



Final Report

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Citizens' Association Nešto Više

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Agriculture – Agribusiness Microenterprise Development in BiH

Fixed Obligation Grant (FOG) No. AID-168-F-13-00002

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The views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

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The list of abbreviations used in the report:

ACDP	Agribusiness Centre for Professional Development
AOR	Agreement Officer's Representative
BAM	Bosnian Convertible Marka
BiH	Bosnia and Herzegovina
CRP	Centre for Development and Support
EU	European Union
FBiH	Federation of Bosnia and Herzegovina
FOG	Fixed Obligation Grant
FY	Fiscal Year
GlobalGAP	Good agricultural practice food standard
HACCP	Hazard Analysis and Critical Control Point - a food safety management system
KM	Bosnian Convertible Marka
M&E	Monitoring and Evaluation
MACU	Mobile Agribusiness Counseling Unit
MoU	Memorandum of Understanding
MSME	Micro, Small and Medium Enterprise
NGO	Non-Governmental Organization
NV	Citizens' Association Nešto Više
PWD	Person with disability
REDAH	Regional Development Agency for Herzegovina
RIC	Regional Info Center
RS	Republika Srpska
TCU	Training Center Unit
UGNV	Citizens' Association Nešto Više
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
USD	United States Dollar
USG	United States Government
WEEFFECT	We Effect (formerly Swedish Cooperative Centre)
ZZ	Farmers' cooperative (Zemljoradnička zadruga)

(i) An executive summary of the accomplishments and results achieved;

The activity Agriculture – Agribusiness Microenterprise Development in BiH, Fixed Obligation Grant (FOG) No. AID-168-F-13-00002, was implemented by Citizens' Association Nešto Više in partnership with the Agro Mediterranean Faculty of Džemal Bijedić University, Faculty of Agronomy and Food Processing Technology of Mostar University, and Centre for Development and Support (CRP) Tuzla. The activity duration was from 18 September 2013 to 17 September 2016. The final report covers the entire activity duration.

The implementing agency, Nešto Više, managed to implement main activities on time and to achieve the planned objectives, as elaborated in the following section of the report.

Major challenge for the implementation was posed by The Law on advisory services in agriculture of FBiH, which came into force on 4 August 2014, particularly to the delivery of on-site support to farmers by Mobile Agricultural Counselling Unit (MACU). Under a new Law on advisory services in agriculture of FBiH, the provision of advisory services by non-state actors was subject to the certification by Federal Ministry of Agriculture, Water Management and Forestry. That has prevented Mobile Agricultural Counselling Unit (MACU) from delivering on-site support to farmers. Therefore, it was agreed with the AOR on 22 October 2014, that Nesto Vise works with the integrators (cooperatives, associations and partner municipalities) to substitute on-site counseling with educational sessions to farmers' groups.

A significant segment of the activity was establishment of an experimental farm, as a site for practical education, providing beneficiaries with access to resources, training, and modern farming techniques (new varieties that bear earlier or later, better production technologies such as tunnels or green houses, and better irrigation). The original plan for the farm size was 3000 m², including two greenhouses of 1000 m², an irrigation system, and moto-cultivator, acquired with the USG assistance. The land was purchased by the implementer as cost-share contribution. The farm has turned from experimental to a fully-fledged farm, over 10000 m² surface, two orchards with about 200 trees, two greenhouses, and nine bee hives, its own irrigation/ utility system, and about 1000 m² outdoor garden. The farm has evolved from a conventional to a farm organized on permaculture principles, has a green roof on one of the houses and a reed bed, natural water purification system. Permaculture is the conscious design and maintenance of agriculturally productive ecosystems which have the diversity, stability, and resilience of natural ecosystems. It is the harmonious integration of landscape and people — providing their food, energy, shelter, and other material and non-material needs in a sustainable way. All fruits, vegetables and aromatic herbs are grown without chemicals, other than those allowed under organic farming. Finally, most farm facilities are accessible for wheel-chair users, allowing persons with disabilities to get involved in volunteering, training and therapeutic sessions.

The activity included a significant capacity-building component, so that the key staff has been through a series of eight training sessions, including but not limited to agribusiness-related competencies. One of the team members was awarded an internationally-recognized permaculture certificate, that has been employed at the farm; five members received certificates on food safety and good agricultural practices (HACCP and GlobalGAP), that served to support MSMEs and farmers in introducing quality standards during the activity implementation.

Over the course of the activity the following training session were organized: a) 56 field training workshop on agriculture and agribusiness related technologies with 1509 participants; b) five non-formal agro workshops including practical work for 124 participants, c) 5 workshops for training for start-up microenterprises for 56 participants, d) 6 soft-skills workshops for 78 participants, and e) workshop of risks management in agriculture for 100 recipients of seedlings donation. The details of the training workshops are elaborated under section ii) and respective appendices. So that the total number of farmers, unemployed, and students who received training is 1867.

The activity introduced some novelties that have not been seen much in Bosnia and Herzegovina: volunteering and internship schemes. A total of 34 interns - senior students, graduates of faculties of agriculture, and persons with secondary education, with no previous experience in agricultural sector - have been involved in the 2-month internship scheme (320 working hours each). Ms Alisa Hadžibulić of the partner Agro-Mediterranean Faculty of Džemal Bijedić University in Mostar singled out the internship scheme as particularly significant, as it offered the students and fresh graduated an opportunity that would otherwise be impossible to attain. She said that she could see her students gain confidence through working on practical agricultural activities at the experimental farm, since their regular studying falls short of providing it.

Additionally, 526 volunteers have been involved and 7868 volunteers' hours have been achieved (being 131% of the originally planned 6000 hours), at multiple locations, but as the farm developed most volunteering activities have been transferred to the farm. The volunteers were 45% male (237) and 55% female (289). Overall, 269

elementary, secondary and university students have volunteered, accounting for 51% of the total number of volunteers, and additional 33 children of pre-school age have been involved as well. Unemployed persons make another significant category with the participation of 18% of the total number, or 95 persons. There were also 24 foreign nationals who volunteered, making significant 5% of the total number.

The crops harvested at the farm from summer 2015 to the fall 2016 were donated to 13 institutions and 20 families living in extreme poverty. In total, 8 tons of fruits and vegetables reached 1400 persons and their families. In addition to the obvious achievement, providing healthy fresh food for those in need, this activity has made local community more sensible toward people in need, and served as an example to interns and volunteers that sharing the products of our work with less fortunate people can and should be a part of everyday life of each individual and organization/business. Some beneficiaries of those 13 organizations/institutions were active in the workshops organized at the farm, contributing toward a better inclusion of people with disabilities into society.

A group of 100 farmers from 12 partner municipalities across Herzegovina, selected on the basis of public calls, received seedling donations of their choice in the amount of 400 KM (approx. 250 USD). The value of the seedling donation proved to be inadequate for a significant increase of their production, but served to support the farmers and to strengthen their economic independence.

A total of 37 cooperatives and MSMEs (7 of them received double and 1 of them triple assistance) were supported in the four main fields:

- Support to start-up companies,
- Assistance in new product design and packaging,
- End-market needs analysis and appropriate recommendations, and
- Support in introducing HACCP and GlobalGAP to make them more competitive.

Finally, 3374 farmers, managers, students and others have applied new technologies or management practices as a result of USG assistance (F indicator), being 211% of the originally planned 1600. The reason is two-fold - our research, as elaborated under section iii), showed that a) an average two members of farming household applied new technologies, such as: new varieties, new irrigation practices and the like; and b) number of workers in the companies that received assistance, who apply new management practices, was much higher than originally projected.

Nešto Više is now in the process of registration of a new company for eco landscaping where two interns will get their first job. The intention is to sell some crops from the farm through this company to cover basic maintenance costs. The company is offering other possibilities that might be used in near future, such as producing and selling eco seedlings, processing (drying, pickling, and essential oils), and to use farm infrastructure for agro tourism. Nešto Više will use the infrastructure of the farm to employ new people and introduce new products and ideas to local market, but will keep strong focus on developing and implementing new projects as an NGO in order to empower as many people as possible for a better quality of life.

(ii) An in-depth analysis of progress and results that synthesizes achievements of all organizations that contributed towards program objectives.

Preparatory Activity 1: Establishment of the Activity Implementation Team

Upon signing of the contract, NV has established the Activity Implementation Team composed of NV staff. The position of the Agronomist – MACU Coordinator was vacant. The job vacancy for the position of the Agronomist – MACU Coordinator was announced on Nešto Više web site (<http://www.nestovise.org/bs/vijesti/641-neto-vie-raspisuje-konkurs-za-upoljavanje-agronoma.html>), and was posted at http://www.civilnodrustvo.ba/vijesti/nesto_vise_raspisuje_konkurs_za_uposljavanje_agronoma.html as well. The vacancy was also circulated via *Mreža za igradnju mira* e-mailing list, and was open from 4 to 17 October 2013. There were 14 applications in total, but only 4 applicants met the minimum requirements criteria. Interviews with the 4 applicants were held on 23 October 2013, and the Committee unanimously agreed that Ms. Sanja Čičević was the best suited candidate for the job. Sanja Čičević has joined the implementation team as of 1 November 2013.

Preparatory Activity 2: Establishment of Standard Operating Procedures (SOP)

The implementation team defined its horizontal and vertical levels of responsibility, and the implementation methodology and procedures. It included the following:

- Monitoring and evaluation systems with relevant data bases;
- Financial operating procedures;
- Procurement procedures;
- Internal and external reporting systems;
- Applying the USAID Branding and Marking procedures and guidelines.

Ref. to Result #1: Current opportunities and challenges in agribusiness sector in Herzegovina assessed and documented

Activity 1.1 Establishment of research teams of experts

The research teams have been composed of expert partners and sub-contractors: Agro-Mediterranean Faculty and Agriculture Faculty from Mostar and the Center for Development and Support Tuzla (CRP), as it had been planned under the FOG.

Terms of references for commencement of the activities: 1.2 *Assessment of Herzegovina region's fruits and vegetables sector vulnerability to climate change (droughts)*; 1.3 *Assessment of education and employment opportunities in agribusinesses*; 1.4 *Surveying current status and usage of agricultural land*, and 1.4 *Surveying current status and usage of agricultural land* have been approved by AOR on 2 December 2013.

1.1.3 Organize focus group meetings and roundtables with stakeholders

In the period from 1 November 2013 to 16 January 2014, staff members of Citizens' Association Nešto Više conducted a series of focus groups and roundtables with the relevant stakeholders in agriculture across Herzegovina.

A total of 120 persons participated in the focus groups, as follows: representatives of local authorities and agencies (municipalities of: Široki Brijeg, Jablanica, Neum, Konjic, Posušje, Stolac, Čapljina, Ravno, Ljubinje and Berkovići, cities of Trebinje and Mostar, and Agency for extension services in agriculture, regional office Trebinje); women's organizations („Orhideja“ Stolac and „Most“ Jablanica), and youths (undergraduates and postgraduates of Agro-Mediterranean Faculty, University Džemal Bijedić Mostar and members and cooperants of the Youth Club „Novi val“ Blagaj).



A total of 104 persons participated in the four roundtables, as follows: representatives of farmers' associations, cooperatives and farmers (Alliance of agricultural associations of Konjic municipality, Beekeepers' Association "Roj" Konjic, Association of vegetables producers "Buturović Polje" and Association of fruits growers and processors "Konjic", Alliance of agricultural associations Jablanica, Beekeepers' Association „Bagrem“, Citizens' Association „Poljoprivrednik“, Women's Association „Most“ Jablanica and Agricultural Cooperative Jablanica), and representatives of institutions, agencies, NGOs, associations, cooperatives, companies and educational institutions from Mostar (Agro-Mediterranean Faculty Mostar, UNDP Mostar, BioTime Mostar, Youth Agricultural Cooperative „Hercegovka“ Stolac, LDA Mostar, Web studio Agency, Futura Mostar, REDAH, USAID/SIDA FARMA, Environmental Fund HNK-Ž, Faculty of Agriculture and Food Technology Mostar, City of Mostar, Jaffa-Komerc, Agricultural Cooperative „Trešnja produkt“, Eco-Line Mostar, Nansen Dialog Centre Mostar and Agricultural Cooperative „Radobolja“ Mostar).



Following the initial presentation, the participants asked clarifying questions at the focus groups and roundtables, and discussed the difficulties that stakeholders in agriculture are facing. The participants also suggested numerous ideas from their respective areas of interest that may be integrated in the project activities.

As a result, the local authorities of the cities of Mostar and Trebinje, and the municipalities of: Široki Brijeg, Jablanica, Neum, Konjic, Stolac, Ljubinje, Čapljina, Posušje, Ravno and Berkovići have confirmed cooperation with Nešto Više on the activity.

The details on the participants, venues and attendance sheets are attached as the Appendices 1, 2, 3 and 4.

Activity 1.2 Assessment of Herzegovina region's fruits and vegetables sector vulnerability to climate change (droughts)

Upon approval of the Terms of references for the assessment of Herzegovina region's fruits and vegetables sector vulnerability to climate change (droughts), draft contract with the experts from Agro-Mediterranean Faculty and Agriculture Faculty from Mostar for completion of the activity was approved by the AOR on 5 December 2013. The contract was signed on 12 December 2013, and the assessment was completed, and approved by the AOR on 17 April 2014.

Local language version is available at <http://poljohercegovina.org/en/pitanja/item/93-ugnv-analiza-ranjivosti-sektora-voca-povrca-i-stolnog-grozda-na-klimatske-promjene-susu-u-regiji-hercegovine-2014.html>, and English language version at <http://poljohercegovina.org/en/pitanja/item/246-analysis-of-vulnerability-of-fruit-vegetables-and-table-grapes-sector-to-climate-change-drought-in-hercegovina-region.html>.

Activity 1.3 Assessment of education and employment opportunities in agribusinesses

Once the Terms of references for the Assessment of education and employment opportunities in agribusinesses was approved, draft contract with the experts from the Center for Development and Support Tuzla (CRP) for completion of the activity was approved by AOR on 5 December 2013.

The contract was signed on 9 December 2013, and the assessment was completed, and approved by the AOR on 17 April 2014.

Local language version is available at <http://poljohercegovina.org/en/pitanja/item/92-ugnv-analiza-obrazovnih-i-mogucnosti-zaposljavanja-u-sektoru-poljoprivrede-hercegovackog-regiona-2014.html>, and English language version at <http://poljohercegovina.org/en/pitanja/item/249-education-and-employment-opportunities-in-the-herzegovina-region-agricultural-sector.html>.

Activity 1.4 Surveying current status and usage of agricultural land

Upon approval of the Terms of references for Surveying current status and usage of agricultural land, draft contract with the experts from Agro-Mediterranean Faculty and Agriculture Faculty from Mostar for completion of the activity was approved by the AOR on 5 December 2013.

The contract was signed on 12 December 2013, and the survey was completed and approved by the AOR on 3 June 2014.

Local language version is available at <http://poljohercegovina.org/en/pitanja/item/95-ugnv-inventar-stanja-poljoprivrednog-zemljista-i-njegovog-koristenja-u-regiji-hercegovine-2014.html>, and English language version at <http://poljohercegovina.org/en/pitanja/item/247-inventory-of-agricultural-land-situation-and-use-in-the-herzegovina-region.html>.

Activity 1.5 Surveying processing industries and infrastructure facilities

Once the Terms of references for Surveying processing industries and infrastructure facilities was approved, draft contract with the experts from the Center for Development and Support Tuzla (CRP) for completion of the activity was approved by AOR on 5 December 2013.

The contract was signed on 9 December 2013, and the survey was completed and approved by the AOR on 14 May 2014.

Local language version is available at <http://poljohercegovina.org/en/pitanja/item/94-ugnv-analiza-stanja-prehrambeno-preradivacke-industrije-i-poljoprivrednih-infrastrukturnih-sadrzaja-na-podrucju-hercegovine-2014.html>, and English language version at <http://poljohercegovina.org/en/pitanja/item/248-analysis-of-the-capacities-of-food-processing-industry-and-agricultural-infrastructure-facilities-in-the-herzegovina-region.html>.

Activity 1.6 Publication of 2 studies and 2 inventories

Upon approval granted by the AOR, the two studies' and two inventories' branding and marking was cleared by USAID on 10 June 2014.

The tendering procedure for printing and publishing was completed and the contracts with the two companies offering the cheapest bids, Raster d.o.o. Mostar and Grafički studio Sonic Sarajevo, were signed on 25 June 2014. The printing of the two studies and the two inventories was completed in the week of 7 July 2014.

The tendering procedure for translation of the four documents into English was completed, and the contracts were signed with two court certified interpreters, Ms. Mirela Alikalčić Terzić and Mr. Duško Stojanović, on 25 June 2014.

The English version of the two studies and two inventories were completed in the week of 21 July 2014. As stipulated by FOG, the English versions of the documents were made online, but not printed.

The studies and inventories have been distributed to partners, farmers, and participants of the conference held in summer 2014, and other events held throughout duration of the activity

Activity 1.7 Organization of a Conference

The Conference „Challenges and opportunities for development of agriculture in Herzegovina” was held in Mostar, Hotel Ero on 16 July 2014.

The main objective of the conference was twofold:

- a) to share the findings of the process of mapping the challenges and opportunities for agriculture development in Herzegovina documented in the four documents:
 1. Assessment of the vulnerability to climate change (droughts) in the region's fruit and vegetables sector,
 2. Assessment of education and employment opportunities in agribusinesses in Herzegovina,

3. Surveying current status and usage of agricultural land, and
 4. Surveying processing industries and infrastructure facilities.
- b) To gather the views of the main stakeholders from the region on the future activities and to think of some joint activities/recommendations.

The conference comprised of the morning plenary session, and the main panelists delivered their presentations as follows:

- Velibor Sudar of the implementing agency Nešto Više presented the activity in general, gave the update of the current status of activities, and the plans for the future;
- Edin Zahirović of the partner Centre for development and support (CRP) Tuzla presented the study - Assessment of education and employment opportunities in agribusinesses in Herzegovina, the methodology, research process and the main findings and recommendations;
- Almir Zulić of CRP Tuzla presented the inventory – Survey of processing industries and infrastructure facilities in Agribusiness in Herzegovina, the methodology, research process and the main findings and recommendations;
- Mayor of the partner municipality Ravno Andrija Šimunović, and Adelko Krmek of Administration for geodetic and property-legal affairs of Herzegovina-Neretva Canton, presented the pilot project of consolidation of agricultural land in Popovo filed in Ravno municipality, as a successful example of efforts to remove obstacles for development of agriculture at local level;
- Prof. dr. Nezir Tanović of the partner Agro-Mediterranean Faculty of University Džemal Bijedić Mostar presented the study - Assessment of the vulnerability to climate change (droughts) in the region's fruit and vegetables sector, and the inventory – Survey of current status and usage of agricultural land in Herzegovina, the methodology, research process and the main findings and recommendations;
- Prof. Dr. Elvedin Hanić presented the Hydroponic technologies in food production as a novel and innovative way to grow healthy foods.



The afternoon session was organized in two working groups:

1. Mobile Agribusiness Counseling Unit (MACU) and the certification of agricultural production and produce (GlobalGAP i HACCP), moderated by Sanja Čičević and Velibor Sudar of Nešto Više, and
2. Agricultural classroom: Education opportunities with practical work at the experimental farm – training, volunteering, internships, moderated by Sanja Đermanović and Vanja Sudar of Nešto Više.

Finally, the wrap-up session presented the main conclusions and invited the participants to continue cooperation and present their needs and ideas for cooperation at any time to the implementation team.

There was a total of some 120 participants at the conference, including: municipalities of Ravno, Stolac, Ljubinje, Posušje, Široki Brijeg, Trebinje, Berkovići, Čapljina, Prozor-Rama and Mostar; Ministry of education and science of F BiH, Food safety Agency BiH, Chamber of commerce of F BiH; Employment Bureaus Mostar and Prozor-Rama; Agro-Mediterranean Faculty of Džemal Bijedić University Mostar, Faculty of agronomy and food technology of Mostar University, Ministry of agriculture, water-management and forestry of the RS, Agriculture Mila Grude, Okusi Hercegovinu, OK Kontrola Sarajevo, GIZ, CRP Tuzla, Prilika plus, CRRP REDAH; the

companies: Agroneretva, Jaffa-Komerc, Hejas, Zem aroma Stolac, PMV Bileća, Prirodno bilje Banja Luka, Ljbilje Ljubinje, Agrariacoop; USAID/Sida Farma, Fund for environment protection of Herzegovina-Neretva Canton, High Schools from Trebinje and Čapljina; MZ Bijelo Polje; the association of agricultural producers Jablanica and Konjic, women's association Most Jablanica, Eco Line Mostar, UPIP Žepče, Gruda Ivanjiva-Ravno, Oaza Trebinje, Vrijesak Ravno; Federal Agro-Mediterranean Institute Mostar, Federal Institute of agriculture Sarajevo; cooperatives: Petrovo Polje Trebinje, Radobolja Mostar, Trešnjaproduct Mostar, and a number of individual farmers.

The conference report with the attendance list was approved by the AOR on 17 July 2016, and is attached as Appendix 5.

Ref. Result 2: Capacity of MSMEs enhanced and competitiveness of farmers and the workforce, women and youth in particular, strengthened through created infrastructure

Activity 2.1: Establishing ACPD in Herzegovina Region within NV, composed of (1) a Training Center Unit (TCU); (2) a Mobile Agribusiness Counseling Unit (MACU), and (3) experimental land site for practical work

Activity 2.1.1: Engage TCU and MACU coordinators

This center will provide all beneficiaries with access to resources, training, and modern farming techniques and enable SME's in agriculture to effectively compete in a market economy.

First step towards establishment of ACPD is the appointment of TCU and MACU coordinators.

TCU Coordinator, Ms. Sanja Đermanović, was appointed as of the day one of the activity implementation, and Ms. Sanja Čičević, MACU Coordinator, as of 1 November 2013, following the selection procedure elaborated under *Preparatory Activity 1: Establishment of the Activity Implementation Team*.

Activity 2.1.2: Rent premises and purchase equipment for ACPD and TCU offices

It was arranged with the Agro-Mediterranean Faculty of University Džemal Bijedić Mostar that the premises of the Institute, located next to the main building of the faculty, to be used for the ACPD offices as of mid-February 2014. The lease contract expired on 31 October 2014. Following the expiry of the lease contract, and in agreement with prof. Džubur, the dean of the Agro-Mediterranean Faculty, ACPD/TCU offices have moved to a new address – Kardinala Stepinca Street No. 9 in Mostar in November 2015.

The procurement of IT equipment and furniture for ACPD was completed on 20 February 2014, and the ACPD has been fully functional since. The list of equipment procured was sent to AOR on 21 February 2014, and was approved on 26 February 2014. It is attached as Appendix 6.

2.1.3 Procurement procedure for purchasing of a business car and a 4 wheel drive vehicle and purchase of a business car and a 4 wheel drive vehicle

Based on the conducted research, Nešto Više has verified that commodity needed and available in BiH is not manufactured in the U.S. Although these types of commodities are manufactured in the U.S., such U.S.-made commodities cannot be effectively serviced in BiH. Nesto Više has confirmed that spare parts for such U.S.-made commodities, which are sometimes different from the parts needed for the locally available equipment, are not kept in stock in BiH, and local service providers would need to order them from outside of BiH. Local service providers are not trained in maintaining U.S.-made vehicles. This is likely to delay maintenance and repair for a minimum of one month each time, which may significantly impede work performance and impair achievement of project objectives, given how these commodities will be used in project implementation. In contrast, the necessary commodities offered in Bosnia and Herzegovina can be serviced locally, and are available locally.

On the basis of conducted market research, Nešto Više submitted a request for source/manufacturer waiver for procurement of a business vehicle and a 4-wheel drive vehicle to AOR on 7 March 2014.

Following the approval of the waiver by Regional Agreement Officer, dated 2 April 2014, Nešto Više initiated a tendering procedure for purchasing of the two vehicles.

Hercegovina auto d.o.o. Mostar offered the best bids for both vehicles. The purchase contracts for both vehicles were signed on 30 April 2014, and the deadline for delivery was set to 90 days.

Škoda Yeti was delivered to Nešto Više on 23 May 2014, and Škoda Octavia on 7 July 2014



2.1.4 Purchase of private land site for practical education

Nešto Više managed to identify a suitable land plot north of Mostar, total surface 6.855 m², to serve as experimental land site for practical education. A pre-contract for purchase of the land was signed on 6 February 2014, and the advance payment has been made. The contract was signed and the remaining payment was made on 14 March 2014, and the experimental land site has been in the ownership of Nešto Više since.

Appropriate documentation on the land purchase is attached as Appendix 7.

