

NEWSLETTER

NATO/PfP Trust Fund Programme

for Assistance to Redundant Personnel in Bosnia and Herzegovina

Newsletter Issue No. 13 - February 2009

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The NATO/PfP Trust Fund is set up by NATO Member States and other donors to assist Bosnia and Herzegovina with the reintegration of personnel made redundant through the Defence Reform process. The NATO Trust Fund for BiH will contribute to the overall objectives of BiH to maintain peace and stability, foster economic recovery, reduce unemployment and generate income by facilitating the resettlement into civilian and economic life of persons discharged in the course of the BiH defence reform process of 2006-2007, and those previously downsized in 2004.

IOM has worldwide experience (including the implementation of a BiH's Transitional Assistance to Demobilised Soldiers (TADS) project between 2002 and 2006) in assisting personnel affected by military downsizing to reintegrate into civilian life through job placement, Small and Medium Enterprise (SME) startup and expansion, agricultural revitalization and vocational and business training. This expertise has led IOM to becoming the executing agent also in BiH.

NTF BENEFICIARIES & PROJECTS

As at January 31 2009 a total of **2,894** redundant MoD personnel have registered with the International Organization for Migration (IOM). **2,594** beneficiaries are redundant personnel from 2004 and **300** from 2007. *Figure 1* illustrates the types of assistance requested by the redundant personnel after counselling with NTF staff for all approved projects. Of the **2,181** beneficiaries with approved projects, concrete assistance had been delivered to **1,850** RPs by the end of the reporting period. Less than two-thirds of approved projects are agricultural; over one-quarter involves non-agricultural business (split evenly between start-ups and expansions of existing businesses); 6% is in the category of employment; and 3% in education.

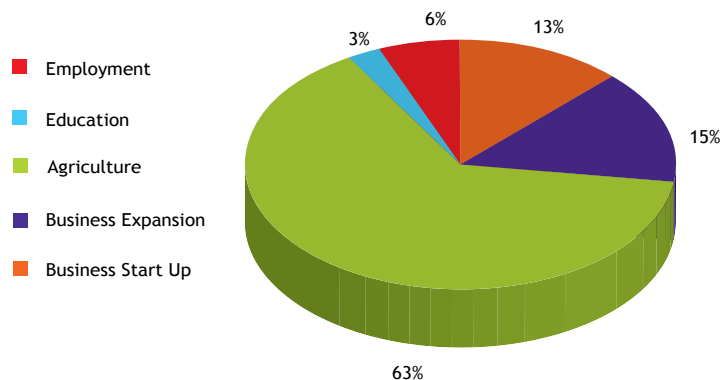


Figure 1

DIRECT ASSISTANCE

2,580 redundant MoD personnel have been contacted by IOM and requested to provide supporting documentation related to their reintegration expectations. Since the beginning of the project, **2,226** project proposals have been prepared by NTF field staff, **2,181** projects have been approved for delivery of concrete assistance, and **1,850** beneficiaries have received assistance.

Applications Submitted	2,894
Project Proposals Submitted	2,226
Project Proposals Approved	2,181





NATO/PfP Trust Fund Programme - Stories from the Field

Mostar AoR



Subsidized Job Placement

Muhamed is a Bosniak returnee who lives with his wife, two young sons and parents in a village near Travnik. After discharge in 2004, Muhamed found employment for one year at a furniture factory and later worked as a day labourer with various construction companies. During counselling with Muhamed, the NTF team informed him that the FIS company in Vitez was looking for new employees and that the skills he acquired at the furniture factory would make him a good candidate for the job opening. After an interview, the FIS company offered Muhamed a full-time registered job working on a new production line. During the probationary period, NTF subsidizes part of Muhamed's salary. Muhamed and his employer are very satisfied with the job placement and the FIS company has expressed its interest to offer Muhamed a long-term contract at the end of the probationary period.

Banja Luka AoR



Enhancing employment

Dejan is an engineer and he works in the maintenance department of the public bus transportation agency of Banja Luka. He lives with his wife and school-aged daughters in Banja Luka. With support from the NTF programme, Dejan recently negotiated a promotion from his employer with the new task of travelling to other offices and depots of his agency to provide an internationally-certified training on quality services in public transportation. NTF provided Dejan with a laptop and other IT equipment, while his employer contributed a projector, to enable Dejan to provide the training. With his promotion, Dejan's salary increased substantially and he feels that this position with the agency is more secure.

Sarajevo AoR



Employment with Tools

Vesna is fifty years old and she has an academic background in Economics and work experience in administrative, bookkeeping and accounting jobs. She lives with her husband and two daughters in East Sarajevo. After discharge, she was able to secure only part-time work at a bookkeeping firm near her home. As Vesna was happy with the firm and her duties there, NTF met with the applicant and her employer to determine what assistance could be provided that would enable the company to offer Vesna a full-time and long-term position. All parties agreed that Vesna needed modern computing equipment to improve her job performance and productivity. Vesna now has a secure job and enjoys all governmental benefits, such as health insurance and pension, that accompany a registered position. She plans to undertake training to become a licensed accountant, which will further enhance her job prospects.

