

# NEWSLETTER

## NATO/PfP Trust Fund Programme

for Assistance to Redundant Personnel in Bosnia and Herzegovina

Newsletter Issue No. 14 - March 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 February 28, 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 counseling with NTF staff for all approved projects. Of the 2,306 beneficiaries with approved projects, concrete assistance had been delivered to 1,889 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 almost evenly between start-ups and expansions of existing businesses); 7% is in the category of employment; and 3% in education.

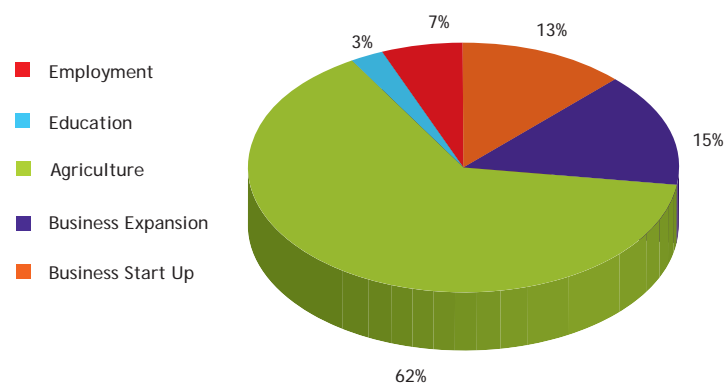


Figure 1

### DIRECT ASSISTANCE

2,601 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, 2,375 project proposals have been prepared by NTF field staff, 2,306 projects have been approved for delivery of concrete assistance, and 1,889 beneficiaries have received assistance.

Applications Submitted	2,894
Project Proposals Submitted	2,375
Project Proposals Approved	2,306





# Stories from the Field

## Mostar AoR



Business Expansion

Nada lives with her husband, two adult children, her daughter-in-law and granddaughter in the municipality of Trebinje. Nada took tailoring courses from 1972 to 1978 in Montenegro and worked as a tailor before the war. After discharge in 2007, Nada decided to again make her living as a tailor. She found clients immediately, but she was not able to meet local demand as she lacked proper equipment. NTF provided Nada with a professional sewing machine and other tools. This equipment increased her production capacity and the quality of her services, which translated into more clients and revenues that are more than double her earnings before assistance. Further, after receiving new equipment, Nada started to get more requests for made-to-order pieces, such as coats, rather than simply for repairs.

## Sarajevo AoR



Agriculture

Amira, who was discharged in 2004, was wounded during the war. She is a returnee to the municipality of Maglaj and lives with her brother and his family. Her brother also suffers from a disability and no member of the household is working outside of their farm. Amira is serious about succeeding as a small-scale farmer; she has become a member of a local agricultural co-operative and is considering official registration of her farm in the near future. Amira and her brother grow grains and vegetables and they raise two milking cows. The family had no agricultural machinery and requested that NTF help them to procure a high-power motocultivator, for which Amira also made a significant cash contribution. Amira received a small loan to purchase attachments, including a trailer. With the new equipment, Amira is able to save the money that she previously spent on agricultural services and to make additional cash by providing transportation services to other farms in the neighborhood. Amira estimates that she generated an additional 3500 KM since receiving NTF assistance one year ago.

## Banja Luka AoR



Business Expansion

Olivera, who lives with her husband and child in the municipality of Banja Luka, was discharged in 2004. She is a certified hairdresser and decided to invest her severance pay to purchase a container to set up a hairdressing salon. Her good reputation gained her some clients immediately, but she was limited by the lack of professional tools of the trade. NTF provided her with furniture and equipment for her salon and Olivera invested in her business by installing a water connection and bathroom in the container. After Olivera made these improvements, her customer base has increased to almost 100 persons per month and her income has gone up by more than fifty percent.

# Spotlight on Business Training for Women

Unlike the majority of their male counterparts, female RPs are primarily responsible for child-care, caring for elderly or ill relatives, and running the household. These duties make it that much more challenging to create, establish and run a small business. During the training held in Banja Luka, for example, participants created and analyzed a 24-hour diary of their activities and discussed how the gender division of labor is reflected in every day household tasks. The training facilitators helped participants address the constraints they face in managing their many responsibilities and identify different ways to manage their time, household budget and increase household income. Participants assessed their own potential as entrepreneurs, learned the basics of business planning and marketing, and brainstormed a list of practical business ideas that they could initiate that matched their skills and interests.