The ground works on clearing the ground on the experimental land site and erecting the fence to protect the property started in mid May 2014. The first phase of grounds works and the erecting the fence were completed on 10 July 2014. The second phase of ground works on levelling the ground to allow for installation of greenhouses were completed in August 2014. The ground works, installation of the irrigation system and electrical installation works in the greenhouses have been completed in late December 2014. The procurement and installation of the two greenhouses and moto-cultivator at the experimental farm have been completed in November 2014. The connection to the power public network has been secured as well.

In June 2015, Nešto Više bought a piece of land total surface of 3.712 m² adjacent to the experimental farm, so that now the total surface of experimental farm in ownership of Nešto Više is over 10,000 m². Appropriate documentation on the land purchase is attached as Appendix 8.

A part of the reason for buying the property was frequent trespassing on the Nešto Više farm from that very property. The plowing of the land and the erecting of the perimeter fence for the new plot was completed in mid-September 2015. Works on construction of access road for wheel-chair users commenced in February 2016. The access road with access ramps to both greenhouses, allowing people with disabilities to work at most facilities in the experimental farm, was completed in May 2016.



Within the experimental farm, two structures (to be family houses) were built in early 1990s, just before the war. The basic constructions suffered damages during the war and have been worn down by the time, rains and sun; but are statically sound and suitable for reconstruction. The architect made a professional project design for reconstruction of one of the houses. Since the beginning of 2016, NV decided to start investing in basic reconstruction in order to be the future home of the Agro Center, accessible to people in wheel chair. The reconstruction process has been organized in a number of stages. The reason is simple – insufficient funds available at the time for a full reconstruction. The current strategy is to have as many volunteers and activists as possible involved, including businesses, who are willing to help in the reconstruction both with their professional skills and their man-power.



Furthermore, by using permaculture principles, design and knowledge of some staff members and activists connected to NV, some of the construction work is done through advanced permaculture workshops. Examples are the reed bed for recycling grey water from the house (everything but the toilet), which is then used for watering crops and orchards, and green roof which is living roof with succulents designed to be self-sustainable and to provide hydro and thermal insulation instead of a more expensive classical roof, as well as to provide purified rain water that will be collected and used for watering crops and orchards.



Activity 2.1.5 Conducting organizational assessment of NV and preparation of capacity development plan of ACPD

Mr. Nedim Čelebić of Impact Consulting completed the organizational assessment of NV and developed a capacity development plan of ACPD in late July 2014.

Mr. Čelebić analyzed a number of documents related to Nešto Više: the list of current projects, Strategic plan (2013-2015), Organizational Structure, Rules of Procedure, Statute, Assembly Rules of Procedure, Job Descriptions, Previously attended and organized trainings, and the Action Plan for 2014.

Once the review of documentation was done, the following step was: Definition/revision of mission, vision, products/services, values provided to society, impacts; Mapping stakeholders (who are target groups, clients); Identification of sources of funding, and Definition and selection of scenarios or options for the future (products, capacities, target markets etc.).

The questionnaires were administered in early June to all of Nešto Više staff, and the key stakeholders to answer the above listed questions. The response was good, and the data gathered through questionnaires have been analyzed. Finally, in order to identify the gap between the current and future capacities, additional individual in-depth interviews with selected individuals both from within and outside the organization were conducted.

The organizational assessment report and capacity development plan were approved by the AOR on 3 September 2014. They are attached as Appendices 9 and 10, respectively.

Activity 2.1.6 Capacity building of ACPD staff

A series of capacity building training workshops were organized for the staff members of Nešto Više for the entire activity duration. Whenever possible, interested staff members of partner organizations were invited as well. The overview of training sessions is presented below, and the attendance lists are attached as Appendix 11.

1. Capacity building training "How to develop a Marketing Plan"

On the basis of the capacity development plan, the first in a series of capacity building of ACPD staff was organized in Mostar on 29 August 2014. The training "How to develop a Marketing Plan" was held by Mr. Nedim Čelebić of Impact Consulting d.o.o. Sarajevo for all of Nešto Više staff and interested partners. Maja Vican and Nevzet Sefo of REDAH and Dragi Žujo of Agroneretva d.o.o. Mostar participated as well. The purpose of the training was to present the process of developing of a Marketing plan. The training included theoretical part defining marketing as an inclusive element of a corporate strategy. Market research as a starting point in developing a marketing plan was presented and discussed as well as the standard research methods: survey, experiment and observations. The tool used for planning of the marketing activities is "4P" (Product, Price, Place, and Promotion).



2. Capacity building training "Growing vegetables in hydroponic and organic-mineral substrata" for Nesto Vise staff and partners

The capacity building training "Growing vegetables in hydroponic and organic-mineral substrata" for Nešto Više staff and partners was held in Training Centre Mostar on 4 November 2014. The training was delivered by prof. emeritus Elvedin Hanić, and a total of 16 participants took part. Prof. Hanić outlined the importance of development of new technologies in food production because of the losses in agricultural land, the growth of world population, and the lack of water worldwide. The participants have learned the advantages of the growth of vegetables in controlled areas, and have got introduced to new technologies in food production, including the "soilless cultures" as an alternative to conventional agriculture. Several models of hydroponic production have been discussed and presented; and prof. Hanić recommends so-called Latin-American model, which is compatible with highly sophisticated models, but is more appropriate for socio-economic circumstances in Bosnia and Herzegovina. That model reduces stress with the producers because it does not require large initial investments. The participants also discussed the trends in urban agriculture, which is believed to be increasingly important both locally and globally. Dr. Hanić has shown the lettuce from his own hydroponic growth – the lettuce is grown in organic-mineral substrata (floating system). The practical details on technology of growth, preparatory activities, and the availability of appropriate materials, the protection of plantations have been discussed in detail. Final preparations are now being taken to start experimental hydroponic growth at Nešto Više experimental farm in Humilišani, north of Mostar, in cooperation with prof. Hanić. That will be a great opportunity to advocate hydroponic growth and to provide training to interested farmers as to how to start their own production.



3. Capacity building training for HACCP internal auditors for Nešto Više staff and partners

The four-day capacity building training for HACCP internal auditors began in Mostar on 16 December 2014. The training is being delivered by Dr. Iuliana Grigorou, and facilitated by Ms. Tea Zerdelić of Mirakol Co. International Mostar, and Mr. Vito Marega of Vitma Company Croatia. A total of 6 staff members of Nešto Više, 2 representatives of partners and one intern participate in the training. First of the four days introduced the HACCP norm, and presented the 12 steps and 7 principles of HACCP. The training included the practical group work and practical examples. The second day introduced team exercises solving practical problems and the development of HACCP documentation for three different examples. On the day three, the entire group visited the brewery in Mostar (Hercegovačka pivovara), where Ms. Dijana Mandić kindly showed the production facilities and all stages of production of the following products: four types of beer, juices, and bottled water Hercegovka. The details of HACCP norm have been discussed: the composition of HACCP team, the role of internal auditor in preparation for HACCP certification, etc. The visit was a great opportunity to see how the entire process of HACCP introduction is being devised, implemented and maintained. In the closing of the day three, the trainees took an exam for HACCP internal auditors. On the final day, the trainer Dr. Iuliana Grigoriu, together with her colleagues, presented the results of the exam: all participants have passed the exam, and have acquired the certificates of HACCP internal auditors (awarded by AgroManagement). In the final session, the trainer shared her practical experience in working on HACCP norm, and the situations that may be encountered in the field. The process of development of a final document of HACCP external audit has also been shown. The training ended with the award of certificates to the participants.



4. Capacity building: Training for GLOBALGAP internal inspectors for Nešto Više staff and partners (GLOBALGAP - Good Agricultural Practice Food standard)

The capacity building training for GLOBALGAP internal inspectors has taken place in Mostar from 16 to 20 February 2015. The training was delivered by Dr. Iuliana Grigorou, and was facilitated by Ms. Tea Zerdelić of Mirakol Co. International Mostar and Mr. Vito Marega of Vitma Company Croatia. A total of 15 persons have

participated in the training – 4 staff members of Nešto Više, 5 interns, 2 representatives of the two partner faculties – Agro-Mediterranean Faculty of Džemal Bijedić University Mostar and Faculty of agronomy and food technology of Mostar University, 2 representative of cooperatives Jablanica and Ekolife Crnići, and 2 representatives of Alliance of farmers' associations Jablanica and Konjic. The training in version 4.2 of the GLOBALGAP standard covered both - Option 1: Single Producer with One Site or Multiple Sites ("Multisites") and Option 2: Multiple Producers. Work methodology at the training involved presentations, discussions, work in small groups on specific defined tasks, debriefing, etc. On the day one, basic notions of definition of control points, site history, site management and the establishment of a reference and recording systems for each orchard, greenhouse, yard, plot, etc. have been introduced and discussed. On the day two, the participants worked on workers' health, safety and welfare, subcontractors' requirements, waste and pollution, environment and conservation, complaint management, recall/withdrawal procedure, GLOBALGAP status, and traceability of produce. The day three of the training covered the following topics: crops base, traceability, propagation material, soil management, fertilizer application, irrigation/fertigation, integrated pest management, plant protection in general, and plant protection products. The fourth day of the training brought the topics of records of application of plant protection products, use of machinery for application, pre-harvest interval, storage and handling of plant protection products, final produce handling and packing, and post-harvest treatment. On the final day of the training, the participants were led through QMS (Quality management System) check list for Option 2: Multiple Producers, and a discussion on all unclear details of previous days preceded the exam. Then, the trainees took the exam for GLOBALGAP internal inspectors. In the final session, the trainer Dr. Juliana Grigoriu, together with her colleagues, presented the results of the exam: a total of 14 participants have passed the exam, and have acquired the certificates of GLOBALGAP internal inspectors (awarded by AgroManagement). The training ended with the award of certificates to the participants.



5. Capacity building training on bookkeeping

In the period from 14 May to 17 December 2015, financial officer of Citizens' Association Nešto Više, Adnan Čavčić, attended a series of training sessions on bookkeeping. The purpose of the training was to strengthen financial management capacities of Nešto Više, as such a need was identified during the Organizational assessment and development of a capacity development plan, conducted from May to July 2014. The bookkeeping training is considered to be the beginning of a process that aims to strengthen the financial management capacities of the Association in the long run, and the final objective is to transfer the bookkeeping within Nešto Više. Training sessions were held in Nešto Više office in Sarajevo. The training was delivered by Jasmina Čišija and Anela Ramić of FIN SOLUTIONS Accounting and consulting Company from Sarajevo, specialized in bookkeeping and financial consulting. The objective of the training is to have the bookkeeping transferred from an external agency that provides bookkeeping services to Nešto Više Sarajevo office as of 1 January 2016. The training was based on lectures containing theoretical and practical approach and included a number of exercises adjusted to the individual needs and level of knowledge of Adnan Čavčić. Training methodology has combined presentations, discussions, practical examples, and assignments for individual work. The focus was, however, on practical application of covered subjects. There have been two basic training modules: 1) The basics of non-profit bookkeeping, and 2) Financial reporting. Total duration of the training was 40 hours of lectures and 8 hours of consultations (4 hours per module). In order to complement to the delivered training, and with the same objective of strengthening financial management capacity of Nešto Više, a bookkeeping computer application and a personal computer have been procured as well. The bookkeeping application allows for the management of project finances in accordance with the legal requirements in Bosnia

and Herzegovina. Following the installation of the bookkeeping application, a single entry of financial events enables the entire financial management of the Association. Beforehand, the financial management was done with two separate entries – the Association managed finances in accordance with donor requirements, while the bookkeeping agency provided financial management in accordance with BiH legislation. Terms and conditions of bookkeeping agency's engagement are currently being reviewed, so that from now on the agency is going to control the entries of project costs and financial management. Long-term objective of Nešto Više is to have Adnan Čavčić complete further training and to acquire an independent accountant license. Once that has been achieved, complete bookkeeping (both for donors and for BiH authorities) will be done by Nešto Više internal capacities. It is estimated that the achievement of that objective may take at least three more years.



6. Capacity building training - Global GAP Internal Auditor Training ed. 5.0

In the period from 25 to 27 February 2016, Duško Cvjetinović of Nešto Više attended the training „Global GAP Internal Auditor Training ed. 5.0“. Duško has worked with the beneficiary companies, cooperatives and farmers on supporting them in implementation of HACCP norm and GLOBALGAP standard and certification. The training introduced the new version 5.0 of GLOBALGAP standard, which will supersede all previous versions. That means that all previous versions of GLOBALGAP will have become out of date as of July 2016, and all persons working on standard implementation and certification will have to possess a new certificate. Work methodology at the training involved presentations, discussions, work in groups on specific defined tasks, debriefing, etc. On the day one, the participants worked on workers' health, safety and welfare, subcontractors' requirements, waste and pollution, environment and conservation, complaint management, recall/withdrawal procedure, GLOBALGAP status, and traceability of produce. The day two of the training covered the following topics: crops base, traceability, propagation material, soil management, fertilizer application, irrigation/fertigation, integrated pest management, plant protection in general, and plant protection products. The final day of the training brought the topics of records of application of plant protection products, use of machinery for application, pre-harvest interval, storage and handling of plant protection products, final produce handling and packing, post-harvest treatment, and QMS (Quality management System) check list. The training ended with the award of certificates to the participants who successfully passed the exam.



7. Capacity building training on permaculture

In the period from April 22nd to May 1st, 2016, Sanja Đermanović of Nešto Više attended the 72-hour permaculture design certificate course, led by Ivan Gregov, the instructor of permaculture with the longest career in such field from Croatia. Part time speaker was also Damir Šeler (Zagreb, Croatia), an expert in agriculture field. The Permaculture Design Certificate course is a seventy-two hour (minimum) training experience. Students who complete the full curriculum earn the internationally recognized Permaculture Design Certificate. It provides an introduction to permaculture design as set forth by the movement's co-founder Bill Mollison. The course covered sustainable living systems for a wide variety of landscapes and climates. It includes the application of permaculture principles to food production, home design & construction, energy conservation and generation, and explores the social and economic structures that support a culture that cares for the planet and all its inhabitants. Work methodology at the training involved presentations, discussions, work in groups on specific defined tasks, debriefing, two days of actual physical work at the farm (nature settings), and final work on permaculture project design of a certain area. Sanja Đermanović and her group have worked on project design of the experimental farm in Humilišani, Mostar. Successful presentation and solutions proposed for further farm development, based on permaculture principles, have secured an internationally recognized Permaculture Design Certificate for Sanja and the other participants in her group.



8. Capacity building training „Public relations and marketing planning“

The final capacity building training „Public relations and marketing planning“ was held on 29 August 2016 in Nesto Vise office in Sarajevo. Two Nesto Vise employees (Jelena Backović and Adem Lisičić) and two associates (Muhamed Garib and Vladislav Pikula) attended the training session. A full-day training was delivered by a PR expert, Ms. Ines Bulajic, and it covered the following sub-thematic blocks:

- Introduction to the theory of public relations;
- Creating a communications strategy - communication purpose, objectives, messages, tools and channels;
- Media Relations - theory and practice;
- Public relations and digital media.

The work methodology at the training involved presentations, discussions, examples, debriefing, and the training ended with a practical exercise (“Create your own marketing campaign”). As a result, the participants have created a draft marketing plan for a landscaping social enterprise registered by Nesto Vise in August 2016.



Activity 2.1.7 Establish a pool of experts

The implementation team established the pool of experts in the first year of activity implementation, and has been gathering and updating the information on the most appropriate experts for planned and implemented activities in order to deliver planned education and training to the beneficiaries.

2.1.8 Visits to well-established organizations in BiH

There was a total of three studies visits for NV staff and partners organized over the course of the activity as follows. Attendance lists are attached as Appendix 12.

1. A study visit to the Association of Entrepreneurs and Employers (UPIP) Žepče (<http://www.upipzepce.com>) was organized on 7 February 2014 for the staff members of Nešto Više and the partners - Centre for development and Support (CRP) Tuzla, Agro-Mediterranean Faculty, University Džemal Bijedić Mostar, and Faculty of Agriculture and Food Technology, University of Mostar. A total of six persons participated in the study visit. The aim of the visit was to get introduced to the examples of good practices and to explore opportunities for future cooperation. UPIP Žepče is engaged in supporting growers and harvesters of medicinal and aromatic herbs throughout BiH by identifying the offer and demand, and finding the most profitable ways of securing sales for all the 2000 members of Agromap network (supported by EU through a project named Agromap network). Agricultural advisory service is also available to farmers within the Association of of Entrepreneurs and Employers Žepče, which provides support in dealing with various problems they face daily, either through on-site individual support or through providing expert training to groups of farmers. The advisory service covers 4 municipalities and has serviced over 100 beneficiaries until now. UPIP currently implements a cross-border project in Sisak-Moslavina County in Croatia, where a network modeled on the existing Agromap network in BiH is being established. The participants visited the distillery for making of the oil from Lemon balm (*Melissa officinalis*); the distillery was constructed by UPIP staff by improving the existing technology, thereby providing 40% higher usability of the raw lemon balm. Entire quantities of produced oil are being exported to USA. The procedure of obtaining organic certificate for the soil, plantations and processing process, which makes the selling price considerably higher, was discussed as well. Paedological laboratory, the cooling facility of 300 m³ and other facilities housed within the Agro-incubator Žepče were visited as well. Following the visit, an interest for future cooperation was expressed in exchanging technical, practical and scientific information as well as in networking in order to overcome common problems.



2. On 3 March 2015, the project staff along with the partners of Centre for Support and Development Tuzla visited the Association BosPer and Plant d.o.o. A total of 6 persons participated in the study visit with the objective to get introduced to successful development initiatives in agribusiness sector in BiH, and to explore potential for cooperation. The company Plant d.o.o. Tuzla was established in early 2006 in the process of transforming of Lutheran World Relief (LWF) Tuzla office into BosPer, a local association. The Plant Company was established by BosPer, and is dealing with growing vegetables seedlings by using the cutting-edge technology and adhering to the basic ecological principles of production. The main activity of the Plant Company is growing of vegetables seedlings (pepper, tomato, and cucumber), and import of strawberry seedlings from Italy. Their latest undertaking is their own containerized strawberry seedling. Their facilities are located next to Tuzla Thermal power plant and include over 7000 m² of greenhouses that possess germination chamber, automatic insemination robot and an automatic heating and air-conditioning system.



3. On 5 May 2016, Nešto Više staff along with the associates and interns visited the Faculty of Agronomy of Banja Luka University (<http://agrofabl.org/bs/>) and Center for economics and rural development Banja Luka – CERD (<http://cerd.ba/>). At the Faculty of Agronomy, the hosts were MSc. Dragan Brković, Prof. PhD. Željko Vaško and Petar Nikolić, and they presented their history and current resources. The Faculty has 6 institutes (horticulture, crop husbandry, agro-ecology and soil, cattle-breeding, economics and rural development, and reproduction of domestic animals), a number of laboratories and an IT cabinet. The visitor group then toured the laboratories accompanied by relevant staff, and was introduced to various analyses being performed there, and their practical use in agriculture and other relevant fields. Particularly interesting were some, still experimental, techniques for pest and disease prevention and control in crops. The visit to the Center for economics and rural development Banja Luka (CERD) was hosted by its director Miodrag Matavulj, and staff members Bojan Čikić and Petar Ninić. They presented the Center, its mission, objectives, current projects and the magazine “*Moje selo*” (My village) they publish. Then followed a discussion and an exchange of ideas about potential activities in a new center CERD is currently building in Krnete village, some 25 kilometers far from Banja Luka. Nešto Više staff presented their experiences in the establishment and development of experimental farm near Mostar, and the importance of practical work for students of agronomy. In the closing,

the entire group brainstormed about potential interesting and useful topics to be covered in *Moje selo* magazine.



Activity 2.1.9 Develop business plan of ACPD

The experts from the partner Center for Development and Support Tuzla (CRP) have finalized the development of ACPD business plan in early September 2014. The business plan included, *inter alia*, the projections of agricultural production at the experimental land site upon completion of the activity as well as profitable services that shall be offered by ACPD staff after the implementation of organizational strengthening training modules (GLOBALGAP and HACCP auditing for SMEs and farmers; expert agribusiness training, etc.). The business plan envisaged the establishment of a separate business entity by Nešto Više at the end of the project. Main activities of such company will be agricultural production at the farm and profitable services to farmers and SMEs, such as: GLOBALGAP and HACCP counselling and auditing for SMEs and farmers; expert agribusiness training, etc. The ACPD business plan was approved by the AOR on 9 September 2014, and is attached as Appendix 13.

Activity 2.2 Develop and advertise agribusiness programs for non-formal education

The partner Center for Development and Support Tuzla (CRP) has developed non-formal agro training that includes theoretical as well as practical component. The basis for such programs and training modules was the Study: Assessment of education and employment opportunities in agribusinesses, which has identified the existing gaps between the formal education and labor needs at the market.

Three modules have been developed:

1. Agriculture for beginners: fruits, vegetables and medicinal and aromatic herbs;
2. Contemporary agriculture – advanced level: fruits, vegetables and medicinal and aromatic herbs;
3. Risks control and management in contemporary agricultural production.

Agribusiness programs for non-formal education were finished in mid-September 2014, and reference materials were approved by the AOR on 17 September 2014. Additionally, a soft-skills training module has been developed as well, and reference materials were approved by the AOR on 22 September 2014.

All developed modules have been advertised since at www.poljohercegovina.org.

The reference materials are provided as Appendix 14.

Activity 2.3 Develop work methodology and range of services of TCU and MACU

The project team has developed methodology for TCU and MACU in the early days of activity implementation. However, there was a problem in delivery of services of MACU to interested farmers. Under a new Law on advisory services in agriculture of FBiH, the provision of advisory services by non-state actors is subject to the certification by Federal Ministry of Agriculture, Water Management and Forestry. The Law has been published in the Official Gazette of FBiH 66/13 ("Službene novine Federacije BiH", broj 66/13) on 28 August 2013, and came into force on 4 August 2014. Nešto Više has initiated contacts with the Ministry in August 2014 in order to allow for MACU to provide services to farmers as planned. In coordination with Ms. Rada Svitlica of the FARMA project,

Ms. Ana Bašić and Mr. Nijaz Brković, both assistant Ministers have been contacted in August 2014, and have agreed to work with the project team to resolve the problem. The initial strategy was to seek exemption from the Law for the project duration, given that the Law has come into force recently, and was adopted with a lot of disagreement because of disallowing NGOs and donor-funded non-state actors to provide advisory support in agriculture to farmers. However, given that the actual Federal Minister of Agriculture, Water Management and Forestry was under investigation, and the general elections had just taken place, nobody in the Ministry was willing to work with the project team any longer to overcome the problem. On-site counselling to farmers, as originally planned, must not be provided for clearly breaking the Law. Therefore, Nešto Više team has proposed that instead of on-site counseling to individual farmers, we work with the partner municipalities, associations of farmers, and the cooperatives, and to organize education and training sessions to groups of farmers on topics of their interest. The AOR, Mr. Samir Dizdar, agreed to substitute the mobile counseling with sessions to groups of farmers organized through cooperatives, associations and partner municipalities on 22 October 2014.

Activity 2.4 Establish, set online and maintain ACPD IT platform

The project team has worked with web designers to devise and develop ACPD IT platform.

The domain www.poljohercegovina.org has been chosen and the first draft of the platform was shared with the AOR on 17 September 2014. The AOR, Mr. Samir Dizdar, approved the design and layout on 22 September 2014. The platform has been online since, and serves to communicate events, activities, public calls, and invitations to the beneficiaries.

Activity 2.5 Hold participatory workshops with ACPD management, staff, partners and beneficiaries

The participatory workshop was a regular annual activity that served to gather ACPD beneficiaries' views on the activities and training modules designed to support the farmers, students and unemployed youth and women. There was a total of three participatory workshops over the course of the activity, and over 70 persons participated. The details are provided below, and attendance lists for all three events are provided as Appendix 15.

1. The first participatory workshop with 20 ACPD beneficiaries was held in Mostar on 23 September 2014. The workshop was organized in the offices of ACPD at the Agro-Mediterranean Institute of Džemal Bijedić University in Mostar. The participants were university graduates, postgraduates, persons with secondary education, students of the final year, and persons whose education is not related to agribusiness but are considering getting involved in agriculture. The participants shared their experiences and difficulties in finding employment, and strategies they employ to get a job, but also their considerations for self-employment. Most participants have underlined the problem to get any job offer without having work experience; and the impossibility to obtain any work experience. The ACPD staff presented the internship (320 working hours) and volunteering (40 working hours) schemes available within the project, which attracted the most interest among the participants. The participants have also filled out a questionnaire expressing their interest in the training modules available, and internship and volunteering schemes. Other opportunities were discussed, such as: participation in study visits to the examples of good practices in agribusiness, support by Mobile Agribusiness Counseling Unit (MACU), development of one's own business idea and business start-up training, networking with other companies, organizations and individuals involved in agribusiness, the contemporary farming techniques, etc. The participants at the workshop were invited and encouraged to share the information on ACPD activities to their colleagues and fellow unemployed persons, but also to feel free to provide their comments and input to ACPD staff for future activities.



