



**REPUBLIC OF TÜRKİYE
MINISTRY OF INDUSTRY
AND TECHNOLOGY**

**TÜRKİYE SOCIALLY INCLUSIVE GREEN TRANSITION
PROJECT (SOGREEN)**

STAKEHOLDER ENGAGEMENT PLAN

JANUARY 2024

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ABBREVIATIONS

CSO	Civil Society Organization
TDA	Turkish Development Agency
ESMF	Environmental and Social Management Framework
GRM	Grievance Redress Mechanism
GT	Government of Turkey
EU	European Union
EUD	European Union Delegation to Turkey
ILO	International Labour Organization
M&E	Monitoring and Evaluation
MoIT	Ministry of Industry and Technology
NGO	Non-Governmental Organization
PIU	Project Implementing Unit
SoGREEN	Socially Inclusive Green Transition Project
SEP	Stakeholder Engagement Plan
SGM	Sub-Grant Manual
UN	United Nations
WB	World Bank

GLOSSARY

Consultation: The process of gathering information or advice from stakeholders and taking these views into account when making project decisions and/or setting targets and defining strategies.

Dialogue: An exchange of views and opinions to explore different perspectives, needs and alternatives, with a view to fostering mutual understanding, trust and cooperation on a strategy or initiative.

Local communities: Refers to groups of people living in close proximity to a project that could potentially be impacted by a project. (“Stakeholders,” in contrast, refers to the broader group of people and organizations with an interest in the project.)

Partnerships: In the context of engagement, partnerships are defined as collaboration between people and organizations to achieve a common goal and often share resources and competencies, risks and benefits.

Project: Refers to Socially Inclusive Green Transition Project, which is funded by WB

Project Area: A geographical area within which direct and indirect impacts attributable to a project can be expected. Typically, a Project Area is (i) unique to a project (ii) larger than the actual footprint of a project; and encompasses socio-economic issues and impacts, as well as issues and impacts associated with other disciplines (e.g. environment, health and safety). Defining the Project Area is used to determine a project’s area of influence and responsibilities. It also provides guidance on the area within which impacts need to be monitored, and managed, and it also assists with defining project stakeholders that should be engaged during an environmental and social assessment process.

Stakeholder: Refers to individuals, institutions or groups who: (a) are affected or likely to be affected by the project (*project-affected parties*); and (b) may have an interest in the project (*other interested parties*).

Stakeholder engagement: It is a continuous process used by the project to engage relevant stakeholders for a clear purpose to achieve accepted outcomes. It includes a range of activities and interactions over the life of the project such as stakeholder identification and analysis, information disclosure, stakeholder consultation, negotiations and partnerships, grievance management, stakeholder involvement in project monitoring, reporting to stakeholders and management functions. It includes both state and non-state actors.

1. INTRODUCTION

Türkiye’s geographic, climatic, and socioeconomic conditions make it highly vulnerable to the impacts of climate change and other environmental hazards, with uneven impacts across the country. Türkiye has a high vulnerability to climate change – it ranks 48th of 182 countries in the ND-GAIN country vulnerability index, below peer countries. The country is already experiencing impacts of climate change, including food security issues, increasing water stress, and an increase in frequency and intensity of extreme weather events (with 935 extreme events in 2018 alone, mainly from heavy rain and floods as well as wildfires).¹ Current projections suggest a temperature increase of 3–4°C on average across Türkiye (from 2041 to 2070)² and uneven changes in the precipitation patterns, which are expected to impact water availability as well as to increase the incidence of flooding. While the Eastern Black Sea and northeastern parts of the country are expected to experience an increase in the average annual precipitation in the coming decades, southern regions will experience a decrease. Increased frequency and severity of droughts will impact much of central, southern, and south-eastern parts of the country, including Central Anatolia, Mediterranean, Southeast Anatolia, and the Aegean, where agriculture is the main economic sector.³

This ‘green transition’ will have uneven impacts on people and places and may aggravate existing inequalities. A recent World Bank analysis⁴ found that “brown” jobs⁵ most vulnerable to decline with the green transition are on average more likely to be held by prime-aged, male workers in leading, western areas of the country. However, it also found concentrations of brown jobs in lagging (Hatay, Mardin, Malatya) and transition (Gaziantep, Zonguldak, Manisa, Aydin, Konya, and Kayseri) regions. Moreover, the analysis found that emerging “green” jobs⁶ are also concentrated in western regions and are strongly biased toward higher-skilled workers, while women and youth in Türkiye faced particular gaps in the skills that would enable them to access these green jobs. There is also a geographical mismatch, as areas with the highest proportion of unemployed women and youth (Eastern Provinces) are not in the areas that are likely to see a strong rise of green jobs, in the absence of targeted interventions. In other words, because women and youth tend to already be excluded from economic opportunities, especially in lagging regions,

¹ OECD Environmental Performance Reviews: Türkiye, 2019; (https://www.oecd-ilibrary.org/environment/oecd-environmental-performance-reviews-Türkiye-2019_9789264309753-en); Türkiye’s National Climate Change Adaptation Strategy and Action Plan, T.R. Ministry of Environment and Urbanization, November 2011, Ankara (1st edition) and T.R. Ministry of Environment and Urbanization, August 2012, Ankara (2nd edition) (<http://www.dsi.gov.tr/docs/iklim-degisikligi/Türkiyes-national-climate-change-adaptation-strategy-and-action-plan.pdf?sfvrsn=2>)

² OECD Environmental Performance Reviews: Türkiye, 2019; (https://www.oecd-ilibrary.org/environment/oecd-environmental-performance-reviews-Türkiye-2019_9789264309753-en); Türkiye’s National Climate Change Adaptation Strategy and Action Plan, T.R. Ministry of Environment and Urbanization, November 2011, Ankara (1st edition) and T.R. Ministry of Environment and Urbanization, August 2012, Ankara (2nd edition) (<http://www.dsi.gov.tr/docs/iklim-degisikligi/Türkiyes-national-climate-change-adaptation-strategy-and-action-plan.pdf?sfvrsn=2>)

³ OECD Environmental Performance Reviews: Türkiye, 2019; (https://www.oecd-ilibrary.org/environment/oecd-environmental-performance-reviews-Türkiye-2019_9789264309753-en); Türkiye’s National Climate Change Adaptation Strategy and Action Plan, T.R. Ministry of Environment and Urbanization, November 2011, Ankara (1st edition) and T.R. Ministry of Environment and Urbanization, August 2012, Ankara (2nd edition) (<http://www.dsi.gov.tr/docs/iklim-degisikligi/Türkiyes-national-climate-change-adaptation-strategy-and-action-plan.pdf?sfvrsn=2>)

⁴ Daniel Garrote-Sanchez and Mattia Makovec, 2022, Jobs, Skills, and the Green Transition: Challenges and Opportunities for Türkiye

⁵ Brown jobs are defined as occupations in industries in the 95th percentile of GHG emissions intensity, based on O*NET occupational data from the US.

⁶ Green jobs are jobs that have a high share of tasks requiring green skills

they will face greater barriers to accessing new opportunities without targeted support.

At the same time, new opportunities may emerge that, if effectively managed, could strengthen the inclusion of vulnerable populations. The emergence of new green sectors has opened opportunities for social entrepreneurship, and the decentralized nature of green infrastructure (e.g. renewable energy) is well-suited for the establishment of citizen and community-owned cooperatives. Investments in climate adaptation and rehabilitation of local ecosystems creates earning opportunities for households and populations who are otherwise vulnerable to climate change and environmental degradation. As new sectors, businesses, and occupations emerge, some countries are making active efforts to tackle traditional exclusion (e.g. gender segregation in occupations) and promote opportunities for vulnerable groups and in lagging regions. For example, the EU is planning targeted efforts to ensure inclusiveness of women and youth as part of its recently launched Green Industrial Plan⁷, and the €17.5 billion Just Transition Fund is run as part of Cohesion Policy, which targets lagging regions. For example, Greece has specialized programs promoting employment such as Local Actions of Social Inclusion for Vulnerable Groups. In Italy, the Piedmont Regional Government offers programs, services and resources aimed at guaranteeing social protection, equal opportunities, and inclusion, such as the We Care Regional Strategy – a social innovation program. In Spain, the national government has developed territorial ‘just transition agreements’ with regions at-risk from the transition, with specific objectives to improve outcomes for underrepresented groups, including women, long-term unemployed persons, people with disability and others at risk of exclusion.⁸

1.1 About the Project

The SoGreen project will support public regional and local authorities as well as private stakeholders in Türkiye, to improve economic opportunities for vulnerable groups in Türkiye’s green transition.

Component 1 of the project, directly supports private economic stakeholders, including cooperatives, associations, producer unions, and small and medium enterprises, while Component 2 is directed at public entities that will work in close collaboration with private sector stakeholders.

Component 1 supports access to green economic opportunities for women and youth and in less developed districts and provinces through the provision of reimbursable financing and grants to support inclusive green activities.

Sub-component 1(a) (Inclusive and green reimbursable financing) provides legally registered SMEs with reimbursable financing to support creating green(er), and (more) sustainable activities which contribute to lowering GHG emissions or have negligible impact on GHG emissions. This will help SMEs prepare for, cope with, adapt, and strengthen resilience to climate risks and to align with the national climate policy. The green reimbursable financing aims to strengthen SME’s relevance and sustainability in the context of the green transition, allowing them, in turn to sustain their workforce, and recruit additional workers, with a focus on women, youth, and less developed areas.

Examples of subprojects to be funded through reimbursable financing include: the development of short food supply chains; enhancement of dissemination of solar power systems in electricity generation in order to reduce energy costs in agricultural irrigation (including installation of solar power units, installation of micro-hydro or micro wind, modernization and rehabilitation of existing irrigation

⁷ https://ec.europa.eu/commission/presscorner/detail/en/ip_23_510

⁸ World Bank, 2022, How to implement a just transition? Leading practices in policy and governance, draft Note from the SSI Global Practice

infrastructure systems); financing of drying and cooling systems with negligible lifecycle GHG emissions; investments in technology and equipment to support green construction, building retrofits, ecosystem restoration; adoption of climate smart/sustainable agriculture, forestry, and/or fishing technologies and approaches (that do not expand or promote expansion into areas of high carbon stocks or high biodiversity areas); rainwater collection systems, waste recycling systems, industrial symbiosis systems; etc.

The sub-component 1 (b) (Inclusive and green grants) will support women and youth located in vulnerable areas, through small grants for investments that support creating green(er), and (more) sustainable activities. Under this component acceleration and incubation supports will be provided.

Examples of subprojects to be funded through grants under the SoGreen project are as follows smart agriculture and food technologies; food processing; clean production and energy; environment (proposals to create economic opportunities while addressing environmental challenges such as pollution, waste, and natural resources degradation); green and digital transformation; recycling; mobile applications for sustainability and transition; new technology and creativity-based initiatives, etc.

Component 2 will support local investments in facilities supporting the establishment of green and inclusive economic opportunities. Based on the positive list established by each DA, and approved by MoIT, this component will provide guided support financing grants to eligible public entities for local, inclusive, and green infrastructure investments to support inclusive access to green jobs.

The subprojects will have a focus on promoting green transition and enhancing livelihood opportunities at the local level. Subprojects will meet the following pre-requisite criteria: (a) Investments need to be identified by DAs in collaboration with a public entity (provincial and district municipality, governorate, public university); and (b) Investments need to be aligned with the positive list established by each region, in their Green Economic Opportunities and Challenges Reports. Investments will be selected based on: (a) Alignment with priorities expressed by women and youth, as well as other identified vulnerable groups in the preparation for the Green Economic Opportunities and Challenges Reports; (b) The potential for creation of employment accessible to women and youth; and (c) Evidence of commitment to use the proposed facility by one or more private sector stakeholders. All new facility investments will be built on publicly owned land, and the facility will remain publicly owned.

Subprojects will be identified by public sector entities, in close collaboration with private entities, that will, once completed, rent/use the facility/infrastructure established under the subproject. Public recipients and private users will work together to ensure the design of the facility is aligned with the needs of the future user(s). Design and implementation of such investments to transform infrastructure in target areas will be informed by consultations and feasibility studies, conducted in collaboration with local authorities, universities, and NGOs, and designed to ensure that investments are selected and designed based on a rigorous analysis, and to ensure economic returns on investments are optimized. They will also be informed by climate risk assessments and be designed to be low-carbon and resilient to current and future climate hazards, including with provisions for their regular maintenance. To enhance inclusion benefits, the process will include awareness raising and information sharing on the green and social inclusion objectives, and the green economic opportunities analysis that provides the basis for the identifying investments.

Example of sub-projects. While a positive list of eligible types of sectors for investments will be established for each region, and indicative list was established based on consultations with DAs and private sector representatives:

- Greenhouses for socio-economic inclusion (Construction of and equipment for a greenhouse, constructed following low-carbon and climate resilient building standards. The recipient public

entity would implement the subproject and avail the greenhouse to local cooperative(s) to create economic opportunities for vulnerable groups and promote their participation in social and economic life).

