

# USAID MARGINALIZED POPULATIONS SUPPORT ACTIVITY (PPMG)

DECEMBER 2015

## FINANCIAL MANAGEMENT TRAINING HELD



*Training was attended by 30 representatives of organizations focusing on protection of rights of persons with disabilities from all over BiH*

A training on the topic Financial Management within the regular activities of the Marginalized Populations Support Activity was held from December 9 to December 11 in Sarajevo for around 30 representatives of organizations focusing on protecting the rights of persons with disabilities. A system of internal controls and financial accounting and reports as the basic components of financial management of NGOs was developed during the training, along with the practical steps and elements related to establishing a financial management system. Ismeta Čardaković – the Grants Manager and Šejla Jakupović – the Financial Manager dedicated full 2 days of the training to the stated topics devised in a manner to aid the NGOs in introducing themselves with the specificities of financial management in the non-governmental sector. Relatedly, the trainers



*Financial Management Training participants*

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emphasized the following important segments made during the training:

- Financial business management of an association,
- Internal control system,
- Financial accounting and reporting,
- Association as the employer,
- Salaries and other income-related tax regulations.

The participants exchanged different practical experiences and detected problems as well as the solutions for specific problems of each organization. The reason why this topic was selected as the conclusion for the cycle of trainings held during this year was, as the trainers stated, the lack of funds which disabled the organizations to work on developing their own capacities in the context of financial management. They believe that the new knowledge will serve to create an adequate financial management system within the existing capacities and disposable funds that is in accordance with the law regulations and principles of good practice.

As a training that concluded this year's cycle after the legal and organizational

structure, and administration and human resources, the financial management was developed on the principle of concrete examples and group work, where the trainers, led by long-term experience, but also working in the Marginalized Populations Support Activity, took over the role of actors in strengthening the organizations starting with the annual budget of every individual organization. In addition to the listed topics, the participants had the opportunity to participate in the session on the topic Gender Issue in the Financial Management Context held by Dubravka Kovačević from the CURE Foundation. Besides contextualizing the stated thematic, Dubravka Kovačević discussed the general demands of donors in the financial business management segment of an

Projekat - sa svih tih projekata u određenom  
je voditi time sheet/sihtaricu za svaki projekat  
iti koji je naveden za svakog donatora  
plaćavana 40% na drugom 30% i na trećem 30%  
i radnog vremena  
plaćavana samo na jednom projektu i navedeno  
100% radnog vremena. ne može se plata dijeliti



*Dubravka Kovačević, the representative of CURE Foundation*





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organization with the participants, which was extremely useful for strengthening the capacities of the organization and for future projects. The fact that representatives of the financial sector were accompanied by representatives of all the other organizations is encouraging and it demonstrates the interest for maintaining the associations of citizens focusing on protecting the rights of all those often neglected by the society. The 2-day training ended with a mutual exchange of experiences, knowledge and proposals of the training participants for improving the activities within financial management, but also within other segments, as another goal of strengthening and networking organizations focusing on protection of rights of marginalized groups from all over BiH.

The video story about the new knowledge the participants acquired during the training and how they will use it in their future work is available [here](#).

## **REPRESENTATIVES OF ORGANIZATIONS FOCUSING ON PROTECTION OF RIGHTS OF PERSONS WITH DISABILITIES VISITED THE INSTITUTION OF HUMAN RIGHTS OMBUDSMAN IN BiH**

In addition to strengthening the capacities of organizations focusing on protecting the rights of marginalized groups in BiH, the PPMG connects the organizations with institutions in charge. Thus, representatives of the Marginalized Populations Support Activity and representatives of almost 30 organizations from all over BiH visited the Institution of Human Rights Ombudsman of BiH on December 11, 2015 in their office in Sarajevo. With the Constitutional Court of BiH, the Institution of Human Rights Ombudsman of BiH has the mandate to promote and protect human rights in BiH and one of its essential characteristics reflects precisely in that.

The meeting was attended by Ombudswomen Jasminka Džumhur and Nives Jukić, along with the OSCE representative Maid Konjhodžić.

The reform of the Institution of the Ombudsman was completed not so long ago, in 2010, which was the



turning point in developing and strengthening the issue of human rights in our country. Unique at state level as well, the Institution generates conditions to systematically resolve the burning issues, with the aid of infield information.

