

FOREST MANAGEMENT EVALUATION REPORT **IZVEŠTAJ O PROCENI** **GAZDOVANJA ŠUMOM**

1. PRE-EVALUATION REPORT **IZVEŠTAJ O PREDPROCENI**

Project Nr. Broj projekta:	0368-RS		
Client Klijent:	JP „Vojvodinašume“ Petrovaradin		
WebPage:	www.vojvodinasume.co.yu		
Address Adresa:	Preradovićeva 2, 21131 Petrovaradin		
Country Zemlja:	Serbia		
Assessment date Datum vrednovanja:	24 to 27 April 2007		
Proposed Scope Predloženo polje rada:	Forest Management of forests in the JP „Vojvodinašume“, forests of Vojvodina for the production of soft and hard broadleaf and conifer timber. Gazdovanje šumama u JP „Vojvodinašume“ za proizvodnju mekog i tvrdog drveta lišćara i četinaru .		
Area Područje:	129 752 ha		
Land Tenure Vlasništvo:	State Državno		
Latitude/Longitude Geog. širina/dužina	45.247 / 18.875		
Biome:	Temperate Umereno		
Forest type Tip šume:	Semi-natural and Plantation poluprirodne i plantaže		
Forest composition Sastav šume:	Mixed broadleaved and pure broadleaves Mešane lišćari i čiste lišćarske		
Species composition Sastav vrsta:	Oak (Quercus robur) – 35%; Ash (Fraxinus excelsior) – 10%; Black pine (Pinus nigra) – 3%; Black locust (Robinia pseudoaccacia) – 5%; Poplars (Euroamerican clones, white & black) - 26%; other hardwood – 14%; willow (Salix sp) -5%; other soft broadleaves – 2% / hrast, jasen, crni bor, bagrem, euroameričke topole		
Plantation Species Plantažne vrste:	Indigenous / Domaće		
Annual production Godišnja proizvodnja:	502 000 m3	Annual Allowable Cut Dozvoljena godišnja seča	646 400 m3
Forest products Šumski proizvodi:	Roundwood, pulp wood, mine wood, fuel wood Oblo drvo, drvo za celulozu, rudno drvo, ogrevno drvo		
Company Contact Person Preduzeće Kontakt osoba:	Zoran Tomović		

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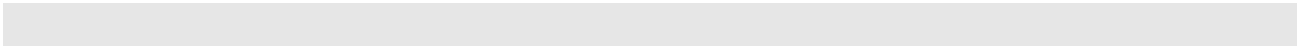
Report prepared by Izveštaj pripremljen od strane	MT, SS	Date Datum	
Report approved by Izveštaj odobren od strane	N/A	Date Datum	N/A

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2. OVERVIEW / PREGLED

2.1 Brief Company description and background to request for pre-evaluation **Kratak opis i pozadina preduzeća koje je zatražilo predprocenu**

On **24-27 April 2007** SGS QUALIFOR carried out a Pre-evaluation with a view to certification of Forest Management of **JP "Vojvodinašume"** 's forest holdings in **Vojvodina** to the requirements of the QUALIFOR Programme, the SGS Group's forest certification programme accredited by the Forest Stewardship Council's Principles and Criteria (FSC P&C).

The Pre-evaluation primarily aims to: (i) ensure that the client understands the requirements of QUALIFOR evaluation; and (ii) develop a broad picture and understanding of the client's management systems and practices. The information gathered is also used to plan the main evaluation, including audit protocols, scheduling, and evaluation team requirements.

This report provides a description of the components of **JP "Vojvodinašume"** 's management system and practices that would be subject to examination during the Main Assessment.

Areas identified as needing attention by **JP "Vojvodinašume"** prior to the Main Assessment are outlined below. It should be noted that while SGS QUALIFOR has made every effort to identify all such issues, there might be further areas where management systems or practices do not meet the QUALIFOR programme requirements. It is the client's responsibility to familiarise itself with these requirements and to ensure that it complies by the time of the main evaluation.

In the absence of a **Serbia** national FSC standard, the requirements of the QUALIFOR Programme will be used in the main evaluation. This will however be further defined by reference to the **first draft of national FSC standard**. **JP "Vojvodinašume"** 's procedures and practices should be in conformance with these codes to the extent that they are relevant to the company's operations.

24-27 April 2007 SGS QUALIFOR je obavio predprocenu za sertifikaciju gazdovanja šumama **JP "Vojvodinašume"** u odnosu na zahteve QUALIFOR programa. Program sertifikacije SGS Grupe je akreditovan od strane Forest Stewardship Council principa i kriterijuma (FSC P&C).

Predprocena prvobitno ima za cilj da: (i) osigura da klijent razume zahteve QUALIFOR procene; i (ii) razvije opštu sliku i razumevanje klijentovih sistema gazdovanja i prakse. Prikupljene informacije se također koriste za planiranje glavne procene, uključujući procedure za procenu, pravljenje rasporeda i ocenu potreba tima.

Ovaj izveštaj obezbeđuje opis komponenti sistema gazdovanja i prakse **JP "Vojvodinašume"** koji bi trebali biti podvrgnuti ispitivanju tokom Glavne procene.

Područja za koje je identifikovano da zahtevaju pažnju od stane **JP "Vojvodinašume"** pre Glavne procene su navedena ispod. Potrebno je naglasiti da, iako je SGS QUALIFOR preduzeo sve napore u identifikaciji svih ovih područja, mogu postojati još neka područja u kojem sistemi gazdovanja ili praksa ne udovoljavaju zahtevima QUALIFOR programa. Klijent ima obavezu da se upozna sa pomenutim zahtevima i da osigura udovoljavanje zahtevima do glavne procene.

U odsustvu nacionalnih FSC standarda za **Srbiju**, u glavnoj proceni će se koristiti zahtevi QUALIFOR programa. Također, će se oni dalje definisati u skladu sa preporukama lokalnih pravilnika i prvog nacrtu nacionalnog FSC standarda. Procedure i praksa **JP "Vojvodinašume"** trebaju udovoljavati pomenutim pravilnicima u obimu koji odgovara aktivnostima kompanije.