- Green garment production facility (Construction of and equipment for green garment production facilities with zero carbon emissions. The recipient public entity would avail the facility to private sector stakeholders to promote the transformation of garment manufacturing sector in the region with green transition applications and generating new economic opportunities).
- Fruit and vegetable drying facility (Construction and equipment of a facility for promoting fruit and vegetable drying sector using geothermal energy from existing facilities. The recipient public entity will avail the facilities to new and existing cooperatives and agriculture entrepreneurs to promote economic opportunities).
- Compost plant (Construction and equipment of compost facility where the wastes of the hotels/enterprises to generate new economic opportunities for social enterprises and promote re-use of food waste

Component 3 will cover regional green economic opportunities and challenges analyses, capacity strengthening activities, communications and awareness raising, and project management.

Subcomponent 3(a) (Green Economic Opportunities and Challenges) will finance technical assistance to support each DA, with the preparation of inclusive regional green economic opportunities and challenges in the green transition. The analysis, which will be conducted in a participatory manner, will: (a) Refine the target vulnerable groups in each region – in addition to women and youth, known to be excluded from economic opportunities in Türkiye, DAs might identify additional specific groups that should be targeted in their region; (b) Identify less developed provinces/districts in each region, to prioritize support under components one and two; and (c) Identify priority sectors for investment under components one and two, based on opportunities in each region, and the potential of specific sectors to create and support economic opportunities for women, youth, and other vulnerable groups.

The analyses will be led by DAs and conducted in a participatory manner. DAs are tasked with engaging with stakeholders and supporting participatory approaches. The methodology for participatory mechanisms in the analyses will include a menu of participatory tools for each DA to choose from, based on relevance and feasibility in each region. DAs will identify key relevant stakeholders and will identify relevant CSOs and NGOs to represent women, youth, and entrepreneurs' voices. DAs will engage with stakeholders in the preparation of the analysis, using: (a) online surveys; (b) in person discussions with individuals; and/or (c) in person discussions with CSOs/NGOs. The participation methodology will be summarized in the introduction of the report, and the report will include an annex summarizing the feedback received and how it was integrated in the report. As part of capacity building activities participatory tools and their implementation will be provided to DA representatives. The methodology will be finalized and agreed upon before effectiveness and will draw from Izmir DA's *Green Transformation and Blue Opportunities Perspective* and will be finalized and agreed upon based on a working group including DA representatives. It is expected that for regions with a prominent coal sector, a specific coal module will be included, with support to be provided by World Bank Energy experts. This analysis will be completed within the first year of project implementation and will be updated at mid-point.

Subcomponent 3(b) (Capacity Strengthening) will finance capacity building at the national and local level to strengthen local capacity with regards to planning for an inclusive and sustainable green transition,

with a specific focus on mitigating the negative social impacts of the green transition and using the green transition to foster inclusion, support adaptive capacity among transition-affected communities, and generate positive social impacts. Capacity building activities will be informed by an inclusive green transition capacity strengthening needs assessment. In addition, activities under this subcomponent will include: (a) training for regional, provincial and district authorities and other public sector stakeholders; (b) field visits and inter-regional knowledge exchanges for public green development stakeholders; (c) technical assistance in the form of consulting support; and (d) social, environmental, and climate risk management capacity building in the form of training of key staff within MoIT, DAs, and local stakeholders on environmental and social risk management, including participatory approaches, in the context of the green transition, and supporting adaptation to current and future climate impacts.

Information and awareness campaigns. SoGreen will rely on a large-scale information and communication campaign designed to address the information gap that women, youth, and populations in some areas face with regards to: (a) green transition economic opportunities; (b) access to financial literacy and financing, including green financing for entrepreneurs; and (c) access to skills relevant in the green economy, including digital skills. In addition, the large-scale information and communication campaign will disseminate information on SoGreen, its objectives, and available benefits.

Subcomponent 3(c) (Project Management) will finance the costs of the Project Implementation Unit (PIU), administration, implementation and supervision including procurement and financial management (FM) activities and audits; preparation of subproject designs and construction supervision; implementation of environmental and social monitoring; quality assurance responsibilities; technical management and oversight; grievance mechanism; and monitoring and evaluation (M&E).

Component 4. Contingency Emergency Response Component (CERC) to be implemented by MoIT, is included in accordance with World Bank Policy: Investment Project Financing, paragraphs 12 and 13, for contingent emergency response through the provision of immediate response to an Eligible Crisis or Emergency, as needed. The component will allow the Government to respond promptly and effectively to an eligible emergency or crisis, which is a natural or human-made disaster or crisis that has caused or is likely to imminently cause a major adverse economic and/or social impact by requesting a rapid reallocation of project funds. The MoIT will prepare a dedicated CERC Manual which will include provisions for activating and implementing the CERC.

1.2 Environmental and Social Risks of the Project

The environmental and social risks for this project have been assessed as being **Substantial** (Risk categories are Low/Moderate/Substantial/High). The World Bank's environmental and social standards that are relevant for this project include: ESS1 Assessment and Management of Environmental and Social Risks and Impacts; ESS2 Labor and Working Conditions; ESS3 Resource Efficiency and Pollution Prevention and Management; ESS4 Community Health and Safety; ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement; and ESS10 Stakeholder Engagement and Information Disclosure. The project will exclude any subgrant that involves land acquisition, has impact on biodiversity and cultural heritage and takes place in any natural and critical habitats. Real estate purchase will also be excluded.

Intrinsic social risks of the project are moderate. The project is expected to have positive impacts on vulnerable groups as its main target groups are mainly women and youth. It aims to strengthen private economic stakeholders' ability to support green economic opportunities for women and youth. The project is not expected to cause direct irreversible or unmanageable impacts, as the project will exclude

from sub-grant and livelihood support financing any activities causing land acquisition, involuntary resettlement and impacts on cultural heritage. Impacts on community health and safety are expected to be low to moderate and will be managed by adhering to mitigation measures included in the ESMF, including a Code of Conduct for construction workers; occupational health and safety risks such as injuries and fatalities during small civil works are expected to be minor due to limited scale and short duration of construction works to be financed under the Project. Child and forced labor are reported to be observed in some industries in Turkey. The risk will be mitigated with procedures included in the ESMF and LMP, with more details to be provided in the Sub-Grant Manual which will explicitly exclude any activities which involve child and forced labor. While grants are used, DAs together with the project owners will have the supervisory role to ensure that the grant is utilized as per the Sub-Grant Manual and employees who are hired by beneficiaries are registered to the national social security system with appropriate work permits. The development of a project SEP that will be implemented from project start to completion will define various strategies to engage with separate stakeholders in addition to employing communications specialists to prevent any prejudices towards the project. In addition, participatory assessments will be also utilized in monitoring and evaluation activities to help tailor project support to the needs of potential beneficiaries, helping further avoid disruption in social cohesion. Due to cultural gender norms, women may lack interest and willingness to engage in the project. Risks related to gender based violence directly related to the Project is deemed to be low, although domestic/intimate partner violence is reported which may be unintentionally exacerbated as a result of changes in intra-household relationships as a result of the Project. Such risks will be mitigated through monitoring of the Code of Conduct, training sessions on sexual exploitation and abuse/sexual harassment (SEA/SH) and SEA/SH sensitive GRM, as provided under the ESMF and this SEP.

MoIT has prepared a draft Environmental and Social Management Framework (ESMF) that describes mitigation measures to manage social and environmental risks. The main environmental risks and impacts are expected to be limited and manageable, including noise, dust and waste management that are confined to small works such as simple construction, refurbishment, and retrofitting.

1.3. SEP Objectives and Scope

The objectives of this SEP are to:

- Identify stakeholders who are indirectly or directly affected by and/or interested in the project
- Outline modalities for information dissemination and stakeholder engagement activities, including their purpose, frequency and location during project preparation and implementation
- Promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life on issues that could potentially create an impact
- Define the roles and responsibilities of different actors to implement and monitor these activities
- Elaborate on the blueprint for a functional grievance redress/beneficiary feedback mechanism
- Ensure that technically and culturally appropriate project information on environmental and social risks and impacts is disclosed in a timely, understandable, accessible format.
- Ensure inclusive meaningful consultations with all groups of stakeholders particularly the vulnerable groups

The SEP for SoGreen is structured as follows: Section 2 outlines the relevant national regulations and the World Bank's Environmental and Social Standards. Section 3 summarizes previous stakeholder engagement activities. Section 4 covers the stakeholder mapping, segmentation and analysis, and is followed by section 5 which in turn elaborates on a detailed stakeholder engagement program and key methods of engagement. Section 6 focuses on SEP implementation arrangement and section 7 provides

a description of the project’s grievance redress mechanism.

2. NATIONAL REGULATIONS AND INTERNATIONAL STANDARDS

2.1 National Regulations

Table 1 summarizes the national legal and regulatory requirements that are relevant for the SEP.

Table 1. Relevant National Legal & Regulatory Requirements

<p><i>Right of petition, Right to Information and Appeal to the Ombudsperson (Constitution, Article 74)</i></p> <p><i>“Citizens and foreigners resident in Turkey, with the condition of observing the principle of reciprocity, have the right to apply in writing to the competent authorities and to the Grand National Assembly of Turkey with regard to the requests and complaints concerning themselves or the public. The result of the application concerning himself/herself shall be made known to the petitioner in writing without delay. Everyone has the right to obtain information and appeal to the Ombudsperson. The Institution of the Ombudsperson established under the Grand National Assembly of Turkey examines complaints on the functioning of the administration.”</i></p> <p><i>Right to Constitutional Complaint (Constitution, Article 148)</i></p> <p><i>“Everyone may apply to the Constitutional Court on the grounds that one of the fundamental rights and freedoms within the scope of the European Convention on Human Rights which are guaranteed by the Constitution has been violated by public authorities. In order to make an application, ordinary legal remedies must be exhausted.”</i></p> <p><i>“Article 24, Appeal process - The applicant whose request for information was rejected may appeal to the Board within fifteen days starting from the official notification before appealing for judicial review. Appeals should be written. The Board shall render a decision within 30 days.”</i></p>

Law on the Right to Information (Articles 11 and 24)

“Article 11 - The institutions and agencies shall provide the requested information within 15 working days. However, where the requested information or document is to be obtained from another unit within the applied institution and agency or it is necessary to receive the opinion of another institution or if the scope of the application pertains more than one institution; the access shall be provided in 30 working days. In this case, the applicant shall be notified in writing of the extension and its reasons within 15 working days.”

The Environmental Impact Assessment Regulation No. 29186 (Article 1)

1) In order to inform the investing public, to get their opinions and suggestions regarding the project; Public Participation Meeting will be accomplished on the date given by Ministry and Ministry qualification given institution / organization and project owners as well as the participants of the project affected community will be expected to attend in a central location determined by the Governor.

a) The competency issued institutions / organizations by the Ministry will publish the meeting date, time and place through widely published newspaper at least ten (10) calendar days before the determined date for the PPM.

b) Public Participation meeting will be held under the Director of Environment or through Urbanization or authorized chairman. The meeting will inform the public regarding the project, receive views, questions and suggestions. The Director may seek written opinions from the participants. Minutes of meeting will be sent to Ministry, with one copy kept for the Governorship records.

2) Governorship will announce the schedule and contact information regarding for the public opinion and suggestions. Comments received from the public will be submitted to Commission as per the schedule.

3) Members of Commission may review the Project implementation area before the scoping process, also may attend to public participation meeting on the date announced.

4) The competency issued institutions / organizations by the Ministry could provide studies as brochures, surveys and seminars or through internet in order to inform the public before the Public Participation Meeting.

The Law on Establishment and Duties of Development Agencies No. 5449 and the Presidency Decree No.4 regulate the stakeholders and relations of Development Agencies within the provinces they operate. Development Agencies are unique in the sense that they have governing boards comprised of multiple stakeholders and act as separate legal public entities. The Administrative Board of the DA is the decision-making body of the agency. In the regions composed of one province, the Administrative Board consists of the governor, Mayor of metropolitan municipality, Chairman of the Provincial Council, Chairman of the Chamber of Industry, Chairman of the Chamber of Commerce and three representatives from the private sector and/or NGOs.

In practice, Development Agencies commonly conduct consultations with different stakeholders, depending on the area in which they launch technical and financial support programs. Before programs are designed and executed, conferences, outreach activities and consultations are conducted by technical staff of the DAs in order to solicit feedback and confirm demand from public for the technical and financial support programs that DAs will initiate.

2.2 World Bank Environmental and Social Standards on Stakeholder Engagement

The World Bank’s Environmental and Social Framework (ESF)’s Environmental and Social Standard (ESS 10), “Stakeholder Engagement and Information Disclosure”, recognizes “the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice” (World Bank, 2017: 97). Specifically, the requirements of ESS10 are:

- “Borrowers will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.
- Borrowers will engage in meaningful consultations with all stakeholders. Borrowers will provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.
- The process of stakeholder engagement will involve the following, as set out in further detail in this ESS: (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting to stakeholders.
- The Borrower will maintain and disclose as part of the environmental and social assessment, a documented record of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received and a brief explanation of how the feedback was taken into account, or the reasons why it was not.” (World Bank, 2017: 98).

