against workers and other stakeholders who seek to be informed about and participate in activities that are supported or implemented by the Organization; express their concerns about them; or gain access to the processes and mechanisms of FAO programmes and projects for redressing grievances. The Organization neither tolerates nor contributes to threats, intimidation, retaliation or physical and legal attacks against human rights defenders and stakeholders who are involved in and affected by FAO programmes and projects. Respect should always be given to request for confidentiality with regards to the identities of complainant and disclosure of information provided to these mechanisms.

The Office of the Inspector General (OIG) provides oversight of the programmes and operations of the Organization, through internal audit and investigation, according to its [charter](#). In addition, the Office has the mandate to independently review complaints related to non-compliance of the Organization's obligations under the FAO environmental and social standards and has specific guidelines for *Compliance Reviews Following Complaints Related to the Organization's Environmental and Social Standards*. The mechanism set out in these guidelines is designed to be independent, transparent, and effective to provide programme beneficiaries with a means to have their complaints resolved and to keep them informed of what is being done to address their concerns throughout the compliance review process.

These Guidelines provide that any person, group, or representative of a person or group who is potentially directly affected by a FAO programme is permitted to file a complaint, however not anonymous. OIG conducts a preliminary review of admissible complaints to determine if they allege a violation of FAO's social and environmental standards and/or require further investigation.

Complaints containing allegations that there has been a breach of the Organization's environmental and social standards must be made in writing and communicated to OIG by mail, courier, email or fax, directly or via any FAO office.

Admissible complaints will be posted publicly and opened for external parties to provide comments. Following the comment period, OIG initiates an inspection involving further review, site visits, and interviews as necessary.

A draft compliance review report is then prepared and shared with all participants, who can provide comments before a final report is submitted to the Director-General. Copies are also provided to the complainant and other participants.

The Director-General makes a final decision on how to respond to the findings in the report.

GCF Independent Redress Mechanism

GCF established an [Independent Redress Mechanism \(IRM\)](#) that reports directly to the Board². The IRM's mission is to address complaints from affected people and provide recourse in a way that is fair, effective and transparent, and enhance the performance of GCF's climate funding. The IRM also accepts requests from Developing Countries seeking reconsideration of funding proposals that were denied by the GCF Board. To deliver its mandate, the IRM is guided by a number of GCF policies pertinent to GCF's general

operations and its projects and programmes: Revised E&S Policy, Interim E&S Safeguards, Indigenous People Policy, Updated Gender Policy and Information Disclosure Policy of the GCF.

As per the Procedures and Guidelines of the IRM, the main function of the IRM include among others: address grievances or complaints by a person, group of persons or community who/which have been or may be adversely impacted by a GCF funded project or programme through problem solving and/or compliance review, as appropriate; initiate proceedings on its own to investigate grievances of a person, group of persons or community who/which have been or may be adversely impacted by a GCF funded project or programme; monitor whether decisions taken by the Board based on recommendations made by the IRM, or agreements reached in connection with grievances or complaints through problem solving, have been implemented, and report on that monitoring to the Board.

Regardless of the different E&S mitigation measures and procedures in place, climate adaptation and mitigation projects can inadvertently people can be adversely impact communities. Taking this into consideration GCF provides a platform where communities, indigenous people and civil society can present complaints regarding a specific GCF financed project and seek remedy (redress harm) and improve project performance in the long run. There are no formal requirements for filing a complaint. A complaint should generally include: i) the complainant's name, address and contact information; ii) If the complaint is being filed by a representative of the complainant, the name and contact information of the representative, as well as evidence that the representative is authorized to act on the behalf of the complainant; iii) A description of the project or programme that has caused or may cause adverse impacts to the complainant; iv) A description of how the complainants have been or may be adversely impacted by the project or programme; v) Whether confidentiality is being requested and the reasons for it.

Some exclusions apply, as indicate in the IRM guidelines. The complaint can raise issues related to any of GCF's policies and procedures, including those relating to social and environmental issues, indigenous peoples, gender, information disclosure, among others. However, the IRM cannot accept a complaint if it is: i) About a project or programme where the GCF is not directly and/or indirectly involved; ii) About GCF's non-operational housekeeping, such as human resources and finance; iii) Allegations of corruption or procurement issues (these complaints are handled by the Independent Integrity Unit (IIU) and other Units at the GCF); iv) Only about whether the GCF's policies and procedures are adequate; v) About a matter already dealt with by the IRM, unless there is new relevant information that was not available before; or vi) Malicious, frivolous and/or fraudulent or filed to gain a competitive advantage.