2. Second Annual participatory workshop with 25 beneficiaries of the Agribusiness Centre for Professional Development (ACPD) was held on 17 September 2015 at the Agro-Mediterranean Faculty of Džemal Bijedić University in Mostar. The purpose of the workshop was to gather ACPD beneficiaries' views on the activities and training modules designed in the project to support the unemployed, and to review the activities implemented so far. The unemployed, young and women, have been chosen as particularly disempowered and vulnerable category of population. There was 25 participants at the workshop, including young graduates who have completed their internship with Nešto Više and partner companies, associations and cooperatives; persons with secondary education; students of the final year, and persons whose education is not related to agribusiness but are considering getting involved in agriculture. The participants shared their experiences and difficulties in finding employment, and strategies they employ to get a job, but also their considerations for self-employment. Most participants have underlined the problem to get any job offer without having work experience; and the impossibility to obtain any work experience. The ACPD staff presented the internship program (320 working hours), training opportunities and volunteering schemes available within the project, which attracted the most interest among the participants. Those who have already completed two-month internships spoke of their experiences, and how the two-months' work helped them get some practical working experience, but also to network with other players from the profession. One of the main issues highlighted by recent graduates and current students was the lack of relevant practical experience obtained during their studying time which was particularly a problem for those studying horticulture. Unanimously they identified the need to revise current curricula and to include more of practical work for most of the mandatory classes. Several participants stated that the only practical experience so far has been gained through the activities organized by Nešto Više (trainings, volunteer actions, and lectures). Other opportunities were discussed, such as: participation in study visits to the examples of good practices in agribusiness, development of one's own business idea and business start-up training, networking with other companies, organizations and individuals involved in agribusiness, the contemporary farming techniques, etc. The participants spoke openly on their experiences, and on their needs that need to be addressed in order to make them more competitive at the labor market. These include the skills and competences that are not a part of regular curricula: life skills, communication skills, entrepreneurship, team work and joint ventures, writing of project proposals, more focused practical sessions on plant protection, new varieties of fruits and vegetables and appropriate agro-technical measures, etc.



3. Third Annual participatory workshop with the beneficiaries of the Agribusiness Centre for Professional Development (ACPD) was held on 10 September 2016 in Hotel Ero, Mostar. The purpose of the workshop was to gather ACPD beneficiaries' views on the implemented activities throughout the project and to reflect on the achievements, but also on potential improvements to address their needs better. Over 30 participants took part at the workshop, including interns, volunteers, representatives of partner faculties, municipalities, and institutions, beneficiary associations, companies and cooperatives from Mostar, Jablanica, Čapljina, Sarajevo, Posušje and Konjic. Nešto Više staff briefly presented the achievements of the activity and the current situation of the experimental farm, and outlined the plans for its future development. The permaculture principles are being applied at the farm in growing fruits and vegetables, meaning that no chemicals are being

used. Permaculture is the design and maintenance of agriculturally productive ecosystems which have the diversity, stability, and resilience of natural ecosystems. It is the harmonious integration of landscape and people — providing their food, energy, shelter, and other material and non-material needs in a sustainable way. The access road with access ramps to both greenhouses was completed in May 2016, allowing people with disabilities to work at most facilities in the experimental farm. The participants shared their experiences on working with Nešto Više and their comments were overly positive. Ms Alisa Hadžabić of the partner Agro-Mediterranean Faculty of Džemal Bijedić University in Mostar singled out the internship scheme as particularly significant, as it offered the students and fresh graduates an opportunity that would otherwise be impossible to attain. Alisa says that she could see her students gain confidence through working on practical agricultural activities at the experimental farm, since their regular studying falls short of providing it. Those who have already completed two-month internships spoke of their experiences, and how the two-months' work helped them get some practical working experience, but also to network with other players from the profession. A number of practical ideas and proposals for future activities at the farm were put forward, such as:

- To liaise with the employment bureaus and work with them on providing practical agricultural training at the farm for unemployed within the scheme supporting self-employment;
- To work on further development of the internships scheme;
- To get involved in a pilot project with beekeepers and their associations on collection of bees' poison and its sales for use in medicine;
- To use the farm as an agro-tourism facility to cater for growing needs of tourists in the area;
- Commercialization of fruits and vegetables growing at the farm; and
- Processing of the crops harvested at the farm.



Activity 2.9 On-site counseling to 250 farmers throughout Herzegovina through MACU

There was a total of 56 training workshops held, and the number of farmers who have attended the field education workshops is 1509, thus that the objective of having 1500 farmers trained has been met.

The details of training workshops are provided below, and the attendance sheets are attached as Appendix 16.

1. The Workshop "Risk management in contemporary farming and good agricultural practice" by Sanja Cicevic of Nesto Vise for farmers in Bijelo Polje, Mostar on 5 November 2014 with 22 participants;

The Workshop "Economical justification of growing lavender and immortelle (*Helichrysum italicum*) in plantations" by Slobodanka Popovic held in multiple locations as follows:

2. Ljubinje on 11 November with 32 participants;
3. Trebinje on 12 November with 37 participants;
4. Berkovici on 14 November with 23 participants.



5. The Workshop “Risk management in contemporary farming and good agricultural practice” by Sanja Cicevic of Nesto Vise for farmers in Vojno, Mostar on 17 November 2014 with 20 participants;
6. The Workshop “Growing lavender and immortelle and economical calculations” for farmers by prof. Nezir Tanovic at Ekolife cooperative, Crnici, Stolac on 21 November 2014 with 55 participants;



The Workshop “Contemporary approach in detecting and containing communicable bees’ diseases” for beekeepers by MSc. Radivoje Maksimovic held in multiple locations as follows:



7. Trebinje on 26 November with 22 participants;
8. Trebinje on 1 December with 28 participants;
9. Ljubinje on 2 December with 21 participants;
10. Berkovici on 3 December with 15 participants;
11. Siroki Brijeg on 7 December with 58 participants;

12. Neum on 9 December with 32 participants;
13. Posusje on 11 December with 27 participants;
14. Jablanica on 12 December with 34 participants.



The Workshop “Protection of vegetables in organic and conventional agriculture” for farmers by prof. Jadranka Pejicic was held at multiple locations:

15. Doljani Social Hall, Jablanica on 27 November with 15 participants;
16. Women’s Association Most, Jablanica on 4 December with 25 participants;

The Workshop “Protection of blackberry and raspberry plantations” by prof. Jadranka Pejicic was held at multiple locations:

17. Ekolife cooperative, Crnici, Stolac on 28 November with 15 participants;
18. Women’s Association Most, Jablanica on 15 December with 22 participants.



19. The Workshop “Protection of peach and cherry plantations” for farmers by prof. Jadranka Pejicic at Ekolife cooperative, Crnici, Stolac on 5 December with 25 participants;
20. The Workshop “Growing lavender and lemon balm and economical calculations” for women farmers by prof. Nezir Tanović at Women’s Association Most, Jablanica on 10 December 2014 with 22 participants.
21. The Workshop „Raising plantation, growing technology of pomegranate, and processing“ by Dr. Ahmed Džubur, Dean of Agro-Mediterranean Faculty on 16 January 2015 with 18 participants.



22. The Workshop „Perspective of growing figs in Herzegovina“ by Dr. Ahmed Džubur, Dean of Agro-Mediterranean Faculty on 23 January 2015 with 21 participants.



23. The Workshop „Costs of raising plantation of pomegranate and figs“ by Dr. Ahmed Džubur, Dean of Agro-Mediterranean Faculty on 30 January 2015 with 16 participants.



24. The Workshop “Production of vegetables’ seedlings and importance of irrigation in the vegetables-growing” was held for 29 farmers in Butorović Polje, Konjic municipality on 19 March 2015 by Aida Kohnic and Martin Limov.



25. The Workshop "Preparation of bees for spring" was held for 27 beekeepers on 24 March 2015 in Jablanica by MSc. Radivoje Maksimovic;



26. The Workshop "Protection of raspberry plantations" was held for 25 farmers in Prozor on 20 April 2015 by prof. dr. Jadranka Pejicic;



27. The Workshop "Contemporary approach in detecting and containing communicable bees' diseases" was held for 18 beekeepers in Grude on 6 June 2015 by MSc. Radivoje Maksimovic.



28. The Workshop “Protection of tomato plantations” was held for 22 farmers in Buturović Polje on 19 July 2015 by Aida Kohnic;



29. On 19 September 2015 the workshop “Introduction to organic beekeeping” was held for 9 beekeepers in Hotel Bristol, Mostar by Ešref Maksumić, an expert for organic production and certification of organic produce;



30. On 28 September 2015 the workshop “Introduction to organic beekeeping” was held for 21 beekeepers in Prozor by Ešref Maksumić;



31. On 30 September 2015 the workshop “Preparation of bee colonies for winter season” was held for 24 beekeepers in Trebinje by MSc. Radivoje Maksimovic.



32. On 21 October 2015 the workshop “Preparation of bee colonies for winter” was held for 39 beekeepers in Konjic by MSc. Radivoje Maksimović;



33. On 21 October 2015 the workshop “Preparation of bee colonies for winter” was held for 25 beekeepers in Jablanica by MSc. Radivoje Maksimović;



34. On 18 November 2015 the workshop “Technology of immortelle growing” was held for 26 farmers in Trebinje by Slobodanka Popović;



35. On 9 December 2015 the workshop “Technology of growing medicine and aromatic herbs: lavender and immortelle” was held for 22 farmers in Bileća by Slobodanka Popović;



36. On 11 December 2015 the workshop “Technology of growing Aronia (chokeberries)” was held for 42 farmers in Livno by Ešref Maksumić;



37. On 11 December 2015 the workshop “Introduction to permaculture” was held for 25 persons in Mostar by permaculture instructor Ivan Gregov from Zagreb, Croatia;



38. On 19 December 2015 the workshop “Agricultural production in protected areas (greenhouses)” was held for 18 farmers in Livno by dr. Omer Kurtović;



39. On 21 December 2015 the workshop “Technology of growing immortelle and use of fertilizers in plantations” was held for 25 farmers in Berkovići by Slobodanka Popovic;



40. On 16 February 2016 the workshop “Production of seedlings and protection of tomato plantations in organic growth” was held for 22 farmers in Jablanica by MSc. Aida Kohnić;



41. On 22 February 2016 the workshop “Collection of mushrooms and medicine herbs and their economic significance” was held for 43 farmers in Prozor by prof. dr. Nezir Tanović;



42. On 25 February 2016 the workshop “Wild, economically significant mushrooms” was held for 39 farmers in Mostar by prof. dr. Nezir Tanović;



43. On 29 February 2016 the workshop “Collection of mushrooms and medicine herbs and their economic significance” was held for 13 farmers in Jablanica by prof. dr. Nezir Tanović;



44. On 3 March 2016 the workshop “Growth of oyster mushrooms” was held for 57 farmers in Mostar by prof. dr. Nezir Tanović;



45. On 9 March 2016 the workshop “Queen bee rearing” was held for 16 beekeepers in Trebinje by MSc. Radoje Maksimović;



46. On 10 March 2016 the workshop “Growth of shiitake mushrooms” was held for 52 farmers in Mostar by prof. dr. Nezir Tanović;



47. On 17 March 2016 the workshop “Mushrooms' processing” was held for 47 farmers in Mostar by prof. dr. Nezir Tanović;



48. On 23 March 2016 the workshop “Queen bee rearing” was held in Trebinje for 17 beekeepers from Ravno by MSc. Radivoje Maksimović;



49. On 24 March 2016 the workshop “Queen bee rearing” was held for 21 beekeepers in Nevesinje by MSc. Radivoje Maksimović;



50. On 25 March 2016 the workshop “Queen bee rearing” was held for 10 beekeepers in Berkovići by MSc. Radojke Maksimović;



51. On 30 March 2016 the workshop “Queen bee rearing” was held for 36 beekeepers in Konjic by MSc. Radojke Maksimović;



52. On 30 March 2016 the workshop “Queen bee rearing” was held for 24 beekeepers in Jablanica by MSc. Radojke Maksimović;



53. On 1 April 2016 the workshop “Practical use of pesticides” was held for 26 farmers in Trebinje by doc.dr Siniša Mitrić:



54. On 8 April 2016 the workshop “Perspectives of growing and distilling immortelle and available markets” was held for 15 farmers in Mostar by prof. dr. Ahmed Dzubur;



55. On 20 May 2016 the workshop “Perspectives of growing and distilling immortelle and available markets” was held for 42 farmers in Crnići, Stolac by prof. dr. Ahmed Dzubur; and



56. On 21 May 2016 the workshop “Edible wild mushrooms and medicinal herbs” was held for 29 farmers in Široki Brijeg and Stolac by prof. dr. Nezir Tanović.



Activity 2.10 In-house training for farmers in improving production efficiency

Upon selection of farmers, the recipients of the donation of seedlings had been completed, as elaborated under Activity 2.11, five (5) In-house training sessions “Risk management in agriculture and good agricultural practice” were delivered by MSc Alisa Hadžiabulić of partner Agro-Mediterranean Faculty Mostar. The training comprised recommendations for mitigation of natural risks (such as: winds, floods, droughts, etc.), but also included mitigation of man-made risks (erosion, fire, pollution caused by irresponsible use of chemicals, etc.). Recommendations have been given as to how to use, store and dispose of fertilizers and plant protection products properly, but also how to preserve renewable and non-renewable natural resources.

A total of 100 farmers participated in the training sessions, as follows:

1. 20 farmers from Mostar and Jablanica participated in the In-house training on 5 January 2015 in Mostar;
2. 20 farmers from Stolac and Berkovići participated in the In-house training on 24 February 2015 in Mostar;
3. 20 farmers from Konjic, Posušje, and Široki Brijeg participated in the In-house training on 25 February 2015 in Mostar;



4. 20 farmers from Trebinje, Ljubinje and Ravno participated in the In-house training held on 29 December 2015 in Ljubinje municipal hall;



5. 20 farmers from Čapljina and Neum participated in the In-house training held on 30 December 2015 in Čapljina municipal hall;



Following the training sessions, the farmers signed the contracts by which they were eligible to get seedlings of their choice valued 400 KM each, which were purchased and provided by Nešto Više, while farmers were obliged to use the donated seedlings for their own agricultural production. In the closing of the session, the farmers filled out a survey to gather the following information: to check the sort and variety of seedlings they have applied for, and its compatibility with the assortment list of Bosnia and Herzegovina; the assessment of number of working days farmers plan to invest themselves in the agricultural production; the surface and estimated value of the land plot they will use for agricultural production; their own complementary investment in agricultural production; and preferred time of seedlings delivery.

The participants' lists for all five training sessions are provide in the Appendix 17.

Activity 2.11 Establish system of social donation scheme through delivery of seedlings for beneficiaries

It was decided that a total of 100 beneficiaries will be selected through five Public calls as follows (to cover for 12 partner municipalities):

1. Public call for farmers from Jablanica and Mostar;
2. Public call for farmers from Konjic, Posušje, and Široki Brijeg;
3. Public call for farmers from Stolac and Berkovići,
4. Public call for farmers from Čapljina and Neum; and
5. Public call for farmers from Trebinje, Ljubinje and Ravno.

The criteria for evaluation of the applications were:

- Gender (women get 2 points)
- Employment status (unemployed get 2 points, retired people 1 point)
- Age (persons under 30 get 2 points)
- Number of family members involved in agricultural production (registered) (1 to 7 points)

- Percentage of owned agricultural land that farmers actually use for agriculture (1 to 5 points)
- Portion of family income that comes from agriculture (0-2 points)
- Complementary investment in the agricultural production (0-3 points).

One hundred farmers received donation of seeds and seedlings of their choice in the amount of 400KM from 12 partner municipalities. The details of recipient farmers and supporting documents are provided in the Appendices 18 to 22.

The overview of public calls and their results:

1. The first Public call for farmers from Jablanica and Mostar to apply for donation of seedlings in the amount of 400 KM was published on 25 October 2014. The Public call was open for four weeks and the applicants were able to submit their applications from 1 to 27 November 2014. The First Public call was advertised at <http://www.poljohercegovina.org/bs/vijesti/item/120-javni-poziv-za-dodjelu-sadnog-materijala-mostar-i-jablanica.html> , and was distributed via partner organizations, such as: Local Community (MZ) Bijelo Polje-Potoci, Mostar; Alliance of agricultural associations Jablanica; and the Farmers' Cooperatives Jablanica and Trešnja Mostar. The Project Manager Velibor Sudar announced the Public call, explained the application process, and criteria for selection of beneficiaries at RTV Mostar and Radio Mostar as well. The applicants were able to submit their applications in person, by post, by e-mailing scanned and signed applications, and via partner associations and cooperatives. There was 136 applications, and the project team ranked the applications according to the criteria listed in the Rulebook on selection of beneficiaries for donation of seedlings. The results of the evaluation of applications have been made public at <http://www.poljohercegovina.org/bs/vijesti/item/161-odabrani-korisnici-za-dodjelu-sadnog-materijala-u-opcinama-mostar-i-jablanica.html> . All 20 farmers signed the contract at the the In-house training for them on 5 January 2015 at the premises of Agribusiness Centre for Professional Development (ACPD) in Mostar.
2. The second public call for registered farmers from Konjic, Posušje, and Široki Brijeg was published on 14 January 2015. The call was open for four weeks - the applicants were able to submit their applications from 14 January to 10 February 2015. 2014. The Public call was advertised at <http://www.poljohercegovina.org/bs/vijesti/item/165-poziv-sa-poljoprivrednike-sa-podrucja-konjica-sirokog-brijega-i-posusja.html>, and was distributed via partner organizations, such as: Alliance of farmers associations Konjic, Farmers' register Široki Brijeg and Municipality Posušje. There was 89 applications for the second call, and the project team ranked the applications according to the criteria listed in the Rulebook on selection of beneficiaries for donation of seedlings. The selected 20 farmers from the second call signed the contracts and attended the In-house training on 25 February 2015 (Risk management in agriculture and good agricultural practice) delivered by MSc Alisa Hadžibulić of Agro-Mediterranean Faculty Mostar at the premises of Agribusiness Centre for Professional Development (ACPD) in Mostar.
3. The third public call for registered farmers from Stolac and Berkovići was published on 14 January 2015. The call was open for four weeks - the applicants were able to submit their applications from 14 January to 10 February 2015. 2014. The Public call was advertised at <http://www.poljohercegovina.org/bs/vijesti/item/164-poziv-sa-poljoprivrednike-sa-podrucja-berkovica-i-stoca.html> , and was distributed via partner organizations, such as: Association of farmers Dabarsko polje Berkovići, Municipality of Stolac, Ekolife cooperative Crnići, Stolac. There was 45 applications for the third call, and the project team ranked the applications according to the criteria listed in the Rulebook on selection of beneficiaries for donation of seedlings. The selected 20 farmers from the third call signed the contracts and attended the In-house training on 24 February 2015 (Risk management in agriculture and good agricultural practice) delivered by MSc Alisa Hadžibulić of Agro-Mediterranean Faculty Mostar at the premises of Agribusiness Centre for Professional Development (ACPD) in Mostar.

The results of the evaluation of applications for the second and third call, and the selected 40 (2x20) farmers for donation of seedlings have been made public at <http://www.poljohercegovina.org/bs/vijesti/item/199-završen-odabir-korisnika-dobitnika-sadnog-materijala.html>. The sort and variety of seedlings were chosen by participants themselves.

Fourth and fifth public calls for selection of two groups of registered 20 farmers each, were published simultaneously on 12 November 2015: Both public calls were open for four weeks – from 12 November to 3

December 2015, and a total of 58 and 57 registered farmers submitted their applications for fourth and fifth call respectively.

4. Public call for farmers from Trebinje, Ljubinje and Ravno, and

The fourth public call for Čapljina and Neum was advertised at

<http://www.poljohercegovina.org/bs/vijesti/item/489-capljina-i-neum-javni-poziv-za-poljoprivredne-proizvodace.html> and was distributed in cooperation with partner municipalities of Čapljina and Neum.

The results of the evaluation of applications for the fourth call from Trebinje, Ljubinje and Ravno, and the selected 20 farmers for donation of seedlings have been made public on 21 December 2015 at <http://www.poljohercegovina.org/bs/vijesti/item/591-lista-korisnika-donacije-sadnog-materijala-ljubinje-trebinje-ravno.html>.

5. Public call for farmers from Čapljina and Neum.

The fifth public call for Trebinje, Ljubinje and Ravno was advertised at

<http://www.poljohercegovina.org/bs/vijesti/item/490-ljubinje-ravno-trebinje-javni-poziv-za-poljoprivredne-proizvodace.html> and was distributed via partner municipalities of Trebinje, Ljubinje and Ravno.

The results of the evaluation of applications for the fifth call for Čapljina and Neum, and the selected 20 farmers for donation of seedlings have been made public on 21 December 2015 at <http://www.poljohercegovina.org/bs/vijesti/item/590-lista-korisnika-donacije-sadnog-materijala-neum-i-capljina.html>.

Seedlings delivery:

23-24 February 2015: Delivery of seedlings was done in Jablanica (potato, onion, strawberries, and raspberries), Lakiševine, Mostar south (pomegranate and cherries), and Mostar city (potato and immortelle).



12 – 17 March 2015: Delivery of seedlings was done in Široki Brijeg/Posušje (potato), Stolac/Berkovići (tomato and pepper seeds, cherry and plum), Konjic (tomato seeds, potato, onion, raspberries, blackberries, pear), Čeljevo/Prenj –Stolac (tomato and pepper), and Stolac/Berkovići/Posušje (immortelle).



January 12th, 2016: Pepper seeds delivered to four beneficiaries from Čapljina: Alena Sinanović, Emina Zekić, Mara Cvitanović, and Admir Šarić.

January 25th, 2016: Seed potato delivered to Harisa Turajlić from Čapljinja.



January 27th, 2016: Seedlings (cherry, peach, fig, and nectarine) delivered to 6 beneficiaries from Čapljinja – Matko Maslač, Merisa Krpo, Irma Turajlić, Andrea Jakiša, Denis Hadžiomerović, and Ružica Ivanković.



January 29th, 2016: Seeds and seedlings (onion, potato, plum, and walnut) delivered to 16 beneficiaries – eleven from Ljubinje (Tanja Jahura, Rada Vujović, Milojka Klimenta, Velenka Bokić, Blaženka Piljević, Stojanka Betegalo, Brako Sorajić, Tanja Pupić, Nada Mičeta, Milenko Kozić and Miladin Bogdanović); one from Ravno (Vladimir Vuletić), and four from Trebinje (Maja Čečur, Anka Tasovac, Slavica Šekara, and Suzana Tarana).



February 1st, 2016: Seed potato delivered to two beneficiaries from Neum – Mila Matuško and Angelina Bogoje.

March 2nd, 2016: Cucumber seedlings delivered to Ljiljana Marić from Trebinje.

March 10th, 2016: Tomato seedlings delivered to two beneficiaries from Čapljina (Nikolina Vego and Danijela Nogulica) and one from Trebinje (Tatjana Ijačić).



March 22nd, 2016: Medical herb seedlings *Helichrysum Italicum*/Immortelle delivered to Marina Turanjanin and Milovina Mičeta from Ljubinje.



March 31st, 2016: Pepper seedlings delivered to three beneficiaries from Čapljina – Hrvoje Jurković, Janja Karamatić and Antea Pažin.



April 10th, 2016: Pepper seedlings delivered to beneficiary Zora Rajić from Čapljina.

The remaining delivery of strawberry seedlings was done in August 2016, as requested by the beneficiary Alena Garbo.

All seedlings were delivered to the beneficiaries with a health certificate, and where applicable with an assortment pureness documentation.

2.12 Testing quality control of produced crops at experimental land

The quality testing of the crops produced at the experimental farm was done on two occasions, in summer 2015 and in summer 2016, and in accordance with the legal provisions to heavy metals residues and bacteria presence. All tests showed that the crops were fit for human consumption.

The findings of the testing are attached as Appendix 23.

2.13 Donation of crops to public institutions

In the period from May 2015, when the first harvest of lettuce produced in hydroponic growth was donated to the Public kitchen Mostar, there was a series of donation of crops harvested at the experimental farm in Humilišani, Mostar to 13 public institutions caring for persons of difficult social and economic standard, totaling to 8 tons of fresh fruits and vegetables.