This standard requires that the Borrower prepares a Stakeholder Engagement Plan (SEP) that is proportionate to the nature and scale of the project and its potential risks and impacts, disclose it as early as possible before project appraisal, and seeks the views of stakeholders on the SEP, including on the identification of stakeholders and proposals for future engagement. An updated SEP needs to be disclosed by the Borrower subsequent to any significant changes to the original version (World Bank, 2017: 99). In addition, the Borrower should also develop and implement a grievance mechanism to receive and facilitate the resolution of concerns and grievances of project-affected parties related to the environmental and social performance of the project in a timely manner (World Bank, 2017: 100)⁹.

3. BRIEF SUMMARY OF PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES

3.1 Key Stakeholder Meetings and Consultations

To date stakeholder engagement efforts have included meetings with key stakeholders, including government agencies, development agencies, private sector representatives, development partners, NGOs and potential beneficiaries in targeted locations through beneficiary assessments.

Table 2 summarizes key aspects and inputs from these stakeholder engagement efforts.

⁹ Details for the WB Environmental and Social Standards are available at: www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards and <http://projects-beta.vsemirnyjbank.org/ru/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards>

Table 2. Summary of Meetings with Key Stakeholders

Location	Date	Participants	Key Points of Discussion
Government Agencies			
Ankara	01 February, 2023	Ministry of Treasury and Finance	The consistence of project's priorities with national green transition agenda.
Development Agencies			
Ankara	17 January, 2023	8 Development Agency	<ul style="list-style-type: none"> • Discussion on Project implementation arrangements • Exploring possible roles and responsibilities of DAs • Collecting feedback on capacity building support needs of DAs
Private Sector and NGOs			
Ankara	30 January, 2023	Representatives of Private Sector and NGOs	<ul style="list-style-type: none"> • Overall project design is introduced and feedbacks of sector representatives collected. • Discussion of need of sector in green transition process of Turkey

MoIT held stakeholder engagement meetings on January 17-30, 2023 at its premises with participation from relevant development agencies, central institutions, private sector participants, civil society organizations, international organizations and universities (for participant list see Annex 3). Meetings were held in different dates where the Ministry first gave a presentation about the key aspects of the project and a question and comments session were held afterwards. The Ministry answered questions of stakeholders and clarified the details, and comments were received from stakeholders. Also, participant stakeholders gave their comments and feedbacks regarding the design and implementation of the project. Key comments from stakeholders are summarized in Annex 2.

Local/regional consultations will take place under the COVID 19 measures by the Development Agencies in their own provinces in order to inform about the project and solicit feedback from state and non-state entities on the project and its ESF documents.

3.2 Lessons Learned in Engaging Communities/Stakeholders from Previous Projects

The project incorporates global lessons on climate change, green transition, green jobs practices, in parallel with implementation experience from World Bank-financed and other development partner projects in Turkey. The key lessons are as follows:

Decoupling emissions from growth involves economic restructuring and changes in labor demand, which poses challenges to a just and inclusive transition. Although Türkiye's green transition likely will create new jobs in environmentally friendly production, it will also place other jobs at risk, particularly in sectors with fewer options for transitioning to more sustainable ways of production. And this transition will affect a country with already significant social challenges, including those linked to the recent rise in poverty (with over 10 million people now below the poverty line), the world's largest refugee population, and low female labor force participation (the lowest among OECD countries). Türkiye's lower share of green jobs and its higher share of jobs that require upskilling compared with its peers also make it a challenge to

upgrade the skills of its workforce. Ensuring a just and inclusive transition will require careful management of economic and labor market adjustments, investments in human capital and education, strong and adaptive social protection systems, and targeted interventions for retraining and reskilling.¹⁰

Economy-wide adjustments towards a low-carbon, greener economy will have implications for employment and labor markets (Vona et al. 2015, 2018)^{11,12}. Türkiye's green transition will likely create new jobs in environmentally friendly production processes and outputs, and place other jobs at risk, particularly in sectors with fewer options for transitioning towards more sustainable ways of production. An overarching policy question to be addressed is the extent to which Türkiye is equipped to facilitate green jobs and skills, in the context of significant poverty, large population of refugees, and low labor force participation rate, especially for women and youth. Promoting the green transition while ignoring women's lower participation in the sectors that need transformation, including extractive industries, risks leaving women unable to participate in the green transition and will likely exacerbate the gender pay gap. Policies can be implemented to ensure that men and women are given equal opportunities to participate in the training, information, and access to finance that supports these investments.

Upgrading the Turkish workforce's skills seems to be the first major challenge to adapting to the green transition. Türkiye has a lower share of green jobs and a higher share of both brown jobs and jobs that require upskilling for the green transition than its peers in Europe and Central Asia. Between 13 and 18 percent of all Turkish workers can be exposed to dismissal risks through restructuring of brown jobs or to upskilling towards greener tasks and competences. The manufacturing sector in particular is characterized by many subsectors with a high share of brown jobs.

The need to retrain seems more evident when considering that 62 percent of brown job workers and 55 percent of those in jobs that need upskilling have achieved lower secondary education at most (figure 4.7). Looking at the population subgroups that are more likely to be affected by the green transition, 48 percent of brown job workers are under 34 years old, and 42 percent are aged 35 to 50. This means that for brown jobs, early retirement policies alone might not be an option; safety net or skills retraining programs will need to be in place for young workers and those in their prime. In terms of gender differences, the incidence of both brown jobs and jobs requiring upskilling on total employment is greater for male (6 vs. 3 percent) than for female (16 vs. 6 percent) workers.

Both brown jobs and jobs that require upskilling are geographically concentrated, raising the risk of community-level impacts that are more difficult to manage economically and politically. Brown jobs are more concentrated in Türkiye's western provinces, reflecting the relative importance of jobs in energy, transport, and high-GHG-emitting manufacturing sectors in these areas.

4. STAKEHOLDER MAPPING AND ANALYSIS

A key element of any SEP is effective identification of key stakeholders. Stakeholders are defined as individuals or groups who can affect, are affected by, or have a legitimate interest in the Project.

¹⁰ World Bank (2022) Country Climate and Development Report - Türkiye

¹¹ Vona, F, Marin, G, Consoli, D and Popp, D. 2015. Green Skills. NBER Working Paper 21116.

¹² Vona, F, Marin, G, Consoli, D and Popp, D. 2018. "Environmental regulation and green skills: an empirical exploration." *Journal of the Association of Environmental and Resource Economists* 5(4). <http://dx.doi.org/10.1086/698859>.

For the purpose of the SEP, the term “**Project-affected parties**” (PAPs) includes “those likely to be affected by the project because of actual impacts or potential risks to their physical environment, health, security, cultural practices, well-being, or livelihoods. These stakeholders may include individuals or groups, including local communities” (World Bank, 2018b). They are the individuals or households most likely to observe changes from environmental and social impacts of the project.

The term “**Other interested parties**” (OIPs) refers to “individuals, groups, or organizations with an interest in the project, which may be because of the project location, its characteristics, its impacts, or matters related to public interest. For example, these parties may include regulators, government officials, the private sector, the scientific community, academics, unions, women’s organizations, other civil society organizations, and cultural groups” (World Bank, 2018b).

Vulnerable groups: It is particularly important to understand whether project impacts may disproportionately fall on disadvantaged or vulnerable individuals or groups, who often do not have a voice to express their concerns or understand the impacts of a project and to ensure that awareness raising and stakeholder engagement with disadvantaged or vulnerable individuals or groups to be adapted to take into account such groups or individuals particular sensitivities, concerns and cultural sensitivities and to ensure a full understanding of project activities and benefits. The vulnerability may stem from person’s origin, gender, age, health condition, economic problems, disadvantaged status in the community dependence on other individuals or natural resources, etc. Engagement with the vulnerable groups and individuals often requires the application of specific measures and assistance aimed at the facilitation of their participation in the project-related decision making so that their awareness of and input to the overall process are commensurate to those of the other stakeholders.

4.1 Stakeholder Mapping and Analysis

This section identifies the comprehensive list of stakeholders that are relevant for the project. Stakeholders are divided into PAPs and OIPs in the following tables.

Table. 3 Stakeholder Mapping

	Stakeholder Groups	Details
Project affected parties (PAP)	PAPs	Women and youth from different regions and sectors, green enterprises, people employed by green enterprises, existing community businesses, communities in the vicinity of enterprises and civil works sites, buyers of goods and users of services provided by the green enterprises
Other Interested Parties (OIP)	Government Authorities	, Ministry of Environment, Urbanization and Climate Change, Ministry of Family and Social Services, Strategy and Budget Office of Presidency
	Private Sector	Private sector-existing green enterprises, other enterprises, contractors, chambers of commerce and industry
	Project Implementing Partners	MoIT, DAs
	International Development Partners	UNDP, ILO
	NGOs	International, national & provincial level NGOs working on green transition, renewable energy, social inclusion of youth and women
	Media	International, national and local media

	General Public	The interest of general public on climate change and green products influence private sector's perception on green transition in general
Vulnerable Groups	Women and youth with various types of disabilities	The project already focuses on the vulnerable populations' access for green opportunities, however, there may be groups with additional vulnerabilities, such as illiteracy and disability.
	Earthquake affected communities	The great majority of the population in the cities affected by Kahramanmaras Earthquake are exposed to multiple vulnerabilities. The reconstruction process of urban and industrial infrastructure will particularly address the generation of green jobs as well as the green infrastructure.

The direct beneficiaries of this Project are vulnerable groups (especially women and youth) who will be negatively affected by the green transition process employed in different sectors, private economic stakeholders that will support those vulnerable groups and public authorities interested in investing the acceleration of the green transition. Beneficiary dialogues/assessment were conducted on January and February 2023 preparation stage in MoIT, with stakeholders working in green transition area includes NGOs, international organizations, relevant public authorities and private enterprises.

The vulnerability of beneficiaries depends on several factors such as income and education level, exposure to green transition process, being under the risk of unemployment. Location of residence also affects the vulnerability of beneficiaries, also their socio-economic level and health status especially after the recent earthquake.

The regions where most of the brown jobs are concentrated and share of the jobs that require upskilling are generally higher in developed regions. The key manufacturing sectors in these regions provide a high number of relatively well-paid jobs, which are important for regional economies and development. In these regions, workers are particularly vulnerable to risks of skills gaps, job and income loss. Furthermore, regions with less productive firms may also be more vulnerable. Less productive firms will find it harder to incorporate technological transformations and finance needed investment.

The project will address the vulnerabilities of youth and women in brown sectors with a focus on those vulnerabilities that have been exacerbated by the green transition process. A recent World Bank analysis¹³ found that "brown" jobs¹⁴ most vulnerable to decline with the green transition are on average more likely to be held by prime-aged, male workers in leading, western areas of the country. However, it also found concentrations of brown jobs in lagging (Hatay, Mardin, Malatya) and transition (Gaziantep, Zoguldak, Manisa, Aydin, Konya, and Kayseri) regions. Moreover, the analysis found that emerging "green" jobs¹⁵ are also concentrated in western regions and are strongly biased toward higher-skilled workers, while women and youth in Türkiye faced particular gaps in the skills that would enable them to access these green jobs. There is also a geographical mismatch, as areas with the highest proportion of unemployed women and youth (Eastern Provinces) are not in the areas that are likely to see a strong rise of green jobs, in the absence of targeted interventions. In other words, because women and youth tend to already be excluded from economic opportunities, especially in lagging regions, they will face greater barriers to accessing new opportunities without targeted support.

¹³ Daniel Garrote-Sanchez and Mattia Makovec, 2022, Jobs, Skills, and the Green Transition: Challenges and Opportunities for Türkiye

¹⁴ Brown jobs are defined as occupations in industries in the 95th percentile of GHG emissions intensity, based on O*NET occupational data from the US

¹⁵ Green jobs are jobs that have a high share of tasks requiring green skills

Table 4 - Women Vulnerabilities and Project Responses

<u>Vulnerabilities</u>	<u>Project Responses</u>
<ul style="list-style-type: none"> ● Women may face barriers in accessing finance, such as credit, loans, and grants, which can limit their ability to start or grow green businesses. ● Women are often segregated into certain occupations and sectors that may not benefit as much from the green transition, such as care work, retail, and hospitality. ● Women may face a technological and digital divide, which can limit their ability to access information, training, and networking opportunities in the green sector. ● In many societies, women are disproportionately responsible for unpaid care work, which can limit their ability to take advantage of new employment opportunities created by the green transition. 	<ul style="list-style-type: none"> ● Specific focus on re-skilling and up-skilling women, including by directly targeting them for entrepreneurship incubation and acceleration. ● Awareness raising programs will be conducted to render green jobs more attractive for women ● Women’s digital skills and networking opportunities will be improved. ● Construction of livelihood facilities addressing constraints preventing women from participating to the labor force, such as informal care burden (child, elderly, and disabled care). ● Developing facilities for achieving the work life balance of women

The population of Turkey is young. Overall, 15.8 percent of Turkey’s population is between the ages of 15 and 24, and another 27% are between 0 and 14 years old.¹⁶ Within the scope of the project beneficiaries between the ages 18-29 will be prioritized in order to increase the skills of young population to the green transition process.