“The NATO/PfP Trust Fund in Context” by Lejla Mulić from NATO HQ Sarajevo

The Trust Fund (TF) policy is an integral part of NATO's Partnership for Peace (PfP) programme of practical security cooperation. Any Partner country may request assistance. Each project is led on a voluntary basis by one or more “Lead Nations”, which are responsible for gathering political and financial support for the project as well as selecting the Executing Agent for the project.

The TF policy was established in September 2000 to assist Partner countries in the safe destruction of stockpiled anti-personnel landmines. Initial success in the safe destruction of anti-personnel landmines led to an extension of the policy to include conventional munitions, as well as small arms and light weapons. In recent years, the scope of the TF policy has been further expanded to support wider defence reform initiatives.

Between 2000 and 2008, some 40 million EUR have been contributed to TF projects. Between 2005 and 2008, some 5,000 former military personnel have received retraining assistance from TF projects supporting defence reform. TF projects facilitated employment for many people in Albania, Azerbaijan, Serbia and Ukraine between 2005 and 2007.

The NATO Trust Fund for BiH (NTF BiH) was established by the NATO Pol-Mil Steering Committee



NHQSa presentation at NATO/EAPC resettlement workshop in Kazakhstan



in June 2006 for an estimated 6000 personnel to be downsized over 34 months. As this number decreased due to early retirement schemes and rehiring, the original budget was revised. The purpose of NTF BiH is to facilitate the resettlement, into civilian and economic life, of persons who were discharged in the course of the defence reform process in 2006 and 2007, and also those who were discharged through the 2004 downsizing.

NATO views NTF BiH as a success. Those in need of assistance are being supported, through the hard work of relevant BiH institutions and IOM, with the generous contributions of NTF donors. This has helped to ensure that the defence reform process provides for those who are no longer required in BiH defence institutions.

As stated in the approved NTF Project for BiH: (a) NATO provides political support to the Programme; assists in fundraising and public information efforts, monitors and advises programme implementation through the established TF mechanism; (b) NATO Headquarters - Sarajevo (NHQSa) assists in resolving possible problems on the ground and by supporting the publicity and communications aspect of the Programme, and represents NATO HQ at coordination/information exchange meetings in Sarajevo; and (c) NHQSa has provided the following additional financial support: 33 thousand EUR for the information campaign in 2006-2007 and one thousand EUR for linguistic support to the MoD's Resettlement workshop in March 2008.

There are 18 donors to the Fund, with pledges ranging from 1.5 million EUR to 25 thousand EUR. Donors are: Italy, UK, the Netherlands, Denmark, Spain, Norway, Germany, Croatia, Hungary, Sweden, Poland, Slovenia, Turkey, Luxembourg, Bulgaria, the Czech Republic, Finland and Slovakia.

News from the Personnel Transition Support Unit

Donors
Countries

During the 24th session of the BiH MoD Experts Board, held the 23rd of February, the system of transition and resettlement of BiH MoD and AF personnel was considered. Mr. Muratović, Assistant Minister for Personnel, briefly acquainted those present with the most important activities undertaken to date to strengthen this system.

The BiH MoD Experts Board approved activities of the Sector for Personnel Management related to development of the transition and resettlement system as well as plans for building the Sector's own transition capacities.

In this context, relevant conclusions were made, and the BiH MoD Public Relations Office was tasked to begin an information campaign in coordination with the Sector for Personnel Management and the Sector for Planning and Policy.

The organizational units within the MoD and the AF tasked with these duties have already begun tasks assigned by the Experts Board: The Public Relations Office and Sector for Planning and



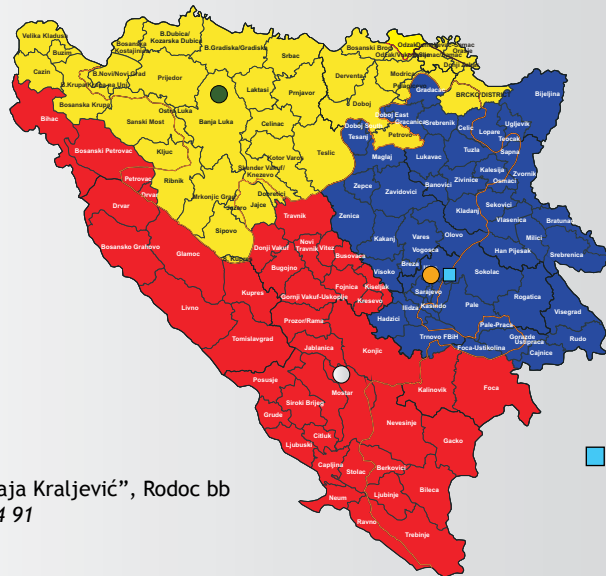
Mr. Sead Muratović, Assistant Minister of Defence for Personnel Management: Interview for NTF Televised Series

Policy prepared a plan for the information campaign and the BiH AF Joint Staff conducted an analysis of personnel to be discharged in 2010. Activities to prepare a budget for transition and resettlement will start upon approval of the "Programme of Transition and Resettlement of Personnel: Perspektiva" and the Rulebook on Transition and Resettlement. Drafts of both documents will soon enter the MoD's approval process.



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Lead Nations



For more information on the NATO/PfP Trust Fund Programme, visit us at one of our Regional Field Offices listed above.

Working hours: Monday-Friday, 8:30-16:00



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