In addition to presenting the basic working goals of the Institution of the Ombudsman, the topics of the meeting primarily referred to the principles of concrete cooperation. It was jointly determined that a systematic approach to problems does not necessarily include often meetings, but gathering concrete and complete requirements within the segments (health, education, institutional support, etc.), in order to start working on joint documents. The common detecting of problems, as all attendants agreed, conditions a faster flow of information on the activities of the Institution, which will lead to an increase in number of individual appeals made by legal and natural entities based on which the actual image of state of human rights in BiH is created. A special accent is placed on the necessity of encouraging the members of marginalized social groups in BiH to approach individual complaints, since it is one of the most important manners of raising awareness on human rights in general.



*Ombudswomen Selma Jahić and Jasminka Džumhur*



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Some of the remaining topics concerned exchanging infield experiences and the methods of communication between the organizations and the Institution of the Ombudsman. It is particularly encouraging that the Institution of the Human Rights Ombudsman of BiH quickly and concretely reacts to problems and this can be additionally incited by the manner in which the PPMG gathers the representatives of organizations with related topics from all over BiH.

The conclusions of the meeting concerned the continuation of cooperation and the framework date for the next meeting, as well as the joint activities that will contribute to a better state of human rights in BiH through joint documents, strategies and plans for the following year.

**THE INSTITUTION OF HUMAN RIGHTS OMBUDSMAN IN BIH CONSIDERS SUBJECTS RELATED TO DIFFICULTIES IN EXERCISING OR VIOLATION OF HUMAN RIGHTS MADE BY ANY AUTHORIZED BODY OF BIH, ITS ENTITIES AND BRČKO DISTRICT. THE SUBJECTS ARE FORMED BASED ON INDIVIDUAL COMPLAINTS MADE BY LEGAL OR NATURAL ENTITIES OR EX OFFICIO.**

## **YOUTH ENTREPRENEURSHIP TRAINING HELD**

After the round table on topic “Youth Entrepreneurship as a Part of the Solution for Youth Unemployment” in which the important aspects of the stated topic were discussed – including the fact that there are ideas – but that the problem implementing them, the PPMG organized a 3-day training on topic of Youth Entrepreneurship in Sarajevo for 25 youth from all over



BiH from December 16 to 18, 2015. Amil Kamenica, an expert in economics and a trainer, organized the training by focusing on its basic aims:

- **To present the manners of determining individual businesses that BiH youth could pursue,**
- **To present the methods of market and industry analysis,**
- **To define the manners in which business is started in BiH and the amount of required funds,**
- **To actualize and develop youth business,**
- **To equip youth for creating business ideas and business plans.**

In the context of the topic, Vedrana Frašto, a representative of the CURE Foundation, also discussed





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gender equality through her presentation and practical examples. Namely, gender responsible budgeting demonstrated itself as a new and interesting topic for the training participants, considering that BiH is one of the countries in which the process of developing a conscience on gender equality is still experiencing ups and downs. Gender responsible (gender sensitive) budgeting as a means of respecting gender equality in preparing a budget and awarding and allocating financial resources was a discussion-provoking topic that also revealed new knowledge concerning the fact that budgets in BiH are mostly not developed in accordance with the principle that acknowledges the requirements of both genders.

On the last day of training the participants, with support and advice of trainers, created their own business plans that they are planning to implement in their own communities. Thus the PPMG aims to influence the process of decreasing the percentage of youth unemployment in BiH through self-employment. Youth, as one of the marginalized social groups in BiH, once again expressed their interest, ideas and strength to initiate great processes on their own in their local communities with little incentives, help and support they can always acquire through the Marginalized Populations Support Activity.



Vedrana Frašto, representative of CURE Foundation during a gender equality workshop in the context of the topic



Trainer Amil Kamenica assisting to develop business plans of training participants

**Marginalized Populations Support Activity in Bosnia and Herzegovina**

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and Subcontractor NGO and Business Audit d.o.o.

Ul. 4. viteske brigade 34 – 36 • 71210 Ilidza • Bosnia and Herzegovina

T: +387 33 778 766

F: +387 33 778 779

**[www.ppmg.ba](http://www.ppmg.ba)**