Who and how can grievances or complaints be submitted:

- Any person or a group of persons, or a community that has been or may be affected negatively by a GCF project or programme (including those being actively considered for funding by the GCF) may file a complaint. The affected person(s) can authorize their government or representative to file and pursue the complaint on their behalf.
- The IRM shall provide confidentiality to a complainant or to a representative, if so requested by the complainant. A grievance or complaint may be submitted in English or in any language the complainant uses.
- The IRM will provide confidentiality upon receiving a complaint if requested to do so by the complainant. Complaints or grievances can be submitted to the IRM through any means such as

submission through an online complaints form, mail, email, voice or video recording, or by calling a toll-free hotline where one has been designated for that purpose by the IRM or directly through a web form:

- <https://gcf.i-sight.com/external/case/new/group=Complaint>
- Complaints can also be submitted to the Grievance redress mechanism of Accredited Entities (AE) ³.

The IRM will cooperate and collaborate with the accountability and/or grievance mechanisms of AEs. The IRM on the one hand, and the accountability and/or grievance redress mechanisms of the respective AE on the other, will each perform their duties and exercise their powers and functions, in accordance with the policies and procedures applicable to them.

Independent Redress Mechanism - Green Climate Fund

By email: irm@gcfund.org

Office telephone: +82 32-458-6186; Fax: +82 32-458-6096; Cell phone: +82 10-4296-1337.

APPENDIX 1. ESMF TIMELINE AND BUDGET

The Environmental and Social Safeguards (ESS) Specialist will be part of the PMU. S/he will be hired for the duration of the Project and will work in collaboration with/be supported by other project staff. (e.g. Gender Specialist, M&E Officer). The ESS Specialist will be responsible for ensuring the overall implementation of this ESMF, including: (i) conducting Environmental and Social Assessments using FAO's ESS Screening Checklist, and preparation of ESMPs for sub-project activities requiring them (in collaboration with technical experts such as the MoE technical advisor, forestry specialist, gender specialist, and relevant service providers); (ii) training PMU staff and relevant implementing agencies staff on the ESMF (including stakeholder engagement process and Grievance Redress Mechanism), with support from the Gender Specialist; (iii) ESMF validation: during stakeholder consultations, presenting, explaining to, and receiving feedback from stakeholders on the ESMF (including the Grievance Redress Mechanism) and incorporate, as needed, into the AWPB process; and (iv) as part of project M&E, and in collaboration with the PMU M&E Officer, preparing input on environmental and social safeguards aspects of the Project for annual reporting, and for Mid-Term and Final evaluations.

Project costs of relevant staff.

Costs description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	USD total costs
ESS safeguard specialist	30,000	40,000	15,000	7,500	7,500	7,500	7,500	115,000
International consultant (biodiversity/afforestation/reforestation/enrichment expert)	0	2,250	3,600	3,600	1,800	450	450	12,150
Gender Specialist	30,000	40,000	15,000	7,500	7,500	7,500	7,500	115,000
TOTAL	60,000	82,250	33,600	18,600	16,800	15,450	15,450	242,150

APPENDIX 2. WORKPLAN

ACTIVITY	INDICATOR	YEAR 1				YEAR 2				YEAR 3				YEAR 4				YEAR 5				YEAR 6				YEAR 7				RESPONSIBILITY
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
CAPACITY BUILDING																														
Capacity building of project staff/implementing partners on ESS	Training of PMU staff on ESS provided at AWPB meetings																													ESS Specialist
ESS SCREENING AND ASSESSMENT																														
Identification of sub-project activities	List of sub-activities																													ESS Specialist/FAO ESM Unit
ESS screening of sub-project activities	ESS Checklists																													ESS Specialist/FAO ESM Unit
Environmental and Social Assessment and preparation of safeguards related documentation for compliance by sub-project activity	Pre-implementation documents per sub-project activity and ESMPs																													ESS Specialist/FAO ESM Unit
ESS oversight																														
STAKEHOLDER ENGAGEMENT/IMPLEMENTATION																														
Annual Work Plan and Budget (AWPB)	Approved AWPBs																													PMU/Steering Committee/Project ESS Specialist
Stakeholder consultations	Consultation reports																													PMU M&E Officer and Specialist/ESS Specialist/Gender Specialist
GENDER ACTION PLAN																														
Mainstreaming gender in project interventions	Details in Gender Action Plan																													Gender Specialist/PMU M&E Specialist
MONITORING AND REPORTING																														
Monitoring on ESS performance and stakeholder engagement, including Grievance Redress Mechanism	Project Progress reports																													PMU M&E Specialist/ESS Specialist/Gender Specialist/FAO ESM Unit
Mid-Term and Terminal Review and Reporting	Mid-Term and Terminal Reports																													FAO/PMU/PMU M&E Unit/External Independent Auditor
PROJECT MONITORING	Project Monitoring																													FAO/PMU/PMU M&E Unit/External Independent Auditor
* Annual Work Plan and Budget																														
** Annual Performance Report																														

