

# NEWSLETTER

## NATO/PfP Trust Fund Programme

for Assistance to Redundant Personnel in Bosnia and Herzegovina

Newsletter Issue No. 17 - June 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 June 30, 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 2,786 beneficiaries with approved projects, concrete assistance had been delivered to 2,701 RPs by the end of the reporting period. Sixty-one percent of approved projects are agricultural; over one-quarter involves non-agricultural business start-ups and expansions; 7% is in the category of employment; and 3% in education.

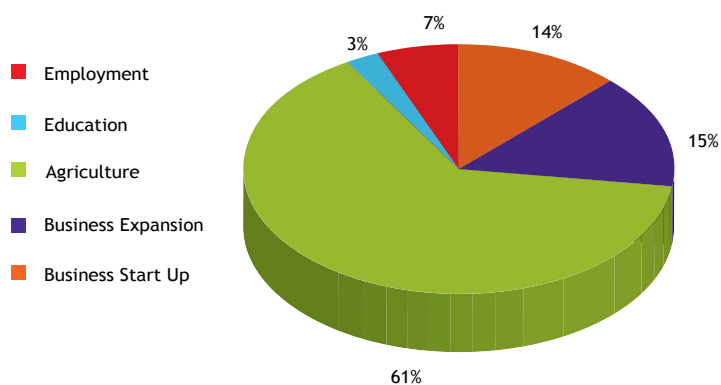


Figure 1

### DIRECT ASSISTANCE

2,883 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, 2,804 project proposals have been prepared by NTF field staff, 2,786 projects have been approved for delivery of concrete assistance, and 2,701 beneficiaries have received assistance.

Applications Submitted	2,894
Project Proposals Submitted	2,804
Project Proposals Approved	2,786





# Stories from the Field

## Banja Luka AoR



Agriculture

Drasko lives with his wife and two teenage children in Prijedor. He and his family are engaged in farming on some 5 hectares of land with grains production as well as livestock breeding. Although Drasko owns a tractor, his production and profits were limited by his lack of attachments to harvest grains. NTF assistance supplemented Drasko's cash contribution for procurement of a fertilizer and corn-sheller. Since receiving this support, Drasko's corn production has increased by 20% while his overall production costs have been reduced by 15%. Drasko also adds to his household income with some 450 KM per season by providing fertilizing services to his neighbors.

## Sarajevo AoR



Business Expansion

Jusuf graduated as a metalworker from secondary school and dedicated his working life to this trade, including during his time at the Ministry of Defence. He lives with his wife and three children in Doboj. After discharge in 2004, Jusuf invested part of his severance pay to start a small welding business offering customers metal fences, gates, banisters and balconies. One of his most popular products is painted decorative fencing. Jusuf's reputation and client base grew quickly, but he was limited due to the lack of some equipment. NTF provided him with a compressor, painting tools, drills and other welding tools. After receiving this equipment, Jusuf lowered production costs and increased his revenues by offering more complex and larger-scale services. As a result, Jusuf's income doubled and he immediately invested his profits to build a workshop in his backyard. He can now work throughout the year, regardless of weather conditions, ensuring a steady household income.

## Mostar AoR



Agriculture

Milenko was a soldier when he was made redundant in 2004. He lives in a village in Fojnica with his wife, two children, parents and sister-in-law. After discharge, he invested most of his severance pay to purchase new beehives, a queen bee and some sophisticated equipment to expand his production of honey. With NTF assistance, and a cash contribution by Milenko, he was able to purchase an additional 42 beehives and greatly expand production. Although the last two seasons have been difficult for beekeepers, Milenko has managed to keep production high by frequently moving his beehives to suitable environments and preventing disease. Therefore, he has been able to take advantage of the high market price for honey in 2008 and 2009. Now, in the middle of the season, Milenko's honey production is already 25% higher than last year, and he expect a 50% increase by the end of 2009. Honey production is now his main source of income. He plans to further expand his business next year with additional beehives.

## News from the Personnel Transition Support Unit of the Ministry of Defence: Capacity Building Activities

Representatives of the MoD and AF BiH attended an NTF Exit Strategy Workshop facilitated by IOM in Trebinje on May 23-25, 2009, addressing the development and strengthening of the MoD's transition and resettlement system. The main objective of the workshop was to handover tools and methodologies developed in the NTF Programme to the MoD and AF personnel tasked with resettlement and transition activities. Several topics were covered such as: database analysis, information campaign, preparation of individual reintegration projects, adult education, monitoring and evaluation and inter-institutional coordination.