Overview of the donations is presented in a tabular view:

	Public Institution	Quantity
1	Public kitchen Mostar (Narodna kuhinja)	3257,5
2	People's kitchen (Pucka Kuhinja) Mostar	1364
3	Old people's home Mostar 1	466
4	Old people's home Mostar 2	629
5	SOS Kinderdorf kindergarten Mostar	173,5
6	SOS Kinderdorf Family Center Mostar	139,3
7	Association of friends of children deprived of parental care and children with special needs Nasa djeca Mostar	271
8	Association of parents and friends of children with special needs Sunce Mostar	161,5
9	Humanitarian association Altruist Mostar	352,5
10	Children's home Mostar of Public institution Egipatsko selo Mostar	1125,5
11	Association for protection of and improvement of life for persons with intellectual disability IN SPE	8
12	Association for protection of homeless and social re-socialization Minores Mostar	38
13	Half-way house, Vrapčići, Mostar, a home to youth deprived of parental care	12
	TOTAL	7997,8



Activity 2.14 Organization of study visits for MSMEs and cooperatives

There were two study visits organized, with participation of 22 farmers and MSMEs representatives, as follows:

1. A group of ten experienced beekeepers from Jablanica and Trebinje participated in the study visit to beekeepers in Trebinje on 27-28 May 2015. The subject of the study visit was diversification of beekeeping activities, and the host was MSc. Radivoje Maksimović, the president of the Alliance of beekeepers' associations of the RS. The first site to visit was the beehive yard of Anđelić Vlado, a seasoned beekeeper from Gornje Vrbno, near Trebinje, where the rearing of queen bees has been presented in practice, problems and challenges, and methods to overcome them. Savo Ljubibratić, from Duži, has presented his methods of beekeeping, with the focus on frequent move of beehives to maximize the benefits of bee pasture at specific geographic areas. A meeting with the representatives of beekeepers' cooperative *Žalfija* was held, including a visit to their facility for production of wax sheets, to discuss cooperation opportunities. In the closing, the participants visited the beehive yard of Radivoje Maksimović, where a practical demonstration of pollen collection, the rearing of queen bees, early detection and prevention of communicable bees' diseases took place.



2. A group of 12 persons from Trebinje, Jablanica, Čapljina, Gornji Vakuf and Mostar – farmers, representatives of SMEs and associations, Nešto Više partners, staff and associates participated in a study visit to 83. International Fair of Agriculture in Novi Sad, Serbia on 14 May 2016. International Fair of Agriculture Novi Sad

is considered to be the leading agricultural event in Western Balkans and belongs among the top ten agricultural fairs in Europe. International Fair of Agriculture Novi Sad was taking place from 14 to 20 May 2016, where over 1500 exhibitors from 60 countries presented themselves, their products and services. During a week of the Fair, a number of conferences, business and expert roundtables and discussions, promotions, and presentations were organized. Italy was the Fair partner country with 16 Italian companies participating. Chamber of Commerce and industry of Republic of Srpska, in cooperation with Foreign Trade Chamber of Bosnia and Herzegovina organized a presentation and participation of eight companies from Bosnia and Herzegovina at the Novi Sad Fair. Further 20 companies from Bosnia and Herzegovina were presented by means of catalogues and products' exhibitions. As a part of accompanying program, the most impressive was the exhibition of agricultural mechanization. The visitors could see tractors and attachables from renowned world producers. More than 50% of the fair's open air was covered with agricultural mechanization. Organic products and products with geographic indication from Serbia were presented at the Fair as well, which was very interesting for the participants from Women's Association Most Jablanica. Minister of agriculture and environment of Serbia, Snežana Bogosavljević Bošković, stated that there is a steady growth of surface under organic agricultural production in Serbia in last five years, but pointed out that there is still room for improvement. Only 67 companies in Serbia process agricultural produce.



Participants' lists are provided in the Appendix 24.

Activity 2.15 Consultancy to MSMEs top management to analyze end-market needs and opportunities

On 10 March 2015, a Public call for registered farmers, cooperatives and companies to apply for the support in end-market needs analysis was published at <http://www.poljohercegovina.org/bs/vijesti/item/215-javni-poziv-analiza-potreba-i-mogucnosti-na-trzistu.html>.

The 10 companies provided with expert support are:

1. Šumski plod Prozor;
2. Nature Line Trebinje;
3. Eco Kup Kupres;
4. Agrimax Mostar, and
5. Mlini Čapljina.
6. Perfect Export bilje Trebinje,
7. Agricultural cooperative Jablanica,
8. Agricultural cooperative Ekolife Stolac,
9. Agro center Maslina Mostar, and
10. Agricultural cooperative Hercegovka Stolac,

Partner Centre for support and development (CRP) Tuzla had designed and conducted market research, reviewed the competition, and interviewed managers and staff of selected companies. Once the research has been completed, the data was analyzed and appropriate recommendations have been proposed for each company. The final reports have been shared with and agreed upon by management of the five companies. The analyses delivered to the beneficiary companies are attached as Appendix 25.

Activity 2.16 Introduction of standards and certification to MSMEs and farmers (HACCP and GLOBALGAP)

(a) HACCP – Food safety norm

On 29 November 2014, a Public call for farmers, cooperatives and MSMEs to apply for introduction, implementation, and HACCP certification was published at <http://www.poljohercegovina.org/bs/vijesti/item/158-javni-poziv-za-uvodenje-haccp-standarda.html>, and distributed via partner municipalities, REDAH RIC web portal, partner municipalities and agencies and interested local media outlets.

The project team has worked with the applicants to ascertain their readiness and availability to commence the HACCP implementation process. First, it was necessary to conduct the analysis to establish whether a company and its facilities that are subject to HACCP implementation satisfy technical criteria. Once such first step has been completed successfully, the appointment of HACCP team, the scheduling of HACCP implementation steps and timeline, and signing of the contract follows.

A total of twenty (20) companies and cooperatives have completed the implementation of HACCP and GLOBALGAP and were awarded relevant certificates and/or confirmation documents. Certificates for all 20 beneficiary companies are provided as Appendix 26.

Beneficiaries' situation with HACCP implementation and certification is as follows:

1. Šumski plod doo, Prozor/Rama – Certification completed. External certification completed on 24 June 2015, and the certificate issued on 28 June 2015.
2. Obiteljski podrum Sušac Cerno, Ljubuški – Certification completed. External certification completed on 29 July 2015, and the certificate issued on 30 July 2015.
3. Natura line doo, Trebinje – Certification completed. External certification completed on 30 November 2015, and the certificate issued on 14 December 2015.
4. Elmar-Aroma Care doo, Bileća - Certification completed. External certification completed on 30 November 2015, and the certificate issued on 14 December 2015.
5. Brodomerkur doo, Široki Brijeg, PJ Mostar Hotel Mepas – Certification completed. External certification completed on 24 September 2015, and the certificate issued on 27 October 2015.
6. Mepas doo, Široki Brijeg – Certification completed. External certification completed on 25 September 2015, and the certificate issued on 29 October 2015.
7. SMT doo, Široki Brijeg – Certification completed. External certification completed on 24 September 2015, and the certificate issued on 29 October 2015.
8. Eterična ulja doo, Ljubuški – Certification completed. External certification completed in the beginning of February 2016, and the certificate issued on 10 February 2016.
9. Hotel Mostar doo, Mostar – Certification completed. External certification completed on 18 May 2016, and the certificate issued on 30 May 2016.
10. Fungivita doo, Široki Brijeg – Certification completed. External certification completed in late April 2016, and the certificate issued on 13 May 2016.
11. Bonita doo, Hotel Bellevue, Trebinje – Certification completed. External certification completed on 26 May 2016, and the certificate issued on 20 June 2016.
12. Jerković doo, Hotel Leone, Međugorje – Certification completed. External certification completed on 17 May 2016, and certificate issued on 8 June 2016.

13. Pansion Filii, Međugorje - Certification completed. External certification completed on 17 May 2016, and the certificate issued on 8 June 2016.
14. Čajuša doo, Adria-Ski hotel, Kupres - Certification completed. External certification completed on 30 May 2016, and the certificate issued on 20 June 2016.
15. Commo doo, Hotel Kupres – Certification completed. External certification completed on 28 June 2016, and the certificate issued on 25 July 2016.
16. Konoba Goranci, Mostar - Certification completed. External certification completed on 27 July 2016, and the certificate issued on 9 August 2016.

(b) GLOBALGAP – Good agricultural practice food standard

Public call for farmers, cooperatives and MSMEs to apply for introduction, implementation, and certification of GLOBALGAP standard was published on 10 March 2015 at <http://www.poljohercegovina.org/bs/vijesti/item/214-javni-poziv-za-podrsku-uvodenju-globalgap-standarda.html> and distributed via partner municipalities, REDAH RIC web portal, partner municipalities and agencies and interested local media outlets.

Beneficiaries' situation with GLOBALGAP implementation and certification is as follows:

17. Naturalis doo Prozor – External certification of group production of raspberries (GLOBALGAP Option 2, on the surface of 2,45 ha, 9 households involved) completed on 15 July 2015. The certificate issued on 29 July 2015.
18. Matić-Vino doo Trebižat, Čapljina – External certification (GLOBALGAP Option 1, individual grapes production on the surface of 2 ha) completed on 18 September 2015. The certificate issued on 26 September 2015.
19. Hercegovački nar, Mostar – External certification (GLOBALGAP Option 1, individual pomegranate production) completed on 11 November 2015. The certificate issued on 14 January 2016.
20. Adria-hisartil-rasadnik doo, Čapljina – External certification (GLOBALGAP, Option 1, individual production of propagation material of aubergines, cabbages, cucumbers, melons, squashes, tomatoes, and watermelons) completed on 4 March 2016, and the certificate issued on 8 March 2016.

Both Public calls have been closed, as the total number of 20 planned beneficiaries (for both HACCP and GLOBALGAP) have been selected, and the implementation and certification have been completed.

Activity 2.17 Training for start-up enterprises in agribusiness and establishment of business registration grant scheme

A series of 5 training sessions “Business Planning – Business Plan Development” was held for the activity duration for a total of 65 participants (60 participants planned). All participants, who registered their business, based on developed business plans, within 6 months after completion of this training were eligible to apply for reimbursement of 50% of the registration costs. The details of training sessions are provided below, and the participants lists are attached as Appendix 27.

First Training for Start-up Business for Unemployed “Business Planning – Business Plan Development” was held on 12-13 December 2014 in Agricultural Center for Professional Development in Mostar. Training has been prepared and conducted by Vanja Sudar, Human Resources Manager on the project. In total, 20 people participated on this training, most of them unemployed women (13 out of 20 or 65%) and youth under 30 years of age (12 out of 20 or 60%). During the first day of training participants were introduced to the theoretical parts of the preparation of business plans: content and purpose of the business plan, the definition and analysis of business ideas, description of products/services, the characteristics of an industry, sales plan - market and competition, location, technical and technological aspects, organizational structure, management and personnel, products/services marketing, risk assessment, SWOT analysis, dynamic/timetable, sales plan, equipment and personnel costs, costs of raw materials, depreciation, initial operational payments - working capital, financial plan, loans, total expenses on a monthly basis, prediction of profit, income statement, cash flow. All those theoretical segments were followed by with practical exercises and/or real-life examples. The second day of training was more focused on direct work on participants' individual business ideas which included discussion among

participants, cooperation on researching information using Internet and creating list of questions and information necessary to complete business plan. Ms Amra Vučijak, legal expert and consultant, presented and clarified for participants what legal forms of business exist in BiH, so that they could make an informed decision which form is most applicable to their respective business ideas.

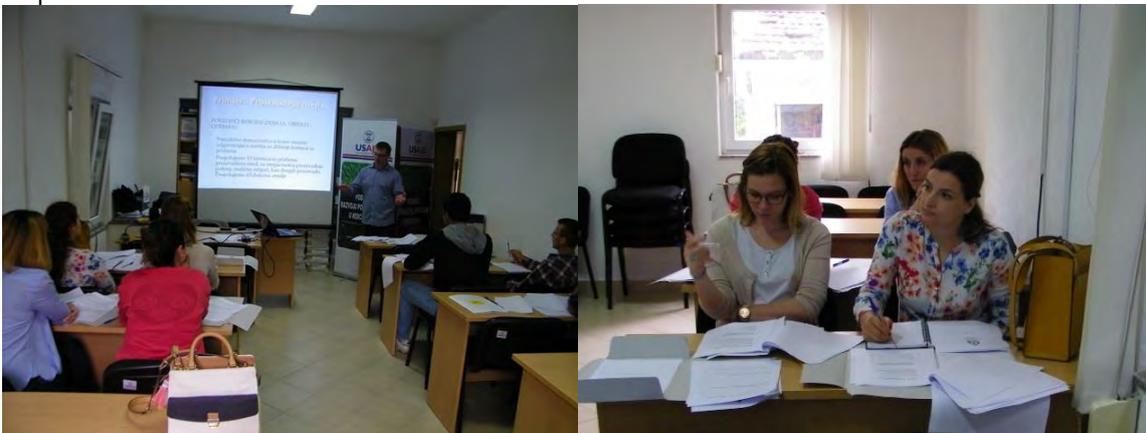
Second and third training for Start-up Business for the unemployed "Business Planning – Business Plan Development" were held on March 14th, 2015 simultaneously in Mostar and in Livno from 09:00 a.m. to 4.00 p.m. Training sessions have been prepared and conducted by Adnan Čavčić (Administration/Finance Officer on the project) in Mostar and Vanja Sudar (Human Resources Manager on the project) in Livno. In total, 23 persons participated on this trainings – 11 persons in Mostar and 12 persons in Livno, most of them women (12 out of 23 or 52%) and unemployed (17 out of 23 or 74%). During the first part of trainings, participants were introduced to the theoretical parts of the preparation of business plans: content and purpose of the business plan, the definition and analysis of business ideas, description of products/services, the characteristics of an industry, sales plan - market and competition, location, technical and technological aspects, organizational structure, management and personnel, products/services marketing, risk assessment, SWOT analysis, dynamic/timetable, sales plan, equipment and personnel costs, costs of raw materials, depreciation, initial operational payments - working capital, financial plan, loans, total expenses on a monthly basis, prediction of profit, income statement, cash flow. All those theoretical segments were followed by with practical exercises and/or real-life examples. The second part of training course was more focused on direct discussion on participants' individual business ideas which included discussion among participants and exchange of ideas and opinions. Both trainers also presented and clarified for participants what legal forms of business exist in our society so they could make an informed decision which form is most applicable to their respective business ideas. Trainings were organized in cooperation with SOS Porodični Centar Mostar (SOS Family Centre Mostar) and Association of Agricultural Producers "Stolisnik" Livno. Ms. Vanja Sudar will provide individual follow up coaching sessions for all participants upon their requests, either in person or via email correspondence.



Fourth Training for Start-up Business for Unemployed "Business Planning – Business Plan Development" was held on March 2nd and 3rd, 2016 in Trebinje in cooperation with Public Institution Agency for Development of Small and Medium-Sized Enterprises Trebinje. Training is prepared and conducted by Vaso Gurović, economic expert from the Agency. In total, 15 people participated, most of them unemployed women (8 out of 15 or 53,33%) and youth under 30 years of age (12 out of 15 or 80%). During the training participants were introduced to the theoretical parts of the preparation of business plans: content and purpose of the business plan, the definition and analysis of business ideas, description of products/services, the characteristics of an industry, sales plan - market and competition, location, technical and technological aspects, organizational structure, management and personnel, products/services marketing, risk assessment, SWOT analysis, dynamic/timetable, sales plan,

equipment and personnel costs, costs of raw materials, depreciation, initial operational payments - working capital, financial plan, loans, total expenses on a monthly basis, prediction of profit, income statement, cash flow. All those theoretical segments were followed by with practical exercises using the example of a bakery. Mr. Vaso Gurović and Ms. Vanja Sudar will provide individual follow up coaching sessions for all participants upon their requests, either in person or email correspondence.

Fifth and final training session for start-up business “Business Planning – Business Plan Development” was held on 10 June 2016 in Mostar. The training was prepared and delivered by Adnan Čavčić of Nešto Više. Seven (7) persons participated in the training. The participants were introduced to theoretical parts of the preparation of a business plans: the content and purpose of a business plan, the definition and analysis of business ideas, description of products/services, the characteristics of an industry, sales plan - market and competition, location, technical and technological aspects, organizational structure, management and personnel, products/services marketing, risk assessment, SWOT analysis, dynamic/timetable, sales plan, equipment and personnel costs, costs of raw materials, depreciation, initial operational payments - working capital, financial plan, loans, total expenses on a monthly basis, prediction of profit, income statement, cash flow. All theoretical segments were followed by with practical exercises using the example of a beekeeping business. Adnan Čavčić will remain available for follow-up coaching sessions for the participants upon their requests, either in person or email correspondence



10 persons will register their own businesses

Following the Public call for start-up companies to apply for reimbursement of part of the registration cost published in July 2015 at <http://www.poljohercegovina.org/bs/vijesti/item/329-prilika-izrada-poslovnih-planova-u-poljoprivredi.html>, ten newly registered companies have applied for reimbursement of the costs.

The details on the supported start-ups are provided below:

1. Hercegovачki nar, Mostar – a handicraft, application submitted and approved.
2. AC Maslina, Mostar – a Limited Liability Company; application submitted and approved.
3. Perfect Exportbilje, Trebinje – a Limited Liability Company; application submitted and approved.
4. Eko Hercegovina, Posušje – a cooperative, application submitted and approved.
5. Pek Servis, Čitluk – a Limited Liability Company; application submitted and approved.
6. Regius d.o.o. Čapljina – a Limited Liability Company, application submitted and approved.
7. ASS - gljiva, Mostar – a handicraft, application submitted and approved.
8. Eco Mediteran p.o., Mostar – a cooperative, application submitted and approved.
9. Tatarović, Tomislavgrad – Limited Liability Company, application submitted and approved; and
10. Farma Vidikovac, Tomislavgrad – Limited Liability Company, application submitted and approved.

Ten (10) start-up companies have been supported from the business registration grant scheme as planned. The technical details of supported start-ups are provided in Appendix 28.

2.18 Assisting 5 producer enterprises in new product design and packaging:

On 10 March 2015, a Public call for registered farmers, cooperatives and companies to apply for the support in product design and packaging was published at <http://www.poljohercegovina.org/bs/vijesti/item/216-javni-poziv-besplatno-konsultovanje-u-polju-dizajna-proizvoda-i-pakovanja.html>.

The following beneficiaries have received support in new product design and packaging:

1. Mlini d.o.o. Struge, Čapljina,
2. Natura Line, Trebinje,
3. Gloria Brand, Prirodna kozmetika, Mostar,
4. The cooperative Eko Hercegovina Posušje, and
5. Women's Association Mostar Jablanica.

Mlini Čapljina have been provided with assistance in the form of design of stickers for their delivery vehicle, and Natura Line Trebinje received design of stickers and covers for a number of their bee-related products. Gloria Brand, Prirodna kozmetika Mostar was provided with sticker design for their products. The cooperative Eko Hercegovina Posušje, and Women's Association Most Jablanica have received support for design of packaging of their products – Eko Hercegovina for Permanent basis for honeycomb, and Women's Association Most for a number of their foodstuffs. A graphic design expert has worked with designated staff of the three companies in response to their needs and demands. Proposed designs to their respective requests were delivered to staff of the five companies in form of original CDR files with all elements of designs they need for printing. The managerial staff of the assisted companies were to decide and to use and apply the proposed designs for their products. However, the expert support remained available in case some design adjustments and additions were needed.

The assistance packages for all five beneficiaries is provided in Appendix 29.

Activity 2.19 Non-formal agro training and education in TCU including practice in the field

A total of 5 non-formal training sessions, including practical demonstration in the field were organized for the duration of the activity with 124 participants (100 participants planned). Attendance lists are attached as Appendix 30.

1. The Agribusiness Centre for Professional development (ACPD) in Mostar hosted the first in a series of a non-formal agro training "Agriculture for beginners: medicinal and aromatic herbs" led by prof. dr. Nezir Tanović of Agro-Mediterranean Faculty of Džemal Bijedić University from Mostar on 22 November 2014. The guest speaker was MSc. Omer Kurtović of Federal Institute of Agriculture. A total of 20 participants from Mostar and Čapljina participated in the training. The morning theoretical session of the training covered the basics of soil preparation and requirements, the selection of appropriate varieties, use of individual herbs as foods and medicines, growth, use of fertilizers, protection, etc. The afternoon, practical, session included a visit to a plantation of immortelle in Bočine, north of Mostar, owned by Ms. Tea Kljako. Generally, there is a growing interest among the farmers in Herzegovina for growing immortelle lately. Ms. Kljako started her own plantation a couple of years ago, and provided the practical tips on growing immortelle, processing technology, market requirement and demand, etc. A lengthy discussion centered on procurement of seeds and seedlings, and the availability of certified healthy seedling at local market in Bosnia and Herzegovina. Ms. Kljako warned the participants to take their time, and to research the market thoroughly before any purchase. She also offered her assistance and confirmed her availability for any future questions and inquiries. At the closing of the training, prof. Tanović distributed the Atlas of medicinal herbs that he authored, to encourage the participants in their efforts to grow or to collect the medicinal herbs.



2. The training “Possibilities of Agricultural Production in Greenhouses” was organized on February 15th, 2015 with the participation of 33 persons in total. The participants arrived from Livno, Čapljina, Jablanica, Široki Brijeg, Stolac, Prozor-Rama and Mostar. The training was delivered by Dr. Omer Kurtović, director of Federal Institute for Agriculture, Sarajevo. Given the great interest of the general public to attend the training, the session was organized in the premises of the partner Agro-Mediterranean Faculty, Džemal Bijedić University Mostar, whose staff offered their facilities in case larger classroom is needed. The Training included all important topics for farmers considering the production of food in greenhouses, such as: the positioning of greenhouses (including wind assessment), irrigation, regular maintenance and improvement of the facilities, the right choice of seedlings for greenhouses, inoculation techniques, the available assortment of vegetables and strawberries for greenhouse production in Bosnia and Herzegovina, the growing technologies for tomato, peppers, cucumber, watermelons, spinach, pumpkin, strawberry, lettuce, etc. On April 30th, 2015, the second – practical part of this training was held: the process of planting seedlings in the greenhouse 1 (500m²) when Dr. Kurtović demonstrated practicalities to the participants at the experimental land site. Upon completion of the practical training, the trainees volunteered to work on planting the seedlings in the greenhouse, joining the Nesto Više staff.



3. The third TCU training was held on 30th, 2015: „Control of organic production and certification“. The trainer was Ešref Maksumić, the agronomist, and advisor in the organic production process. This time, the training was organized for the young unemployed agronomists or senior students of the final year. 29 participants came from Jablanica, Bugojno, Maglaj, Sarajevo, Stolac, Prozor-Rama, Čapljina, Banja Luka, Tomislavgrad, Novi Grad, and Mostar. The first (theoretical) part of the training was held at the Agro-Mediterranean Faculty (University Džemal Bijedić, Mostar). It included the following themes: organic/eco products, trends and marketing in organic production, how to become a certificated advisor in organic production, what can be certificated in organic production, the motives for organic production, the problems in conventional production and how organic production address those problems, transfer from conventional to organic production, informing and making a final decision on transfer, transfer planning, implementation of transfer, basic principles of ecological production (soil, fertilizers, weed control, plant protection, disease prevention), and organic beekeeping. The second (practical) part of the training was conducted at the experimental farm of Nesto Više (Humilisani) to make an analysis of the farm position, the farm structure, and the farm purposes for reviewing a possibility of transferring the farm toward organic production and certification.





4. Fourth formal agro training session “Permaculture design” was organized on 12 December 2015. The trainer was Mr. Ivan Gregov (Croatia), one of a few Croatian certified permaculture instructors. More than 30 participants applied after a public call through social networks, websites, and media, and 25 of them (plus two NV staff) actively participated in the training. Most of participants came from Mostar; and several more arrived from Bugojno, Gornji Vakuf, Čapljina, Sarajevo, and one from Croatia. The theoretical part of the training was held in Hotel “Ero” Mostar, and included the following topics: organic gardening, soil issues, and water management in households, growing food in urban areas, green roofs and sustainable energy solutions. The practical part of the training was held at the experimental farm of Nesto Vise (Humilisani), where the participants were first introduced to the farm activities and plans. After getting familiar with the farm, the group was split into two teams: both teams worked on their no-dig gardens, after the instructor explained the process and phases of this gardening methodology suitable for the plots that were not used for many years. Having mulched the gardens first, the participants planted seedlings of Swiss chard and cabbage-tree grown earlier by the project interns.



5. The fifth and non-formal agro training session “Agro-economics” was organized on 24 March 2016 in Mostar. The trainer was MSc. Dragan Brković of Faculty of Agronomy Banja Luka. A group of 12 young unemployed agronomists and economists participated in the training. In the theoretical part of the training, the trainer introduced and elaborated on the main concepts: planning as a management phase, characteristics and purpose of the planning process, planning and decision-making, how to define realistic objectives, and business strategy and business plan. The practical part of the training involved all training participants working on development of their own business politics and business plan of an agricultural household and/or a cooperative under the guidance of the trainer. Upon completion of their individual plans, the participants presented their plans and the entire groups commented on the plans. In the closing, the trainer has provided his comments and suggestions for improvements of participants’ business politics and business plans



Activity 2.20 Soft-skills training to unemployed women and youth

Six soft-skills training sessions were organized for a total number of 78 participants (75 trainees planned). The details are provided below, and attendance sheets are attached as Appendix 31.