Table 5 - Youth Vulnerabilities and Project Responses

<u>Vulnerabilities</u>	<u>Project Responses</u>
<ul style="list-style-type: none"> ● High proportion of NEET among young people ● Unemployment among educated youth ● Low rates of youth entrepreneurship ● Lack of social security benefits ● Young people may face job losses or displacement as traditional industries are replaced with more environmentally-friendly alternatives ● Youth may lack the necessary skills and experience to secure new positions in emerging green jobs and sectors 	<ul style="list-style-type: none"> ● Promoting youth involvement in entrepreneurship as job creators ● Opening up opportunities for skilled and educated youth as entrepreneurs ● Legal assistance on matters such as business registration and taxation, social security, etc. ● Providing training and financing opportunities for young people interested in green sectors ● Increasing re-skilling and up-skilling opportunities and improving green livelihoods of youth

Stakeholders	Relevance/Area of Influence	Significance
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¹⁶ World Population Review. 2019. Available at: <http://worldpopulationreview.com/countries/turkey-population/>.

PROJECT AFFECTED PARTIES		
Women and youth from different regions and sectors	Women and youth are disadvantaged with regard to access to green livelihood and job opportunities. The low employment levels of women and youth and the limitations in accessing education and training opportunities make them more vulnerable in the green transition process. Furthermore, regional disparities at income level and socio-economic opportunities make Eastern cities more vulnerable to labor market transformations. They will be specifically prioritized as the project's main beneficiaries. Services to help women and youth set up enterprises, re-skilling and up-skilling programs to guarantee their adaptation to green skills will be defined separately according to their needs.	High
Vulnerable groups	Vulnerable groups may be also from brown sectors in developed regions where people risk to lose their jobs due to green transition process. Additionally, in Eastern cities affected by the recent earthquakes, the need for job creation for disabled people will be a major concern. The local communities will also be among the project beneficiaries. They maybe illiterate or have different vulnerabilities which would require differentiated measures for meaningful engagement to project activities and information disclosure.	High
Micro, small, medium scaled enterprises	Enterprises will be able to apply for support under the project, and those selected will benefit from grants and capacity-building.	High
Employees of enterprises	Employees working for the beneficiary SMEs will also benefit from employment/livelihoods opportunities generated via the project support	Medium
Buyers of goods and users of services provided by the green enterprises.	Depending on the goods and services provided by the green enterprises, they will have an impact on their success	Medium
OTHER INTERESTED PARTIES		
Government Authorities		
Presidency of Strategy and Budget	Presidency of Strategy and Budget sets macro policies covering many sectoral and thematic areas including green transition. Furthermore, Project needs to be included in Annual Investment Program in each year.	High
Ministry of Industry and Technology	Recipient and implementing agency of the project	High
Ministry of Treasury and Finance	The Ministry borrow as a debtor or guarantor from foreign countries on behalf of the Republic of Turkey, while covering all kinds of contacts and negotiations related to relevant transactions within and outside the country.	Medium
Ministry of Environment, Urbanization and Climate Change	The Ministry set policies and legislative framework on environmental standards, climate change issues, green transformation.	High
Ministry of Family and Social Services	The Ministry can influence the policies and legislative framework which regulates social policies and social facilities for disadvantaged people, which will facilitate the adaptation of disadvantaged groups to the negative impacts of green transition through the services provided for beneficiaries of the Project. .	High

Government Authorities (Provincial Level)		
Development Agencies	DAs will be responsible for the implementation of all aspects of the project at local level; provide technical and financial resources for enterprise development and the overall development of the entrepreneurship ecosystem in their regions and support vulnerable groups facing inequalities and job losses that the green transition process may cause.	High
Government Authorities (Local Level)		
Municipal and other local Authorities (Councilors and administrators)	Local authorities will support the local vulnerable groups in the green transition process through accelerating participatory decision-making processes over local needs and priorities for green livelihoods-related facilities and have responsibility for sustaining green livelihoods investments over time.	High
International Development Partners		
UNDP	UNDP focuses on the social aspects of climate change; thus, deals with the alleviation of the exclusionary consequences of the green transition process. Its policy interventions are fundamentally planned based on the 'just transition' concept, emphasizing that the green transition process can generate new inequalities.	Low
ILO	The ILO office in Turkey strives to guarantee the core elements of social justice, which are respect for human rights, decent living standards, human working conditions, employment opportunity and economic security for working people everywhere. In line with this objective, the ILO aims to combat child labour, to increase women and youth employment, to strengthen social dialogue and eliminate informal economy. ILO also promotes green jobs for sustainable development and emphasize the necessity for the acquisition of right skills in the green transition process. The SoGreen project will coordinate with ILO, where relevant, on SMEs green employment activities.	Low
Private Sector		
Private sector organizations, chambers of commerce	Private sector actors are directly related with the overall interest of the Project. They could be beneficiary under Component-2 to integrate green businesses into their supply chain; will need to be engaged in considering the sustainability of the project and green enterprise investments.	Medium
Existing community businesses	Depending on which part of the market value chain to which they provide goods/services, existing community businesses may benefit from, or provide support or investment in, enterprises under the project.	Low
Contractors	Contractors will be required to implement civil works in compliance with ESSs.	Medium
Small and Medium Enterprises Development Organization of Turkey	SMEs Development Organization will have an interest in the success of project-supported green enterprises as part of Turkey's broader Entrepreneurship Strategy developed by KOSGEB.	Low
NGOs, Media and Public		
Non Governmental Organizations	NGOs may have an interest in sharing their experiences and lessons learned in related activities to support green jobs sectors and exploring potential areas for collaboration	Low
Media (local, national & international)	The media will have a key role in disseminating information on the efforts and results of the project	Medium
General Public	The public will have a broad interest in the project's results and	Medium

	beneficiaries. Public perception is also important in increasing awareness on green transition process and hence enhancing engagement of youth, women and enterprises with the green perspective while increasing their resilience.	
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State Stakeholders	Non-state stakeholders
Ministry of Industry and Technology	Civil society organizations
Ministry of Environment, Urbanization and Climate Change	Community based organizations
Ministry of Family and Social Services	Media
Small and Medium Enterprises Development Organization of Turkey (KOSGEB)	
Development Agencies	
Provincial Directorates of Relevant Ministries	
Municipalities	
Semi-governmental organizations (such as Unions, Chambers of Commerce and Chambers of Industry)	

4.2 Stakeholder Analysis

This section provides an analysis of stakeholders that have medium or high significance. However, those with low significance stated in the above table will be also included in the stakeholder activities, as required.

Table 6 - Stakeholder Analysis

Stakeholder	Concerns & Issues	Expectations from Project	Risks	Mitigating Measures
PROJECT-AFFECTED PARTIES				
Women and youth	<ul style="list-style-type: none"> • They do not have sufficient opportunities for livelihood generation and entrepreneurship • Inadequate access to education and networking opportunities • Women and youth have lower rates of employment • The transformation and relocation of different sectors with the green transition process may result in job loss for women and youth. 	<ul style="list-style-type: none"> • The project will provide them with funding for green livelihood generation and entrepreneurship opportunities. • The selection of beneficiaries will be based on transparent criteria and will be unbiased • They will be provided with technical assistance and capacity building for incubating/accelerating their enterprises • They will be provided re-skilling and up-skilling trainings to align their adaptation with the green sectors. 	<ul style="list-style-type: none"> • Women may face challenges that might hinder the sustainability of the enterprises, such as child care, safe transportation, working outside their neighborhoods, cultural norms and male resistance. • Beneficiaries may not have the required skills and talents that are relevant to the incubation and acceleration support services • External factors such as a limited business environment may be a challenge for the sustainability of the enterprises 	<ul style="list-style-type: none"> • The project will carry out participatory assessments to identify, and find solutions to, locally-relevant constraints of women and youth. • The project will include market analysis to identify the skills and talents of target beneficiaries to ensure adaptation to green skills and the labor needs of greening enterprises. • It will also enhance the support system for green enterprises by establishing a business alliance on responsible sourcing which reinforces and creates a mutually dependent system • The project will develop participatory mechanisms for engaging women and youth in green livelihoods facilities
Private Sector Enterprises	<p>The cost of transitioning to more sustainable practices may prevent enterprises to engage with green practices and it can be considered as an obstacle for profitmaking by private sectors.</p>	<ul style="list-style-type: none"> • They will be provided with technical assistance on reducing the costs of their enterprises through green practices. • They will be provided with technical assistance 	<ul style="list-style-type: none"> • Beneficiaries may not have the required skills and talents that are relevant to the incubation and acceleration support services • Exogenous variables such as a limited business environment may be a challenge for the 	<ul style="list-style-type: none"> • The project will carry out participatory assessments to identify, and find solutions to, locally-relevant constraints of enterprises. • The project will include market analysis to identify the skills and talents of target beneficiaries to ensure adaptation to green skills and

	<p>Companies may lack the necessary expertise and knowledge for the green practices which may bring about additional costs during the transition process.</p> <p>Private sector may be hesitant to invest in green technologies or initiatives within an obscure legislative and regulatory environment on green transition.</p> <p>The demand for green products and services may not yet be significant enough to justify the investment required for green transition.</p>	<p>and capacity building for incubating/accelerating their enterprises.</p> <ul style="list-style-type: none"> ● They will be provided with technical assistance for the new legislative environment on national and global scale. ● Their marketing capacities will be supported and awareness raising activities will be organized both for enterprises and the other beneficiaries. 	<p>sustainability of the enterprises</p>	<p>the labor needs of greening enterprises.</p> <ul style="list-style-type: none"> ● It will also enhance the support system for green enterprises by establishing a business alliance on responsible sourcing which reinforces and creates a mutually dependent system ● The project will develop participatory mechanisms for enhancing social
<p>Vulnerable groups</p>	<p>Vulnerable groups may also be from brown sectors in developed regions where people risk to lose their jobs due to green transition process. Additionally, in Eastern cities affected by the recent earthquakes, the need for job creation for disabled people will be a major concern.</p>	<ul style="list-style-type: none"> ● The project will provide them with funding for green livelihood generation and entrepreneurship opportunities ● The selection of beneficiaries will be based on transparent criteria and will be unbiased. However disabled men and women will be prioritized in cities where the earthquake took place. ● They will be provided with technical assistance and capacity building for incubating/accelerating their enterprises. 	<ul style="list-style-type: none"> ● Vulnerable people both within brown sectors and earthquake cities may face challenges to effectively attend the project activities. This could be due to the limited safe transportation opportunities, informal care duties of women, or disabilities. ● They may have certain disabilities which may limit them to benefit from the project equally as other beneficiaries. 	<ul style="list-style-type: none"> ● Project information disclosure activities, people who face difficulties accessing project benefits or face significant negative impacts in subproject implementation areas due to socioeconomic, ethnic or other drivers of vulnerability will be identified and measures will be taken to address them. ● For those disabled persons who want to engage in the project, the project will include measures for their accessibility (ie online channels, audio services etc will be provided depending on the disability type).

