

## **SAIH 2012 Bolivia Program**

### **External Evaluation**

#### **“Education for the Participation of Indigenous Youth in Bolivia”**



**“I can use the computer because CDIMA has taught us how to use the computer.”  
-A young member at CDIMA meeting in El Alto, Bolivia**

**Bolivia**

**September 7-20, 2012**

**Constance Almquist Buvollen, External Evaluator**

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## Executive Summary

Bolivia is becoming a Pluri-national State but it will take many years to achieve its' full meaning. There are predications that it can take up to 25 years if the political situation allows the indigenous to continue exercising their rights and taking part in politics. In 2014 there will be elections for a new president and it is a critical time to reinforce all the efforts of teaching and forming new indigenous leaders. Therefore, SAIH's program "Education for the Participation of Indigenous Youth" in Bolivia has come at a very apropos time in Bolivia's history. This program is a culmination of SAIH's work since 1993, when SAIH focused on indigenous peoples' rights against suppression.

The fourteen days field work for this external evaluation for five partners was very intense. Achacachi, Trinidad, Cochabamba, Santa Cruz and Huanuni were visited in order to have an opportunity to interview the beneficiaries and understand "how" and "how well" the projects function and what kind of impact was made. One of the most important and valuable aspects was to find out if the local communities and beneficiaries "owned" the projects run by the five partners. The other important aspect was if the partners' actions were directed to the needs of their target groups or if they malfunctioned. The field visits are the "test" for the partners' activities and actions. The third aspect is to insure that there is no artificial proposal when there is no local demand for the project.

The time allotted for each of the five evaluated organization was organized to be able to visit the beneficiaries where the project was carried out. The five organizations met at least 3 times with the evaluator. Each organization had the opportunity to organize and present their projects to the evaluator. The preparation for the evaluation as well as the feedback on the preliminary version of this report was very helpful and positive in all but one of the partners. ITEI has expressed a large degree of inconformity with the findings of the evaluation. Only two partners have only provided minor clarifying coments. The remaining two organizations had no comments.

Four of the five partners were carrying out their workplans and addressing the needs of the target groups accurately. One of the partners (ITEI) was struggling and is in conflict with some of the beneficiaries. Two of the partners (CEADL and ITEI) had similar objectives with the youth but their approaches were very different as was their perspectives on what and how to organize should be done. FENATRAHOB was working with labor rights and had put aside themes dealing with indigenous problems such as discrimination, although their target group is more than 90% indigenous. CDIMA delve into the topic of indigenous rights as well as women rights since 1993 and have never let up. FUNPROEIB Andes has embraced the intercultural and bilingual themes to empower indigenous peoples through their language and culture to fight for the rights to be themselves as indigenous people.

SAIH is very dynamic and respected by their partners. Not only because SAIH has financed parts of the budget that other donors do not finance but because SAIH shows the partners

respect. There is never imposed thinking or threatening of retracting the financial aid. SAIH has been described as solidarity, partner, understanding and ethical. So far each partner has had a very good impression of the SAIH personnel.

1. CDIMA is SAIH oldest partner (1993) and has carried out their plan of action 2012 with little delay. The organization concentrates on human formation. SAIH should continue the financial support for the human resources to allow CDIMA to prove to the donors that they are competent. If there is not enough staff to insure execution of projects with a transparent accounting system, CDIMA will have difficulty securing future donors.
2. CEADL has played a vital role in political formation of indigenous youth in Bolivia. CEADL works with the Human Rights Observatory as well as the Natural Resources Observatory that gives opportunities to the individual indigenous youth and their organizations to participate actively in the public discussions and decision making.
3. FENATRAHOB's focus of the organization will have a long term impact both individually for a large number of Salaried Domestic Worker and both national and international legislation in favor of their cause. The organization in many ways is humble but has proven that they are ensuring the correct use of SAIH finances and interested in continuing their work.
4. The SAIH choice of FUNPROEIB Andes was excellent. They have accomplished their goals, established very good administration and work routines, employed academically and technically sound project officials, director and administrator, and set clear objectives and target groups. They produce materials, network on the local, municipal, departmental, national and international level simultaneously without losing perspective of their objectives and who they work with.
5. ITEI has had four years of financing and has two partially functioning Youth Center. There are no physical centers to aid in the work or local persons in place although financing exists. The ITEI - Youth Center Huanuni conflicts are serious and needs to be resolved quickly. ITEI has made personnel changes which have caused some instability. This project does not seem like a logical competence of their organization. There are serious doubts about implementation of this project and the continuation of the SAIH support should be reconsidered.