1. The first in a series of soft-skills training was held in Training Centre Mostar on 21 December 2014. The training "Effective Communication" was delivered by Sanja Đermanović of Nešto Više, a psychologist, and a total of 15 participants took part. The training participants arrived from Mostar, Čapljina, Jablanica and Prozor-Rama. The training included the following elements: communication in general; what it means to communicate effectively; verbal communication (active listening, debate and dialogue); non-verbal communication: body language (posture, gestures, voice, pause, eye communication, moving, and facial expressions). The training methodology involved presentations, discussions, simulation of real-life situations, watching videos of other authors, exercises and group work of participants, and individual recording of participants' presentations. The recordings of participants' presentations have then been analyzed for body language by both the group and the individual in order to identify potential weaknesses and to learn how to improve communication skills.



2. Effective Communication training was organized in Mostar (in ACPD) with 12 young people on Sunday March 15th, 2015. The trainer was Sanja Đermanović of Nešto Više. The training covered the following topics: what communication is, what effective communication is, verbal communication tools: active listening, debate vs. dialog, body language: face expression, posture, gesture, moving, eye communication, voice and pause. The training involved theory, discussion, small groups and individual work, as well as recording individual 60 sec presentations of participants and group analysis of each participant's video



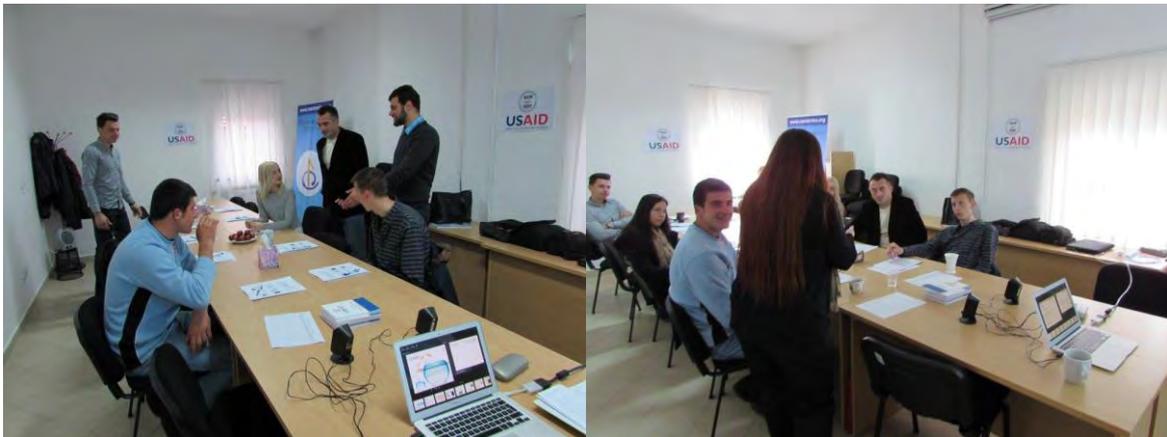
3. Project Proposal writing training was organized in Jablanica, in Association of women "Most", with 12 participants interested in this topic on Thursday, March 19th, 2015. The trainer was Adem Lisičić of Nešto Više. The training covered basics in the project proposal writing skills with the explanation for each of main elements of a project proposal (e.g. goals, results, activities, indicators, budget, etc.). The participants were introduced to the important skill of recognizing the compatibility of their respective ideas with the call for proposals.



4. Project proposal writing training was organized in Mostar on 24 November 2015, and was delivered by Adem Lisičić of Nešto Više. There were 14 participants from Mostar, Jablanica, Livno, Bugojno, Maglaj and Supetar (Croatia). Main focus of the training was how to translate one's ideas for improvement of general conditions of local communities into a viable project proposal. The training covered basics in the project proposal writing skills with the presentation and explanation for each of main elements of a project proposal (e.g. goals, results, activities, indicators, budget, etc.). The participants worked in small groups on the developing elements of a project proposal under trainer's supervision and guidance. In the closing of the day, groups' representatives presented the work of their group. That was an opportunity for all to comment on and to add to the presented work. The trainer indicated what elements still had some weaknesses, and what was done well.



5. Effective Communication training workshop was organized in ACPD Mostar for eight unemployed young people on March 29th, 2016. The trainer was Sanja Đermanović of Nesto Više. The training covered following topics: a) what the communication is, what effective communication is, verbal communication tools: active listening, debate vs. dialog, body language: face expression, posture, gesture, moving, eye communication, voice and pause. The training involved theory, discussion, small groups' and individual work, as well as individual participants' presentations, and group analysis of each participant's presentation.



6. Project Proposal writing training workshop was organized in Trebinje on April 1st, 2016 and was delivered by Vanja Sudar of Nešto Više. There were seven participants from Trebinje (five women and two men), all of them under thirty years of age and unemployed. Main focus of the training was how to analyze needs/problems in community and to translate their ideas into a feasible project proposal. Participants are introduced to following topics: establishment and work of local NGOs, creative tools for idea analysis and problem solving – SWOT analysis and brainstorming, basic elements of project proposal design and writing, and current possibilities for funding and fundraising in Bosnia and Herzegovina. The participants have been given an opportunity by trainer and “Nešto Više” to receive support in form of feedback and/or suggestions on their ideas and proposals if they decide to write project proposals on their own.



Activity 2.21 5 Internships in local MSMEs for students.

A total of 34 interns - senior students, graduates of faculties of agriculture, and persons with secondary education, with no previous experience in agricultural sector - have been involved in the 2-month internship scheme (320 working hours each). Following the consultations with legal and financial advisors, the interns have been being engaged on the basis of a service contract, as the current legal framework recognizes only internships in public services for period not shorter than one year. Due to other obligations, two interns have spent only one month (160 working hours) doing their internship in Nešto Više: 1) Martina Đorđevska, a student of the Food Technology and Biotechnology Department of Skopje University, Macedonia interned during summer break in 2015 had to be back to school, and 2) Adin Hadžić, a graduate agronomist from Agro-Mediterranean Faculty Mostar, interned in winter 2014, had got a job offer. Therefore, a total of 34 students and graduates have been involved in two-month internship scheme – 32 of them have completed 320-hours internship, and two of them interned for 160 hours. The 34 interns have been involved, and 33 full two-month internships have been completed, or 10,880 working hours for the entire activity duration.

The details on interns are provided in the Appendix 32, and interns' contracts are attached as Appendix 33.

The first group of five interns, and their period of engagement are:

1. Blagica Planinić, agriculture engineer (November 1st – December 31st, 2014)
2. Anamarija Knežević, agriculture technologist (November 1st – December 31st, 2014)
3. Adin Hadžić, agriculture engineer (November 10th 2014 – January 10th, 2015)
4. Željka Rubinić, agriculture engineer (two-year program) (November 20th 2014 – January 20th, 2015), and
5. Mirel Brkić, agriculture engineer (November 10th 2014 – January 10th, 2015)

First four interns have been engaged within Nešto Više and involved in variety of project activities including desk research, maintenance and update of databases, administrative work in the office, field work at TCU experimental land site and within MACU, preparing training presentations of experts in Power Point, preparing logistics for field work (training materials, participants' lists, maintaining computer and projector, etc.), participating in all available training sessions organized by Nešto Više and other organizations that might increase the knowledge and skills of the interns, preparing articles for the project website, participating in engagement of volunteers as well as volunteering actions, assisting experts and Nešto Više staff with implementing daily tasks, etc. The fifth intern was engaged in the Agricultural Cooperative "Jablanica" in Jablanica. His daily tasks were primarily connected with the activities of the Cooperative; however this intern also participated in many activities (field education sessions,

volunteering actions, assisting with logistics when having education sessions in Jablanica, working on articles in agro-field for the project web site, etc.).

Another group of interns were engaged in three towns: Mostar, Jablanica, and Stolac:

6. Nedim Čilić, agriculture engineer (January 12th – March 12th, 2015)
7. Dženis Maslo, agriculture engineer – currently working on his MA in agriculture (January 23rd – March 23rd 2015)
8. Sanja Zukić, MA in agriculture (February 16th – April 16th, 2015)
9. Nedim Repeša, agriculture technologist (January 20th – March 20th, 2015)
10. Snježana Papac, BA in food processing technology (January 26th – March 26th, 2015)
11. Madžid Čolaković, agriculture engineer (January 21st – March 21st, 2015)

Nedim Čilić was engaged in Agricultural Cooperative “Jablanica” in Jablanica. His daily tasks were primarily connected with the activities of the Cooperative, especially focusing on selling seedlings and counseling agricultural producers in choosing the right variety of seedlings and/or appropriate plant protection means. Dženis Maslo and Sanja Zukić were engaged in the Association of women “Most” Jablanica. Their activities were focused on empowerment of the organization in general, but especially on organizing the agricultural section of women association in order to educate and prepare them for the forthcoming sowing season. The two interns have also organized their own presentations in the agricultural field, chosen on the basis of what the members of Association Most needed the most. Nedim Repeša was engaged in the Association of women “Orhideja” Stolac and their brand new Agriculture Cooperative “Hercegovka” Stolac. Nedim was engaged in numerous activities of the Cooperative, mainly focusing on production of a variety of juices, jams, and teas. He was also trained and involved in the processes of drying produce (both fruit and vegetables). Snježana Papac was engaged in the Agricultural Cooperative “Ekolife” Crnići, Stolac. Her work included a number of activities in the Cooperative such as: working on recipes for jams, introducing new ideas in selling Cooperative’s products in their shops in Međugorje and Sarajevo, learning about bookkeeping processes, introducing Cooperative’s activities and products at their FB page, as well as creating Cooperative’s first web site <http://www.ekolife.ba/>. Madžid Čolaković was engaged within Nešto Više, and was involved in the project activities including desk research, data bases, administrative work in the office, field work at TCU experimental land site and within Educational agricultural mobile unit, logistics for field work (training materials, participants’ lists, maintaining computer and projector, etc.), participating in all available trainings organized by Nešto Više and other organizations that might increase his knowledge and skills, participating in engagement of volunteers as well as volunteer actions, assisting experts and Nešto Više staff with implementing daily tasks, etc.

The next group of eight interns were engaged in four towns: Mostar, Jablanica, Blagaj, and Čapljina:

12. Muhamed Karadža, agriculture engineer - MA student in agriculture (April 3rd – June 3rd, 2015)
13. Edin Bušatlić, agriculture engineer –MA student in agriculture (April 3rd – June 3rd, 2015)
14. Adis Bešić, agriculture technologist (April 3rd – June 3rd, 2015)
15. Aida Letuka, agriculture engineer (April 27th – June 27th, 2015)
16. Sanel Đuliman, MA in agriculture (April 10th – June 10th, 2015)
17. Maja Karačić, MA in food processing technology (May 18th – August 18th, 2015)
18. Jasmin Studenović, student of agriculture (May 29th – August 29th, 2015)
19. Emina Balavac, MA in horticulture (April 6th – June 6th, 2015).

Muhamed Karadža and Edin Bušatlić were engaged in Agrimax d.o.o., Agro Center in Mostar (a local firm for trading and counseling in agriculture). Their daily tasks were connected with activities of the selling seeds and seedlings and counseling agricultural producers in choosing seedlings and/or plant protection, as well as visiting producers in the field when the experienced agronomists was visiting them. They were also focused on organic production of food and honey, as well as learning about machinery in agriculture. Adis Bešić and Aida Letuka were engaged in Agricultural Cooperative “Jablanica” in Jablanica. Adis worked in agricultural shop in Ostrožac (a village near Jablanica), and as a technician was focused on activities of organizing shop and storage, as well as learning how to sell and counsel clients in domains appropriate to his level of knowledge and education. Aida, as a BA in agriculture, has been working in the agro-shop in Jablanica, and at the green market which is under Cooperatives’ management, and in Coop’s greenhouse on planting and growing seedlings for the clients. Sanel Đuliman was engaged with local business agro-shop Mujala d.o.o. Konjic, shop Jablanica, as a MA in agriculture. He has been organizing shop activities and procurement, managing the clients in shop, counseling buyers in protecting plants (mentored by experienced agronomist), and participating in field visits to the clients, especially those who grow berries in the area. Maja Karačić, as a MA in food processing, was engaged with the local bakery

business in Čapljinina, Mlini d.o.o. She was closely mentored by a more experienced staff at the bakery and was involved in activities within different departments of the company the production processes. In addition, she focused on HACCP processes. Emina Balavac was engaged within Nešto Više, and was involved in variety of project activities including desk research, data bases, administrative work in the office, field work at TCU experimental land site and, logistics for field work (training materials, participants' lists, maintaining computer and projector, etc.), participating in all available trainings organized by Nešto Više and other organizations that might increase her knowledge and skills, participating in volunteer actions, and assisting project experts and Nešto Više staff with implementing daily tasks. Emina, as a young expert in horticulture was involved in planning and organizing "Herzegovinian gardens" in three Mostar elementary schools engaged in project's volunteer actions during this reporting period. Jasmin Studenović, student of agriculture at the Agro-Mediterranean Faculty Mostar, interned in Youth Club Novi val – Eco Center Blagaj over the summer 2015. He focused on leading and planning activities of planting and managing herb garden in the center, planning new fruit trees (cherry, peach, and citrus), and managing existing fruit trees (pomegranate and fig), herbs, and flowers – all based on organic agriculture.

The next group was composed of four interns:

20. Belma Kasumović, agriculture engineer (July 7th – September 9th, 2015)
21. Martina Đorđevska, student of food processing technology (July 23rd – August 27th, 2015)
22. Amar Penava, agriculture engineer (August 31st – November 30th, 2015)
23. Eldar Kusunur, agriculture engineer (September 14th – December 14th, 2015)

Belma Kasumović was engaged in Citizens' Association Nešto Više Mostar. She started as a student of agriculture, but graduated from Agro-Mediterranean Faculty Mostar during her interning within Nešto Više. Her activities were focused on project ideas connected with eco-agro volunteer activities with young children (kindergarten and elementary school) that will be re-started in October, preparing theoretical materials and practicing summer/green pruning in orchard at Nešto Više experimental farm (cherries, sour-cherries, apples, pears, plums), organizing visits and visiting project beneficiaries who have received social donations (seedlings), picking, organizing, and donating fresh fruits and vegetables to local institutions/organizations which serve marginalized groups, writing agro articles for web site, and working at organic garden at the farm. Martina Đorđevska was engaged in Citizens' Association Nešto Više Mostar. She has applied for the internship as a student of the Food Technology and Biotechnology Department, University of Skopje, Macedonia during summer break in Mostar because she was searching for the opportunities to connect experiences from her hometown (Mostar) and a town (area) where she is studying. Due to her obligation to be back to school at certain time, we had agreed that she will intern 160 hours, instead of full 320 hour internship experience. Her activities focused on project ideas connected with eco-agro volunteer activities with young children (kindergarten and elementary school). Amar Penava was engaged in Agrimax d.o.o., Agro Center Mostar (a local firm for trading and counseling in agriculture). His daily tasks were connected with activities of the selling seeds and seedlings and counseling agricultural producers in choosing seedlings and/or plant protection, as well as visiting producers in the field when an experienced agronomist was visiting them. Amar focused on bee-keeping for his previous experience with bees and academic knowledge of processes connected with bees and honey production. He traveled with his mentor and visits the clients (bee-keepers) who need advice or face with some problems in their own production. Furthermore, he was learning and specializing in organic bee-keeping and introducing new methodologies in this field of agro production. Amar was engaged in the processes of preparing bees at Nešto Više experimental farm for the winter season. Eldar Kusunur was engaged in Gaj d.o.o., Agro Center Potoci, Mostar (a local firm for trading and counseling in agriculture). Eldar, a student in MA program at Agro-Mediterranean Faculty Mostar, was interested in learning more about plant protection. His daily tasks involved selling seeds and seedlings, and counseling agricultural producers in choosing seedlings and/or plant protection, as well as special agro equipment and machinery. Eldar worked in field with his mentor, while visiting the clients in their places of production (orchards, greenhouses, fields, etc.), and was involved in preparation of hydroponic processes at Nešto Više experimental farm.

The next two groups of 10 interns were all engaged at Nešto Više experimental farm:

24. Haris Pidro, agriculture engineer – MA student in agriculture (October 1st – December 16th, 2015)
25. Vladislav Pikula, agriculture engineer (October 1st – December 2nd, 2015)
26. Armina Nožić, agriculture engineer – MA student in agriculture (October 1st – December 21st, 2015)
27. Muhamed Garib, agriculture engineer (December 2015 – February 2016)
28. Ibrahim Hebibović, student of agriculture (December 28th, 2015 – March 28th, 2016);
29. Mirnesa Mežit, agriculture engineer (January 4th – April 1st, 2016);
30. Selmir Duranović, agriculture engineer – MA student in agriculture (February 15th, 2016 – April 2016);

31. Selma Zukanović, agriculture engineer – MA student in agriculture (March 2nd, 2016 – May 2016);
32. Alida Merdžo, agriculture engineer – MA student in agriculture (March 2nd, 2016 – May 2016);
33. Vanesa Zukanović, agriculture engineer (March 15th, 2016 – May 2016).
34. Bojan Ekmečić, student in agriculture (April to June 2016).

All of them worked on planning, organizing and implementing practical activities in different areas: preparation of soil, fertilization, mechanization, working with irrigation systems and putting foils/mulching before planting, working with seeds, seedlings, protection of crops, spotting disease and pests and making and/or applying organic protection, pruning, planning and choosing assortment of fruit and planting new fruit trees, working with flowers, herbs, bees, vegetables and perennials, working at hydroponic production of food, composting - cold with worms, and warm composting, working with new permaculture design on recycling water and collecting rain, applying mix planting with flowers and herbs and to protect crops with minimized need for intervention against pests. They also participated in volunteers' actions and coached visiting individuals and groups. The teamwork at the farm has shown great results: the interns had been challenged and encouraged by NV staff, external experts and by each other's in order to find practical ways how to use their theoretical knowledge and apply it at the variety of the farming activities.

All interns who were engaged within organizations other than Nešto Više have been in constant connection with Nešto Više staff through phone and e-mails, and have been participating in the project activities (field education sessions, volunteer actions at TCU experimental land site, assisting with logistics when having education sessions in their towns/host organizations, etc.).

All interns kept records on their activities (intern's journal), and prepared a final presentation on their experiences, once two months period was over (in total 320 working hours).

Activity 2.22 Providing volunteer opportunities in local MSMEs and TCU experimental land site to 20 students

It was originally planned that one hundred fifty student-beneficiaries will volunteer each 40 hours, in total 6.000 hours during the project.

The most appropriate legal contract form has been sought to use for volunteers' placement in the companies. The bookkeeping/accounting agency suggested a service contract form or volunteer contract form. We have chosen a service contract form for the interns as the prospective employers (local companies and cooperatives) informed us that their bookkeeping agencies advised that a volunteer contract is not acceptable: if the inspection found interns on volunteer contract in their premises, they will consider them as non-registered/illegal employee. Therefore, the company will be subject to a fine and negative record. Because of that, we were not able to engage volunteers in companies at all.

While checking interests and availability of high-school and university students, we have learned that they have no time to miss entire week during school time, but only over a summer and/or winter break, which are not very productive times of year in agriculture; and individually they showed little interest to engage themselves in volunteering scheme of 40 hours in a week; and finally the volunteers more readily responded to thematic volunteer actions, where they can engage themselves in smaller or larger groups. The strategy has shifted from having 150 volunteers (high-schools students and university students) to work 40 hours each (a total of 6000 volunteering hours over the three years of the activity) to thematic volunteering actions open to general public at various locations (experimental farm, but also universities, schools' yards, other organizations' premises, etc.). The focus was mainly on students, unemployed youth, and women; however we also readily accepted others interested in volunteering activities. A Manual on Volunteering has been made, and in accordance with the Law on Volunteering in RS and in Federation BiH, a contract between Nesto Više and any volunteer is in verbal form. As spelled out in the Manual, Nesto Više keeps records on each volunteer's engagement, description of activity, date, location, and time duration of volunteering.

The Herzegovina-Neretva Cantonal Ministry of education, science, sports and culture, and the Ministry of education and culture of Republika Srpska approved our requests for organizing activities in secondary schools. We have organized volunteer activities with three elementary schools in Mostar (Bosnian-language program: Elementary school Zalik, and Croatian-language program: Ivana Gundulića and Cim), the Center of secondary schools in Trebinje, the Mostar High School Student Council (in cooperation with City of Mostar), SOS Family Center Mostar, with students and staff of Agro-Mediterranean Faculty, University Džemal Bijedić Mostar, and with

volunteers who have individually (or in small groups) responded to general public calls via web site and Facebook page for volunteer actions.

As the experimental farm was developed during the activity implementation, most of volunteering activities have been transferred to the farm, and involved regular maintenance of the farm, but also development of new facilities, such as a warm-bed with Californian warms, installing of a hydroponic pool and growing of lettuce, building of a green roof on the house at the farm, building of a reed bed for recycling grey water and reusing it in the gardens, and building of three raised keyhole beds.

In total we have accomplished 7868 volunteer hours, and have involved 526 volunteers throughout the activity. Therefore, the expected result has been exceeded by 1,868 volunteer hours.

The details on volunteers and volunteering activities are listed in Appendix 34 attached thereto, and attendance sheets are provided in the Appendix 35.

Activity 2.23 Develop and distribute materials on non-formal education

For the organization of a number of training events, held from the beginning of the activity, the project team had worked with the relevant experts to develop and prepare training materials for non-formal education of the beneficiaries.

A total of 1876 sets of materials have been developed and distributed as follows:

- 1509 sets of materials for On-site counseling to farmers throughout Herzegovina through MACU;
- 78 sets of materials for Soft-skills training to unemployed;
- 124 sets of training materials for Non-formal agro training and education;
- 65 sets of materials for Training for start-up enterprises, and
- 100 sets materials for In-house training for farmers.

2.24 Develop and distribute 10 micro business plans.

Ten micro business plans have been developed, with the aim of diversification of agricultural production in Herzegovina, as follows:

1. Garlic,
2. Strawberries,
3. Carrot and baby-carrot,
4. Cherry-tomato,
5. Immortelle;
6. Onion,
7. Raspberry,
8. Lemon balm,
9. Pomegranate, and
10. Fig.

Micro business plans contain basic information on each crop, morphologic characteristics, optimal conditions for growth, requirements for irrigation, fertilization and protection, available varieties, harvesting and storage, and a financial calculations. Upon the approval of micro business plans by the AOR, on 6 May and 17 June 2015, respectively, the micro business plans have been posted online at <http://poljohercegovina.org/en/pitanja/itemlist/category/13-literatura.html>, while printed copies were distributed to farmers at the training events.

Ten micro business plan are attached as Appendix 36.

Ref. Result 3: Working partnerships among key stakeholders in agribusiness in Herzegovina established

Activity 3.1: Mapping the relevant stakeholders in agribusiness (academia, employers, government institutions for agriculture education and employment)

In order to establish baseline data on agribusiness in Herzegovina, NV has worked with partners on gathering the relevant information. A database of 217 stakeholders in agribusiness in Herzegovina (academia, employers, and government institutions for agriculture, education, and employment) was compiled by the implementation team. The database was approved by AOR on 5 December 2013, and is attached as Appendix 37.

Activity 3.2 Defining modalities of cooperation with academia, employers, CSOs and governmental institutions

As soon as the implementation team had mapped the key stakeholders from agribusiness in Herzegovina, a series of meetings were organized to present the activity and to discuss a possibility for cooperation with academia, employers, CSOs and governmental institutions. For all those interested to work with the team, draft MoUs had been drafted outlining modalities of cooperation. The result was signing of 17 MoUs as elaborated under next Activity.

Activity 3.3 Sign 15 MOUs with academia, employers, employment offices, women & youth association, municipalities, ministries and other interested stakeholders:

The total of 17 Memorandums of Understanding (MoU) have been signed between Nešto Više and the partners. Memorandums of Understanding (MoU) have been signed with the cities of Mostar and Trebinje, and the municipalities of: Široki Brijeg, Jablanica, Neum, Konjic, Stolac, Ljubinje, Čapljina, Posušje, Ravno and Berkovići to confirm the cooperation on the activity.

Additionally, MoUs have been signed with the following partners: Agricultural cooperative Jablanica, Women's Association Most Jablanica, Agrimax d.o.o Company Mostar, Citizens' association for rural development and protection of environment Eco-line Mostar, and Farmers' Association Stolisnik Livno.

Signed MoUs are attached as Appendix 38.