		<ul style="list-style-type: none"> ● They will be provided re-skilling and up-skilling trainings to align their adaptation with the green jobs and sectors. 		
Owners/leaders of existing green enterprises	<ul style="list-style-type: none"> ● Perception that support for new/growing green enterprises led by women and youth is at the expense of their enterprises ● Concerns that new/burgeoning enterprises will be a source of competition for them in an already limited market 	<ul style="list-style-type: none"> ● The project's activities will lead to a better business climate and opportunities for green enterprises overall ● Existing green enterprises can access accelerator grants under the project 	Limited or no buy-in from owners of existing green enterprises	<ul style="list-style-type: none"> ● Proactive efforts to disseminate information regarding the project ● Outreach to existing green enterprises regarding the possibility of training/coaching and accelerator grants under the project
Contracted workers/local providers of goods and services	Risks related to adherence to code of conduct, labor standards, and environmental and social safeguards	Opportunities to provide support for civil works and provision of goods and services required for green enterprise and livelihoods facilities development	There may be occupational health and safety concerns during civil works	Labor Management Procedures have been prepared by MoIT and the Labor Management Plan that will apply to all project workers will include the Code of Conduct for project workers as well as principles and procedures for workers' grievance mechanism
Contractors	Risks related to adherence to code of conduct, labor standards and environmental and social safeguards in carrying out small scale civil works	Potential to engage workers to carry out small scale civil works	There may be occupational health and safety concerns during civil works as well as issue around adherence to environmental and social standards	MoIT and DAs will ensure that small scale civil works contractors comply with OHS policies and procedures included in the LMP and ESMF
Buyers of goods and users of services provided by the green enterprises.	Potential to purchase a variety of goods and services from green enterprises	Potential to purchase a variety of goods and services from green enterprises	There may be dissatisfaction/mistrust on their part if the green enterprises are unsustainable	<ul style="list-style-type: none"> ● The project will enhance the support system for green enterprises by establishing a business alliance on responsible sourcing which reinforces and creates a mutually dependent system ● The project will provide support for assets/facilities that will be owned and operated by municipalities and thus be available when project funding stops as municipalities have the incentive to enhance economic development

Stakeholder	Concerns & Issues	Expectations from Project	Risks	Mitigating Measures
OTHER INTERESTED PARTIES				
Government Authorities				
Presidency of Republic of Turkey, Strategy and Budget Office	<ul style="list-style-type: none"> ● Presidency has the role in approving and issuing the effectiveness of the project operations on behalf of the Government of Turkey as the project will take place in the Annual Investment Program. ● Presidency in close relation with World Bank and MoIT continue to support the Government of Turkey's efforts in green transition process 	That the project achieves its results, disburses smoothly and contributes Government of Turkey's green transition agenda including Paris Climate Agreement.	SBO gaining limited information on project progress and disbursement figures	<ul style="list-style-type: none"> ● MoIT sharing six monthly project progress reports with SBO ● World Bank taking part in regular meetings and briefings with the SBO
Ministry of Environment, Urbanization and Climate Change/ Directorate of Climate Change	<ul style="list-style-type: none"> ● Ministry has a Directorate on local policies on climate change and it is responsible for coordinating the preparation, monitoring, evaluation and reporting of regional and local climate change action plans ● The Directorate is responsible for the assessment of the risks and vulnerabilities caused by climate change ● The Ministry has the role to inform and raise awareness about adaptation to climate change 	<p>The Ministry would collaborate on the preparation of the primary analyses that DAs will conduct on their regions with MoIT, and is looking for successful examples in the local dynamics of green business sector to inform policy and legal framework changes</p> <p>The Directorate of Climate Change will contribute to the awareness raising process on green transition and alleviation of prejudices on green production process</p>	<p>Priorities of Ministry may change, new regulations and implementations on green transition may impact outcomes in both ways</p> <p>As a currently established institutions, the Directorate may not have an adequate institutional capacity on local, regional and social development.</p>	<ul style="list-style-type: none"> ● Ministry's collaboration with DAs, local branches of MoFSS and other local stakeholders will be enabled ● Directorate's participation in the working group to contribute on the primary analyses of DAs on their region's green transition dynamics
Ministry of Family and Social Services	Ministry is especially responsible for the provision of social services for the disadvantaged groups in Türkiye. MoFSS can establish the policies and legislative framework regulating social protection mechanisms in line	Project outcomes support green enterprises providing social facilities to their workers. Project objectives improve the access of vulnerable groups to the	<ul style="list-style-type: none"> ● Insufficient knowledge of green transition and the lacking association of social facilities and women labor force participation ● DG of Women Status priorities 	<ul style="list-style-type: none"> ● An effective communication with the central and provincial branches of MoFSS to integrate their local social protection mechanisms in line with the factors that prevent vulnerable groups to take an active role in the

Stakeholder	Concerns & Issues	Expectations from Project	Risks	Mitigating Measures
	with the exclusionary consequences of green transition process for youth and women. On the other hand, it can be cooperated for social facilities enabling women to reach especially childcare services and to overcome other cultural obstacles that prevent women from participating in green ecosystem and the labor market.	green livelihoods in both Eastern and Western regions of Türkiye, and, support the Government's policies and programs on preventing the negative consequences of green transition process for the vulnerable groups through construction of an enabling environment especially for women and youth employment.	and strategy on fostering women livelihoods through cooperatives will be critical	green transition process will be enabled. ● Regular reporting and outreach from WB and MoIT teams to raise awareness regarding the role of green enterprise development
International Development Partners				
UNDP	Green transition and social inclusion topics are also in the agenda of UNDP. Therefore some overlapping activities may emerge during the implementation timeframe of the project	It's aimed that project will contribute to the overall cohesion among the operations of the organizations	Parties may not be sufficiently informed about the project work.	Parties will be invited to stakeholder participation meetings and will be regularly informed about the work carried out within the scope of the project.
ILO	Green transition and green job creation topics are also in the agenda of UNDP. Therefore some overlapping activities may emerge during the implementation timeframe of the project	It's aimed that project will contribute to the overall cohesion among the operations of the organizations	Parties may not be sufficiently informed about the project work.	Parties will be invited to stakeholder participation meetings and will be regularly informed about the work carried out within the scope of the project.
Project Implementing Partners				
Ministry of Industry & Technology, GD of Development Agencies	<ul style="list-style-type: none"> ● Adequate allocation of budgets & delegation of responsibilities for Components 1 and 2 to regional Development Agencies (DAs) ● Capacity building of key stakeholders, including Development Agencies, municipalities, local authorities and other national and local state and non-state stakeholders ● Adequate visibility regarding the WB's financial contribution to 	That the project achieves its results, and that it is implemented effectively by Development Agencies in line with WB safeguards, FM and procurement standards	<ul style="list-style-type: none"> ● New to World Bank operations ● Need for coordination and oversight of DAs on project activities 	WB capacity building support for MoIT to design, implement and monitor green enterprise incubation and acceleration activities, including hiring additional staff (consultants) on project's financial management, procurement, environmental and social, communications and M&E

Stakeholder	Concerns & Issues	Expectations from Project	Risks	Mitigating Measures
	support the green transition process in Turkey			
Development Agencies (provincial level)	Adequate implementation of Component 1 and 2 activities in collaboration with MoIT	Achieve project targets DA project area	<ul style="list-style-type: none"> ● Not all DAs are experienced on green transition and green jobs ● Not all DAs previously experienced working with the World Bank ● Very different operating environments across DAs 	<ul style="list-style-type: none"> ● Capacity building of DAs under Component 3. ● World Bank engagement and capacity building ● Flexibility to adapt project activities to needs of communities in DAs and based on market assessment/initial analyses
Other				
Local Public Authorities	Creation of sustainable solutions for green enterprises by creating assets/facilities that will be owned and operated by municipalities and thus be available when project funding stops as municipalities have the incentive to enhance economic development.	<p>Establishing assets/facilities that are in line with municipal plans/priorities</p> <p>Having successful green enterprises for youth and women</p>	<ul style="list-style-type: none"> ● Municipalities that are unable to commit budgets for O&M ● Insufficient capacity of municipal authorities to implement the project ● Insufficient experience with participatory decision making and engaging youth and women ● Lack of interest in green practices 	<ul style="list-style-type: none"> ● A precondition for funding will be that the municipality or relevant department commits budget for O&M, and each subproject financed under Component 2 requires an O&M plan ● Where possible, agreements will be made with municipalities to enable the beneficiaries themselves to participate in their operation (reducing municipal costs and increasing community ownership) ● Detailed procedures in Project Operations and SubGrant Manuals
Non-Governmental Organizations	<p>NGOs may have the bias that green transition process will displace communities or disrupt traditional livelihoods.</p> <p>They may have the bias that the project will rely too heavily on certain technologies, which could lead to unintended negative consequences.</p>	<p>They are compensated for their time/efforts to undertake and promote green activities</p> <p>Their potential bias on green transition process is eliminated</p>	<ul style="list-style-type: none"> ● There is lack of willingness to engage by CBOs/WLCs 	NGOs will efficiently be informed about the components and all processes of the project.

Stakeholder	Concerns & Issues	Expectations from Project	Risks	Mitigating Measures
Media	<ul style="list-style-type: none"> ● Document and disseminate successes (and challenges) with regard to Paris Climate Agreement ● Highlight the importance of green transition ● Highlight successes and benefits of green enterprises especially those led by vulnerable women and youth 	The project will have positive outcomes with regard to green enterprises and green transition	<ul style="list-style-type: none"> ● Any challenges related to the project's implementation and results would be disseminated by the media as well ● Media messaging could be politically charged 	Preparation and implementation of Communications and Visibility Plan in line with WB visibility guidelines, that emphasizes project goals and activities and mutual benefit to green enterprises and vulnerable groups
General Public	General public may not have adequate information regarding the impact of the climate change as well as requirements of green transition process	Project will raise overall awareness of general public regarding the climate change and green transition.	General public may be misinformed regarding the scope of the project.	Preparation and implementation of Communications and Visibility Plan in line with WB visibility guidelines, that emphasizes project goals and activities and mutual benefit to green enterprises and vulnerable groups

5. STAKEHOLDER ENGAGEMENT PROGRAM

5.1 Overview of Stakeholder Engagement Program

The table below presents roles and responsibilities of key actors in stakeholder engagement to be conducted under the project. Detailed methods of consultations to be conducted are provided in Section V below. However, due to Covid19 pandemic, consultations/SEP activities will be either virtual or conducted under the social distancing measures as relevant. The public health measures declared by Ministry of Health in the country will be strictly followed. Specific content to increase COVID 19 risk communication will also be developed under the Project and communicated with stakeholders widely during project implementation.

Non-state (NS):

Beneficiaries

Other non-state stakeholders

State (St):

Implementing Partners

Other state stakeholders

Table 7. Roles and Responsibilities for the Stakeholder Engagement Program

	Subgroup	Project Phase	Communication Channels/Materials	Engagement Mechanism(s)	Purpose	Venue	Frequency	Responsible Party
NS	Women and youth	Preparation and Implementation	Non-technical summary of project and its environmental and social impacts	Beneficiary Dialogues Participatory needs assessment/ planning/Participatory monitoring	To apprise target beneficiaries and communities of project activities, potential environmental and social risks	Localities in target municipalities that are accessible to subgroups	Once prior to ESMF finalization	MoIT PIU
NS	Owners of existing green enterprises							

	Subgroup	Project Phase	Communication Channels/Materials	Engagement Mechanism(s)	Purpose	Venue	Frequency	Responsible Party
								MoIT PIU
NS	Private Sector (OIP)	Implementation	Non-technical project summary; press releases, audio-visual stories, project websites and project social media channels	Sourcing platform, official meetings, emails	To communicate successful narratives of green enterprises, entrepreneurship and formal employment; to highlight opportunities for private sector investment in green enterprises for sustainability	Meetings held on national and municipal levels	Ongoing	MoIT PIU
	Private sector Contractors	Preparation, implementation	PPTs on WB requirements, including procurement and safeguards	<ul style="list-style-type: none"> • Presentations • Public meetings • Workshops 	Apprise contractors of WB procuremet and safeguards requirements	DA offices		MoIT PIU
NS	Media (OIP)	Implementation	Press releases, audiovisual stories, project websites and project social media channels; tv/radio tbd	Emails; press conferences	To inform the general public about project's contribution to the mitigation of climate change, green		Ongoing	MoIT PIU

	Subgroup	Project Phase	Communication Channels/Materials	Engagement Mechanism(s)	Purpose	Venue	Frequency	Responsible Party
					transition, formal employment, and specific support to both women and youth			
NS	Public in target areas	Preparation, implementation	Leaflets, posters (in print and online), and videos online and social media dissemination, outdoor ads with messages tailored to cities. TV/radio tbd	Local information meetings, sectoral meetings,	Discuss, exchange ideas and provide a clear understanding on the description of green transition and green jobs and the Project's socio-economic benefits to especially youth and women; outreach regarding green livelihoods facilities to benefit broader communities and vulnerable groups	Target areas in municipalities that are accessible by the general public	Ongoing- prior to sub grant cycles; participatory needs assessments and participatory planning cycles	
NS	Women and youth	Implementation/post completion	Non-technical summary of survey objectives, survey questionnaire, report and PPT on survey findings	Beneficiary perception survey as part of mid- and end-line evaluations	Evaluate beneficiary perceptions of project outcomes and processes		Twice – baseline & completion surveys	MoIT/DAs

	Subgroup	Project Phase	Communication Channels/Materials	Engagement Mechanism(s)	Purpose	Venue	Frequency	Responsible Party
St	Development Agencies (Implementing Partners)	Preparation, implementation	Project appraisal package; draft ESMF, LMP Dissemination materials (leaflets, posters, brochures, FAQs); stakeholder engagement plan	Consultations; information meetings, trainings/workshops; annual assessments of DAs	To provide training and capacity building to promote effective project implementation	DA offices	Ongoing trainings and capacity building under Component 3	MoIT PIU
St	Municipal Authorities (Implementing Partners)	Preparation, implementation, post implementation	Non-technical project summary; implementation/planning documents; capacity building materials	Consultations, official meetings, workshops	Capacity building; inputs for needs assessments, market assessments, training needs assessments; engagement in participatory selection of livelihoods facilities under Component 2	Offices of DAs/ municipal authorities	Ongoing	Development Agencies
	World Bank	Planning, implementation	E-mails; media reports (press releases, audio-visual stories, project websites and project social media channels);	Official meetings, site visits/implementation support and supervision missions to the target municipalities	Share information regarding progress and challenges of project implementation; approvals for the project transactions and procurements	MoIT office, WB office, VCs	Quarterly reports, biannual missions, monitoring visits by the CMU as needed	MoIT - PIU
Component 1								
	Women and youth	Implementation	<ul style="list-style-type: none"> • Call for Applications for green enterprises • Printed materials in languages accessible to them (posters and brochures) disseminated through existing outreach initiatives (business chambers, existing service points for employment) 	<ul style="list-style-type: none"> • Consultation/public participation meetings • Focus group discussions • Presentations • Capacity building workshops • Grievance redress/beneficiary feedback mechanism • Information desks in project offices 	Promote enrollment and support private stakeholders (including producer unions, cooperatives, women and youth micro, small and medium entrepreneurs, and start-up owners) in accessing loans for investments that support creating green(er), and (more) sustainable activities	Offices/ locales in the target municipalities that are accessible to subgroups	Prior to each of the approximately 60 cycles of subgrants across three years	Annual scorecard event as part of community check meeting
	Vulnerable groups							
	Existing Green Enterprises							
								Development