Constance "Hai" Almquist Buvollen  
Guatemala City, Guatemala  
November 9, 2012

## **SAIH 2012 Program Evaluation**

### **"Education for the Participation of Indigenous Youth in Bolivia"**

SAIH (Norwegian Students' and Academics: International Assistance Fund) has been working since 1993 in Bolivia focusing on the promotion of indigenous people's rights. The SAIH commitment has significantly increased over the years. Today, SAIH is working with indigenous people's right to education and participation in society, which is based upon the indigenous people's rights established in the UN's Declaration on the Rights of Indigenous Peoples. SAIH has followed the political and social situation very closely in Bolivia after many years in the area, holds a vast experience in the highlands, but also on the national level in Bolivia. The target group of SAIH's work is youth from various indigenous groups, between 15 and 35 years of age.

In 2009, Bolivia adopted a new constitution through a referendum by which indigenous rights are strongly emphasized. The current political context in Bolivia is very favorable to the objectives of SAIH in the country. SAIH is involved with two programs in Bolivia: "**Higher Education for Indigenous Youth in Bolivia**" is focused on indigenous youth's right to relevant and good education and "**Education for Indigenous Youth's Participation in Bolivia**" is to enhance indigenous youth's participation and their influencing powers in society. Both programs concentrate on the indigenous rights to strengthen the indigenous youth's knowledge through education with leadership training and how to carry out work that influences political decision-making through formal and informal educational activities. Another focal point is the indigenous youth have become more competent through inter-cultural and multi-lingual education where their culture and identity is the most important component.

There are political and social experts that estimate it will take 15 to 25 years to achieve the real Pluri-National State of Bolivia if there is a continuous openness toward indigenous rights and political commitment. 2014 will determine who the next president of Bolivia will be. Even so it will be difficult to reverse the structural changes made by the new constitution and the positive trend in favor of the indigenous peoples that have occurred since 2006 when Evo Morales became president. The next political scenario could likely be one where the opposition wins. That is not necessarily negative for the indigenous movement because those who are loyal to Evo Morales and thereby reluctant to criticize the present government could be more vocal on genuine demands, challenging a government that might not be identified as promoting their rights.

At this key moment the work of SAIH in Bolivia is visionary by empowering their partners at a strategic moment. The partners have been given financial and moral support by SAIH as means to carry out educative and leadership activities with young indigenous leaders. The most common description used by the partners has been "solidarity with the indigenous people" and "personal commitment". The 2000-2012 phase has been very important to the formation of

young indigenous leaders. The long term impact has already been seen by the young indigenous leaders at the University of El Alto when the young university leaders were persecuted, but finally the university's authorities were ousted for corruption. The period of 2013-2016 will be even more important to consolidate, define and prepare the new indigenous leadership for Bolivia's future.