Activity 3.4 Designing and advertising volunteerism and internship opportunities in local SMEs for students

A series of volunteer activities was organized with three elementary schools in Mostar (Bosnian-language program: Elementary school Zalik, and Croatian-language program: Ivana Gundulića and Cim), the Center of secondary schools in Trebinje, the Mostar High School Student Council (in cooperation with City of Mostar), SOS Family Center Mostar, and with students and staff of Agro-Mediterranean Faculty, Mostar. However, most volunteering activities have taken place at the experimental farm, for regular maintenance of the farm and improvement of the existing infrastructure. All volunteering opportunities were shared with general public via web site and Facebook page, and whenever applicable advertised in local media outlets.

Activity 3.5 Conducting annual labor needs assessment of employers in agribusiness sector in Herzegovina

This was a regular yearly activity that aimed to identify major gaps in training and capacity building programs available in formal education vs. the actual needs in the labor market.

The first Annual labor needs assessment of employers in agribusiness sector in Herzegovina was carried out by partner Center for Development and Support (CRP) Tuzla in the beginning of August 2014, and approved by the AOR on 25 August 2014. It is available online at

<http://poljohercegovina.org/images/literatura/ANALIZA%20POTREBA%20ZA%20RADNOM%20SNAGOM%20%20PPP%20SEKTORU%20Hercegovine%20Juli%202014.pdf>.

The second Annual needs assessment of employers in agribusiness sector in Herzegovina was carried out by partner Center for Development and Support (CRP) Tuzla and was approved by the AOR on 10 September 2015 and is available online at

<http://nestovise.org/images/dokumenti/ANALIZA%20RADNA%20SNAGA%20U%20PPP%20SEKTORU%20HERCEG 2015.pdf>.

Third and final Annual needs assessment of employers in agribusiness sector in Herzegovina was carried out by partner Center for Development and Support (CRP) Tuzla and was approved by the AOR 15 July 2016, and the document has been made available online at

<http://poljohercegovina.org/en/pitanja/item/950-analiza-potreba-poslodavaca-za-radnom-snagom-u-poljoprivrednom-i-prerativackom-sektoru-regije-hercegovina-za-2016-godinu.html>

Activity 3.6 Organize career days (30 unemployed youth and women and 20 employers)

This was a regular yearly activity bringing the unemployed, students, employment bureaus, academia, and employers together in order to enable employers and unemployed persons from agribusiness to get introduced to

one another, and to establish personal contacts in order to get to know what the employment opportunities and required professional skills and competencies are.

There were three such events, with 170 participants – 68 representatives of employers and 102 unemployed persons and students. The attendance lists are attached as Appendix 39.

1. The first agribusiness Career Day was organized on 18 September 2014 at the Agro-Mediterranean Faculty of Džemal Bijedić University in Mostar. A total of 23 representatives of employers, 30 unemployed persons, and representatives of Bureau for employment of Herzegovina-Neretva Canton, who played an important role in establishing contact with the unemployed, participated in the event. The employers were small and medium enterprises, academia and secondary schools, governmental institutions, cooperatives, associations and development agencies, while the unemployed persons included the students of the final year, those with secondary education, university graduates and persons with postgraduate degrees. All participants were provided with a set of printed materials, containing CVs of unemployed, and basic information and contacts of the participating employers. The purpose of the event was to enable employers and unemployed persons from agribusiness to get introduced to one another, and to establish personal contacts in order to get to know what the employment opportunities and desired skills and competencies are. During the discussion, both the employers and employees, expressed the difficulties they face in everyday life, but also presented a few positive examples. However, several interesting topics need to be noted: there is a need for more opportunities to get practical working experience and to further develop one's competencies; unemployed need to express readiness to stand out from the crowd and a dedication to work hard; the encouragement to express entrepreneurial spirit and to explore self-employment opportunities in agribusiness. The two unions of agricultural associations from Konjic and Jablanica, and the cooperative Jablanica invited all interested unemployed persons from agribusiness to feel free to contact them, and have offered an opportunity to get some practical working experience with them. They also passed an open invitation for all to come forward with promising market-oriented entrepreneurial ideas that may be realized by using the resources and infrastructure already available. Finally, there was a general agreement that there is a compelling need to work together on improvement of a very negative image unjustifiably attributed to agribusiness in Bosnia and Herzegovina.



2. The second Annual event – the agribusiness Career Day - was organized on 17 September 2015 at the Agro-Mediterranean Faculty of Džemal Bijedić University in Mostar. A total of 65 persons - 23 representatives of employers and 42 unemployed persons participated in the event. The employers were small and medium enterprises, the academia and secondary schools, cooperatives, and associations, while the unemployed persons included the students, those with secondary education, university graduates and persons with postgraduate degrees. All participants were provided with a set of printed materials, containing CVs of unemployed, and a copy of the document prepared beforehand - the Annual Survey of labor needs assessment of employers in agribusiness sector in Herzegovina. The findings of the Labor needs survey for 2015 have been presented by Nešto Više staff in the opening, followed by the review of the two-month internship scheme and the activities implemented so far. Out of 30 planned internships, 24 persons have been involved to date completing the internship of 320 working hours in interested companies, associations and cooperatives. Some of the interns shared their experiences: Maja Karačić from Mostar who has completed her internship in the Mlini Krešić Company from Čapljina, and Dženis Maslo from Jablanica who was an intern at Women's association Most Jablanica. Ešref Maksumić of Agrimax Company Mostar presented his experience with engaging interns as an employer, and an agronomist with over twenty years of

experience. Mr. Maksumić also reviewed some of the CVs distributed, and warned the unemployed to take care of the detail when preparing a CV. Ms. Aida Kohnić of Granum Čapljina Company said that it is very important for young unemployed persons with no working experience to list their involvement in helping parents to run a farm in their CV. Other employers, representatives of Mlini Krešić Čapljina Company, Natura Line Trebinje, and Granum Čapljina spoke of their expectations of a potential employee, and encouraged the unemployed to be persistent and to find a way to stand out from the crowd, but also to be prepared to further improve their competencies once they get a job. During the discussion, both the employers and unemployed, expressed the difficulties they face in everyday life, but also presented a few positive examples. Mr. Ante Đolo of Agromediterran Company invited the participants to express entrepreneurial spirit and to explore self-employment opportunities in agribusiness, given the current situation of very few available job opportunities and the abundance of unused agricultural land across Herzegovina. Mr. Mirza Đogić, the owner and general manager of Šumski plod company from Prozor-Rama, involved in growing and collecting berry fruits, freezing, processing and distribution, and is employing several agronomist, invited the participants to visit his farm and the facilities to meet with his young agronomists. Ms. Tea Zerdelić of Mirakol Company Mostar invited the agronomist to come to her office if they are interested in getting involved in food safety standards (HACCP and GlobalGAP). They are offered a free introductory training, and an opportunity to do some field work in finding clients, preparing the paperwork and learning along the way. Despite rather difficult situation in terms of employment in general in Bosnia and Herzegovina, the Career Day event is considered to be constructive and motivating for all the participants.



- 3.1. The third Annual event – the agribusiness Career Day - was organized on 2 June 2016 at the Fair Days of Cherry 2016 in Mostar, in cooperation with the organizers of the Fair and Agro-Mediterranean Faculty of Džemal Bijedić University Mostar. A total of 37 persons - 21 representatives of employers, 14 unemployed persons and 2 volunteers participated in the event. The employers were small and medium enterprises, the academia, professional public institutes, agencies, associations, local government units, and public employment bureau, while the unemployed persons included the students, those with secondary education, university graduates and persons with postgraduate degrees. Sanja Đermanović of Nešto Više presented the internship scheme that has enabled over 30 young persons without previous working experience to complete the internship of 320 working hours in interested companies, associations and cooperatives. Muhamed Garib has shared his views on the internship he has completed at Nešto Više experimental farm. Muhamed marked the opportunity to devise, develop, implement and monitor a plan of growing vegetables in a greenhouse at the farm as a valuable experience that would otherwise be impossible to get. Prof. dr. Nezir Tanović of Agro-Mediterranean Faculty stressed out the importance of practical skills and competencies for students and young agronomists and its effect on the employability of fresh graduates. Prof. Tanović encouraged the younger colleagues to seize every opportunity they have to acquire some practical experience. Dr. Omer Kurtović, director of Federal Institute for agriculture and a leading expert for growth of vegetables in greenhouses, has said that modern-day agriculture requires continuous life-long learning and professional advancement. Esad Bukalo, director of Federal Institute for agro-paedology, said that entire Bosnia and Herzegovina has a huge potential for agriculture development and the advantage of clear waters and non-polluted agricultural lands, half of which is currently out of use. Alija Šator, of Public employment bureau of Herzegovina-Neretva Canton, has presented the surprising results of applications at the recent Public call for co-financing employment and self-employment in agriculture in Herzegovina-Neretva Canton. According to the information of Mr Šator, there was a total of only 20 applications, and only ten of them had satisfied technical criteria. A disappointingly low response despite huge unemployment

figures and the abundance of unused agricultural land across Herzegovina. The discussion also touched upon the problem of fragmentation of agricultural land as an obstacle to doing agriculture as a profitable economic activity, and necessary reform of appropriate legislation, such as re-parcelling (land management), particularly on large arable areas (e.g. Popovo Polje), inheritance legislation, etc. Prof. Tanović and dr. Kurtović presented the current state of affairs concerning the reform of the Law on advisory services in Federation BiH and outlined possible practical solutions for the implementation of the Law. Vladimir Čerečina of Natura line company from Trebinje urged young people not to be afraid to undertake their own businesses in sectors of agriculture and tourism, as he sees great business potential in the whole of Herzegovina.



- 3.2. A complementary career day event was organized on 8 September 2016, albeit in a different format. A group of 18 persons – including 16 students and unemployed persons and two Nešto Više staff members visited the Adria Hishtil Company (<http://adria-hishtil.com>) in Gabela, Čapljina. Adria Hishtil Company sells much of its production to the European markets, and is specialized in production of grafted vegetables seedlings, a product with growing market across Europe. The group was hosted by an agronomist Lana Radoš Pelkić, who led the group through all the stages in the growing of seedlings, from preparation of substrate, sowing of the seeds, protection and fertilization of seedlings, including grafting of the seedlings (which was demonstrated on a seedling of an eggplant). The group was then toured around the Company, and was showed an impressive array of cutting-edge technologies ranging from hygiene maintenance equipment, preservation of optimal temperature for growth of seedlings (air-conditioning, cooling and heating), lighting, protection and fertilization of seedlings to the distribution of seedlings to end-markets. Finally, opportunities for potential engagement and/or employment for students of agronomy and graduates were discussed in the closing of the visit. So, in total, 22 representatives of the employers and 30 students and unemployed persons participated in two separate Career day events in 2016.



3.3. Branding and marking activities

Upon approval granted by the AOR, the two studies' and two inventories' branding and marking was cleared by USAID on 10 June 2014. The printing of the two studies and the two inventories was completed in the week of 7

July 2014. The English version of the two studies and two inventories were completed in the week of 21 July 2014. Both versions, local and English, of the four documents are available online at: <http://www.nestovise.org/bs/nv-izdanja.html> and <http://poljohercegovina.org/en/vijesti/item/98.html> .

On 26 February 2015, the branding and marking materials have been sent to USAID for approval as follows.

- Leaflet;
- Roll banner;
- Sticker
- Flag;
- Small flag;
- Notepad;
- Folder;
- Pens;

The approval for the listed branding and marking materials was granted by Ms. Dražena Peranić of USAID on 30 March 2015.

The branding and marking materials have been printed, and are being distributed at public events, workshops, training sessions, etc.

(iii) Final data, compared to baseline data, for all indicators included in the monitoring and evaluation plan for associate award activities.

Final data for all key indicators, as defined in the Monitoring and Evaluation Plan, shall be discussed, calculated and presented individually in this section. Please note that details on major accomplishments and results achieved, including results for all of the activities implemented, have been presented in the previous section (ii). Final actual data are summarized in Chart No. 1 on page 75 and presented against the initial targets.

INDICATOR: Percent change in value of sales of participating farmers (10%)

Initial definition: 1500 individual producers in 10 municipalities will receive on-site consultancy about new production technologies in area of agriculture; about new ways of providing optimal conditions for plant growth and development with maximum preservation of the environment; choice of optimal assortment and what is very important for the area of Herzegovina about methods to fight drought. That will eventually result in increasing their production and sales volume by 10% over LOP. 100 farmers will receive practical training and will participate in social donation scheme; and in practical way will acquire new knowledge in modern farming technology that will be applied in their farming practices, and thus increase the volume of production on their farms and consequently sales.

Narrative: Under a new Law on advisory services in agriculture of FBiH, which came into force on 4 August 2014, the provision of advisory services by non-state actors is subject to the certification by Federal Ministry of Agriculture, Water Management and Forestry. That prevented Mobile Agricultural Counselling Unit (MACU) of the project from delivering on-site support to farmers. Therefore, it was agreed with the AOR on 22 October 2014, that Nesto Vise works with the integrators (cooperatives, associations and partner municipalities) to substitute on-site counseling with educational sessions to farmers' groups. NV did not have means to provide *in-situ* advisory to farmers, and thus it was impossible to monitor the volume of production and income increase of farmers, as originally planned. Because of that, we did not create individual personal cards for each farmer, as originally planned and written in the PIRS.

Therefore, we decided to interview a sample of trained farmers to establish whether they have actually applied new technologies, and how many of them did. For that purpose, we advised and trained several of our partners to survey a certain number of farmers to find out about that. A total of 161 farmers have been surveyed in Jablanica, Konjic, Stolac, Čapljina and other municipalities, out 781 farmers who received training in FY 2015. The findings are presented in the Summary spreadsheet attached as Appendix 40, and their responses are available in Appendices 41-43. The survey sample amounts to 20% of the total population, and we consider it to be a representative one. The situation concerning the actual state of production and income was monitored from June to November 2015, and the data provided are based on the findings collected in that period.

We have surveyed a sample of 161 farmers, and their responses are presented in tabular view below.

Production increase in 2015		
Not increased	40	25%
0-5%	16	10%
5-10%	42	26%
More than 10%	63	39%
	161	

One quarter of farmers (25) did not increase production, and consequently income in the season 2015; further 10% of farmers increased production up to 5% (average 2,5%); while 26% of them increased production from 5% to 10% (average 7,5%), and finally 39% increased production for more than 10% (I will use 10% as average for this groups of farmers).

One method to calculate average increase is the following:

$0\% + 2,5\% + 7,5\% + 10\%$ (average values of production increase for each group) = 20% to be divided by 4 groups of responses = 5% - meaning that the accomplishment rate for FY 2015 is 100%.

The data for FY 2016 were collected for 40 farmers who received seedlings in winter and autumn 2016, following their selection via two Public calls (2 groups of 20 farmers). A total of 91 farmers (out of 730 that have attended training in FY 2016) have been surveyed in Trebinje, Ravno, Livno, Berkovići, Nevesinje, Tomislavgrad and other

municipalities. The findings are presented in the Summary spreadsheet attached as Appendix 44, and their responses are provided in the Appendix 45. The survey sample amounts to 12,5% of the total population, and we consider it to be a representative one.

Production increase in 2016		
Not increased	34	37%
0-5%	30	33%
5-10%	8	9%
More than 10%	19	21%
	91	

More than a third of the farmers (37%) did not increase their production, and consequently income for FY 2016; further 33% of the farmers increased their production up to 5% (average 2,5%); while 9% of them, increased production from 5% to 10% (average 7,5%), and finally 21% increased production for more than 10% (I will use 10% as average for this groups of farmers). A total of 63% farmers (57) have increased production, and 37% (34) have not increased production at all.

One method to calculate average increase is the following:

$0\%+2,5\%+7,5\%+10\%$ = average values of production increase for each group) = 20% to be divided by 4 groups of responses = 5% - meaning that the accomplishment rate for FY 2016 is 100%.

INDICATOR: Number of farmers and others who have applied new technologies or management practices as a result of USG assistance (F indicator)

Initial definition: Number of farmers and others who have applied new technologies or management practices. Others refer to beneficiaries of this assistance who are not direct agro producers. Support to MSMEs, farmers and cooperatives in introducing HACCP and GLOBALGAP standards, end-market needs consultancy, and consultancy in product design and packaging will enable SMEs in agriculture to effectively compete in a market economy. In situ counseling of farmers on contemporary farming techniques, drought adaptation, and diversification of production (e.g. new varieties that bear earlier or later, better production technologies such as tunnels or green houses, better irrigation) will drive the benefits of favorable prices for land and labor, good climate and a proximity to EU and other international markets. Finally, the project addresses the problem of high unemployment, particularly among women and youth, through delivery of agribusiness training programs, soft-skills training, training for start-up microenterprises, internships and volunteering schemes in local companies and experimental land site.

Narrative: Same as above for farmers receiving assistance in form of education. Under a new Law on advisory services in agriculture of FBiH, which came into force on 4 August 2014, the provision of advisory services by non-state actors is subject to the certification by Federal Ministry of Agriculture, Water Management and Forestry. That prevented Mobile Agricultural Counselling Unit (MACU) of the project from delivering on-site support to farmers. Therefore, it was agreed with the AOR on 22 October 2014, that Nesto Vise works with the integrators (cooperatives, associations and partner municipalities) to substitute on-site counseling with educational sessions to farmers' groups. NV did not have means to provide *in-situ* advisory to farmers, and we did not create individual personal cards for each farmer, as originally planned and written in the PIRS.

Therefore, we decided to interview a sample of trained farmers to establish whether they have actually applied new technologies, and how many of them did. For that purpose, we advised and trained several of our partners to survey a certain number of farmers to find out about that. A total of 161 farmers have been surveyed in Jablanica, Konjic, Stolac, Čapljina and other municipalities in summer and autumn 2015 for FY 2015. The findings are presented in the Summary spreadsheet attached as Appendix 40, and scanned questionnaires are provided as Appendices 41-43. The survey sample amounts to 20% of the total population, and we consider it to be a representative one. Out of 161 farmers surveyed, 363 household members have applied new technologies, 281 men (60%) and 145 women (40%), meaning that 2,25 household members have applied new technologies per a surveyed farmer. When findings of the survey are applied to the entire base of trained farmers of 781, we come to the figure of 1761 farmers, who are 60% male (1057), and 40% female (704).

When data for other beneficiaries are included for FY 2015, they amount to:

Number of farmers and others who have applied new technologies or management practices as a result of USAID assistance	TOTAL	Male	Female
Interns	23	13	10
Seedlings recipients and their household members	137	66	71
Legal bodies (SMES, cooperatives, etc.) receiving assistance in HACCP, GLOBAL GAP, market needs analysis, etc.)	196	112	84
Farmers who attended training by Mobile Agribusiness Counseling Unit (MACU) - (Based on calculation of 161 surveyed farmers and application of sample findings to the entire beneficiary base of 781)	1761	1057	704

The same principle was applied in FY 2016. A total of 91 farmers (out of 730 that have attended training in FY 2016) have been surveyed in Trebinje, Ravno, Livno, Berkovići, Nevesinje, Tomislavgrad and other municipalities. The findings are presented in the Summary spreadsheet attached. Scanned questionnaires will be e-mailed in the e-mails to follow.

The survey sample amounts to 12,5% of the total population, and we consider it to be a representative one.

Out of 91 farmers surveyed, 118 household members have applied new technologies, 95 men (80%) and 23 women (20%), meaning that 1,3 household members have applied new technologies per a surveyed farmer.

When findings of the survey are applied to the entire base of trained farmers of 730, we come to the figure of 946 farmers, who are 80% male (757), and 20% female (189).

The summary spreadsheet is attached as Appendix 44, and scanned questionnaires of farmers are provided in the Appendix 45.

When factoring in the data on other beneficiaries for FY 2016, they amount to:

Number of farmers and others who have applied new technologies or management practices as a result of USAID assistance	TOTAL	Male	Female
Interns	21		5
Seedlings recipients and their household members	114	57	57
Legal bodies (SMES, cooperatives, etc.) receiving assistance in HACCP, GLOBAL GAP, market needs analysis, etc.)	127	59	68
Farmers who attended training by Mobile Agribusiness Counseling Unit (MACU) - (Based on calculation of 161 surveyed farmers and application of sample findings to the entire beneficiary base of 781)	946	757	189
GRAND TOTAL	1198	879	319

The data on MSMEs and other legal bodies applying F-indicator are summarized in Appendix 46, and statements from HACCP and GG beneficiaries are provided in Appendix 47 and 48 for FYs 2015 and 2016 respectively.

So, in total 3374 farmers, managers, students and others have applied new technologies or management practices as a result of USAID assistance, 2149 of them male, and 1225 female. That figure is 211% of the originally planned 1600. The reason is two-fold - a) an average of almost two members of farming household

applied new technologies, such as: new varieties, new irrigation practices and the like; and b) number of workers in the companies that received assistance, who apply new management practices, was much higher than originally projected.

INDICATOR: Number of studies and inventories developed, disseminated and posted on the web site

Initial definition: (1) The selected experts from Agro-Mediterranean Faculty and Agriculture Faculty from Mostar will carry out the assessment of Herzegovina region's fruits and vegetables sector vulnerability to climate change (droughts). The study will contain data on weather trends, fruits and vegetables behavior under changed conditions, varieties that are more resilient to droughts, etc. (2) The experts from the Center for Development and Support Tuzla (CRP) will conduct the assessment of education and employment opportunities in agribusinesses. The study will contain information on available schooling opportunities both in secondary and university education, education profiles, etc. Simultaneously, the available data from the employment bureaus will be collected and organized to reflect the current needs of the labor market. (3) The experts from Agro-Mediterranean Faculty and Agriculture Faculty from Mostar will prepare a comprehensive overview of available agricultural land, ownership type, current state of usage, etc. The inventory of current status and usage of agricultural land may provide input for any future development strategy concerning agriculture in the area. (4) The experts from the Center for Development and Support Tuzla (CRP) will survey the available infrastructure: processing industries and infrastructure facilities in Herzegovina. The inventory will contain data on all available storage, cooling and processing facilities in the area.

Narrative: The four documents were completed in summer 2014: 1) Assessment of Herzegovina region's fruits and vegetables sector vulnerability to climate change (droughts); 2) Assessment of education and employment opportunities in agribusiness; 3) Surveying current status and usage of agricultural land, and 4) Surveying processing industries and infrastructure facilities.

The studies and inventories have been distributed to partners, farmers, and participants of the conference held in summer 2014 and other events held throughout duration of the activity, and are available online both in local and English languages at: <http://poljohercegovina.org/en/pitanja/itemlist/category/13-literatura.html>.

INDICATOR: Number of persons (farmers and unemployed rural youth and women) received training in modern agricultural practices (incl. on-site consulting)

Initial definition: Number of farmers and unemployed rural youth and women who have received on-site consulting, seedlings and on-site extension services, training for start-up microenterprises, tailor-made agribusiness training including practical work, and soft-skills training. Technologies and management practices will include agriculture and agribusiness related technologies, innovations, and management practices that might be related to fruit, vegetable, mushroom and herb production and supply. These may include improved practices on water management and irrigation systems.

Narrative: Over the course of the activity the following training sessions were organized: a) 56 field training workshop on agriculture and agribusiness related technologies with 1509 participants; b) five non-formal agro workshops including practical work for 124 participants, c) 5 workshops for training for start-up microenterprises for 56 participants, d) 6 soft-skills workshops for 78 participants, and e) workshop of risks management in agriculture for 100 recipients of seedlings donation. The details of the training workshops are elaborated under section ii) and respective appendices. So that the total number of farmers who received training is 1867, being 5% higher than originally planned.

INDICATOR: Percent change of increase in income of farmers participating in social donation scheme

Initial definition: Selection of the beneficiaries for the donation of seedlings and the selection process will be done in cooperation with municipal services for agriculture or other relevant municipal departments. All municipalities have lists/registers of farmers/agricultural producers. Once detailed criteria for selection of beneficiaries have been defined, the applicant will work with responsible municipal departments to reach out to potential beneficiaries. Final identification and selection of beneficiaries will be done through a public call and evaluation of applicants by project team and municipal officials. 100 farmers will be donated seedlings; by choosing high-quality seedlings more resilient to droughts, and assortment adapted to Herzegovina specific conditions the volume of yields will be increased and thus the farmers' income will rise for 20%.

Narrative: Three groups of 20 farmers (a total of 60) received donation of seedlings in the period from January to March 2015. The status of their yields was established during monitoring visits by Nešto Više technical staff. The farmers made an estimate of their yields, and the technical staff of NV administered a questionnaire and have established the change on volume and in income of farmers participating in social donation scheme during monitoring of the farmers conducted from June to September 2015. The findings are presented in the Summary spreadsheet attached as Appendix 49, and their responses are available in Appendices 50-52.