2.2 Key shortfalls **Ključni nedostaci**

Principle 1
<p>a) Register of regulations is not complete (customary&tenure rights, social, unions, environmental legislation and best practice). Legislation register is not distributed, not available for all employees. Registar propisa nije kompletan. Registar propisa nije distribuiran i dostupan svim zaposlenima.</p> <p>b) Identifying of local CITES species Utvrđivanje lokalnih CITES vrsta</p> <p>c) Identifying of possible localities and species which can be covered by convention prepared for adoption. Utvrđivanje mogućih lokacija i vrsta koje bi mogle biti pod zaštitom.</p>
Principle 2
<p>a) List of tenure and use rights not prepared (local and all people including fees) / Lista vlasništva i prava korišćenja nije pripremljena.</p> <p>b) Procedure for complain/dispute solution is not written. Procedure za žalbe/sporove nisu napisane.</p>
Principle 3
<p>a) Not applicable Nije primenjiv</p>
Principle 4
<p>a) No clear rules for timber purchasers, not publicly available</p> <p>b) Risk assessment (Best of practice) regarding Health and Safety measures and using personal protective equipment – Book of rules according to Law on protection of workers. Procena rizika (najbolja praksa) u vezi sa merama zaštite i bezbednosti na radu (H&S) i upotreba lične zaštitne opreme.</p> <p>c) There is not register of all injuries including contractors for the whole Vojvodinašume. Ne postoji registar povreda, uključujući i ugovarače.</p> <p>d) Analysis from injuries records and related preventive measures are not conducted. Analize povreda i preduzimanje preventivnih mera u vezi s tim nisu rađene.</p> <p>e) Informing workers regarding forestry related diseases – lime disease / Informisanje zaposlenih o mogućim oboljenjima – lajmska bolest.</p> <p>f) Antivibration gloves not used. Antivibracione rukavice se ne koriste.</p> <p>g) Social impact evaluation (SIE) and consultation is not defined although there is some SIE defined in the Law on forest. Procene društvenog uticaja i konsultacije nisu definisane iako su neke definisane u Zakonu.</p> <p>h) List of stakeholders has not been finished. Nije završena lista interesnih grupa</p> <p>i) No consultation with stakeholders. Nema konsultacija sa zainteresovanim stranama.</p> <p>j) Important sites of cultural, religion, economical or other significance to local communities are not finished and consulted with those communities. Nisu definisana važna mesta od kulturnog, religijskog, ekonomskog i drugog značaja za lokalnu zajednicu uz konsultacije sa lokalnom zajednicom.</p> <p>k) There are not consultations regarding SIE. Nema konsultacija vezano za procenu društvenog uticaja.</p>
Principle 5

- a) There are not maximal allowed damages defined and applied in practice. It does not prevent damages. Road building did not accepted water ecosystems. Culverts not cleaned. **Ne postoje definisane maksimalno dozvoljene štete koje su primjenjive u praksi. Šumarska inspekcija jedino može videti stanje nakon izvršenih šumarskih aktivnosti. To ne sprečava štete.**
- b) Other services (water, recreation) except timber production, fishing and hunting are not quantified and potential impacts of forest operations on services are not described. **Osim proizvodnje drveta, ribolova i lova, druge usluge (voda, rekreacija) nisu kvantificirane i opisane, kao i potencijalni uticaji šumarskih operacija na te usluge.**
- c) Large scale management. **Gazdovanje velikim površinama.**
- d) **No buffer zones kept along water bodies. Bafer zone duž vodotoka se ne održavaju .**
- e) **No buffer zones defined at roads and villages. Nisu definisane bafer zone prema putevima i selima.**
- d) **No landscape planning used for large scale harvest and afforestation. Nema planiranja predele pri sečama i pošumljavanju velikih površina.**
- e)

Principle 6

- a) Principle environmental impacts (internal/external) are not identified (road construction and maintenance, **stream crossing, water buffer zones**, wells etc). **Princip procene uticaja na životnu sredinu (interni/eksterni) nije identifikovan (izgradnja i održavanje puteva, prelazak preko vodotoka, zaštitne zone vodotoka, lekovita izvorišta itd.)**
- b) There is no Environmental Impact Assessment for clear-cuts and new afforestation (buffer zones – at water bodies, public roads and villages; RTE species; fencing). **Nema procene uticaja na životnu sredinu pri čistim sečama i pošumljavanju velikih površina. (bafer zone – prema vodotocima, javni putevi i sela, zaštićene vrste, ograđivanje).**
- c) Rare, threatened and endangered species (except tree species in the Law on Forests) are not identified. Employees are not trained to recognise those species. There are no monitoring results outside the protected areas. **Retke, ranjive i ugrožene vrste -RTE (osim vrste drveća prema Zakonu o šumama) nisu identifikovane. Zaposleni nisu obučeni za njihovo prepoznavanje. Ne postoje rezultati monitoringa (npr. gnezda ptica).**
- d) Knowledge of RTE species is not satisfied. **Znanja o RTE vrstama nisu zadovoljavajuća**
- e) No standing trees left for natural die-off.
- f) Not defined maximal allowed damages during forest activities. **Nisu definisane maksimalno dozvoljene seče tokom šumskih aktivnosti.**
- g) Prohibited chemicals used. **Koriste zabranjene hemikalije.**
- h) Waste collection, separation and disposal. Treaty not signed for waste disposal. **Skupljanje, odvajanje i odlaganje otpada.**
- i) Prepare list of conversions. **Pripremiti liste za konverzije.**
- j) Strategy for chemicals usage not prepared (including alternatives evaluated). **Nije pripremljena strategija za upotrebu hemikalija.**

Principle 7

- a) There are no plans for identification of rare, threatened or endangered species and representative samples. **Ne postoje planovi za identifikaciju retkih, ranjivih ili ugroženih vrsta.**
- b) There are no trainings regarding identification and monitoring of rare, threatened and endangered species. **Nema obuke za identifikaciju i nadzor retkih, ranjivih i ugroženih vrsta**
- k) Summary reports are not prepared and publicly available **Javni izveštaj nije urađen i dostupan**
- c) Forest management plan summaries do not include all information (rare species, ecological functions, social and environmental impact etc.) **Šumska osnova ne sadrži sve informacije (retke vrste, ekološke funkcije, sociološki i ekološki uticaji, itd.)**
- d) List of compartments with planned activities is not publicly available. **Lista odelenja sa planiranim aktivnostima nije javno dostupna.**
- e) There are not defined data to be publicly available. **Nisu definisani podaci koji će biti javno dostupni.**
- f) FMP renewal – public announcement. **Izrada Šumskih planova nije javno objavljena.**