SAIH presently works with five organizations in the program "**Education for the Participation of Indigenous Youth in Bolivia**":

1. CDIMA - Center for the Integral Formation of Aymara Women (1993)
2. CEADL – Center for the Education and Support for Local Development (2000)
3. FENATRAHOB – National Federation Salaried Workers for Bolivian Homes (2007)
4. FUNPROEIB Andes – Foundation for Intercultural Bilingual Education (2008)
5. ITEI – Institute of Therapy and Investigation for Victims of Torture and State Violence (2009)

SAIH has been engaged in partnership with local organizations with one common goal to educate and prepare their members and organizations to assume personal and public responsibility. The quality of the programs has been high and mostly very well prepared, fitted for the needs of their target groups and geographically relevant. The variety of partners is very interesting and on the most part coherent with the objectives of SAIH. The objectives and activities are similar in execution but each partner has applied their own dynamical philosophy on how to approach the problematics of working with each activity. As stated before, most of the organizations will need the next phase of the SAIH program to continue reinforcing their work and solidify many of their educative activities to insure the indigenous youth to become public actors on the Bolivian public and political platform.

SAIH is unique among other donors because it pays administrative overhead and also the salaries – human resources for the organizations, allowing them to be able to submit projects to other donors which do not pay salaries but only activities. The institutional support has been extraordinary in the case of all 5 partners. This assistance has enabled the partners to help develop their organizations and activities without the constant worry of whether they can pay the personnel and the activities. The stability of the staff has been very important to the stability of the organization in most cases.

The relations between the SAIH and the partners have been open. The other important aspect is that SAIH let each partner carry out their mandate according to their organization's criteria and SAIH never pressures or imposes its view since it is assumed that the selection of the partner means that the partner is aligned with the ethics and tolerance that SAIH subscribes. This is not to say that there are not moments of discussions and misunderstandings and constant questioning during this relationship. The partners have all stated that SAIH's program advisors have all been very good and they appreciate that the present program advisor is half Latin American. Each of the partners remembers very well all of the SAIH program advisors that have crossed their path, which is a sign of a good relationship.

## **I. Justification for the external evaluation**

Since 1993 SAIH has made two external evaluations on the oldest partners (CDIMA – 2004 and CEADL - 2011). SAIH has periodic visits from the program advisors during the years. The partners all stated that the SAIH visits are too short and they would like to show them more of their field work and interview their beneficiaries to get insight into the effects of their work instead of just turning in a report. This is the reason why the external evaluator stipulated in the interview with SAIH the need for at least 12 days in Bolivia. Fewer days would have made the evaluation incomplete. The external evaluator was able to make two sight visits (Achacachi and Huanuni) from La Paz, assist a FUNPROEIB Andes language workshop in Trinidad, Beni, visit Cochabamba (FUNPROEIB-Andes and FENATRAHOB) and Santa Cruz (CEADL and FENATRAHOB) despite the road blocks, marches, and flight delays.

The need to give feedback to SAIH would have been useful before the process of consideration for the next phase of SAIH–Norwegian Ministry of Foreign Affairs negotiation. The evaluation will be available to Mr. Valiente T. for his upcoming visit to Bolivia, October 12, 2012 to discuss with the partners. It would be advisable that the external mid-term evaluations occur - every three years to ensure that the partners are able to have recommendations and suggestions to improve the end results. It is important that the evaluation is external to maintain objectivity and neutrality. The representation of the Norwegian Foreign Ministry in La Paz needs to have periodic updates on SAIH activities in Bolivia.

## **II. Objectives of the Evaluation**

According to the TORs, the objectives of the external evaluation were to determine the progress of each partner according to effectiveness, efficiency, impact, pertinence, gender and sustainability. There are five separate evaluations examining these aspects. The report on what was seen and heard, discussed and understood from the interviews of partners, was also to be included in the evaluation. The objective of presenting recommendations and strategies as a feedback to the partners and to SAIH was everpresent. Each of the partners had a debriefing meeting to discuss what the evaluator had heard and seen and to give an opportunity to each partner to clarify if necessary. This external evaluation was to ensure that there were no surprising conclusions or recommendations that had not been discussed previously with the partner.

ITEI is the only partner which calls for precaution, taken the content of the interviews with members of the Youth Center Huanuni. There are several aspects related to this partner that could not be finalized during this evaluation and was further investigated.

