



USAID MARGINALIZED POPULATIONS SUPPORT ACTIVITY (PPMG)

JUNE 2016

GRANTEES PARTICIPATED IN ADMINISTRATION AND HUMAN RESOURCES TRAINING

A training on topic Administration and Human Resources was held from June 14 to June 16, 2016 in Konjic. The training was held as a part of the training cycle organized by the USAID/PPMG for representatives of grantees' organizations, for the purpose of strengthening the capacities of organizations. The 3-day training was attended by 11 representatives of organizations from BiH.

As a part of the training, the trainer strived to develop the knowledge and skills of participants on concepts and elements of managing and developing human resources through different methodology. He introduced

the participants with the teambuilding process as a precondition of the successful work of the organization. As he emphasized, we have to regard people as the biggest social resource, which they really are. "People represent the biggest social resource. The topic of this training is to raise motivation and reach a level of development at which people are the primary instigators of processes in an organization. Thus, the manners of including all persons in decision-making processes are very interesting." – Zlatko Sarić, trainer.

In addition to introducing the participants to practical skills that will aid them in managing human resources with particular emphasis to the areas of hiring and estimating staff work, the trainer also discussed the role of leadership in developing human resources. After the session on Dream Team characteristics and the styles of leading and managing teams, the participants discussed delegating as the most powerful tool of a successful leader of managers but also the difference between a leader and a manager.

One of the participants emphasized that the session referring to decision-making was very interesting, since they were involved in a group activity during the session. "During the 3 days, we discussed the manners of functioning of a team and time management. The results of participating in the training are very useful for my organization because I currently manage a team of 8. I was impressed the most by the decision-making activity because it is close to what I am doing and it aided me in



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Mrs. Jadranka Miličević, the representative of the CURE Foundation, discussed the Law on Gender Equality, the implementation of the Law and support mechanisms.

The video story about the experiences of participants and the lessons they learned during the training is available [here](#).

realizing what I have to improve.” – Melita Husagić
The topic of employing new cadre was equally discussed, as well as the efficiency and evaluation of employees’ work, but also time management and its significance. A Gender Equality session in the context of administration and human resources was held as a part of the training.



“INITIATIVE FOR ADOPTING LOCAL ACTION PLANS FOR PERSONS WITH DISABILITIES IN EAST HERZEGOVINA REGION” ROUND TABLE

The “Initiative for adopting local action plans for persons with disabilities in East Herzegovina region” round table was held in Trebinje on June 30, 2016. The aim of organizing the round table was to incite representatives of associations focusing on rights and problems of

persons with disabilities to initiate the question of adopting local action plans for persons with disabilities in their local communities.

As emphasized by Branimir Tamindžija, the President of the Association of Multiple Sclerosis Patients of East Herzegovina Region, the aim of developing local action plans is to achieve a system solving of problems of persons with disabilities. The intention is to develop action plans for 6 municipalities in East Herzegovina, because this document has so far only existed in the Municipality of Nevesinje for the 2011-2015 time period.





As he emphasized, an analysis is of the implementation of this local plan is being developed that should demonstrate the importance and necessity of these strategic documents for resolving issues of persons with disabilities.

The round table was organized by the Coalition of organizations of persons with disabilities of the East Herzegovina region that operates in 5 municipalities in East Herzegovina: Nevesinje, Gacko, Bileća, Berkovići,

Ljubinje and the City of Trebinje. The Coalition was established for the purpose of creating better living conditions for persons with disabilities in East Herzegovina and it includes 11 municipal, inter-municipal and regional organizations of persons with disabilities.

Public debates are also planned to be organized in all municipalities in the following time period in order for the final document to be of the best possible quality.

USAID/PPMG CONTINUES TO STRENGTHEN ORGANIZATIONAL CAPACITIES OF CSOs

The 4th training with which the USAID/PPMG helped the USAID/PPMG grantees in strengthening their own organizational capacities was held in Konjic from June 28 to June 30, 2016. The topic of the training was “Managing the Project Cycle – Writing project proposals”.