Principle 8
<p>a) Not all activities are monitored (rare species, non-timber products, training, PPE and H&S at contractors). Ne postoji kontrola svih aktivnosti (retke vrste, sporedni šumski proizvodi)</p> <p>b) Data on composition and changes in the flora and fauna are not available outside the protected areas. Podaci o sastavu i promenama u flori i fauni nisu na raspolaganju.</p> <p>c) Summaries of monitoring are not included in summary reports. Sažetak nadzora nije uključen u sažetak izveštaja.</p> <p>d) No data about NTFP</p>
Principle 9
<p>a) There are not high conservation values defined and evaluation carried out to determine the presence of HCVF attributes. Nisu definisane šume visoke vrednosti očuvanja i procena prisutnosti atributa za šume visoke vrednosti očuvanja.</p> <p>b) There is no consultation regarding those attributes. U vezi tih atributa ne postoje konsultacije.</p> <p>c) No procedures defined for maintenance of HCV forests. Nema definisanih procedura za održavanje HCV šuma</p> <p>d) There is not monitoring of other high conservation value forest attributes. Ne postoji praćenje drugih atributa za šume visoke vrednosti očuvanja.</p>
Principle 10
<p>a) Large blocks are used. Belts of autochthon species should be left at water bodies but not kept. Koriste velike blokove. Pojasi autohtonih vrsta treba da postoje ali se ne održavaju.</p> <p>b) Conversion after November 1994 to be observed during main assessment. Konverzije nakon novembra 1994, će biti razmatrane tokom glavne procene.</p> <p>l) No buffer zones kept along water bodies. Ne održavaju bafer zone prema vodenim tokovima.</p> <p>m) No buffer zones defined at roads and villages. Nisu definisane bafer zone prema putevima i selima.</p> <p>c) No layout and landscape planning used for large scale harvest and afforestation. Ne planiraju izgled predela pri velikopovršinskim sečama i pošumljavanju.</p> <p>d) No standing trees left for die-off.</p> <p>e) No environmental impact assessment done before forestry activities (RTE species, water bodies). Nerade procenu uticaja na životnu sredinu pre šumarskih aktivnosti.</p> <p>f) 5% of overall forest to be maintained or restored to a natural forest cover. Sa 5% površina se treba gazdovati tako da se vrate prirodnoj vegetaciji.</p>

3. BACKGROUND POZADINA

3.1 Introduction Uvod

SGS QUALIFOR carried out a Pre-Assessment with a view to certification of Forest Management for JP "Vojvodinašume"'s forests to the requirements of the QUALIFOR Programme, the SGS Group's programme to certification accredited by the Forest Stewardship Council's Principles and Criteria (FSC P&C).

SGS QUALIFOR je obavio Predprocenu radi sertifikacije gazdovanja za šume JP "Vojvodinašume" u odnosu na zahteve QUALIFOR programa. Program sertifikacije SGS Grupe je akreditovan od strane Forest Stewardship Council principa i kriterijuma (FSC P&C).

3.2 The company Preduzeće

3.2.1 Ownership Vlasništvo

Government forests in Serbia are managed by SE Srbijašume, SE Vojvodinašume and 4 SE National Parks.

JP "Vojvodinašume" manages government forests of four FMUs and provides forestry activities in natural protected area located in Vojvodina. Natural protected areas are managed by their offices. Government forests form about 50% of all forests in Serbia. The rest are private forests. JP "Vojvodinašume" provides expert technical assistance for private forests in their territory.

Državnim šumama gazduje JP "Srbijašume", JP "Vojvodinašume" i 4 JP Nacionalnih Parkova.

JP "Vojvodinašume" gazduje državnim šumama preko četiri šumska gazdinstva i sprovodi šumarske aktivnosti u Zaštićenim prirodnim dobrima u Vojvodini. Državne šume zauzimaju 50% svih šuma u Srbiji, ostatak su privatne. JP "Vojvodinašume" pruža stručne usluge u privatnim šumama.

3.2.2 Reasons for certification Razlozi za sertifikaciju

Main tree species are oak (35%), ash (10%), poplars (26%), black locust (14%). Annual increment is 679 864m³. Allowable cut is 646 403m³. Planned cut is about 502 109m³. Total forest and bare land area is 129 752ha. Forests and fertile forest land area is 114 153ha. Current forest and forest plantation area is 67749ha. Plantations cover 36 314ha. Total hunting area is 109 000ha (14 hunting areas), fenced hunting area is 25 670ha (9).

Glavne vrste drveća su hrast (35%), jasen (10%), topole (26%), bagrem (14%). Godišnji prirast je 679 864 m³. Dozvoljena je seča (etat) 646 403 m³. Planirana seča je oko 502 109 m³. Ukupna površina je 129 752 ha. Šuma i šumsko zemljište zauzima 114 153 ha. Šume su zastupljene sa 67 749 ha. Plantaže čine 36 314 ha. Ulupna lovna površina je 109 000 ha (14 lovišta), ograđena lovišta su na 25 670 ha (devet lovišta).

3.3 Composition and Location of the Forest **Sastav i lokacija šume**

Forest Name	Location	Total Area (ha)	Productive area (ha)	Production (m ³ /annum)
Ime šume	Lokacija	Ukup. područje (ha)	Proizvodno područje (ha)	Proizvodnja (m ³ /godišnje)
FO Sremska Mitrovica				
FO Novi Sad				
FO Sombor				
FO „Banat“ - Pančevo				
Total Ukupno				

3.4 Forest Areas Not to be Included in Assessment Scope

Šumska područja koja nisu uključena u polje rada ovog zadatka

The manager has some responsibility, whether as owner (including share or partial ownership), manager, consultant or other responsibility over the following forest areas: provide full details of ownership, forest name, type, area and location for each such forest.

Organizacija ima određenu odgovornost, bilo kao vlasnik (uključujući udeo ili delimično vlasništvo), upravitelj, konsultant ili druge odgovornosti, nad sledećim šumskim područjima: daje pune podatke o vlasništvu, imenu šume, tipu, području i lokaciji za svaku od ovih šuma.