### **III. Interpret analysis and evaluate the advance of the program "Education for the participation of Indigenous Youth in Bolivia".**

The consistency of SAIH position toward Bolivia's indigenous people and the strengthening support during very difficult moments during social unrest, the election of the first indigenous president and now the struggle to make a pluri-national state has been exceptional. The patience on the behalf of SAIH to allow their partners to organize and grow in size is a quality that is not often found with donors.

The program functions well with four of the organizations. They are accomplishing their often very ambitious goals. It is important to note that each of the organizations could all benefit from a "refresher" of Logic Framework Approach (LFA) in cooperation with the SAIH to have a common reference point regarding language, numbers and realistic goals. Some of the analysis and evaluations of the 5 organizations are as follows:

1. FENATRAHOB and CDIMA have experienced a change of elected leadership.
2. CEADL has been considering and making changes due to the 2011 SAIH Evaluation regarding geographical area, activities and priorities.
3. FUNPROEIB Andes have been both effective and very important for the Yurakare indigenous people and should be applauded.
4. The scholarship programs with CDIMA and FUNPROEIB Andes should be expanded and FENATRAHOB should initiate a scholarship program.
5. CEADL, FENATRAHOB and CDIMA personnel need professionalization courses that can aid their staff in their work.
6. Four of five of the partners have strengthened their work with organizations: CEADL with youth organizations, FENATRAHOB with unions, CDIMA with women's organizations and leaders and FUNPROEIB Andes with their indigenous youth in their programs and with the indigenous Quechua and Yurakare organizations. ITEI has have difficulties in organizing their Youth Centers in Achacachi and Huanuni.
7. The structure of the first four organizations is very clear and defined, while the ITEI needs to be clarified. The question of Board of Directors is an example. (Organizational charts for each partner)
8. There are specific partners that are in need of volunteers – Fredskorpset:
  - a) CEADL in Santa Cruz – organization and computer science specialist
  - b) FENATRAHOB – organization and fundraiser
  - c) CDIMA – one project designer and fundraiser and one textile designer – Designers without Borders.
9. FUNPROEIB Andes and ITEI had financing for their projects and not institutional strengthening financing. CDIMA, CEADL and FENATRAHOB have institutional strengthening and project financing.

10. ITEI, in this evaluation, is deemed the most fragile of the partners. The administration is done by an external business, firing of staff, conflict with the Youth Center Huanuni.

**IV. Evaluate the efficiency and pertinence of the methodology of the work and the Indicators in the program to obtain the expected results.**

All of the partners' workshops were carried out in a very traditional manner finally ending with a snack. The workshops can be boring and very little learned or discussed. The indicator is fulfilled but the quality of the workshop does not give the desired final result. This is the discussion between quantity and quality. Equally so, the long-term impact of the workshops has been proven with CDIMA and their members in political positions; CEADL which has been training and educating youth to work on the new Youth Law; and FUNPROEIB Andes that has trained indigenous leaders in key positions in the government and in the indigenous organizations.

Each of the four organizations (CDIMA, CEADL, FUNPROEIB Andes and FENATRAHOB) has achieved at least 75-85% of all of their goals set in the project. There have been alterations in programs but always in consensus with SAIH previous to the changes. ITEI has taken four years to establish two Youth Centers (groups) that are partially functioning and does not yet have any physical locations to hold meetings. They want to expand their work to other areas of Bolivia with a dwindling staff taking on more duties, which is not advisable.

**V. Evaluate if the organizations have implemented the transversal topics of gender, environment and indigenous people's rights.**

All five organizations have integrated the transversal topic of gender. CDIMA is a women's organization but has presently two male members because of the concept Chacha Warmi – Man/Woman duality. FENATRAHOB has very few male members. The other three partners' staff is equal numbers of men and women. Two of the partners have male directors (CEADL and FUNPROEIB Andes), while the other three partners is headed by women. The beneficiaries are primarily women are CDIMA and FENATRAHOB.