The workshop was attended by twenty-four representatives from the MoD and AF, including Assistant Minister of Defence for Personnel Affairs, Assistant Minister of Defence for Finance, members of Personnel Transition Support Unit, personnel nominated for work in Regional Resettlement Centres, and personnel from various organizational units of MoD and AF that are involved in resettlement and transition. Representatives from the MoD and AF actively participated in the workshop through practical exercise to counsel RPs, prepare individual reintegration projects and monitor ongoing projects and also by actively discussing project implementation and problems which IOM encountered in the field. The workshop succeeded in its goal to provide MoD and AF personnel practical information that will be used in their future work with discharged personnel.

In addition to the NTF workshop, during the week from 29 June to 3 July 2009, MoD and AF personnel participated in a Training of Trainers Workshop (first module) in Sarajevo. This workshop was organized by the Ministry of Defence of Norway, whose representative at this workshop was Mr. Jakob Heradstveit. A leading trainer from the UK, Mr. Mike Clayton, gave a series of presentations on the "Transition from Military to Civilian Life," covering topics such as: CV and cover letter preparation; self-promotion strategies; networking; and effective job-search skills. This workshop was also very useful and offered participants techniques on the transfer of the knowledge gained at the workshop to discharged personnel.

Both workshops offered participants from MoD and AF the opportunity to better understand practices and activities that will form part of the process of transition and resettlement.



NTF Exit Strategy Workshop in Trebinje

### Spotlight on ... New Training Opportunities

In light of the positive feedback received from beneficiaries who participated in NTF-sponsored training activities, NTF will provide more opportunities for business and agricultural trainings throughout Bosnia and Herzegovina. NTF will work with EU-TAC, LIR, LiNK, REDAH, the

Faculty of Agriculture of Banja Luka University, and possibly others service providers to offer training in the areas of basic entrepreneurial skills, business plan development, economic networks and agricultural production.



Agricultural Training



Business Training

# Spotlight on... Beneficiary Contributions

In each of the success stories featured in this newsletter, the beneficiary invested his own financial resources to the economic activity that was assisted by NTF. In some cases, beneficiaries used their severance payments to start their post-military businesses; in others RPs added a cash contribution to complete the purchase of equipment and tools procured under the Programme; and in other cases, the beneficiaries reinvested profits earned after receiving NTF assistance to further strengthen their businesses.

It is not always possible for RPs to make contributions to their projects in the short term, but where such an investment is possible, it can be very helpful to ensuring the profitability and long-term success of the project. To date, 33% of all beneficiaries have made a cash contribution to the items purchased by NTF; the average contribution is 660 KM. At the time of monitoring, NTF also asks RPs whether they have made additional investments in their project after the assistance was delivered: some 13% reported such an investment valued on average at 1,800 KM.

## Donors Countries

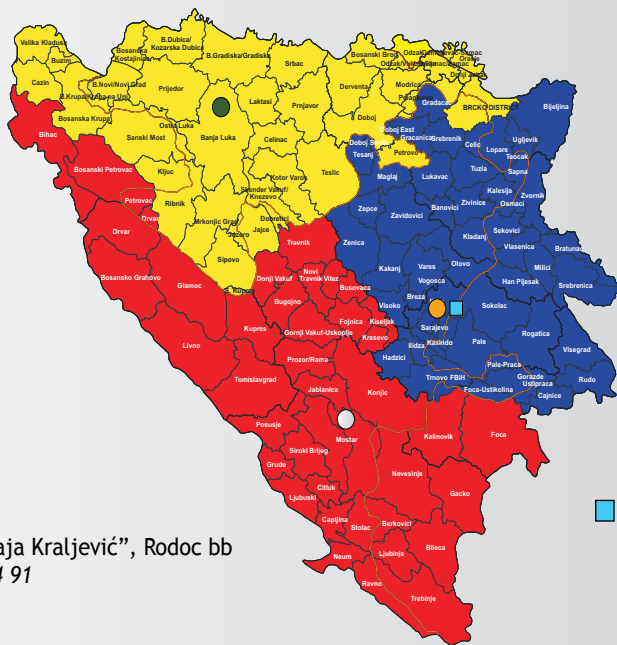


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For more information on the NATO/PfP Trust Fund Programme,  
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Working hours: Monday-Friday, 8:30-16:00



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