Forest Name	Location	Total Area (ha)	Reason for exclusion
Ime šume	Lokacija	Ukupno područje (ha)	Razlozi za isključivanje
Protected forest area Zaštićena prirodna dobra			<ul style="list-style-type: none"> - tree marking doznaka - tree marking on the road žigosanje - transport documents issue izdavanje propratnica - afforestation – expanded reproduction pošumljavanje – proširena reprodukcija - wood harvest, skidding and transportation seča, izvlačenje i transport
Private forests			<p>only expert technical assistance: samo stručni poslovi:</p> <ul style="list-style-type: none"> - tree marking doznaka - tree marking on the road žigosanje - transport documents issue izdavanje propratnica - afforestation – expanded reproduction pošumljavanje – proširena reprodukcija
Fishery areas	River Sava I	207-121; 95-62 km	
	River Sava II	62-48 km	
	River Donau II	1295-1355 km	
	River Donau III	1112-1075; 1231-1187 km	
Total Ukupno			

This information will be made available to stakeholders as part of the consultation process once the client agrees to go ahead with the main evaluation.

Ova informacija će biti dostupna interesnim grupama kao deo procesa konsultacija u slučaju da se klijent odluči za sprovođenje glavne procene.

4. PRE-ASSESSMENT PREDPROCENA

4.1 Scope Polje rada

The objectives of Pre-Assessment are:

- a) to explain the requirements and the process of forest certification to the client;
- b) to gain an understanding of the client's forest types, management systems and practices;
- c) to identify major areas of potential non-compliance;
- d) to identify key issues in the locality;
- e) to identify stakeholders;
- f) to determine the need for specialist inputs at the main evaluation;
- g) to determine the sampling to be used in the main evaluation; and
- h) to determine travel and other logistics required for the main evaluation.

Ciljevi Predprocene su:

- a) objašnjavanje zahteva i procesa sertifikacije klijentu;
- b) sticanje razumjevanja o klijentovom tipu šuma, sistemima gazdovanja i praksi;
- c) identifikovanje glavnih područja potencijalnog neudovoljavanja;
- d) identifikacija glavnih predmeta (pitanja) na lokalitetu;
- e) identifikacija interesnih grupa;
- f) određivanje potreba za specijalističkim inputima prilikom glavne procene;
- g) određivanje uzorka koji će se koristiti prilikom glavne procene; i
- h) određivanje putnih i ostalih logističkih potreba za glavnu procenu

4.2 Itinerary Plan rada

The following activities were undertaken and operations visited with persons involved indicated:

Preduzete su sledeće aktivnosti i posećene operacije sa uključenim osobama:

Site Name	Description	Operation	Person(s) met
Ime mesta	Opis	Aktivnost	Upoznata(e) osoba(e)
Headquarter Novi Sad	meeting	Introduction meeting	Senior management
SG Sremska Mitrovica	opening meeting, document review uvodni sastank, pregled dokumentacije		See Attendance sheet Spisak prisutnih
2705: 9 a,b,c,d,f,h,	Shelterwood system – thinning / Oplodne seče -	harvest, skidding, transport	workers, foresters

Site Name	Description	Operation	Person(s) met
Ime mesta	Opis	Aktivnost	Upoznata(e) osoba(e)
11,	prorede	Seča, izvlačenje, prevoz	Radnici, šumari
9 i, l	Thinning Prorede		
9 g,k,j	sanitary felling Sanitarne seče	Harvest seča	
2705: 15, 32	road construction izgradnja puteva	road construction izgradnja puteva	
2703: 32, 57	seed stands semenska sastojina		
	stands prepared for natural regeneration, pests monitoring priprema staništa za prirodno obnavljanje, praćenje štetočina		
2710: 55, 56	reforestation fo oak forests (natural and seeding) pošumljavanje hrastom (prirodno i sadnja		

4.3 Observations on forest management **Opazanja vezana za gazdovanje**

Observations related to each element of the P&C are presented below. Identified shortfalls, if any, which should be addressed in preparing for the main evaluation are also indicated

It should be noted that while SGS QUALIFOR has made every effort to identify all major issues, there might be further areas where management systems or practices do not meet the QUALIFOR programme requirements. It is the client's responsibility to familiarise itself with these requirements and to ensure that it complies by the time of the main evaluation.

Opazanja vezana za svaki element P&C su prezentovana ispod. Također su identifikovani manji nedostaci, ako postoje, koji trebaju biti rešeni u pripremi za glavnu procenu.

Potrebno je istaći da, iako je SGS QUALIFOR uložio sve napore u identifikaciji svih glavnih problema, postoji mogućnost da postoje određeni segmenti sistema gazdovanja ili prakse koji nisu u skladu sa zahtevima QUALIFOR programa. Klijent ima obavezu da se upozna sa pomenutim zahtevima i da osigura udovoljavanje zahtevima do glavne procene.

PRINCIPLE 1: Compliance with law and FSC Principles **Poštovanje zakona i FSC Principa**

1.1 Respect for national and local laws and administrative requirements **Poštovanje državnih i lokalnih zakona i zahteva administrativne prirode**

Law department analyzes all existing and new legislation, watches legislation from the Official Gazette and sends it to responsible persons in the company.

Sektor za pravne poslove analizira sve važeće i nove zakone koji se objavljuju u Službenom Glasniku i šalje ih odgovornim osobama u preduzeću.

1.2 Payment of legally prescribed fees, royalties, taxes and other charges
Plaćanje zakonski određenih taksi, najamnina, poreza i drugih troškova

Payments: workers' salary and insurance (income tax 20% for contractors, salary tax 12%, pension 11%, health insurance 6.15%, unemployment 0.75%), 10% profit tax, VAT 18%, harvest (stumpage) tax – 3% of the value of invoices timber, fishery tax, property tax, drainage fee to Water Management Body.

Plaćanja: plate zaposlenih i doprinosi (penzioni, za nezaposlenost, zdravstveni) – 14% plus 14% na teret preduzeća, 10% porez na dobit, PDV, taksa na posečeno drvo- 3% u državni budžet za proširenu reprodukciju, taksu za ribarenje, vodni doprinos Direkciji za vode.

1.3 Respect for provisions of international agreements
Poštovanje odredbi međunarodnih sporazuma

ILO Conventions, CITES – 11/01, Convention on Biodiversity – 11/01, Ramsar – 9/77 – 2 areas, Bern – 6/73, Montreal – 2/04

ILO Konvencija, CITES, Konvencija o biodiverzitetu, Bazelska konvencija je potpisana, dok ostale nisu.

1.4 Conflicts between laws and regulations, and the FSC P&C
Neslaganja između zakona, pravila i FSC P&C

No conflicts were identified except H&S regulations and practise in field.

Nisu identifikovana neslaganja.

1.5 Protection of forests from illegal activities
Zaštita šuma od bespravnih aktivnosti

Forest Guards Service (50 forest technician and vocational foresters) – regular monitoring of illegal activities, forest health and fire protection in forests including weekends and holidays – based on Law on Forest.