In the interviews the topic of "machismo" is still ever present. Even though there have been strides for women's rights, there is still male dominance at home and at work. The MAS (Movement toward Socialism) senator and member of CDIMA, Maria Tupa commented that in the national senate she is confronted with machismo within her own party. The male senators do not give much attention or support to the women senators, often making crude sexist jokes in their presence during meetings. Almost all of the CDIMA women interviewed remarked that before they started CDIMA, they had been hit on occasions by their husbands and male family members. Now they are no longer victims of domestic violence and found their voice to speak out.

Environmental rights are part of all the partners' activities except for FENATRAHOB. ITEI has given courses on the contamination of the mining activities. FUNPROEIB Andes and CDIMA included this theme in their workshops. CEADL works with the Natural Resources Observatory on a national level. There are more than 20 organizations working with the Natural Resources Observatory. One example is the Social Control office in Santa Cruz along with the local NGOs are part of the Observatory and have been very active to make cheap cooking gas available to households in Santa Cruz to lessen the contamination of wood stoves and save the trees.

The gay, lesbian, bisexual and transgender (GLBT) topic has been very marginally part of the activities. CEADL is the only organization that is coordinating closely Convergencia - a NGO for GLBT. This topic is elaborated because of cultural taboos.

FUNPROEIB ANDES and CDIMA have principally indigenous staff while the other three partners are partially staffed with indigenous colleagues. All five partners work principally with indigenous youth. CEADL has begun to question if exclusively working with indigenous youth should give way towards working with all youth in general because the problematics of leadership, tolerance, critical political thinking, social consciousness and assuming responsibility is relevant for all youth. The other point raised by CEADL and brought to the evaluator's attention is that interest among indigenous youth can vary among ethnic groups and that the problematics can and are different depending on the regions. CEADL has begun to make social investigation to improve the attention they would like to contribute to the lowland indigenous youth in the Santa Cruz area.

## **VI. Evaluate the administrative and technical capacity of the organizations to obtain the expected results.**

1. The administrations of all of the partners have been improved except for ITEI which has just let go of its administrator and accountant. This makes it complicated to implement activities in the field. The control over finances is crucial to the partners' survival.
2. ITEI needs to reinstate their administration.
3. CEADL should have part-time accountants to aid with administration in Santa Cruz and Sucre. Funds have been administered according to Plan of Action (POA). 65-85% of each of the budgets has been executed. The audit reports and mid-term reports have been reviewed.
4. CDIMA needs to decrease their dependency on SAIH and be less vulnerable. The organization should be encouraged to seek additional funding
5. CEADL and FENATRAHOB need to look for new funding in order not to create a long dependent relationship with SAIH.
6. FENATRAHOB needs to work with their union members to become more responsible for the financing by paying cuotas.
7. FUNPROEIB Andes and ITEI are financially stable but would have to reconsider their activities of development of political participation and advocacy.

## **VII. Evaluate the relevance of the projects that form part of the program to obtain the expected results.**

All five partners designed projects aimed to develop leadership with indigenous youth in Bolivia. Their workshops and programs (CEADL, FUNPROEIB Andes, CDIMA and ITEI) were very similar – human rights, leadership etc. FENATRAHOB did not actually speak much about indigenous youth but principally about labor rights. The indicators for FENATRAHOB are quite ambitious. FENATRAHOB has in theory managed to work with 20% more salaried domestic workers because of the received calls and participants in their workshops and marches. ITEI had very concrete indicators of 2 Youth Centers.