As a part of the 3-day training, the trainer introduced the participants with the elements of managing the project cycle in order to prepare the organizations for a successful implementation of the financial aid and funds from international and domestic sources of financing.





The training created numerous opportunities for improving the knowledge on the methodology of managing a project cycle and also on acquiring skills for analyzing the current situation as the basis for development of project proposals.

One of the participants believes that the training was very useful and that it provided an opportunity to observe the process of writing project proposals from another perspective.

“I have previously attended trainings dedicated to this topic, and this time I was not just an observer and listener, but an active participant. The trainer motivated us to be active. Writing projects is a dynamic and complex process and thanks to this training I will be using a different approach in observing problems. Thanks to the knowledge acquired during the training, our projects will be better developed and the mistakes will be reduced to a minimum.”

– Sanela Osmanagić

Following the introductory presentation in which the trainer introduced the participants with the stages of the project cycle and the decisions and documents relevant for writing project proposals, the trainer discussed the significance of analysis in developing a project proposal with the participants and how it can serve as a background for developing a logical framework. The

problem analysis was an excellent topic for working in groups, and the participants, distributed in several smaller groups, analyzed the problems together and determined clusters. The second day of the training was dedicated to identifying intervention logic, determining the assumptions and defining the indicator of success in the process of defining the logical framework as the planning stage.

As a part of the session dedicated to the stage of writing project proposals, the participants had the opportunity to write a description of problems in the project. In his presentation, the trainer reflected on the most common mistakes in writing project proposals.

The USAID/PPMG will be closing the cycle of trainings intended for grantees with a training on topic Strategic Plan Development that will be held in July.





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PUBLIC CALLS

The USAID/PPMG issued two public calls in June to deliver project proposals. The first public call offers support to the activities of the LGBT community in BiH, while the second public call relates to providing support to marginalized groups of women in developing businesses that invites all local communities eligible to provide their own participation and implement the support model that will be developed in cooperation with the USAID/PPMG.

CALL FOR SUBMITTING PROJECT PROPOSALS – SUPPORTING ACTIVITIES OF THE LGBT COMMUNITY IN BiH (LGBT)

USAID/PPMG issued a Public Call for all non-governmental organizations registered in Bosnia and Herzegovina (associations and foundations founded in accordance with the laws on associations and foundation in BiH) to submit their project proposals within the component for Supporting Activities of the LGBT Community in BiH no later than July 10, 2016 at 4 pm.

All questions regarding the public call are submitted exclusively via email to prijava@ppmg.ba (Subject line: 15.02.0-N2.3-3786, Upit).

The complete text of the Public Call and all the necessary forms are available [here](#).

CALL FOR APPLICATIONS OF LOCAL SELF-GOVERNMENT UNITS IN BiH – SUPPORT ACTIVITY FOR MARGINALIZED GROUPS OF WOMEN IN DEVELOPING BUSINESSES

USAID/PPMG invites all local self-government units to submit their applications to the RFA for Support in Implementing the Support Activity for Marginalized Groups of Women in Developing Businesses. The Public Call is open to all local self-government units in Bosnia and Herzegovina, which are able to provide funds for the Entrepreneurial Fund for Women in the amount equal to funds requested from the USAID/PPMG with the proviso that the amount of their own contribution, i.e. the amount requested from the USAID/PPMG is a minimum of 20,000 BAM and a maximum of 150,000 BAM and are prepared to apply the model for providing support that will be developed in cooperation with the USAID/PPMG.

All questions regarding the public call are submitted exclusively via email to: prijava@ppmg.ba (Subject line: 15.02.0-N2.3-3810, Upit).

The complete text of the Public Call and all the necessary forms are available at <http://ppmg.ba/ba/grantovi/otvoreni-pozivi>.

Interested local self-government units are required to send their application by July 27, 2017 at the latest, of deliver it themselves to the following address: **Ul. 4. viteške brigade 34-36, 71210 Ilidža.**

Marginalized Populations Support Activity in Bosnia and Herzegovina
Implemented by USAID's Contractor Institute for Youth Development KULT
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