Hunting Guard Service – 40

Fish Guard Service – 30

Nature protection – 30

Alltogether – 150

Šumarska čuvarska služba (45 za državne šume – šumarski tehničari i šumari) – redovan nadzor ilegalnih aktivnosti, bolesti šuma i zaštita od požara uključujući vikende i praznike- zasnovano na Zakonu o šumama.

Lovočuvarska služba – 2 šumarska tehničara + 1 inženjer šumarstva.

Ribočuvarska služba – 2 šumarska tehničara + 1 inženjer šumarstva (isti kao gore).

Interna kontrola – ŠG –mesečno -> interna komisija -> redovana provera 2-3 šumara.

1.6 Demonstration of a long-term commitment to the FSC P&C
Pokazivanje dugoročne predanosti ka slaganju sa FSC P&C

Policy is written and signed by the general director, it is communicated to employees, stakeholders and contractors informed, presented in offices.

Izjava o politici je potpisana od strane Generalnog direktora, što je saopšteno zaposlenima.

PRINCIPLE 2: Tenure and use rights and responsibilities
Prava i odgovornosti vlasništva i korišćenja

2.1 Demonstration of land tenure and forest use rights
Dokazivanje vlasništva i prava korišćenja nad šumom

They manage state forests according to the Act on Forests. Ownership rights are registered in the land cadastre (Register of Parcels) and related records. Protected areas – Act on Environmental Protection – managed by local government and non-government agencies but forest activities are arranged and provided by JP Vojvodinašume.

Državnim šumama se gazduje u skladu sa Zakonom o šumama. Pravo vlasništva je registrovano u katastru.

2.2 Local communities' legal or customary tenure or use rights
Zakonska ili običajna prava vlasništva ili korišćenja lokalnih zajednica

No third-party rights were recognised. People's access to forest is not forbidden except fenced hunting area). People can collect non-timber forest product for free up to 1kg. There is free access to forest roads for local people, for other for fee (timber transport). Some parts can be grazed – Plans for grazing – local people can apply for fee – pastures and acorn.

Prava trećih lica se prepoznaju. Građanima nije zabranjen pristup šumi. Ljudi mogu skupljati nedrvne proizvode nakon dobijanja dozvole i plaćanja takse. Ljudi mogu slobodno skupljati nedrvne šumske proizvode do 1 kg. Slobodan je pristup šumskim putevima za lokalno stanovništvo, drugi plaćaju taksu (transport drveta). U nekim delovima je dozvoljeno pašarenje – Plan za pašarenje – lokalno stanovništvo može uz taksu – koristiti žiropašu.

2.3 Disputes over tenure claims and use rights
Sporovi oko prava vlasništva i korišćenja

Changes in land along rivers made by water management company Vojvodinavode.

Law department – Register of disputes/complains

Reprivatisation of land after agricultural reform in 1953 (about 500ha) – by law forest land is not returned; financial compensation is paid if a land was sold meantime

Procedure is not written but there is best practice used -> committee for solution – agreement bargaining – court decision if not achieved

Sporovi oko zrnlišta duž reka sa Vojvodinavodama.

Pravna služba – rešava sporove/žalbe.

Sporovi oko prava svojine se rešavaju sudskom odlukom. Žalba -> podaci šumske uprave -> obilazak terena -> dokazi -> izveštaj -> sudska odluka.

Vraćeno poljoprivrednog zemljišta nakon reformi iz 1953 (oko 500 ha) – šume nisu vraćane, finansijske kompezacije su plaćene ako je prodato u međuvremenu.

Procedura za rešavanje sporova nije napisana ali se koristi dobra praksa – komisija za žalbe – sporazumno rešavanje – ako nema dogovora ide se na sud.

PRINCIPLE 3: Indigenous peoples' rights Prava autohtonog stanovništva

3.1 Indigenous peoples' control of forest management
Indigenous peoples' control of forest management

Not applicable

Nije primenjiv

3.2 Maintenance of indigenous peoples' resources or tenure rights
Maintenance of indigenous peoples' resources or tenure rights

Not applicable

Nije primenjiv

3.3 Protection of sites of special cultural, ecological, economic or religious significance to indigenous peoples
Protection of sites of special cultural, ecological, economic or religious significance to indigenous peoples

Not applicable

Nije primenjiv

3.4 Compensation of indigenous peoples for the application of their traditional knowledge
Compensation of indigenous peoples for the application of their traditional knowledge

Not applicable

Nije primenjiv

PRINCIPLE 4: Community relations and workers rights
Odnosi sa zajednicom i prava radnika

4.1 Employment, training, and other services for local communities
Zapošljavanje, obuka i druge usluge lokalnim zajednicama

Almost all employees are from local communities.

Sponsorship: - schools, churches, social disabled groups. Internal regulation – 1.1% in annual budget (financial donations, fuelwood, timber, venison, road maintenance, scholarship (stipendium).

Purchaser selection – 100 biggest + local buyers (70% to contractors + 30% public bidding)

Agreements signed at the beginning of the year for six months, annex for next 6 months.

There was dispute about natural monopole – Antimonopoly Agency decision – purchase selection is all right.

Minimal price for wood is set for each year – maximal increase in price is 7.5% from previous year and compared to other markets.

Skoro svi zaposleni su iz lokalne zajednice.

Doniraju: - škole, crkve, socijalno ugrožene. Internom odlukom – 1,1% godišnjeg budžeta se troši na – finansijske podrške, ogrev, drvo, divljač, održavanje puteva, stipendije.

Selekcija kupaca – 100 najvećih + lokalni (70% ugovarači + 30% javne ponude).

Ugovori se potpisuju na šest meseci, anex za sledećih šest.

Imali su prigovor oko monopola – Antimonopolska komisija odlučila – nije bilo monopolskog ponašanja.

4.2 Compliance with health and safety regulations
Poštovanje propisa koji se odnose na zaštitu zdravlja i sigurnosti na radu

There is new H&S law. They have 12 month for implementation including risk assessment (Nov 2007). H&S statistics are kept for injuries of their employees.

PPE for chain-saw cutter: helmet with shield & ear protection, anti-cut pants, protective shoes with finger protection, antivibration gloves. Risk assessment consulted with the H&S Institute.

Disease statistics from 1992, workers not informed properly about forestry related diseases (lime disease).