	Subgroup	Project Phase	Communication Channels/Materials	Engagement Mechanism(s)	Purpose	Venue	Frequency	Responsible Party
			<ul style="list-style-type: none"> • Social media and SMS messages disseminated through already available jobseeker pools and channels of local stakeholders. • Interactive scorecard event • For disabled persons who want to engage in the project, the project will include measures for their accessibility. Depending on the disability circumstances, house visits may also be utilized as needed. • For illiterate, verbal and non-technical communication will be utilized in public participation meeting 	(either physical or digital)	<p>To support women and youth located in vulnerable areas, through small grants for investments that support creating green(er), and (more) sustainable activities</p> <p>To provide feedback, through an annual event and interactive scorecard/community check meeting on the quality of the training and mentoring services</p>			Agencies
	NGOs		<ul style="list-style-type: none"> • Printed materials (posters and brochures) 	<ul style="list-style-type: none"> • Consultation meetings • Focus group discussions • Grievance redress/beneficiary feedback mechanism • Information desks in project offices (digital if possible) 	<p>To develop additional green transition focused activities with local communities to ensure local relevance and address local challenges.</p> <p>To alleviate their potential bias on green transition process</p>	Localities in target municipalities that are accessible to CBOs and WLCs	Ongoing	

	Subgroup	Project Phase	Communication Channels/Materials	Engagement Mechanism(s)	Purpose	Venue	Frequency	Responsible Party
	Component 2							
	Women and youth	Implementation	<ul style="list-style-type: none"> ● PPTs ● Printed materials (posters and brochures) 	<ul style="list-style-type: none"> ● Participatory planning ● Grievance redress/beneficiary feedback mechanism ● Information desks (digital) in project offices 	To support women and youth located in vulnerable areas, through small grants for investments that support creating green(er), and (more) sustainable activities	Localities in target municipalities that are accessible to target groups, provincial directorates of central ministries	Ongoing	Development Agencies
	Municipal Authorities and provincial directorates of central ministries (Implementing Partners)		<ul style="list-style-type: none"> ● PPTs ● Implementation/planning documents ● Capacity building materials 	Consultations, official meetings, workshops	To ensure local coordination of all project activities and to implement Component 2B; align project support with municipal planning municipalities	Municipal offices, provincial directorates of central ministries		

5.2 Overview of Stakeholder Engagement Methods

5.2.1 Consultation Meetings

Consultation meetings will be convened with stakeholders including government authorities, municipal authorities, private sector businesses, chambers of commerce, civil society and existing green enterprises, women and youth representatives etc.

5.2.2 Participatory Engagement Methods

Under Project components 1 and 2, *participatory needs assessments* will be conducted by trained facilitators. These will focus on compiling information from target beneficiaries through beneficiary dialogues, focus group discussions on the economic constraints and opportunities of individuals and groups engaging in green enterprises. The needs assessments will ensure the genuine engagement of target beneficiaries in the identification of their needs and to promote interaction and substantive discussion between green transition local and national stakeholders around green livelihoods development. The scope of these assessments will cover both incubation and acceleration beneficiaries.

Participatory planning is a process whereby a community undertakes to reach a given socio-economic goal by consciously diagnosing its problems and charting a course of action to resolve those problems. Trained facilitators will conduct outreach and orientation meetings to ensure that target beneficiaries can engage meaningfully in the project. They will also organize participatory planning sessions in collaboration with the municipalities.

5.2.3 Participatory Assessment

Participatory assessments and possible perception surveys will explore citizen's experience and feedback about the project and will be carried out to inform the Project's mid-line and end-line evaluations.

The project will also utilize interactive *community scorecards* - a two-way and ongoing participatory tool for the monitoring of the incubation and acceleration support services. The community score card sessions will bring together Component 1 beneficiaries and providers of capacity building services and the project to jointly analyze issues, underlying capacity building constraints, and other project constraints and find a common and shared way of addressing those issues. The scorecard will result in a joint action plan.

5.2.5 Information Desks

Information Desks in DA offices will provide local residents with information on stakeholder engagement and capacity building activities where they can share information about the project with PAPs and other stakeholders. Brochures and flyers on various project related social and environmental issues will be made available at these information desks. Digital information desks would be preferred especially for those who have difficulties in accessing these places physically.

5.2.6 Grievance Redress Mechanism

In compliance with the World Bank's ESS10 requirement, a specific grievance mechanism will be set-up for the project. Dedicated communication materials (GRM pamphlets, posters) will be created to help local

residents familiarize themselves with the grievance redress channels and procedures. In face-to-face meetings, the GRM and its details will also be verbally communicated for those who are illiterate. A GRM guidebook/manual will also be developed. In order to capture and track grievances received under the project, a dedicated GRM Management Information System/database is planned. Internal GRM training will also take place for the MoIT PIU and contractor staff. The MoIT PIU's website will include clear information on how feedback, questions, comments, concerns and grievances can be submitted by any stakeholder and will include the possibility to submit grievances electronically. It will also provide information on the way the GRM committee works, both in terms of process and deadlines.

5.2.7 Training workshops

Trainings on a variety of social and environmental issues will be provided to MoIT PIU, DAs, contractor staff and possibly relevant facilitators. Issues covered will include sensitization to gender-based violence risks.

5.2.8 Communication Materials

Written information will be disclosed to the public via a variety of communication materials including brochures, flyers, posters, etc. A public relations kit will be designed specifically and distributed both in print and online form. The MoIT PIU will also update its website regularly (at least on a quarterly basis) with key project updates and reports on the project's environmental and social performance both in Turkish and Arabic. The website will also provide information about the grievance mechanism for the project.

The project DAs will also have relevant information on the project in their websites, and share communication materials with local stakeholders and beneficiaries. DAs will establish effective communication channels with local media institutions regarding the project activities.

5.2.9 Presentations

Visual material will be used in public participation meetings and consultation meetings. Presentations will be made which will be summaries of written documents.

5.2.10 Project Brochure

In the project introduction brochures that will be presented to the stakeholders in the initial stage, general information about the project, as well as information about grievance mechanism and liaison/feedback channels will be provided.

Through Component 2, beneficiaries will engage in a process in which they jointly agree on the priorities for the support facilities that are needed in their communities and neighborhoods to enable them to work (this will be developed at the TDA level, linked to the participatory needs assessments at the outset of each cycle). The project will also include: (iv) a beneficiary perception survey that captures perceptions on both outcomes and processes; and (v) a multi-layered grievance redress mechanism that will enable vulnerable beneficiaries to find an easily-accessed channel to lodge complaints and ensure a timely and objective response. To support women to engage in feedback, the community-level ombudswomen will be appointed to support vulnerable women to report issues that arise. The results of the regular feedback

mechanisms (i.e. the complaint and the response) will be discussed by the multi-stakeholder committees, the project steering committee, and during Bank supervision. Through the development of the above tools in the POM, the project will ensure that citizen engagement tools seek depth in engagement, are designed to target the beneficiaries and the vulnerable, are structured for the intended purpose, and occur frequently throughout the entrepreneurship cycle. The project will measure beneficiaries’ feedback on whether the green transition support system met beneficiary needs, whether the project interventions improved social cohesion, and the effectiveness of the abovementioned citizen engagement activities.

6. IMPLEMENTATION ARRANGEMENTS FOR STAKEHOLDER ENGAGEMENT

6.1 Elaboration of Stakeholder Engagement Responsibilities

This section outlines the key implementation arrangements for the project’s stakeholder engagement. The MoIT PIU will assume the main responsibility for the coordination, implementation and monitoring and reporting of the SEP’s implementation.

Table 8 - Responsibilities of key actors/stakeholders in SEP Implementation

Stakeholder	Responsibilities
MoIT PIU- Communications and Stakeholder Specialist	<ul style="list-style-type: none"> ● Planning and implementation of the SEP ● Leading stakeholder engagement activities with development partners, the private sector, multi-stakeholder advisory platforms, DAs ● Management and coordination on resolution of grievances ● Monitoring of and reporting on environmental and social performance to GOT and the World Bank ● Consolidated reporting on SEP activities for the project overall
Development Agencies	Planning and implementation of SEP activities vis-à-vis: <ul style="list-style-type: none"> ● Municipal Authorities ● Regional and provincial level outreach ● Reporting on implementation of DA led SEP activities to MoIT PIU ● Outreach to PAPs/stakeholders in DA Project areas
Local public authorities	<ul style="list-style-type: none"> ● Make available the disclosed ESMP documents ● Participation in stakeholder engagement activities arranged by DAs especially pertaining to inputs for needs assessments, market assessments, training needs assessments, and component 2 activities around participatory planning for livelihoods investments
Contractors	<ul style="list-style-type: none"> ● Inform MoIT PIU of any issues related to their engagement with stakeholders ● Transmit and resolve complaints caused by the construction activities in close collaboration with and as directed by MoIT PIU by participating in the local Grievance Resolution Committee ● Prepare, disclose and implement various plans (e.g. ESMP, Labor Management Plan, etc.) ● Inform local communities of any environmental monitoring e.g. noise, vibration, water quality monitoring ● Announce important construction activities (such as road closures and available alternatives)

6.2 Information Disclosure

All E&S documents which are prepared for Substantial and Moderate Risks subprojects, will be disclosed at the places/venues that are easily accessible to all stakeholders before construction/renovation works begin and public consultation meetings will be conducted upon the disclosure and consultation process of E&S documents of subprojects. A Stakeholder Engagement Plan (SEP) has been prepared by MoIT to be implemented throughout the project by all agencies involved in the project.

To provide general information to stakeholders about the project and to share the possible environmental and social risks of the project, a virtual consultation meeting was held on January 30, 2024 with the participation of line ministries, public institutions and organizations operating at regional and local levels such as development agencies, regional development administrations, municipalities, governorships, chambers of industry and commerce, as well as NGOs and private sector representatives.

All environmental and social documents prepared for the project (ESMF, IMP, SEP and LAF) were published in Turkish and English on the website of the Ministry of Industry and Technology for review by stakeholders before the virtual consultation meeting, and the link was sent to the participants (<https://www.sanayi.gov.tr/bolgesel-kalkinma-faaliyetleri/uluslararasi-projeler>). In the meeting 164 people attended and the institutional information and positions of the participants are in Annex 2, and meeting photos are in Annex 3.

The meeting was chaired by the Head of Funds and Technical Cooperation Department of the General Directorate of Development Agencies, and a presentation was made by an expert from the same department. In this presentation; detailed information about the aims, objectives and components of the project is given, then the purpose of preparing the ESF documents is included and a summary of the relevant documents is presented.

The questions and comments asked by the participants at the meeting are generally within the scope of the project's implementation process and support elements. A summary of the questions and the answers given are below.

- Will the participatory method be used locally within the scope of the project, will NGOs and other stakeholders take part in the process?

o SoGreen Project will be implemented under the coordination of the Ministry of Industry and Technology at the central level and at the regional level by development agencies. Development agencies operating in 26 level 2 regions aim to accelerate regional development by improving cooperation between the public sector, private sector and non-governmental organizations, ensuring appropriate and effective use of resources and activating local potential. In this context, agencies will continue this approach within the scope of the SoGreen project and include regional actors in the project process. Participation of all local stakeholders will be of great importance, especially in analysis studies to be prepared at the regional level.

- Will compulsory co-financing be envisaged in subprojects?

o Co-financing at different rates determined under each component for the subprojects to be supported is expected to be covered by the beneficiaries.

- Will the implementation start simultaneously in all Agencies, will there be a pilot application in the first stage, and if so, how will the pilot application selection be made?

o The project will be implemented in all 26 level 2 regions, but it is envisaged to start implementation with pilot regions for a limited period in the first stage in order to ensure more effective and efficient management of the process. Pilot regions will be determined based on a methodology determined in the light of indicators.

- Who will be the beneficiaries of the SoGreen Project?
 - o Within the scope of Component 1, micro, small and medium-sized enterprises, cooperatives, entrepreneurs; Within the scope of Component 2, local public institutions and organizations can be beneficiaries.
- Will the project process be carried out through KAYS?
 - o All subproject supports to be implemented within the scope of the project will be provided through KAYS.

6.3 Estimated Budget

The estimated budget allocated for implementing the stakeholder engagement plan seven years is approximately 2,000,000 Dolar.