Attendees left the training with a renewed sense of confidence and optimism. One participant wrote in her evaluation of the training: “My skills and creativity that were asleep came back to life; I got will and enthusiasm and new ideas.”



*Training in Banja Luka*

## Message from Marina Pendeš, Deputy Minister of Defence – Personnel Management, in Celebration of International Women’s Day

March 8th, International Women’s Day, is a day when we remember the true value of women. These are individuals who not only think but cooperate and agree. Women show enviable strength fighting against injustice, surviving difficulties, bearing sadness, but they also know happiness and love and they have their own opinions. They are treasured individuals who dare to laugh when they want to scream and to sing when they really want to cry. Tears are their way of expressing sadness, love, loneliness, pride and pain. They only have two hands, but they work for many. They fight for what they believe in and they often forget how much they themselves are worth.

The story of women in the military is impressive. They, shoulder to shoulder with men, are ready to complete all duties in war and peace, but still the female soldiers in the Armed Forces of BiH retain the status of the “gentler sex.” Their male colleagues give them more people-oriented duties like assistance to personnel, such as the

activities implemented in coordination with IOM, where their maternal characteristics are highlighted.

And finally, we can say that women are the voices of peace and prosperity.

Do not forget the value of women, and do not forget to reward them for the life and the support they have given to us. They do not need a special gift on March 8th; it is enough to tell them, “Thank you for being here.”



*Major Odeta Tipurić gives a prize for the best business plan at an NTF training activity.*

# Women and the NTF Programme

Donors  
Countries

Recognizing that some 50 million women are migrants and that women account for the vast majority of those adversely affected by armed conflicts, IOM is committed to ensuring that the particular needs of female beneficiaries are identified, taken into consideration and addressed by IOM projects and services. IOM had adopted guidelines underlining the importance of improved assistance to demobilized women ex-combatants, IDPs, and other vulnerable groups, while also

addressing the additional issue of women's involvement in post-conflict situations and the different roles they can assume in such contexts.

This issue of the NTF newsletter commemorates March 8th, International Woman's Day, and aims to highlight the important contributions made by women to their families and household incomes, their communities, the military institutions of BiH, and to the NTF Programme.



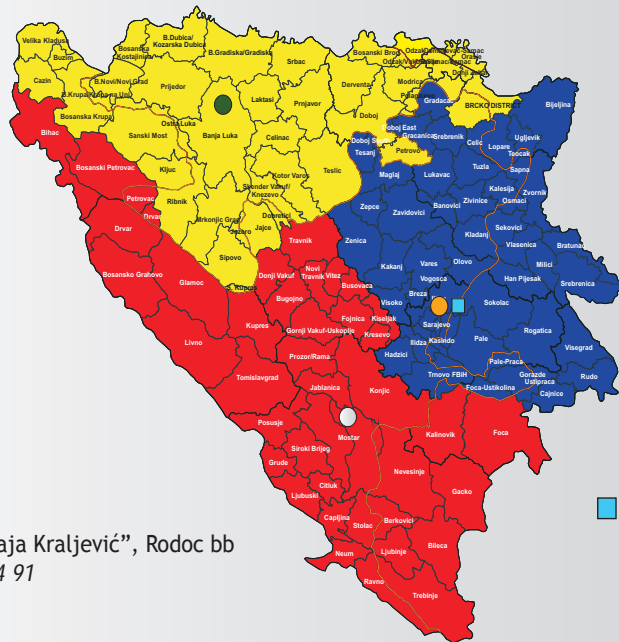
March 2009 NATO/PIF Trust Fund Project for Assistance to Redundant Personnel in Bosnia and Herzegovina

**BANJA LUKA Field Office**  
Kasarna "Kozara", Carice Marije bb  
Phone: +387 51 37 19 84

**RAJLOVAC Field Office**  
Kasarna "Rajlovac", Safeta Zajke bb  
Phone: +387 33 76 68 65 (ext. 3008)

**MOSTAR Field Office**  
Kasarna "Stanislav Baja Kraljević", Rodoc bb  
Phone: +387 36 38 74 91

**SARAJEVO Main Office**  
Vilsonovo Šetalište 10  
Phone: +387 33 64 81 37  
Fax: +387 33 64 82 02



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



**IOM Mission in Bosnia and Herzegovina, Office in Sarajevo**

Vilsonovo Šetalište 10, 71000 Sarajevo

Phone: +387 33 64 81 37

Fax: +387 33 64 82 02

E-mail: [missionsarajevo@iom.int](mailto:missionsarajevo@iom.int)

Web: [www.iom.ba](http://www.iom.ba)