Donešen je novi zakon o zdravlju i bezbednosti. Imaju 12 meseci za primenu uključujući procenu rizika (Nov 2007). Statistika H&S sadrži podatke o povredama njihovih radnika. Koriste zaštitnu odeću: šlem sa šildom i zaštitom ušiju, zaštitne pantalone, zaštitne cipele, antivibracione rukavice. Procena rizika u konsultacijama sa Institutom za zaštitu na radu. Evidencija povreda od 1992, radnici nisu adekvatno informisani oko mogućih oboljenja (lajmska bolest).

4.3 Workers' rights to organise and negotiate with employers **Prava radnika za organizovanje i dobrovoljno pregovaranje sa poslodavcima**

ILO Conventions 87 and 98 ratified. There is a Trade Union – 90% membership. Representatives are elected. Collective Agreement signed in April 2006 for 3 years. Labour Code prepared with bigger benefits than in legislation (sick leave payment 80% instead of 65%, holiday 22 working days instead of 20, reward for employment duration, social program, scholarship for orphan children, insurance for injuries). Other benefits: fuel-wood for lower prices, money borrowing (within a year without a rate), uniforms and shoes. Work stimulation – bonus and deduction for work quality

Representatives are informed once a month.

Register of complaints – Union Board – minutes.

ILO Konvencija 87 i 98 su potpisane. Postoji Sindikat radnika – 90% članovi. Predstavnici se biraju. Kolektivni ugovor potpisan u aprilu 2006 na tri godine. Ugovorom predviđene veća prava nego u zakonu (bolovanje se plaća 80% umesto 65%, godišnji odmor 22 radna dana umesto 20, nagrađivanje najboljih radnika, socijalni program, školarine za siročad, osiguranje od povreda). Druge koristi: ogrev po nižim cenama, pozajmice (vraćanje u ratama), odeća i obuća. Stimulacije – bonus i sankcije za kvalitet rada.

Informisanje jednom mesečno.

Registar žalbi – upravni odbor – zapisnici.

4.4 Social impact evaluations and consultation **Procene sociološkog uticaja i konsultacije**

They record all complaints and requests in the Register of delivered post.

Sve žalbe i zahtevi se evidentiraju u Registar prijemne i poslate pošte (Delovodnik).

4.5 Resolution of grievances and settlement of compensation claims **Rešavanje žalbi i pravedne nadoknade**

The General Director (GD) gives out the cases to responsible persons. The Law department solves special cases.

Direktor ŠG pojedine slučajeve predaje odgovornim osobama. Pravni sektor rešava posebne slučajeve.

PRINCIPLE 5: Benefits from the forest *Koristi od šume*

5.1 Economic viability taking full environmental, social, and operational costs into account **Ekonomska održivost vodeći računa o ekološkim, sociološkim i operativnim troškovima**

Financial accounts are available and regularly checked. There are several funds (see 1.2) for making provisions in future financial plans.

Finansijski plan i izveštaj se redovno dostavlja Generalnoj direkciji.
Postoji nekoliko fondova (vidi 1.2) za pravljenje budućeg finansijskog plana.

5.2 Optimal use and local processing of forest products
Optimalno korišćenje i lokalna prerada šumskih proizvoda

Products produced: logs, roundwood (cut and rotary veneer, saw logs I – III), pulp wood, fuel wood, hunting for fee, venison, hunting trophy. Secondary products are not utilised yet.

Wood price accommodated every year.

Proizvedeni proizvodi: trupci, oblo drvo (trupci za furnir i ljuštenje, pilanski trupci I – III), rudno drvo, TT stubovi, celulozno drvo, ogrevno drvo, Sekundarni šumski proizvodi se još ne iskorišćavaju.

Cenovnik odobrava Vlada RS.

5.3 Waste minimisation and avoidance of damage to forest resources
Minimiziranje otpada i izbegavanje štete na drugim šumskim resursima

Harvested products are graded and utilised optimally. Forest guards monitors damages.

Regulations: skidding in oak forests, skidding in flooded areas, protecting natural regeneration.

Posečena stabla se klasifikuju i optimalno iskorišćavaju. Oblovina koja je natrula se meri. Štete nastale nakon završetka šumarskih aktivnosti su pod nadzorom Šumarske inspekcije. Štete nadgledaju i šumari.

5.4 Forest management and the local economy
Gazdovanje šumom i lokalna ekonomija

At present they produce only timber products, fishing and hunting.

Trenutno je zastupljena samo proizvodnja proizvoda od drveta, ribarstvo i lovstvo.

5.5 Maintenance of the value of forest services and resources
Održavanje vrednosti šumskih usluga i resursa

Other services except timber production and hunting are not monitored.

Osim proizvodnje drveta i lovstva, druge usluge nisu pod nadzorom.

5.6 Harvest levels Nivoi iskorišćavanja

Timber production is based on Forest management plans (FMP). Forests are measured during FMP preparation; increment and etat (allowable cut) for 10 years are calculated. Annual management plan is prepared for each year and compartment with planned forest operations.

Proizvodnja drvnih proizvoda je bazirana na Šumskim osnovama (ŠO). U pripremi izrade ŠO vrše se merenja u šumi; određuje prirast i etat (dozvoljena seča) za narednih 10 godina. Godišnji planovi gazdovanja i izvođački planovi se pripremaju svake godine i usaglašeni su sa ŠO. Celokupna proizvodnja se registruje i proverava od strane Šumarske inspekcije.

PRINCIPLE 6: Environmental impact Uticaj na okolinu

6.1 Environmental impacts evaluation Procena uticaja na okolinu

There is no Environmental Impact Assessment for clear-cuts and new afforestation (buffer zones – at water bodies, public roads and villages; RTE species; fencing)

Postoji procena uticaja na okolinu koja se odnosi na pošumljavanje površina većih od 50 ha.

6.2 Protection of rare, threatened and endangered species **Zaštita retkih, ranjivih i ugroženih vrsta**

Red book exists but not implemented for the company. RTE studia only for protected areas.

Hunting of wild game is planned and controlled. Game counting is in March and April. There is 10-year hunting plan and annual hunting plans approved by the Company and Vojvodina Forestry Authority.

Crvena knjiga postoji ali nije implementirana. RTE studija se radi samo za zaštićene zone. Lov i lovno gazdovanje se planira i kontrolisano. Brojanje divljači u Martu i Aprilu. Postoje 10-godišnji lovni planovi i godišnji planovi se odobravaju u direkciji kao i od pokrajinskog sekretarijata.

