



USAID MARGINALIZED POPULATIONS SUPPORT ACTIVITY (PPMG)

OCTOBER 2015

LEGAL AND ORGANIZATIONAL STRUCTURES TRAINING HELD FOR 22 ORGANIZATIONS FROM ALL OVER BiH

Training on the topic of Legal and Organizational Structures was held from September 29 to October 1, 2015 in Sarajevo and marked the beginning of a cycle of trainings that are planned to be realized by the end of December 2015.

22 representatives of organizations from different parts of BiH that focus on issues of persons with disabilities in our country had the opportunity to systematically approach to building a system of written policies and procedures in their organizations and requests for legal provisions, donors and other interest groups during the 3-day training.

The topic of organizational structure of non-governmental organizations and establishing policy and procedural system according to which they function is often, precisely in organizations, being pushed aside, which is the main reason why this was selected as the starting topic. Zlatko Sarić, organizational development expert – and, at the same time, the trainer who held 3-day workshops and lectures on the topic of Legal and Organizational Structures, emphasizes that the reasons that this happens are very prosaic and related with the incessant struggle for difficultly attainable funds that leave little time and room for the organizations to dedicate themselves thoroughly to this field. The training was extremely useful and directed towards strengthening the capacities of organizations focusing on protecting the rights of marginalized social groups in BiH, which is one of the goals of PPMG.



Legal and Organizational Structures Training participants

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“The training demonstrated that the associations themselves understand the importance of establishing a quality organizational structure and internal procedures as a prerequisite for further institutional strengthening of organizations. The active participation of the attendants at the training, their enthusiasm and discussions held during the training that were primarily related to the possibility of implementing the knowledge acquired during the training.”

Zlatko Sarić,
trainer and organizational development expert



The training consisted of numerous workshops, individual and group work and practical examples

As a part of the training, the participants had the opportunity to attend the session on the subject of Gender Equality in the context of the topic. The session was held by Mrs. Dubravka Kovačević, representative of the CURE Foundation. Issues such as the Law on Gender Equality, violation of the Law and gender-responsible language as a form of overcoming discrimination in legal documents, education and the media were key for discussing about the implementation of gender mainstreaming in an organization’s profile and insuring the promotion of institutionalization of gender equality through communication, auditing and reporting channels.

The organizations themselves, especially the newly



Dubravka Kovačević, representative of CURE Foundation during the session on gender equality



founded ones, mostly do not possess enough knowledge on the methods of organizing and establishing internal labor procedures and their awareness regarding the relevance of this thematic is still not at a required level. The following topics were discussed during the training:

- The role of the Board of Directors,
- Division of jurisdiction among different bodies of an association,
- Relationship between the managing and the executive structures of an organization,
- Clear defining of notions related to creating policies and procedures and
- Manners of creating procedures – are, in fact, crucial issues that associations face on a daily basis.

As a part of the Marginalized Populations Support Activity and for the purpose of strengthening the capacity of local organizations that advocate rights, strengthening and dignity of insufficiently represented groups in BiH, two more trainings are planned to be realized by December 2015 on the following topics: Administration and Human Resources and Financial Management.

PARTICIPANTS' FEEDBACK ON THE USEFULNESS AND PRACTICAL USE OF THE HELD TRAINING

Whether the participants found the training on topic of Legal and Organizational Structures useful and the new knowledge they acquired during the training, can be seen in our video story available [here](#).



Training participants

“Since our Association will soon be statutory reorganized through boards of directors, assemblies and other organizational units, this training will certainly be of great use for us because we acquired new knowledge and filled in the gaps and deficits that we currently have.”

Aida Kajan, „Naša djeca – Our Kids“ Mostar

“We practically knew nothing of the topic, so all this is new to us and we find it very interesting thanks to, particularly, the lecturer. I believe this will generally contribute greatly to our future work.”

Mitra Bjeković, Association “Let’s Grow Together”, Gacko

“The previous work of our Association, or the bodies of the Association, was based on the knowledge and conditions of a registration conducted 10-11 years ago. However, everything changes in life and so do the relations in the NGO sector, so I have learned in this training that I have to introduce changes in the Board of Directors and in reference to relations of the Executive Director towards the employees.”

Milenko Radmilović, Association “Bright Smile”, Bileća

Marginalized Populations Support Activity in Bosnia and Herzegovina

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