We have asked the farmers about their estimate of change of volume of production, which leads to increase of sales, as stipulated in the PIRS.

The findings of the monitoring are presented in tabular views below.

Increase of volume of production in 2015.		
Less than 10%	5	8.3%
10-20%	9	15%
Crops still not harvested	14	23.3%
Not increased, perennial plants planted, this was the first year	31	51.7%
No increase due to mishandling	1	1.7%

It is difficult to set an exact figure here.

If we calculate that 8% of farmers increased production for 5% (median value between 0% and 10%), and 15% increased their production for 15% (median value between 10% and 20%), while 77% of farmers did not increase production, we can calculate the average increase:

$(5\% + 15\% + 0 + 0 + 0) = 20\%$ divided by 5 (groups of available responses) = 4%, meaning that accomplishment rate is 40%.

It is worth mentioning here that over half of the participating farmers did not increase production this season, simply because they planted perennials (e.g. fruit trees, and the like) which will only bear fruits in the following seasons.

Another 2 groups of 20 farmers each received seedling donations in autumn and spring 2016. The status of their yields was established during monitoring visits by Nešto Više technical staff. The farmers made an estimate of their yields, and the technical staff of NV administered a questionnaire and have established the change on volume and in income of farmers participating in social donation scheme during monitoring of the farmers conducted from June to September 2015. We have asked the farmers about their estimate of change of volume of production, which leads to increase of sales, as stipulated in the PIRS.

The findings are presented in the Summary spreadsheet attached as Appendix 53 and their responses are available in Appendix 54.

The findings of the monitoring are presented in tabular views below

Increase of volume of production in 2016.		
Less than 10%	2	5%
10-20%	18	45%
More than 20%	7	17.5%
No increase	2	5%
Not increased, perennial plants planted, this was the first year	10	25%
Data unavailable (farmer unreachable)	1	2.5%

If we calculate that 5% of farmers increased production for 5% (median value between 0% and 10%), and 45% increased their production for 15% (median value between 10% and 20%), while 5% of farmers did not increase production, we can calculate the average increase:

$(5\% + 15\% + 0 + 0 + 0) = 20\%$ divided by 5 (groups of available responses) = 4%, meaning that accomplishment rate is 40%.

It is worth mentioning here that one quarter of the participating farmers did not increase production this season, simply because they planted perennials (e.g. fruit trees, and the like) which will only bear fruits in the following seasons.

INDICATOR: Number of start-up microenterprises established as a result of USG assistance

Initial definition: Upon completion of the training for start-ups, potential entrepreneurs will have a clearer idea as to whether they still want to establish their own company. They will be aware of different types of businesses and will be able to make an informed decision if they still want to register a business. Those who register their businesses within a set deadline upon completion of the training (e.g. six months) will be eligible for reimbursement of 50% of the registration costs from the project budget.

Narrative: After conducting three trainings with total of 43 participants, it appeared that none of the participants were willing to register their business after they learned about all risks involved with their business ideas as well as all necessary costs and obligations to conduct a business as a legal subject as defined by the law. Additionally, due to difficult economic and financial situation, there was little interest in registration of new businesses.

A Public call for start-up companies to apply for reimbursement of part of the registration cost published in July 2015 at <http://www.poljohercegovina.org/bs/vijesti/item/329-prilika-izrada-poslovnih-planova-u-poljoprivredi.html>.

In order to achieve result of 10 start-up companies established, our approach changed, and in addition to organizing trainings for large groups, we have also focused on working individually with people who had been involved already in the process of business registration. The selection of beneficiaries was conducted based on recommendation of our partners (faculties, municipalities, companies etc.), and individual interviews and quality of a developed business plans. The making of business plan for a chosen business with the support of Nešto Više technical staff and legal advisor has helped potential entrepreneurs to be informed about risks and benefits of their prospective business idea, and the different legal options available for business registration (a share-holders company, a Limited Liability Company, a craftsmanship, etc.). Once a business plan has been developed and various legal options have been considered with the technical assistance provided by Nešto Više – potential entrepreneurs were able to make an informed decision whether they want to proceed with their business registration. For those who have chosen to proceed and register a start-up, it was our intervention in the form of technical assistance and legal advice that contributed to their decision to proceed (or to give up for that matter) with business registration. Furthermore, the reimbursement of 50% of business registration cost could be further incentive for prospective entrepreneurs, as the investment capital is not easily available for start-up companies, and the 50% saved in that way may be invested in business-doing.

Finally, ten (10) start-ups have been supported from the business registration fund and this indicator has been achieved 100%.

INDICATOR: Number of SMEs and farmers achieving HACCP and GlobalGAP standards

Initial definition: The activity shall assist the farmers and SMEs to improve their ability to withstand pressures emanating from the CEFTA Agreement and the EU accession process. This indicator allows the project to track the progress of beneficiaries towards sustainable competitiveness in this environment.

Narrative: The public call for interested companies, cooperatives and farmers to apply has been open since November 2014, and was published at <http://www.poljohercegovina.org/bs/vijesti/item/158-javni-poziv-za-uvodenje-haccp-standarda.html> and <http://www.poljohercegovina.org/bs/vijesti/item/214-javni-poziv-za-podrsku-uvodenju-globalgap-standarda.html> and it was distributed via partner municipalities, REDAH RIC web portal, partner municipalities and agencies and interested local media outlets.

In addition to distribution of the Public calls via partner municipalities, development agencies and media, over 70 companies from the eligible area have been contacted on the phone, and informed on the possibility to be supported in introduction of quality standards and certification, followed by the field visits to those who expressed interest. We have also worked with the certification agencies, who have helped us identify the companies that they knew were interested in introducing quality standards. Finally, we were able to achieve the expected result and to support 20 beneficiary companies in introducing HACCP and GlobalGAP and be awarded appropriate certificates.

The 20 certificates awarded to beneficiary companies, cooperatives and farmers are provided in Appendix 29.

INDICATOR: Number of students completed internships in local companies

Initial definition: Volunteerism and internship opportunities for students will be designed to enable students to spend their summer holidays at the experimental land site and local enterprises to increase their employability and connect them with potential employers.

Narrative: A total of 34 interns - senior students, graduates of faculties of agriculture, and persons with secondary education, with no previous experience in agricultural sector - have been involved in the 2-month internship scheme (320

working hours each). Following the consultations with legal and financial advisors, the interns have been being engaged on the basis of a service contract, as the current legal framework recognizes only internships in public services for period not shorter than one year. Due to other obligations, two interns have spent only one month (160 working hours) doing their internship in Nešto Više: 1) Martina Đorđevska, a student of the Food Technology and Biotechnology Department of Skopje University, Macedonia interned during summer break in 2015 had to be back to school, and 2) Adin Hadžić, a graduate agronomist from Agro-Mediterranean Faculty Mostar, interned in winter 2014, had got a job offer. Therefore, a total of 34 students and graduates have been involved in two-month internship scheme – 32 of them have completed 320-hours internship, and two of them interned for 160 hours. The 34 interns have been involved, and 33 full two-month internships have been completed, or 10,880 working hours for the entire activity duration.

Nineteen (19) interns are male, 56% of the total number, and fifteen (15) are female, or 44% of the total number of interns. Their places of origin are: Mostar (13), Jablanica (7), Čapljina (5), Bugojno (3), Konjic (2), Stolac (1), Maglaj (1), Jajce (1), and Gornji Vakuf-Uskoplje (1).

Out of engaged 34 interns, 25 were students or graduates from the Agro Mediterranean Faculty of Džemal Bijedić University; 3 came from the Faculty of Agronomy and Food Processing Technology of Mostar University; one from Faculty of agriculture Sarajevo, one from Priština (Kosovo), one from Skoplje (Macedonia); while three of them were graduates from secondary agricultural school. The local companies that received interns were mostly shops with agricultural equipment, seeds, and seedlings (Agrimax Mostar, Gaj Potoci, Mujala Konjic), agro-cooperatives (Ekolife Crnići, Hercegovka Stolac, ZZ Jablanica Jablanica), NGOs Most Jablanica and Novi Val Blagaj, and company Mlini Čapljina). However, the most interns (18) were engaged at the experimental farm, where they were given opportunity to employ academic knowledge from their studying in growing fruits, vegetables and aromatic herbs.

When compared to the target of 30 interns completing their two-month internship scheme, this indicator has been exceeded by 10%.

All details on interns, their names and other data are available in Appendices 32 and 33.

INDICATOR: Number of students placed in volunteering schemes

Initial definition: Volunteerism and internship opportunities for students will be designed to enable students to spend their summer holidays at the experimental land site and local enterprises to increase their employability and connect them with potential employers.

Unit of Measure: Number of students: number of volunteers hours

Narrative: Due to complex legal framework, as elaborated in next section (iv), the strategy has shifted from having 150 volunteers (high-schools students and university students) to work 40 hours each (a total of 6000 volunteering hours over the three years of the activity) to thematic volunteering actions open to general public at various locations (experimental farm, but also universities, schools' yards, other organizations' premises, etc.). The focus was still on students, unemployed youth, and women; however we have readily accepted others interested in volunteering activities.

Therefore, 526 volunteers have been involved with less than 40 hours per person in average, and 7868 volunteers' hours have been achieved (being 131% of the originally planned 6000 hours).

The volunteers were 45% male (237) and 55% female (289). Overall, 269 elementary, secondary and university students have volunteered, accounting for 51% of the total number of volunteers, and additional 33 children of pre-school age have been involved as well. Unemployed persons make another significant category with the participation of 18% of the total number, or 95 persons. There were also 24 foreign nationals who volunteered, making significant 5% of the total number.

The data on volunteers is summarized in the following Chart 2, and the details are provided in the Appendix 34.

Chart 2 - Overview of volunteers involved par category and sex

Category	M	%	F	%	Total	% of total
Pre-school (kindergarten)	15	45%	18	55%	33	6%
Students	110	54%	99	47%	209	40%
University students	24	40%	36	60%	60	11%
Unemployed	31	33%	64	67%	95	18%
Employed	32	44%	40	56%	72	14%
Retired	6	60%	4	40%	10	2%

Foreign nationals	11	46%	13	54%	24	5%
Unknown	8	35%	15	65%	23	4%
	237	45%	289	55%	526	100%

Chart 1. Monitoring and Evaluation Plan

Indicator	Baseline	LOP Target	2014		2015		2016		Total	LOP Attained
			Target	Attained	Target	Attained	Target	Attained		
- Percent change in value of sales of participating farmers (10%)		10%			5%	5%	5%	5%	10%	10%
- Number of farmers and others who have applied new technologies or management practices as a result of USG assistance (F indicator)		1600	50	59	750	2117	800	1198	3374	211%
- Number of studies and inventories developed, disseminated and posted on the web site		4	4	4					4	100%
- Number of persons (farmers and unemployed rural youth and women) received training in modern agricultural practices (incl. on-site consulting)		1775	75		850	920	850	947	1867	105%
- Percent change of increase in income of farmers participating in social donation scheme		20%			10%	4%*	10%	4%*	20%	40%*
- Number of start-up microenterprises established as a result of USG assistance		10			5	5	5	5	10	100%
- Number of SMEs and farmers achieving HACCP and GlobalGAP standards		20			10	10	10	10	20	100%
- Number of students completed internships in local companies		30			15	21**	15	12**	33**	110%**
- Number of students placed in volunteering schemes.		150			75	87***	75	110***	197***	131%***

*More than half of farmers in FY2015 planted perennials that will bear fruit later, and 25% of farmers in FY2016 as well.

**A total of 34 students and graduates have been involved in two-month internship scheme – 32 of them have completed 320-hours internship, and two of them interned for 160 hours. The 34 interns have been involved, and 33 full two-month internships have been completed, or 10,880 working hours for the entire activity duration.

*** The strategy has shifted from having 150 volunteers (high-schools and university students) to work 40 hours each (a total of 6000 volunteering hours) to thematic volunteering actions open to general public at various locations. Therefore, 526 volunteers have been involved with less than 40 hours per person in average, and 7868 volunteers' hours have been achieved (being 131% of the originally planned 6000 hours).

(iv) A summary of problems/obstacles encountered during the implementation, and how those obstacles were addressed and overcome if appropriate;

Delivery of on-site support to farmers by Mobile Agricultural Counselling Unit (MACU)

The Law on advisory services in agriculture of FBiH, which came into force on 4 August 2014, has made the significant impact on the activity, particularly to the delivery of on-site support to farmers by Mobile Agricultural Counselling Unit (MACU).

Under a new Law on advisory services in agriculture of FBiH, the provision of advisory services by non-state actors is subject to the certification by Federal Ministry of Agriculture, Water Management and Forestry. That has prevented Mobile Agricultural Counselling Unit (MACU) of the project from delivering on-site support to farmers. Therefore, it was agreed with the AOR on 22 October 2014, that Nešto Više works with the integrators (cooperatives, associations and partner municipalities) to substitute on-site counseling with educational sessions to farmers' groups. The by-laws and Book of regulation necessary for the implementation of the Law on advisory services in agriculture of F BiH have only been passed in May 2015, meaning that Nešto Više was unable to apply for certification until then, even in theory. Under the FOG, Nešto Više was obliged to deliver training to 500 farmers until 17 June 2015 (end of Milestone #14). The Article 16 of the Law (<http://www.fbihvlada.gov.ba/bosanski/zakoni/2013/zakoni/24hrv.html>) stipulates that only business (profit-making) legal entities and cooperatives registered for provision of advisory services, and employing at least two agronomist –agricultural advisors – qualify to apply for a certificate. Nešto Više did not qualify, since it is a non-profit citizens' association registered at the state level, and does not employ two certified agricultural advisors.

Because of that, Nešto Više was unable to provide in-situ advisory to farmers, and thus it was impossible to monitor the volume of production and income increase of farmers, as originally planned under Monitoring and Evaluation Plan. Therefore, a questionnaire was developed and administered to a representative sample of participating farmers by Nešto Više technical staff from June to November 2015 (for FY 2015) and in summer 2016 (for FY 2016) to establish the actual situation with volume of production and increase of sales, as well as the application of new technologies and management practices by trained farmers (F-indicator).

The results, including status of volume of production and F-indicator are presented under section iii) Final Data of the report.

Support to SMEs and farmers in introducing HACCP and GlobalGAP standards

The public call for interested companies to apply has been open since November 2014, and was published at <http://www.poljohercegovina.org/bs/vijesti/item/158-javni-poziv-za-uvodenje-haccp-standarda.html> and <http://www.poljohercegovina.org/bs/vijesti/item/214-javni-poziv-za-podrsku-uvodenju-globalgap-standarda.html>, and it was distributed via partner municipalities, REDAH RIC web portal, partner municipalities and agencies and interested local media outlets.

The project team has worked with the applicants to ascertain their readiness and availability to commence the HACCP implementation process. First, it was necessary to conduct the analysis to establish whether a company and its facilities that are subject to standard implementation satisfy technical criteria. Once such first step has been completed successfully, the appointment of a team, the scheduling of implementation steps and timeline, and signing of the contract would follow.

However, a number of companies that had applied for this form of technical support, dropped out when they realized that they had to make considerable investments in construction and infrastructure improvement required for attaining the quality standards. Only the companies that have had the prospects or already established business cooperation with foreign markets were interested for this form of technical support.

Once we had realized that identifying the planned number of companies to be supported in introduction of HACCP and GlobalGAP may be a challenge, we intensified our efforts on the identification of potential new beneficiaries. In addition to distribution of the Public calls via partner municipalities, development agencies and media, over 70 companies from the eligible area have been contacted on the phone, and informed on the possibility to be supported in introduction of quality standards and certification, followed by the field visits to those who expressed interest. We have also worked with the certification agencies, who have helped us identify the companies that they knew were interested in introducing quality standards. Finally, we were able to achieve the expected result and to support 20 beneficiary companies in introducing HACCP and GlobalGAP and be awarded appropriate certificates.

Support to Start-up businesses

Originally, it was planned to organize start-up businesses trainings for 60 participants in total over the period of three years. The participants, after developing individual business plan and finishing process of business registration, would be entitled to apply for funds to cover part of business registration costs as defined by Rulebook on establishment of business registration grant scheme. However, after conducting three trainings with total of 43 participants, it appeared that none of the participants were willing to register their business after they learned about all risks involved with their business ideas as well all necessary costs and obligations to conduct a business as a legal subject as defined by the law. Additionally, due to difficult economic and financial situation, there was little interest in registration of new businesses.

In order to achieve result of 10 start-up companies established, our approach changed, and in addition to organizing trainings for large groups, we have also focused on working individually with people who had been involved already in the process of business registration. The selection of beneficiaries was conducted based on recommendation of our partners (faculties, municipalities, companies etc.), and individual interviews and quality of a developed business plans. The making of business plan for a chosen business with the support of Nešto Više technical staff and legal advisor has helped potential entrepreneurs to be informed about risks and benefits of their prospective business idea, and the different legal options available for business registration (a share-holders company, a Limited Liability Company, a craftsmanship, etc.). Once a business plan has been developed and various legal options have been considered with the technical assistance provided by Nešto Više – potential entrepreneurs were able to make an informed decision whether they want to proceed with their business registration. For those who have chosen to proceed and register a start-up, it was our intervention in the form of technical assistance and legal advice that contributed to their decision to proceed (or to give up for that matter) with business registration. Furthermore, the reimbursement of 50% of business registration cost could be further incentive for prospective entrepreneurs, as the investment capital is not easily available for start-up companies, and the 50% saved in that way may be invested in business-doing.

Internships

In the beginning of the implementation of a 2-month placement of interns (senior students or fresh graduates with no previous experience in agricultural sector), NV has faced considerable difficulties due to the ambiguity of legal framework, and the suspicion of both prospective interns and companies/cooperatives/NGOs to serve as their employer. The most appropriate legal contract form has been sought to use for interns. The bookkeeping/accounting agency suggested a service contract form or volunteer contract form. We have chosen a service contract form for the interns as the prospective employers (local companies and cooperatives) informed us that their bookkeeping agencies advised that a volunteer contract is not acceptable: if the inspection found interns on volunteer contract in their premises, they will consider them as non-registered/illegal employee. Therefore, the company would be subject to a fine and negative record. Because of that, we were not able to engage volunteers in companies at all.

Thanks to the invested efforts and the cooperation with long-standing partners, and following the completion of the first round of 5 internships, the internship scheme has become increasingly popular among students/graduates and employers alike.

Out of engaged 34 interns, the most were students or graduates from the Agro Mediterranean Faculty of Džemal Bijedić University, a few from Faculty of Agronomy and Food Processing Technology of Mostar University, a couple of them studied in Priština (Kosovo) and Skoplje (Macedonia), and three of them were graduates from secondary agricultural school. The local companies that received interns were mostly shops with agricultural equipment, seeds, and seedlings (Agrimax Mostar, Gaj Potoci, Mujala Konjic), agro-cooperatives (Ekolife Crnići, Hercegovka Stolac, ZZ Jablanica Jablanica), NGO Most Jablanica, and Mlini Čapljina company).

However, the most interns were engaged at the experimental farm, where they were given opportunity to employ academic knowledge from their studying in the production planning, irrigation, protection, fertilization and working with seed and seedlings, pruning, organizing and planting orchards, vegetables and fruits growing, flowers and medicinal herbs, vegetables-growing in greenhouse, working with the machinery, harvesting and donating crops to beneficiary institutions, beekeeping, hydroponics and coaching visiting groups and volunteers how to grow foods. The interns were visited and mentored by experts from various fields of agriculture, including but not limited to their professors.

Volunteers

The most appropriate legal contract form has been sought to use for volunteers' placement. The bookkeeping/accounting agency suggested a service contract form or volunteer contract form. We have chosen a service contract form for the interns as the prospective employers (local companies and cooperatives) informed us that their bookkeeping agencies advised that a volunteer contract is not acceptable: if the inspection found interns on volunteer contract in their premises, they will consider them as non-registered/illegal employee. Therefore, the company will be subject to a fine and negative record. Because of that, we were not able to engage volunteers in companies at all. Furthermore, while checking interests and availability of high-school and university students, we have learned that they have no time to miss entire week during school time, but only over a summer and/or winter break, which are not very productive times of year in agriculture; and individually they showed little interest to engage themselves in volunteering scheme of 40 hours in a week; and finally the volunteers more readily responded to thematic volunteer actions, where they can engage themselves in smaller or larger groups.

The strategy has shifted from having 150 volunteers (high-schools students and university students) to work 40 hours each (a total of 6000 volunteering hours over the three years of the activity) to thematic volunteering actions open to general public at various locations (experimental farm, but also universities, schools' yards, other organizations' premises, etc.). The focus was mainly on students, unemployed youth, and women; however we also readily accepted others interested in volunteering activities. A Manual on Volunteering has been made, and in accordance with the Law on Volunteering in RS and in Federation BiH, a contract between Nesto Više and any volunteer is in verbal form. As spelled out in the Manual, Nesto Više keeps records on each volunteer's engagement, description of activity, date, location, and time duration of volunteering.

As we were accomplishing more visible results at the experimental farm with the interns and volunteers, and shared the news via website and Facebook, there was more interest from both individuals and groups to join us in volunteering activities. The organizations that were donated fruits and vegetables shared news about us through their social networks, and local media covered our activities (web portals, newspapers, radio and TV stations). Through our long-standing partnerships in the USA, we hosted seven US students from Minnesota (College of Saint Benedict – Saint John's University) for two months during summer 2016: all of them volunteered at the farm, but three of them spent two full months volunteering at the farm. Finally, we have achieved more than 7000 volunteer hours, and have involved over 500 volunteers. Our intention is to encourage more people to engage themselves in volunteering activities, both at the farm and anywhere in their own communities with our help, if needed.

(v) Lessons learned, best practices, and other findings from each of this associate award programs, along with recommendations for future programming under each of the program objectives;

Objective 1: To assess current opportunities and challenges in agribusiness sector in Herzegovina.

The digitalization of cadastral records and their harmonization with land registry books

There were some difficulties for the two partner faculties of agronomy (Agro Mediterranean Faculty of Džemal Bijedić University and Faculty of Agronomy and Food Processing Technology of Mostar University) in collecting data on the availability of agricultural land from the 23 municipalities in Herzegovina. The reason is that the land registry books and cadastral records are not harmonized (e.g. ownership of the land vs. possession of the land). The lack of harmonization has been identified as an obstacle for economic development, the issuance of building and business permits, and development and urban planning in general. Financed by World Bank loans, the Land Registration Project (LRP) was implemented first, and currently the Real Estate Registration Project (RERP) is under implementation from 2013 to 2018.

*“The cadastre and land registry evolved since 1870s in divergent direction. This divergence is manifested through the presence of two completely different systems of records in most of the territory of the federation of Bosnia and Herzegovina. This is a serious impediment to economic development, resulting in the steps being taken as of late to harmonize the cadastre and land registry.”*¹

However, many mayors and municipal officials had not seen agricultural land as a valuable resource at the time the Inventory of available land in Herzegovina was being made in summer 2013. The situation changed gradually when some areas in Herzegovina experienced an increase in raising immortelle plantations in last couple of years, and a great interest expressed by both domestic and foreign investors. Several municipalities, notably Ljubuški, Stolac, Čapljina and Berkovići, have responded by providing investors with the concessions for use of municipally-owned land, including the plots located in the hills and hilltops, which otherwise would be unused.

Therefore, support to further efforts in the digitalization of cadastral records and their harmonization with land registry books would create prerequisites for proper urban and economic development planning, the monitoring of real estate market, and identifying land for investment promotion and agricultural subsidies.

Objective 2: To enhance the capacity of MSMEs and to strengthen competitiveness of farmers and the workforce, women and youth in particular, through creating the infrastructure to provide intensive, tailor-made capacity building programs.

Donation of seedlings to farmers

Several issues have been identified during the implementation of the activity 2.11 *Establish system of social donation scheme through delivery of seedlings for 100 beneficiaries who contribute their work and land*. First, any kind of grant/donation is seen as a charity for socially vulnerable categories in community as opposed to being a tool for economic empowerment of existing agricultural producers. This view is shared among applicants, local government and community in general and it can be directly linked to post-war abundance of international funds and lack of criteria for their distribution which caused kind of donation-dependency mindset where many people feel entitled to be given something without justified reasons and their own investment. Recommendation for future similar activities could be to adopt selection criteria of retroactive funding, meaning that the funds will be reimbursed to the beneficiary once he/she has provided valid proofs of investment end expenditures. Such grant scheme should involve a cash contribution of participating farmers in the amount equal to the grant provided by the donor.

General conclusion is that, in order to make tangible and lasting income increase through similar agricultural grants, grants provided by this project (400 BAM or approx. 250 USD per beneficiary) are not sufficient, especially if producers are interested in growing new crops and/or perennial fruits. Recommendation for future is to provide more substantial grants, a minimum of 1,500 BAM (approx.1,000 USD) per beneficiary (depending of type of crop selected), followed by appropriate training and extension services for producers.