6.3 Maintenance of ecological functions and values **Održavanje ekoloških funkcija i vrednosti**

Forest types (management classes) are regularly monitored during FMP renewal.

No standing trees left for natural die-off.

Project for ecological restoration of wetlands in "Kurjačka greda" in special nature reserve "koviljsko-Petrovaradinski rit" for 2006-2010 (comp 12-16, 50ha)

Tipovi šuma (gazdinske klase) se redovno kontrolišu pri ponovnoj izradi šumske osnove.

Nema dubećih stabala za prirodno odumiranje.

Projekat za obnavljanje vlažnih staništa u „Kurjačka greda“ u specijalnom rezervatu prirode „Koviljsko-petrovaradinski rit“ u 2006-2010 (odelenja 12-16, 50 ha).

6.4 Protection of representative samples of existing ecosystems **Zaštita reprezentativnih uzoraka postojećih ekosistema**

There are several protected areas.

Postoji nekoliko zaštićenih zona.

6.5 Protection against damage to soils, residual forest and water resources during operations **Zaštita od šteta na zemljištu, ostatku šume i vodnim resursima tokom izvođenja operacija**

Not defined maximal allowed damages during forest activities.

Nisu definisane maksimalno dozvoljene štete tokom izvođenja šumarskih aktivnosti.

6.6 Chemical pest management Upravljanje hemijskim pesticidima

Prohibited chemicals used in the past. Active ingredients are identified; registers are available for nurseries and forests (chemical, date, pest, dosage, area). There is procedure for PPE.

Zabranjene hemikalije korišćene u prošlosti. Aktivne supstance idenifikovane: registar korišćenih u rasadnicima i šumama (hemikalija, datum, štetočina, doza, površina).

Postoje procedure za PPE.

6.7 Use and disposal of chemicals, containers, liquid and solid non-organic wastes **Upotreba i odlaganje hemijskih sredstava, kontejnera, tečnog i čvrstog neorganskog otpada**

They collect containers and used oil. Containers are returned to producers. Treaty not signed for waste disposal.

Oni skupljaju posude i iskorišćeno ulje. Posude se vraćaju proizvođaču. Nisu potpisani ugovori za odlaganje otpada.

6.8 Use of biological control agents and genetically modified organisms Upotreba bioloških mera borbe i genetski modifikovanih organizama.

D-stop for Lymantria dispar – 300ha monitored by Forestry Faculty and the producer (Bacillus thuringensis used)

D-stop (forey) protiv gubara – 300 ha praćeno od strane Šumarskog fakulteta i proizvođača. (korišćen Bacillus thuringensis)

6.9 The use of exotic species Upotreba stranih vrsta

Euro-American poplar clones are used; monitored by Institute for Lowland Forestry and Environment; trials are tested. Registered seed sources are used. Invasion species: Amorpha fruticosa, Fraxinus Americana, F. pensylvanica, Certis oxalis

Koriste se Euro-Američki klonovi topole, praćenj od strane Instituta za Nizijsko šumarstvo i zaštitu životne sredine. Koriste se registrovan sadni material. Invazione vrste: Amorpha fruticosa, Fraxinus Americana, F. pensylvanica, Certis oxalis.

6.10 Forest conversion to plantations or non-forest land uses Konverzija u plantaže ili nešumsko zemljište

Not allowed and not using (except situation approved by the Law). The area of plantations is reduced. There is a national program of afforestation.

Nije dopušteno i ne vrši se (sem u slučaju predviđenim zakonom). Površine pod plantažama se smanjuju. Postoji nacionalni program pošumljavanja.

PRINCIPLE 7: Management plan Šumska osnova (plan gazdovanja)

7.1 Management plan requirements Zahtevi plana gazdovanja

They prepare annual Forest management plans and action plans in compartments with planned forest operations. Key procedures are documented and forest activity records are kept.

Godišnji planovi i izvođački planovi su usaglašeni sa planiranim operacijama. Ključne procedure su dokumentovane i sadržane u zapisima o šumarskim aktivnostima.

Forest functions:

- Production/proizvodna
 - Timber/drvo
 - Food and medicinal plants/hrana i lekovto bilje
 - Game/divljač
 - NTFP
- Protective and regulative/zaštitno regulatorne
 - Soil protection/zaštita zemljišta
 - Water management/zaštita voda
 - Climatic/klima
- Social and cultural/socijalno-kulturne
 - Health&recreation/zdravlje i rekreacija
 - Military/vojne
 - Nature and landscape protection/zaštita prirode i predela
 - Education/obrazovne

7.2 Management plan revision Revizija plana gazdovanja

FMP revision is provided by specialised licensed organisation by Ministry.
 Šumska osnova podleže oceni od strane ovlašćene komisije Ministarstva.

7.3 Training and supervision of forest workers **Obuka i nadzor šumskih radnika**

See 4.2 for training provided. Activities are monitored by foresters. Training: fire protection, forest silviculture, nursery etc.

Cutter training – Institute for H&S – theoretical and practical; conformation of training is valid for ever until the person is healthy; health exam every year, notes kept in the office.

Company retraining every 3 years (not required by law).

Vidi 4.2 za treninge. Redocno praćenje. Obuke: zaštita od požara, gajenje šuma, rasadnička proizvodnja itd.

Obuka sekača – Institut zaštite na radu – teorijsko i praktično, zdravstveno uverenje, godišnji pregledi, održavaju zapise.

7.4 Public availability of the management plan elements **Javna dostupnost elemenata plana gazdovanja**

They prepare annual.

Oni pripremaju godišnji izveštaje.

PRINCIPLE 8: Monitoring and evaluation Nadzor i procena

8.1 Frequency, intensity and consistency of monitoring **Učestalost, intenzitet i doslednost nadzora**

Forest operations are monitored and recorded (wood increment, volume, areas, forest health, wood harvest, illegal cutting, seed years and seed production and quality, reforestation results, contractors, clone research). Monitoring of ground and underground water levels at Obedska bara and Delibatska Peščara. Fire monitoring (at Delibadska Peščara – video monitoring system). National monitoring of tree dying.

Protected areas and protected species monitored only in protected areas.

NTFP – collected by trained people – Confirmation of ability for collecting NTFP. JP buzs collected NTFP and sells it. Private companies with permission from Ministry can also collect NTFP and pay fees for collection (per collected kg) – reported to the Inspection.