6.4 Monitoring and Reporting of the SEP

Component 3 of the Project will support monitoring and evaluation (M&E) activities to track, document, and communicate the progress and results of the project, including monitoring of the Stakeholder Engagement Plan. An M&E team within the MoIT PIU will be responsible for overall compilation of progress and results. The PIU will also monitor the quality of the community mobilization and other inclusion, voice and agency activities with communities as measured through community scorecards, which will be discussed and verified along with financial records and project implementation records. Feedback and grievances received through the grievance redress/beneficiary feedback mechanism will also be included in the semiannual reporting. Finally, the findings of the baseline and end line beneficiary perception surveys will also be included in M&E efforts.

Stakeholder Engagement Plan activities will be monitored every six months and reported in project progress reports biannually.

7. GRIEVANCE REDRESS MECHANISM

7.1 Purpose and Scope

The DAs and MoIT receive formal requests and grievances through the Presidential Communication Center (CIMER). Other than CIMER, DAs can receive formal grievances either in a writing or through their online web channels. Given that all kinds of complaints are received by CIMER from the public and tracing project-specific requests, concerns or complaints will be difficult through CIMER, also it is only available to Turkish citizens, a project specific grievance mechanism will be needed. In accordance with the requirements of the World Bank, a grievance mechanism open to the use of all stakeholders, directly or indirectly affected by the project will be established.

The project-based GRM is intended to serve as a mechanism to:

- Allow for the identification and impartial, timely and effective resolution of issues affecting the project;
- Strengthen accountability to beneficiaries, including project affected people, and provide channels for project stakeholders and citizens at all levels to provide feedback and raise concerns.

Having an effective GRM in place will also serve the objectives of: reducing conflicts and risks such as external interference, corruption, social exclusion or mismanagement; improving the quality of project activities and results; and serving as an important feedback and learning mechanism for project management regarding the strengths and weaknesses of project procedures and implementation processes. The GRM will also allow submission of anonymous grievances. The attached grievance form in Annex 1 will be utilized in the project and allow submission of anonymous grievances. In addition, the project GRM will include a channel to receive and address confidential complaints related with Sexual Exploitation and Abuse/Sexual Harassment in workplace (green enterprises).

In addition, as part of the Labor Management Procedures, drafted by MoIT, MoIT PIU will also set up a worker's grievance mechanism for project workers, who are staff of MoIT, DAs and contracted workers.

The project will adopt a citizen engagement framework that incorporates a set of structured tools that will be adapted and developed to be implemented under the restrictions of the COVID-19 pandemic. Under Component 1, during implementation, private sector actors and vulnerable groups will be involved, sequentially, in: (i) participatory needs assessments; (ii) participatory skills/training assessments linked to decision making over the form that capacity building will take (e.g. training, coaching, mentoring); and (iii) participatory monitoring and feedback, through an annual feedback event using an interactive community scorecard tool to review and course correct as need be to enhance the quality of the training and mentoring services. These processes will be implemented through a blended approach which incorporates digital (civic technology) solutions, draws on local actors and pays attention to effective facilitation in the COVID-19 context. These processes will build on the beneficiary dialogues undertaken during preparation. Through Component 2, beneficiaries will engage in a process in which they jointly agree on the priorities for the support facilities that are needed in their communities and sectors to enable them to work (this will be developed at the TDA level, linked to the participatory needs assessments at the outset of each cycle). The project will also include: (iv) a beneficiary perception survey that captures perceptions on both outcomes and processes; and (v) a multi-layered grievance redress mechanism that will enable vulnerable beneficiaries to find an easily-accessed channel to lodge complaints and ensure a timely and objective response. To support women to engage in feedback, the community-level ombudswomen will be appointed to support vulnerable women to report issues that arise. The results of the regular feedback mechanisms (i.e. the complaint and the response) will be discussed by the multi-stakeholder committees, the project steering committee, and during Bank supervision. Through the development of the above tools in the POM, the project will ensure that citizen engagement tools seek depth in engagement, are designed to target the beneficiaries and the vulnerable, are structured for the intended purpose, and occur frequently throughout the entrepreneurship cycle. The project will measure beneficiaries' feedback on whether the green transition support system met beneficiary needs, whether the project interventions improved social inclusion of women and youth, and the effectiveness of the above mentioned citizen engagement activities.

7.2 GRM Overview & Structure

Who can communicate grievances and provide feedback? The GRM will be accessible to a broad range of Project stakeholders who are likely to be affected directly or indirectly by the project. These will include beneficiaries, community members, project implementers/contractors, civil society, media—all of who will be encouraged to refer their grievances and feedback to the GRM.

What types of grievance/feedback will this GRM address? The GRM can be used to submit complaints, feedback, queries, suggestions or compliments related to the overall management and implementation of the project, as well as issues pertaining to sub projects that are being financed and supported by the

project, including:

- Mismanagement, misuse of Project Funds or corrupt practices.
- Violation of Project policies, guidelines, or procedures, including those related to child labor, health and safety of community/contract workers and unacceptable behaviors, sexual exploitation and abuse/sexual harassment.
- Disputes relating to resource use restrictions that may arise between or among affected communities.
- Grievances that may arise from members of communities who are dissatisfied with the eligibility criteria, project activities, or actual implementation of the project by DAs
- General feedback, questions, suggestions, compliments.

Standards. The SoGREEN GRM will establish clearly defined timelines for acknowledgment, update and final feedback to the complainant. To enhance accountability, these timelines will be disseminated widely to Project stakeholders. The timeframe for acknowledging the receipt of the grievance is 5 days. Addressing and responding to feedback is 30 days from the time that it was originally received, and this period is subject to extension upon the written consent of the MoIT PIU head.

Structure. The structure of the Feedback system/GRM for the project will be comprised of three levels, from the level of the community through the central PIU level.

Community Level. To ensure that the GRM is accessible to people at the community level, they will have the option to report their complaint/feedback to designated *grievance focal points* (GFPs)

Regional/DA Level. DAs will also appoint respective GRM focal points that can either receive feedback directly from stakeholders, or to whom the community level GRM focal points can escalate issues/complaints.

Central/PMU Level. If there is a situation in which there is no response from the community/DA level grievance redress focal points, or if the response is not satisfactory then complainants and feedback providers have the option to contact the PIU directly to follow up on the issue. The PIU's grievance redress focal point will be responsible for complaints and issues related to all districts and components. The PIU Director will make a final decision after a thorough review of the investigation and verification findings.

Appeal Mechanism. If the complaint is still not resolved, the complainant may escalate/appeal to a higher level of GRM within the project at the central level. If s/he is not satisfied with the decision, then s/he can submit his/her complaint to the appropriate court of law.

Handling Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) issues: First responders will be trained on how to handle disclosures of SEA/SH. The DAs focal points, and the community-level ombudswomen who are the first touch point for women will be trained with the basic skills to respond to disclosures of SEA/SH that could be associated with or exacerbated by the epidemic, in a compassionate and non-judgmental manner and know to whom they can make referrals for further care or bring in to treatment centers to provide care on the spot. Turkey has already a national referral system for GBV, not only domestic violence but also work-place related harassment, bullying, violence as well as SEA/SH at work-place. These are under the auspices of Ministry of Family, Labor and Social Services and already detailed in both the Turkish Labor code and Turkish Penal code, where unacceptable behaviors are explained, and relevant penalties are detailed. Psychosocial support is already provided and available for

women and girls who may be affected by the outbreak and are also GBV survivors. The GRM that will be in place for the project will also be used for addressing SEA/SH issues at work-place and will have in place mechanisms for confidential reporting with safe and ethical documenting of SEA/SH issues. Further, the GRM will also have in place processes to immediately notify both the MoIT and the World Bank of any SEA/SH complaints, with the consent of the survivor. Thus, the existing GRM will also be strengthened with procedures to handle allegations of GBV/SEA/SH violations.

The grievances related to exploitation of female workers, including sexual harassment and abuse at the workplace and unfair treatment will be prioritized to take actions. The PIU Manager, DA project responsible, Social Safeguard Specialist, as appropriate, shall be responsible for taking appropriate action in cases in which there is reason to believe that any right has been violated. The appropriate designated authorities will be informed about investigations into cases of Gender-based Violence/SEA/SH, and of the action taken as a result of such investigations.

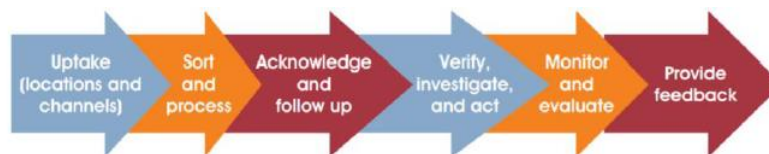
- All grievances and feedbacks will be handled with a fair and objective approach. Transparency and accessibility are also two main concerns of this redress mechanism.
- In addition, the number, frequency, topics of grievances and feedbacks will be analyzed and reported periodically to the related units and administrative level.
- Based on these detailed reports, the most frequently addressed issues are identified, and improvement activities are initiated.

7.3 GRM Communication & Process

Communication. Information about the project’s GRM will be publicized as part of the initial feedback consultations in the participating communities. Brochures will be distributed during consultations and public meetings, and posters will be displayed in public places such as in project offices, local and municipal notice boards, community centers, government offices, etc. Information about the GRM will also be posted online on the PIU website, available in both languages, Turkish and Arabic. Details will be updated in Project Operational Manual and in this SEP, not later than 30 days after the Effective Date of the Grant Agreement and will be implemented throughout Project duration.

Process. The overall process for the GRM will be comprised of 6 steps: (1) uptake (2) sorting and processing (3) acknowledgment and follow up (4) verification, investigation and action (5) monitoring and evaluation and (6) feedback (see figure 3).

Figure 1. Feedback and GRM Process



Source: Agarwal, Sanjay and Post, David. 2009. Feedback Matters:

Designing Effective Grievance Redress Mechanisms for Bank-Financed Projects – Part I. SDV. World Bank.

Step 1: Uptake. Project stakeholders will have the opportunity to provide feedback and report complaints through several channels (in-person, mail, telephone, project website) at different levels.

Step 2: Sorting and Processing. To consolidate, monitor and report on information related to grievances, complaints and feedback related to the project will be documented upon receipt/communication at each level of the GRM, and will be classified in order to manage the grievance redress process more effectively. Feedback/complaints regarding environmental or social issues related to the project activities will be logged in the MIS and documented.

Step 3: Acknowledgement and Follow-Up. Within 5 days of receiving complaint/feedback, the grievance redress focal point will inform the complainant about the timeframe and the likely course of action. At the 5-day mark, if a complaint/question is still pending, the GFP in charge of the complaint at that point should provide an update about the status of complaint/question to the person who submitted it and provide an estimate of how long it will take to resolve the grievance or respond to the query.

Step 4: Verification, Investigation & Action. Verification and investigation involve gathering information about the grievance to determine its validity and to generate a clear picture of the circumstances surrounding the issue under consideration. This process normally includes site visits, document reviews, a meeting with the complainant (if known and willing to engage) and meetings with individuals and/or entities who can assist with resolving the issue. Potential actions include responding to a query or comment, providing users with a status update, imposing sanctions, or referring the grievance to another level of the system for further action. Depending on which channel the grievance is received, the verification and investigation can be conducted by the GFP, or by the M&E staff in the DA or by the communications specialist at the PIU of MoIT.

Step 5: Monitoring & Evaluation. Monitoring refers to the process of tracking grievances and assessing the extent to which progress is being made to resolve them. Ultimately, the PIU will be responsible for consolidating, monitoring and reporting on the total number of complaints, enquiries and other feedback for the project that has been received, resolved and that is pending at the community and DA levels, as well as feedback pertaining to the PIU. Information collected by DAs will be compiled by the PIU for reporting at the end of every month.

Step 6: Providing Feedback. This step entails informing GRM users and the public at large about the results of investigations and the actions taken. Grievance redress focal points will provide feedback by contacting the complainant directly within a 30-day period of receiving the feedback/complaint. The PIU will make quarterly reports available to the World Bank team on the implementation of the Project GRM. In addition, data on grievances and/or original grievance logs will be made available to World Bank project supervision missions.

7.4 Grievance Logs

The Grievance Focal Points will maintain local grievance logs to ensure that each complaint has an individual reference number and is appropriately tracked and recorded actions are completed. A sample grievance form and a close-out form is attached in Annex-1.

7.5 Monitoring and Reporting on Grievances

The PIU’s GRM focal point who will be the Communications and Stakeholder Specialist will be responsible for:

- Collecting and analyzing the qualitative data from grievance redress focal points on the number, substance and status of complaints and uploading them into the single project database;
- Monitoring outstanding issues and proposing measures to resolve them;
- Submitting quarterly reports on GRM mechanisms to the Project Coordinator at the PIU.