¹ *Cadastre and Land Registry Harmonization in the Federation of Bosnia and Herzegovina*, Ivan Lesko, Edib Mehmedovic and Zeljko Obradovic, FIG Working Week 2015, From the Wisdom of the Ages to the Challenges of the Modern World, Sofia, Bulgaria, 17-21 May 2015. https://www.fig.net/resources/proceedings/fig_proceedings/fig2015/papers/ts06b/TS06B_lesko_mehmedovic_et_al_7700.pdf

Second recognized issue are new trends in agricultural productions where producers start new production of currently highly marketable crops not common for their area (i.e. raspberries and immortelle), and available information are often not reliable. The reason why producers choose to risk and start new production is unrealistic financial projection of profit, promoted by seedlings producers and traders, or calculations based on retail prices of given crop in western countries. Main problem is that farmers often do not possess adequate knowledge and equipment necessary to grow those crops properly which results in harvest and post-harvest losses. A possible way to avoid that would be a mandatory soil analysis conducted by authorized institution, followed by the training and on-site counseling through the production process and a reliable market analysis for specific crop, including contracts with known buyer(s).

Third specific issue is the lack of updated National Database of Registered Plant Varieties (the latest update was in 2010) since some of seedlings requested by selected beneficiaries could not be procured with proper documentation (a health certificate and an assortment pureness documentation). Because of that, many agricultural producers resort to either buy preferred plant variety without valid documentation or buy plant variety which is in the database but it is not necessarily the best choice for their geographical location and soil type. Hopefully, state-level committee, comprising of relevant experts from both entities, will be able to overcome mutual politically-driven disagreements, and to adopt Database of Registered Plant Varieties used by other European countries. That is a mandatory step in the accession of Bosnia and Herzegovina to the EU.

Support to SMEs and farmers in introducing HACCP and GlobalGAP standards

Having worked with the management of MSMEs for a couple of years, we have learned that the managers will work on the introduction of quality standards if they see it as an opportunity to expand their market (e.g. exporting their product), but there is very few of them who see it as a tool to make their working practices more efficient and advanced. Both entity Ministries of Agriculture, Water Management and Forestry, of Federation BiH and the RS, have had public calls for support in quality standards introduction and reimbursement of 50% of the associated costs. Additionally, there have been many opportunities for the companies to receive such support via various donor-funded project in the last several years, so that the market is in a way "over-saturated". The managers of MSMEs (in most cases the owners too) who want to improve their business-doing in the long-run tend to appreciate project-like support, which is being delivered over a period of time and involves frequent visits and support in various aspects (new products, processing, marketing). The reason is that they are so busy making their business survive that they do not have time to plan for further development and expansion of their businesses. Therefore, an integrated support in a number of areas commensurate with investment in modernizing their technologies, where possible, over a period of time would be recommended.

Objective 3: To establish working partnerships among Agribusiness Centre for Professional Development (ACPD), academia (universities and secondary agriculture schools), employers (MSME's and cooperatives), farmers, civil society organizations for women and youth (CSO's) and governmental institutions responsible for agriculture and employment.

Internships

As we approached the end of the activity, more students and graduates showed interest in doing their internship at the experimental farm; they were following progress at the farm through our Facebook page, and many group and individual paid visits to the farm where they could see results and hear the stories behind them. Most importantly, they saw their colleagues doing internship run the process of growing fruits and vegetables at the farm and were introduced to the opportunity of applying theoretical knowledge in practice. The internship helped them develop professional skills and self-confidence, and the students they were increasingly encouraged by their professors to apply for an internship (which was not the case at the beginning of the activity). At the participatory meeting in September 2016, Alisa Hadžibulić of the partner Agro-Mediterranean Faculty of Džemal Bijedić University in Mostar singled out the internship scheme as particularly significant, as it offered the students and fresh graduated an opportunity that would otherwise be impossible to attain. Alisa says that she could see her students gain confidence through working on practical agricultural activities at the experimental farm, since their regular studying falls short of providing it.

We engaged four more students than originally planned because they were good candidates and hard-working young people, but eventually we had to close the process. There are still students calling and asking for internship placement: our answer is that we are seeking new project opportunities for an improved internship program. While debriefing the interns about their internship experiences, all of them put forward the

same proposal – to create an internship scheme lasting at least six month offering an intern the opportunity to start and finish the season (from sowing to harvesting) and to deal with all challenges involved in growing seasonal crops. At the end of the activity at least 10 interns work in their professional field, and others have other temporary jobs while trying to find their own place in agriculture. Two interns will be employ in a new social enterprise started by Nešto Više.

This segment of the activity is considered the most successful, and we shall continue working on creating new internship opportunities for young people in this field, possibly with USAID-funded FARMA II activity and other partners.

Long-term strategy for the development of the experimental farm through partnerships

NV has bought the property that has served as experimental farm in Humilisani, Bijelo Polje, 10 km north of Mostar. Through the activities on clearing the ground, erecting the fence, and installation of greenhouses - NV and USG assistance provided employment to local companies and workers. Furthermore, with the engagement of seasonal local labor, work with students and university, volunteering and education actions in the farm, experimental growth of vegetables and donations to public institutions, the farm has been promoted and gained in popularity among farmers and hobbyists alike.

Nešto Više managed to identify a suitable land plot north of Mostar, total surface 6.855 m², to serve as experimental land site for practical education. A pre-contract for purchase of the land was signed on 6 February 2014, and the advance payment has been made. The contract was signed and the remaining payment was made on 14 March 2014, and the experimental land site has been in the ownership of Nešto Više since. The ground works on clearing the ground on the experimental land site and erecting the fence to protect the property started in mid May 2014. The first phase of grounds works and the erecting the fence were completed on 10 July 2014. The second phase of ground works on levelling the ground to allow for installation of greenhouses were completed in August 2014. The ground works, installation of the irrigation system and electrical installation works in the greenhouses have been completed in late December 2014. The procurement and installation of the two greenhouses and moto-cultivator at the experimental farm have been completed in November 2014. The connection to the power public network has been secured as well.

In June 2015, Nešto Više bought a piece of land total surface of 3.712 m² adjacent to the experimental farm, so that now the total surface of experimental farm in ownership of Nešto Više is over 10,000 m². A part of the reason for buying the property was frequent trespassing on the Nešto Više farm from that very property. Works on construction of access road with access ramps to both greenhouses, allowing people with disabilities to work at most facilities in the experimental farm, was completed in May 2016.

Within the farm, two structures (to be family houses) were built in 1990s, just before the war. The basic construction suffered damages during the war and have been worn down by time and weather; but are statically sound and suitable for reconstruction. The architect made a professional project design for reconstruction of one house. Since the beginning of 2016, NV decided to start investing in basic reconstruction in order to be the future home of ACPD, accessible to people in wheelchair. The reconstruction is staged in a number of steps. The reason is simple – insufficient funds available at the time for a full reconstruction. The current strategy is to have as many volunteers and activists as possible involved, including businesses, who are willing to help in the reconstruction both with their professional skills and their man-power. Furthermore, by using permaculture principles, design and knowledge of some staff members and activists, some construction work is done through advanced permaculture workshops. Examples are the reed bed for recycling grey water from the house (everything but the toilet), which is then used for watering crops and orchards, and green roof which is living roof with succulents designed to be self-sustainable and to provide hydro and thermal insulation instead of more expensive classical roof, and to provide purified rain water that will be collected and used for watering crops and orchards. Permaculture is the design and maintenance of agriculturally productive ecosystems which have the diversity, stability, and resilience of natural ecosystems. It is the harmonious integration of landscape and people — providing their food, energy, shelter, and other material and non-material needs in a sustainable way.

As for the rest of the property, apart from two greenhouses (approx. 1000 m²), there are three organic/permaculture vegetable gardens, some 500 m² under aromatic herbs (immortelle and lavender), new fig orchard of 80 fig-trees, areas with fruits such as citruses, raspberries, pomegranates, chokeberries, blackberries, eight beehives, flower gardens and gardens with seasonal plants for feeding bees, open area with raised keyhole beds and fast growing trees for providing shade for people with disabilities to work in the gardens, and vegetable gardens within both old and new orchards.

The crop donations for 13 institutions came from the greenhouses #1 and #2, the gardens and orchards. Greenhouse #2 was positioned on a rocky surface and it was not possible to grow crops in the soil, so the

tables with soil and/or other medium such as water, gravel and perlite served for vegetables growing. Hydroponic growth of greens was organized in this greenhouse, and it also serves as nursery-garden.

At the beginning of working within the greenhouses, NV staff followed professional advices from mentors to protect crops, and applied allowed pesticides. Since summer 2015, we decided to exclude all chemicals that are not specifically allowed in organic production; by spring 2016 we stopped hydroponic production of crops with mineral fertilizers. All production of food at the farm is now based on protection and fertilization of crops exclusively by organic-approved chemicals.

NV staff members have been trained and received certification in permaculture design. We have developed new interest to take a step further and make transition from organic production of food towards developing permaculture farm which would involve not only specialized natural food production, urban agriculture, but also special care toward energy efficiency (wind, sun, heating, cooling, etc.), building with natural materials, water and air management, soil healing and management, recycling methods, and developing strong communities interested in promoting such responsible way of acting toward other people and natural resources.

All agro-assets serve as a polygon for practical work of students, interns, volunteers, workshop participants, and groups in educational and therapeutic sessions. Based on interests, abilities and availability, many activities were organized for individuals and groups from BiH and abroad working with marginalized groups and are interested in bringing their members to learn and apply new knowledge at the farm. Educational institutions from kindergartens, through elementary and secondary schools to universities expressed their interest as well.

The group that has made the greatest impact to the farm development are the interns. It was their first experience where they had freedom to plan, organize and implement practical activities in different areas (preparation of soil, fertilization, mechanization, working with irrigation systems and putting foils/mulching before planting, working with seeds, seedlings, protection of crops, spotting disease and pests and making and/or applying organic protection, pruning, planning and choosing assortment of fruit and planting new fruit trees, working with flowers, herbs, bees, vegetables and perennials, working at hydroponic production of food, composting - cold with worms, and warm composting, working with new permaculture design on recycling water and collecting rain, applying mix planting with flowers and herbs and to protect crops with minimized need for intervention against pests). The interns participated in volunteers' actions and coached visiting individuals and groups.

The crop harvested at the farm from summer 2015 to the fall 2016 was donated to 13 institutions and 20 families living in extreme poverty. In total, 8 tons of fruits and vegetables reached 1400 persons and their families. In addition to the obvious achievement, providing healthy fresh food for those in need, this activity has made local community more sensible toward people in need, and served as an example to interns and volunteers that sharing the products of our work with less fortunate people can and should be a part of everyday life of each individual and organization/business. Some beneficiaries of those 13 organizations/institutions were active in the workshops organized at the farm, contributing toward a better inclusion of people with disabilities into society.

While planning the farm development, we have engaged a consultant – an active person, wheelchair-user, to instruct us on every details while designing pieces of infrastructure (e.g. wheelchair trail across the farm, toilets, doors, holders, corners, raised keyhole beds for gardening from the wheelchair), and to lead the process of designing new project ideas to introduce people with disabilities to the farm and gardening or growing food. Just before the end of this activity, two projects working with people/children with disabilities were approved, and one of them will involve people with disabilities from Mostar and Sarajevo at the farm. Furthermore, over last two years we have organized volunteer actions and visits for people with disabilities, both physical and/or mental, and it is our intention to keep working with them in future even more. We will engage people and organizations from other towns of BiH and region, once the infrastructure allows them to spend an entire day at the farm with no access issues. We have developed relationships with professionals in agriculture who are also activists in the field of integrating people with disabilities, offering variety of specific and practical solutions in gardens, greenhouses, and beekeeping.

Our intention is to work in partnerships with NGOs, institutions, and companies open to work together toward new projects and programs connected with eco agriculture, permaculture, introducing, educating, and empowering people to grow their own food and to buy food from local farmers, and lean toward clean energy, healthy management of soil, water, and air, as well as recycling and reusing models that we want to develop at the farm.

NV is now in the process of registration of a new company for eco landscaping where two interns will get their first job. The intention is to sell some crops from the farm through this company to cover basic maintenance

costs. The company is offering other possibilities that might be used in near future, such as producing and selling eco seedlings, processing (drying, pickling, and essential oils), and to use farm infrastructure for eco-village tourism. Important to say, NV will use the infrastructure of the farm to employ new people and introduce new products and ideas to local market, but will keep strong focus on developing and implementing new projects as an NGO in order to empower as many people as possible for a better quality of life.

(vi) A comparison of actual expenditures with budget estimates, including analysis and explanation of cost overruns or high unit costs, and any other pertinent information.

The Schedule of Milestones Analysis/ budget

INTRO

Citizens association "Nesto Vise", UGNV, successfully executed Fixed Obligation Grant (FOG) No. AID-168-F-13-00002, Agriculture – Agribusiness Microenterprise Development in BiH hereinafter FOG. Even though UGNV has an experienced staff this was a first time UGNV staff facing with FOG, particularly with the financial instrument integrated in FOG. The financial obligations were described in the Section D of FOG. USAID team and UGNV staff during the negotiation process jointly created the Schedule of Milestones associated for the proposed project, and base for this schedule was a budget proposal initially submitted by UGNV. During the negotiation process USAID had made a risk assessment and ensured that all costs in the initial budget were reasonable and realistic. Once when it was established, the Schedule of Milestones was created and later on integrated in FOG. Main difference between a budget and a schedule of milestones, is there is no financial reporting for grantee but "The accomplishment of each Milestone will be based on the successful submission or completion of the task(s) or deliverable(s) delineated for that Milestone"². In another words once when grantee successfully completed task(s) listed in the Schedule of Milestones, and AOR verify based on the report submitted, USAID make a payment for that particular milestone and no further obligation for the grantee for that milestone.

As mentioned before this was a first encounter for UGNV staff with this kind of contract. Thanks to Post award orientation conference, ADSs provided after the conference and USAID BH team members who provided support in general, during the project implementation, UGNV staff became familiar with FOG. Post award orientation conference was held on September 27, 2013 and USAID and UGNV representatives were present. Major issues, related to financial aspects, raised by USAID team, associated to this contract were:

1. No real estate can be purchased under this contract,
2. All gains or losses caused by price changes or exchange rate fluctuation were UGNV responsibility,
3. UGNV must carefully plan its financial means in order to avoid coming in the situation before the end of the project and have financial means depleted.

All these issues were taken in serious consideration by UGNV management and especially the first one because UGNV was obliged to purchase a land for the project implementation purpose. UGNV purchased the land and reported acquisition to the USAID team on March 31, 2014 with providing all the necessary documentation that proof the USAID funds were not used for this acquisition (bank statements, contract, etc.). Luckily UGNV never was in position to tackle with other two issues thanks to careful financial planning and favorable exchange rate.

Financial analysis of D. GRANT AGREEMENT BUDGET

Initial budget proposal was divided in eight major categories: Personnel, Fringe benefits, Travel, Equipment, and Supplies. Contractual, Organizational strengthening and Other. Once when the USAID team had made risk assessment, during the negotiation process, initial budget proposal was converted into the Schedule of Milestones in detail described in Section D of FOG. As stated in the Fixed Amount Awards to Non-Governmental Organizations An Additional Help Document for ADS Chapter 303 "Once the award amount is set and is allocated among the milestones, the milestone payments become the fixed amount for each milestone. Therefore, what the recipient actually spends to complete the milestone is irrelevant." p. 4 UGNV was not obliged to track its expenses as it was planned in initial budget proposal. Nevertheless organizational management decided to use the initial budget as a frame to avoid issue of premature spending project money, one of the Post award conference concerns. The initial budget was from 2011 and all prices were explored at that time. Financial manager had tracked major budget categories on order to secure timely and sufficient financial means for the project implementation. It is not applicable to compare actual expenditures with budget estimates because the budget described in the section D of the contract, has no budget lines, it has a schedule of milestones. To meet

² Fixed Obligation Grant (FOG) No. AID-168-F-13-00002, Agriculture – Agribusiness Microenterprise Development in BiH p 6

reporting requirements, below is provided a short analysis with a comparison of budget estimates with actual expenditures of the initial budget, which was a base for the Schedule of Milestones.

Personnel: Major change in this category has happened due to changes in legislation and the need for agronomist had no more existed. Funds predicted for the agronomist salary were allocated, partially, to Contractual in order to cover a new approved activity, organization of workshops for 1500 beneficiaries (trainers, rent for space etc). 15% of funds from this group were allocated.

Fringe benefits: Same as Personnel

Travel: No significant fluctuation has happened in this group.

Equipment: Variation on this group was 20% higher than planned due to unpredicted expenses for the irrigations/utilities system and preparation work for the greenhouses. This was covered from organizational strengthening.

Supplies: No significant fluctuation has happened, all the necessary equipment had purchased.

Contractual: In general the biggest change was, as already mentioned above, allocation of the financial means from groups Personnel and Fringe benefits. Due to this was a significant budget section the largest aberration within this section was in the line predicted for the fence and other works on the farm. This happened because the farm was three times bigger than planned, 10000 m² instead of 3000 m², and farm was made accessible for persons with disabilities (wheelchair trails, toilet etc.). No preparation work has been planned for the greenhouses set up and that was covered from savings from other budget lines. This was covered from the savings from other budget lines and allocated funds.

Organizational strengthening: Due to favorable prices all activities listed in the Schedule of Milestones spend were accomplished with 60% savings and all funds were used to cover expenses incurred in group Equipment

Other: UGNV had found an adequate space that could satisfy organizational and ACPD needs, therefore organizational management decided to have the office and ACPD at the same place. Beside this first project evaluation was made internally with instruction of the MEASURE project. On this way was saved 50% of the planned financial means for this group and allocated to Contractual.

All main activities and deliverables related to any budget groups, listed in the Schedule of Milestones, were achieved and reported successfully. All funds were spent in compliance with signed contract.

AUDITS (USAID AND EXTERNAL)

During the project life span, two external audits were conducted and one visit by the USAID financial team, with audit purpose, had happened. External audits were conducted upon the end of first and second year of the project implementation and both times the audit agency were recommended by the USAID team. According to FOG, UGNV was obligated to conduct one audit after first year of the project and second audit was conditionally, upon second year of the project ended. In the Milestone Schedule, milestone 16, p 14, was stated "Audit report if required, approved by AOR". AOR never had required audit but nevertheless UGNV management decided to have the audit.

Both audit reports were submitted to USAID and approved. Findings in both reports were similar related to the compliance UGNV with the signed contract. UGNV fully complied with the signed contract and local legislation related to this area of work. Very helpful were recommendation from both audit agencies, what to change/improve and all the recommendations were built in into the UGNV procedures and rule books.

USAID visit took a place after the incident UGNV had with the ex-employee. The USAID team had required to have an access to all bank account related to the project they funding and other supportive documents. UGNV granted access to the USAID team not only to the accounts and records related to the USAID supported project, but to the all accounts UGNV possessed at that time and full access to the all organizational documentation. We have never received report.

COST SHARE

Planned

The total amount of cost share is 111,881.15 USD, which is 11.19% out of total project value.

In cash contributions:

a) Cost of business registration for start-ups in the amount of 7,692.15 USD financed by 10 individuals interested to start their microenterprise.

Total value of in cash contribution is 7,692.15 USD.

In kind contributions:

- a) Land and labor of 100 individual agricultural producers from Herzegovina, who are a part of social donation scheme, in the amount of 75,000.00 USD,
- b) Students' volunteer hours 18,450.00 USD.
- c) Mobile distillery for aromatic herbs 10,739.00 USD, owned by Citizens' Association Nešto Više

Total value of in kind contribution is 104,189.00 USD.

Realized

In cash contribution

UGNV supported registration of 10 new businesses and beneficiaries participate with 9,675 USD and compared with targeted 7,692.15, cash contribution exceeded planned amount 1,983 USD or 21%.

Total value of in cash contribution was 9,675 USD.

- a) Land and labour of 100 individual agricultural producers. Producers had delivered 11 665 working days or value of 201,204.00 USD, or 126,204.00 USD more than planned.
- b) Students' volunteer hours, students during the project delivered 7,868.75 volunteer hours or value of 24,176.6 USD
- c) Mobile distillery for aromatic herbs 10,739.00 USD

Total value of in kind contribution is 236,120.00 USD

The total amount of realized cost share was 245,794.00 USD or 133,913. 6 USD more than what was contractual obligation.

Besides cost share defined in the contract UGNV deployed its own financial means in this project but also secured the funds from other donors and organizations: UNICEF, WEEFFECT and Swiss embassy. Total amount of the contribution from other sources was 82,501.00 USD.

All Cost Share contribution had been reported to USAID.

COST BENEFIT ANALYSIS

The base for this cost benefit analysis was F indicator. Drawing on technical expertise within both the State Department and the U.S. Agency for International Development (USAID), the standard foreign assistance indicators were developed to measure and illustrate what foreign assistance accomplishes. Standard foreign assistance indicators measure both the outputs directly attributable to the U.S. government as well as outcomes to which the U.S. government contributes.”³ F indicator was “Number of farmers and others who have applied new technologies or management practices as a result of USG assistance” defined by the USAID team upon project had commenced. The goal for F indicator was 1600 persons. UGNV had reached the number of 3374 persons. The USAID award for this project was USD 887,624.00 and 1600 persons were planned, so costs per one person were USD 555.00 and if apply costs per one person on to achieved results got the number USD 1, 872. 570.00. In another words, UGNV had utilized US assistance and made invested US grant value 2. 1 times more than planned, in terms of set F indicator.

ADDED VALUES

UGNV management carefully manages and always invests effort in careful planning in order to utilize every grant received. Where possible apply principle “Do more with less”. In this sections are described results that cannot be described elsewhere and show how funds were utilized and how for same amount of money was accomplished more than expected. UGNV management has policy to support local communities where the project(s) implemented and use local workforce, when is appropriate.

During the project life time UGNV management had created three new positions within organizational and project structure: farm foreman, persons with disabilities (PWD) liaison and coordinator for standards implementation. Farm foreman is a local person and full time employed in UGNV and this position is crucial for everyday functioning of the farm. The PWD liaison assisted and helped during the process of making the farm accessible for PWD (wheelchairs trails, hanging working spots for wheelchairs users, etc.); helping organizing a numerous

³ <http://www.state.gov/f/indicators/>

workshops for PDW; and develop new project proposals. Currently two projects were approved for persons and one will be implemented at the farm. UGNV staff passed the education for introducing standards to MSMEs and framers, HACCP and GLOBALGAP. In order to achieve project result "20 MSMEs and farmers implement HACCP and GLOBALGAP", one UGNV team member was directly involved to implement acquired knowledge and gain necessary experience in this filled. Instead to higher outsource to reach this result UGNV developed its own capacities. All these three positions are important for the organizational sustainability.

Project implementation required engaging different workforce in order to build or maintain farm infrastructure. Every time, when appropriated, local inhabitants from Humilisani were engaged, About 20 local inhabitants, during the project implementation, were engaged and got paid for their services and goods.

The farm was predicted, originally, to be size 3000 m² surface with two greenhouses. Now it is a place over 10000 m² surface, two orchards with about 200 trees, two greenhouses, and nine bee hives, its own irrigation/utility system, and about 1000 m² outdoor garden. The farm is managed on permaculture principles, has green roof on one of the houses and reed bed, natural water purification system. All fruit and vegetables are growth ecologically. This is one of the rare farms in the region that have an access for PDW. The farm had grown from the experimental farm for one project into UGNV trade mark where many activities from other projects take place.

CONCLUSION

UGNV has effectively completed the Milestone Schedule described in Section D of Fixed Obligation Grant (FOG) No. AID-168-F-13-00002 with compliance with signed contract and local legislation. All tasks described in Milestone Schedule were completely implemented expect task in the milestones # 11. In this particular milestone several signatures were missing under the activity 2.5 Hold participatory workshops with 20 ACPD beneficiaries to provide their input on project activities design. Thanks to understanding of the USAID team this situation was mitigated with return of the amount of 3,657.00 USD to USAID. Agreement officer Mr. Neil Price had approved this action.

UGNV had fulfilled all audit requirements and conducted audits twice. Both times audit agencies had issued a positive opinion about financial information audited.

Total amount for the Cost Share component of this project was exceeded and augmented project value in total amount of 215,964.00 USD. Contract value was 999,505.00 USD, 887,624 USD USAID grant and 111,881 USD, Cost Share contribution. Now project value is 1,245,469.00 USD; 887,624 USD USAID grant and 327,845.00 USD, Cost Share contribution.

The Schedule of Milestone was completely implemented without any significant obstacles. UGNV achieved all listed results. During the project implementation UGNV had significantly improved organizational resources, human and material. The new knowledge and invaluable experience, gained during project implementation, together with the farm were laid the firm foundation for the organizational sustainability.

- END -