Šumarske operacije se nadziru i registruju. (zdravstveno stanje, zaštita od požara, bespravne seče, ugovarači-izvođači radova). Praćenja nivoa reka i podzemnih voda – Obedska bara i Deliblatska peščara. Praćenje požara (Deliblatska Peščara – video nadzor). Praćenje zdravstvenog stanja na nacionalnom nivou.

8.2 Research and data collection for monitoring **Istraživanje i skupljanje podataka za nadzor**

Not covered during pre-assessment.

Nije pokriveno tokom predocene.

8.3 Chain of custody Lanac nadzora

Timber production is planned and marked before felling. Felled logs are measured, marked (die hammer and number) and registered. There are waybills for transportation.

Proizvodnja drveta je planirana i stabla se obeležavaju pre seče. Posečena stabla se mere, obeležavaju (čekić i broj) i registruju. Za transport se pišu otpremnice.

8.4 Incorporation of monitoring results into the management plan **Uključivanje rezultata nadzora u plan gazdovanja**

There are monitoring results of direct forest activities included in the FMP.

Rezultati nadzora direktnih šumarskih aktivnosti su uključeni u šumske osnove.

8.5 Publicly available summary of monitoring
Javno dostupan sažetak rezultata nadzora

Direct forest activities monitoring are included in reports.

Rezultati nadzora nad šumarskim aktivnostima su javno dostupni i nalaze se u izveštaju.

PRINCIPLE 9: High Conservation Value Forests Šume visoke vrednosti očuvanja

9.1 Assessment to determine high conservation value attributes
Procena za utvrđivanje postojanja atributa karakterističnih za šume visoke vrednosti očuvanja

High conservation value attributes not defined

Atributi za šume visoke vrednosti očuvanja nisu definisani

9.2 Consultation process Konsultacijski proces

High conservation value attributes not consulted

Atributi za šume visoke vrednosti očuvanja nisu u toku konsultacija

9.3 Measures to maintain and enhance high conservation value attributes
Mere za održavanje i poboljšavanje atributa karakterističnih za šume visoke vrednosti očuvanja

No procedures defined

Procedure nisu definisane

9.4 Monitoring to assess effectiveness Nadzor radi procenjivanja efektivnosti

There is only monitoring of forest health.

Postoji jedino nadzor nad zdravstvenim stanjem šuma.

PRINCIPLE 10: Plantation Plantaže

10.1 Statement of objectives in the management plan
Navođenje ciljeva u planu gazdovanja

FMP – maximal production of technical wood for the area.

Objectives: durability and max increment, max production, multifunction forests.

Šumska osnova – maksimalna proizvodnja drveta.

Ciljevi: trajan i maksimalan prirast, maksimalna proizvodnja, multifunkcionalne šume

10.2 Plantation design and layout Projektovanje i raspored plantaža

Large blocks are used. Belts of autochthon species should be left at water bodies but not kept. Variation of age classes is used. Rotation varies in compartments and stands.

Veliki blokovi u upotrebi. Pojasi autohtonih vrsta postoje ali se ne održavaju. Različiti dobní razredi. Ophodnja varira po odelenjima i sastojinama

10.3 Diversity in composition Raznolikost u sastavu

They use I-214 and Panonia Poplar clones and tested local clones.

Koriste se klonovi I-214 i Panonija, mali blokovi prilagođeni lokalnim uslovima.

10.4 Species selection Odabir vrsta

Registered clones are used – certified by and bought from the Institute for lowland forestry and environment. Clones are long term tested.

I-214, Pannonoa –M1, S-clone, Robusta

Koriste se registrovani klonovi – sertifikovani i kupljeni od Instituta za nizijsko šumarstvo i životnu sredinu. Klonovi su dugo vremena testirani.

10.5 Restoration of natural forest *Ponovno uspostavljanje prirodnih šuma*

There are 600ha several protected areas.

Postoji 600 ha zaštićenih zona.

10.6 Impacts on soil and water *Uticaji na zemljište i vodu*

Management classes define soil. Stumps are not removed.

Gazdinske klase su definisane tipom zemljišta. Panjevi se ne vade.

10.7 Pests and diseases *Štetočine i bolesti*

Pest and disease are monitored. There are preventive measures in nurseries and forests – monitoring of *Listera*, fungi in nurseries. There is no fire risk.

Štetočine i bolesti se prate. Sprovode se preventivne mere u rasadniku i šumi – praćenje *Listera*, gljiva u rasadniku. Nema opasnosti od požara.

10.8 Monitoring of impacts, species testing and tenure rights *Nadzor uticaja, testiranje vrsta i vlasnička prava*

No significant changes in use.

Nema značajnih promena.

10.9 Plantations established in areas converted from natural forests after *November 1994*

Plantaze koje su podignute konverzijom prirodnih šuma nakon novembra 1994.

To be observed during main assessment

Nema konverzije nakon Novembra 1994.

4.4 Observations on group management *Opažanja vezana za grupno gazdovanje*

Not applicable *Nije primenjiv*

5. LOCAL STANDARDS *LOKALNI STANDARDI*

There is no national FSC standard.

Ne postoje nacionalni FSC standardi.

6. STAKEHOLDERS IDENTIFIED *IDENTIFKOVANE INTERESNE GRUPE*

The following stakeholders have been identified for consultation. All will be contacted by SGS QUALIFOR to notify them of the evaluation and to request their views on issues relating to **JP "Vojvodinašume"** forest management. Depending on issues raised, a sample may be interviewed during the main evaluation.

SGS will investigate the existence of other stakeholders prior to the evaluation and add them to this list if appropriate.

Za konsultacije su identifikovane sledeće interesne grupe. SGS QUALIFOR će kontaktirati i sve interesne grupe kako bi ih obavestili o proceni i zatražili njihova mišljenja o gazdova nju JP "Vojvodinašume".

Zavisno od pojavljenih pitanja, postoji mogućnost određivanja uzorka sa kojim će se razgovarati prilikom glavne procene.

Pre procene SGS će istražiti da li postoje druge interesne grupe i dodati ih u ovu listu, ako je potrebno.

Name: Ime:	Address Adresa:
COMMUNITIES AND NEIGHBOURS ZAJEDNICE I OKRUŽENJE	
See separate file u posebnom fajlu	
NGO'S NEVLADINE ORGANIZACIJE	
See separate file u posebnom fajlu	
GOVERNMENT VLADA	
See separate file u posebnom fajlu	
OTHERS OSTALI	
See separate file u posebnom fajlu	

End of Report Kraj izveštaja