APPENDIX 3. CONSULTATIONS

Stakeholder	Category	Consultation ^[1]	Level
European Investment Bank	IFI	09/05/2022	International
EU Delegation	International Institutions	10/05/2022	International
Regional Rural Development Standing Working Group in Southeastern Europe	Institutions	10/05/2022	International
Overseas Agricultural Projects (GFA) Serbia	Private Sector	09/05/2022	International
Green for Growth Fund	IFI	22/11/2022	International
EBRD	IFI	05/06/2023	International
AFD	International Finance Institution	10/06/2022	International
Proparco	IFI	10/06/2022	International
PE Serbia Shume	Institutions	Several Meetings as the institutions is a partner of the project	Local
PE Vojvodina shume	Institutions	Several Meetings as the institutions is a partner of the project	Local
Vojvodina Autonomous Government (Secretariat for urbanism AR Vojvodina and environment protection of AR Vojvodina)	Institutions	Several Meetings as the institutions is a partner of the project	Local
PE Vojvodinavode	Institutions	Several Meetings as the institutions is a partner of the project	Local
Institute for Lowland Forestry and Environment	Institutions	Several Meetings as the institutions is a partner of the project	Local
FORNET Forestry Company	Private Sector	05/06/2023	Local

Reiffesen Bank	Private Sector (Bank)	11/05/2022	National
Chamber of Commerce	Private Sector Association	11/05/2022	National
EuroBank	Private Sector (Bank)	11/05/2022	National
Unicredit Bank	Private Sector (Bank)	11/05/2022	National
Ministry of Mining and Energy	Institutions	10/05/2022	National
Ministry of Environmental Protection	Institutions	22/05/2023	National
Serbia Grain Association	Association of private sector (Grain Farmers)	12/05/2022	National
University of Belgrade-Faculty of Forestry	Academia	09/05/2022	National
Singidum University, Belgrade	Academia	25/09/2023	National
Banka Intesa	Private Sector	11/05/2022	National
AIK Bank	Private Sector	11/05/2022	National
Erste Bank	Private Sector	11/05/2022	National
WWF Serbia	NGO	05/06/2023	National
BirdLife Serbia	NGO	07/06/2023	National
Koalition 27	NGO	10/05/2022	National
National Alliance for Local Economic Development	NGO	10/05/2022	National
Ministry of Agriculture Forestry and Water Management - Agricultural Land Directorate	Institutions	06/06/2023	National
Ministry of Agriculture, Forestry and Water Management- Forestry Directorate	Institutions	08/06/2023	National
Ministry of Agriculture, Forestry and Water Management	Institutions	Several Meetings as the institutions is a	National

		partner of the project	
Chamber of Commerce and Industry – Special Section on Forestry and Furniture/Panels	Association	05/06/2023	National
Chamber of Commerce and Industry – Financial Institutions	Association	05/06/2023	National
Wine Producers Association	Association	10/05/2023	National
Beekeepers Association	Association	12/05/2023	National
National Biomass Association (SERBIO)	Association	27/04/2022	National
Credit Agricole	Private Sector	11/05/2022	National
University of Belgrade - Faculty of Mechanical Engineering	Academia	12/05/2022	National
IUCN Serbia/NBS forest project	NGO	12/05/2023	National
Ministry of Agriculture Forestry and Water - Rural Development/IPARD measure 7	Institutions	18/01/2023	National
Natura Balkanika/GIZ project team on gender	NGO - leading Serbian campaign for strengthening women in the rural areas of Southeast Europe	01/12/2022	National
Singidunum University/Env.and Sust.Development Studies	Academia - Focus on sustainable development	19/01/2023	National
Pokret gorana, local branches	Association - Focus on Women	02/12/2022	National
Municipality Dimitrovgrad	Institutions	09/12/2022	National
Municipality Kikinda	Institutions	30/11/2022	National
Municipality Zrenjanin	Institutions	30/11/2022	National
Hunting association Zrenjanin	Association	17/01/2022	National

Forest Institute Belgrade	Institutions	Regular engagement	National
The Energy Community - Serbia	International Organization	03/07/2023	International
University of Novi Sad - Faculty of Science	Academia	Regular engagement	National

[\[1\]](#) First meeting reported only as all organizations were met both online and in person in several instances during the preparation of the proposal

APPENDIX 4. LETTERS CONFIRMING ENGAGEMENT AND SUPPORT

Name of entity that has provided engagement and support letter

1. Association of Financial Institutions
2. Association Serbia Grains
3. Belgrade University – Faculty of Forestry
4. Bird Protection and Study Society of Serbia (BPSSS), BirdLife International partner in Serbia
5. Bluebiloba srl Startup Innovativa
6. Chamber of Commerce and Industry of Serbia – Association for Forestry, Wood Processing, Furniture and Paper Industry
7. Chamber of Commerce and Industry of Serbia
8. Faiffeisen Bank
9. National Alliance for Local Economic Development
10. Provincial Secretariat for Urban Planning and Environmental Protection,
11. Provincial Government of Vojvodina
12. Public Enterprise Vode Vojvodine
13. UniCredit Bank Serbia
14. WWF Adria