Quarterly reports to be submitted by the PIU shall include a section related to GRM which provides updated information on the following:

- Status of GRM implementation (procedures, training, public awareness campaigns, budgeting etc.);
- Qualitative data on number of received grievances \ (applications, suggestions, complaints, requests, positive feedback), number of resolved grievances;
- Quantitative data on the type of grievances and responses, issues provided and grievances that remain unresolved;
- Level of satisfaction by the measures (response) taken;
- Any correction measures taken.

Results posted on the PIU and DA websites.

7.6 World Bank Grievance Redress System

Communities and individuals who believe that they are adversely affected by a World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB’s Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB’s independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank’s attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank’s corporate Grievance Redress Service (GRS), please visit <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org

Annex 1. Sample Grievance Form and Grievance Closeout Form

GRIEVANCE FORM		
Name of person receiving grievance:		Date:
Title:		
INFORMATION ABOUT COMPLAINANT		Ways of Receiving Grievance

<i>(This section may not be filled if the complainant wishes to remain anonymous)</i>			
Name – Surname		Phone	<input type="checkbox"/>
Phone number		Information Meetings	<input type="checkbox"/>
Address		Application to Office	<input type="checkbox"/>
District/Neighborhood		Mail/e-mail	<input type="checkbox"/>
Signature (if possible)		Field visit	<input type="checkbox"/>
		Other:	<input type="checkbox"/>
DETAILS OF GRIEVANCE			

GRIEVANCE CLOSEOUT FORM		
ASSESSMENT OF THE GRIEVANCE		
Corrective Action Required:	<input type="checkbox"/> YES	<input type="checkbox"/> NO
	Please describe the action if it is required to close-out the case	
RESULT		
CLOSEOUT		
<i>This part will be filled in and signed by the complainant and the complaint evaluation committee when the corrective action or file is closed-out. (Instead of taking the signature of the complainant, receipt or other supplementary documents can be attached to the form in order to verify that the file has been closed-out.)</i>		
Responsible Person	Complainant	
Name-Surname	Name-Surname	
Date and Signature	Date and Signature (If possible)	

Annex 2. Stakeholder Meeting (30.01.2024) Paticipants' Institutions and Positions

No .	Institution	Mission
1	Ahiler Development Agency	Head of Unit
2	Ahiler Development Agency	Expert
3	Ahiler Development Agency	Expert
4	Ministry of Family and Social Services	Assistant Expert
5	Ministry of Family and Social Services	Family and Social Services Expert
6	Ministry of Family and Social Services General Directorate on the Status of Women	Assistant Expert
7	Ministry of Family and Social Services General Directorate on the Status of Women	Assistant Expert
8	Alethina Impact Initiatives Consulting Inc.	Executive
9	Alethina Impact Initiatives Consulting Inc.	Project manager
10	Ankara Development Agency	Expert
11	Ankara Development Agency	Expert
12	Ankara Development Agency	Expert
13	Ankara Development Agency	Expert
14	Ankara Chamber of Industry	Coordinator
15	Ankara Chamber of Commerce	Office Clerk
16	Antalya Metropolitan Municipality	Project Development Expert
17	Antalya Metropolitan Municipality	Engineer
18	Antalya Industry and Technology Directorate	Branch manager
19	Antalya Industry and Technology Directorate	Engineer
20	Antalya Industry and Technology Directorate	Engineer
21	Balıkesir Metropolitan Municipality	S. Chemist
22	Western Mediterranean Development Agency	Expert
23	Western Black Sea Development Agency	Expert
24	Western Black Sea Development Agency	Expert
25	Bursa Eskişehir Bilecik Development Agency	Expert
26	Bursa Eskişehir Bilecik Development Agency	Expert
27	Ministry of Environment, Urbanization and Climate Change	Civil Engineer
28	Ministry of Environment, Urbanization and Climate Change, Climate Change Directorate	Architect
29	Çukurova Development Agency	Head of Unit
30	DCube Circular Economy and Sustainability Inc.	Founding Partner
31	DCube Circular Economy and Sustainability Inc.	Founding Partner
32	DCube Circular Economy and Sustainability Inc.	Sustainability Assistant Expert
33	Denizli Metropolitan Municipality	Electrical electronics Engineer
34	Denizli Provincial Directorate of Industry and Technology	Engineer
35	Denizli Provincial Directorate of Industry and Technology	Technician
36	Dicle Development Agency	Head of Unit
37	Dicle Development Agency	Coordinator
38	Diyarbakır Metropolitan Municipality	Projects Branch Manager

39	Diyarbakır Metropolitan Municipality	Project Expert
40	Eastern Mediterranean Development Agency	Head of Unit
41	Eastern Anatolia Development Agency	Expert
42	Eastern Anatolia Project Regional Development Administration	Coordinator
43	Eastern Anatolia Project Regional Development Administration	Expert
44	Eastern Black Sea Development Agency	Expert
45	Eastern Black Sea Development Agency	Expert
46	Eastern Black Sea Project Regional Development Administration	Expert
47	Eastern Black Sea Project Regional Development Administration	Expert
48	Eastern Marmara Development Agency	Expert
49	World Bank	Environmental Expert
50	Aegean Region Chamber of Industry	Business development Expert
51	Energy and Natural Resources Ministry	Assistant Expert
52	Erzurum Metropolitan Municipality	Public Administration Expert
53	Erzurum Provincial Directorate of Industry and Technology	Data Preparation and Control Operator
54	Eskisehir Metropolitan Municipality	Social Services Unit
55	Eskişehir Provincial Directorate of Industry and Technology	Engineer
56	Firat Development Agency	Head of Unit
57	Firat Development Agency	Expert
58	Gaziantep Metropolitan Municipality	Project Expert
59	Gaziantep Governorship Planning and Coordination Directorate	Deputy Provincial Planning Expert
60	South Aegean Development Agency	Expert
61	South Aegean Development Agency	Expert
62	Southern Marmara Development Agency	Expert
63	Southeastern Anatolia Project Regional Development Administration	Social Worker
64	Ministry of Treasury and Finance	Expert
65	Silk Road Development Agency	Expert
66	Silk Road Development Agency	Expert
67	The Istanbul Metropolitan Municipality	Assistant Expert
68	Istanbul Metropolitan Municipality Maritime Services Directorate	Chief of Naval Research
69	Istanbul Development Agency	Expert
70	Istanbul Development Agency	Head of Unit
71	Istanbul Development Agency	Expert
72	Istanbul Chamber of Industry	environmental engineer
73	Istanbul Chamber of Industry	Engineer
74	Istanbul Chamber of Commerce	Project and Business Development Assistant Expert
75	Izmir Metropolitan Municipality	EU Grant Projects Branch Manager
76	Izmir Development Agency	Head of Unit
77	Izmir Development Agency	Expert
78	Izmir Development Agency	Expert
79	Izmir Development Agency	Head of Unit
80	Izmir Development Agency	Expert

81	Izmir Development Agency	Expert
82	Izmir Development Agency	Expert
83	Izmir Development Agency	Expert
84	Izmir Development Agency	Head of Unit
85	Izmir Provincial Directorate of Industry and Technology	industrial engineer
86	Izmir Chamber of Commerce	Project Officer
87	Kahramanmaraş Metropolitan Municipality	R&D and Energy Manager
88	Kahramanmaraş Metropolitan Municipality	Head of Foreign Relations Department
89	Kahramanmaraş Provincial Directorate of Industry and Technology	Engineer
90	Karacadağ Development Agency	Expert
91	Kocaeli Metropolitan Municipality	Sociologist
92	Kocaeli Provincial Directorate of Industry and Technology	Engineer
93	Konya Metropolitan Municipality	Social worker
94	Konya Plain Project Regional Development Administration	Engineer
95	Konya Plain Project Regional Development Administration	Engineer
96	Konya Plain Project Regional Development Administration	Coordinator
97	Konya Provincial Directorate of Industry and Technology	Branch manager
98	KOSGEB	Expert
99	Northern Anatolia Development Agency	Head of Unit
100	Malatya Metropolitan Municipality	Project Expert
101	Malatya Metropolitan Municipality	Project manager
102	Malatya Industry and Technology Directorate	Branch manager
103	Malatya General Directorate of Water and Sewerage	Branch manager
104	Manisa Metropolitan Municipality	Zero Waste and Excavation Management Branch Manager
105	Manisa Provincial Directorate of Industry and Technology	Engineer
106	Manisa Governorship	Coordinator
107	Mardin Metropolitan Municipality	Translator
108	Mardin Metropolitan Municipality	Social Worker
109	Mardin Metropolitan Municipality	Project Coordinator
110	Mardin Provincial Directorate of Industry and Technology	Chef
111	Mersin Provincial Directorate of Industry and Technology	Engineer
112	Mevlana Development Agency	Secretary General
113	Mevlana Development Agency	Expert
114	Mevlana Development Agency	Head of Unit
115	Mevlana Development Agency	Expert

11 6	Muğla Metropolitan Municipality	environmental engineer
11 7	Muğla Metropolitan Municipality	environmental engineer
11 8	Muğla Metropolitan Municipality	Social worker
11 9	MÜSİAD-Independent Industrialists and Businessmen Association	assistant Secretary General
12 0	Nivogo-Nivo Technology Trade Inc.	Founding Partner - General Manager
12 1	Central Anatolia Development Agency	Head of Unit
12 2	Central Black Sea Development Agency	Head of Unit
12 3	Central Black Sea Development Agency	Coordinator
12 4	Central Black Sea Development Agency	Head of Unit
12 5	Central Black Sea Development Agency	Expert
12 6	Central Black Sea Development Agency	Head of Unit
12 7	Central Black Sea Development Agency	Expert
12 8	Sakarya Provincial Directorate of Industry and Technology	Engineer
12 9	Samsun Metropolitan Municipality	Project Expert
13 0	Samsun Provincial Directorate of Industry and Technology	Engineer
13 1	Ministry of Industry and Technology	Industry and Technology Expert
13 2	Ministry of Industry and Technology	Industry and Technology Assistant Expert
13 3	Ministry of Industry and Technology	EU Assistant Expert.
13 4	ministry of industry and technology	Expert
13 5	Ministry of Industry and Technology	Engineer
13 6	Ministry of Industry and Technology	Industry and Technology Expert
13 7	Ministry of Industry and Technology	EU Expert
13 8	Ministry of Industry and Technology	Head of Department
13 9	Ministry of Industry and Technology	Expert
14 0	Ministry of Industry and Technology	Industry and Technology Expert
14 1	Ministry of Industry and Technology	Branch manager
14 2	Ministry of Industry and Technology	Expert
14 3	Ministry of Industry and Technology General Directorate of R&D Incentives	Engineer
14 4	Ministry of Industry and Technology General Directorate of Industrial Zones	Industry and Technology Assistant Expert

14 5	Provincial Directorate of Industry and Technology	Engineer
14 6	Serhat Development Agency	Expert
14 7	Serhat Development Agency	Expert
14 8	Strategy and Budget Directorate	Strategy and Budget Expert
14 9	Tekirdağ Provincial Directorate of Industry and Technology	Branch manager
15 0	Ministry of Commerce	Trading Expert
15 1	Ministry of Commerce	Assistant Expert
15 2	TOBB	Expert
15 3	TOBB	Sector Assemblies Directorate
15 4	TOBB	Head of Sectors and Entrepreneurship Department
15 5	TOBB	Environmental Manager
15 6	Thrace Development Agency	Expert
15 7	TÜBİTAK	Chief Expert
15 8	Union of Municipalities of Türkiye	Expert
15 9	TUSIAD	Director of Social Policies Department
16 0	Van Metropolitan Municipality	Deputy Director of Foreign Relations Branch.
16 1	Van Governorship	Agricultural Engineer
16 2	WWF Turkey	Program Manager
16 3	Zafer Development Agency	Expert
16 4	Zafer Development Agency	Head of Unit

Annex 3: Stakeholder Meeting (30.01.2024) Photographs

T.C. SANAYİ VE TEKNOLOJİ BAKANLIĞI #MILLİYEKONOMİKNEPİLİŞİM

Sosyal Olarak Kapsayıcı Yeşil Geçiş Projesi (SoGreen)

deo1411145904


OCAK 2024

Çevresel ve Sosyal Yönetim

Amacı: Projenin olası olumsuz çevresel ve sosyal etkilerini DB Standartları, ulusal ve uluslararası mevzuat ve standartlarına uygun olarak ortadan kaldırmak ya da en aza indirmek

deo1411145904

Projenin Tabi Olduğu Çevresel ve Sosyal Standartlar

 <p>ÇSS 1: Çevresel ve Sosyal Riskler ve Etkilerin Değerlendirilmesi ve Yönetilmesi</p>	 <p>ÇSS 2: İşgücü ve Çalışma Koşulları</p>	 <p>ÇSS3: Kaynak ve Kirilliliğin Onları Yönetimi</p>	
 <p>ÇSS 4: Toplum Sağlığı ve Güvenliği</p>	 <p>ÇSS 5: Arazi Edinimi, Arazi Kullanımında Kısıtlar ve Gönülsüz Yeniden Yerleşim</p>	 <p>ÇSS 8: Kültürel Miras</p>	 <p>ÇSS 10: Paydaş Katılımı ve İstişare</p>

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