## **VIII. Evaluate the sustainability of the program**

The sustainability of the partners differs greatly. On the spectrum of dependency and vulnerability to self-sustaining:

1. **CDIMA** is vulnerable and dependent on SAIH. The partner will need time to look for stable support from other donors. Over the past four years, the organization received financial support for activities from different donors, but only SAIH finances administrative overhead and salaries. The SAIH support for CDIMA could gradually be decreasing.
2. **CEADL** is vulnerable but less dependent on SAIH. CEADL will need to initiate the search for additional financing. CEADL recognizes that it is time to ensure new funding and that SAIH will not be financing them forever. CEADL has appreciated SAIH's financing of salaries and administrative overhead because it has allowed them to have a stable staff and with less stress. CEADL is asking for assistance to find new donors in the next phase.
3. **FENATRAHOB** needs to look for financing and organizing their unions to assist with dues. This will make the union members invest in the organization.
4. **FUNPROEIB Andes** receives SAIH funds but has also found donors to support activities that SAIH does not finance. SAIH does help with the administrative overhead and salaries.
5. **ITEI's** budget finances the majority of their therapy for victims of violence. SAIH finances only one third of the ITEI budget. The SAIH funds are exclusively for the indigenous youth program. During the July-August 2012, ITEI had difficulty with their personnel but from the ITEI's perspective they comply with the agreed schedule.

The priority for CDIMA, CEADL and FENATRAHOB should be to become more independent of SAIH funding and less vulnerable. Project designing, organization building and realistic planning for the partners' activities are needed. The SAIH discussion with partners on when and how much they will receive will help the partners to take a serious look at their financial situation on an annual basis.

## **IX. Present recommendations and strategies with respect to all of the previous points.**

1. The understanding of LFA (Logical Framework Approach) and its application is very important for each partner organization.
2. The monitoring must include more time for the SAIH program advisor to visit the project in the field and interview the beneficiaries for a more thorough analysis.
3. Ownership of the projects by the communities where SAIH's partners work. An example is that ITEI could be aided by having a local person to help in coordination and logistics and who can communicate in Aymara.
4. The mid-term external evaluations are helpful to both SAIH and the partners
5. It is important to respect and apply the new labor laws. SAIH partners must comply with rights of their own employees. ITEI complained about the compliances to the constant new labor laws and that the budget is not sufficient. FENATRAHOB has been able to guarantee that their administrator has social coverage implied by the labor law. Compliance with the labor law of Bolivia is important due to the scrutiny of NGOs by governmental authorities.
6. Formation of the personnel of the partners in areas that can improve their work with the beneficiaries. This point was requested by FUNPROEIB Andes, CEADL, FENATRAHOB and CDIMA.
7. Encourage that the partners to coordinate their projects. An example is CEADL and FUNPROEIB ANDES are both studying indigenous cultures including youth. Interaction among partners should be encouraged.
8. The partners need to meet more frequently. There exists distrust between partners. This meeting needs to be in combination with the SAIH program advisor's visit.
9. The projects should be examined carefully to insure against copying of projects.
10. Impress on the partners the importance of financial responsibility and that there will be external audits and evaluations.
11. Review the projects very carefully according to the LFA. The ITEI project seems to be better set in an urban than rural situation.
12. SAIH should establish better communication with co-donors of their partners (present and past) to find out how the cooperation developed. One example is the Swedish Technical Cooperation (UBV) that financed the ITEI project.
13. Insist on the partners the importance of financial responsibility and that there will be external audits and evaluations.
14. The way the workshops are given is very cultural or traditional. It could be important to link these partners with other indigenous partners from other countries like Native Americans – Thunder Valley Decolonization and Political Education program in the USA that is designed to empower their tribes' youth. These interactions could inspire and make the traditional workshops in Bolivia more dynamic. The connection between each of the partners with organizations outside of Bolivia could enrich their work.

## **X. Logistics during visit to Bolivia September 7 – September 20, 2012**

All five partners had been contacted both by me personally and Albert Valiente Thoresen, the SAIH program advisor prior to my arrival to Bolivia. Four of the organizations had made contact very promptly and the first meetings were held on September 8 at 9 a.m. with FUNPROEIB Andes and at 10:30 a.m. with the CDIMA leadership. The schedule was finished by September 9, 2012. (List of Meetings) The logistical details: driver, assistant, celular and tariffs for out of town trips were settled on the same day. Current events in Bolivia were also a consideration when setting the schedule and what kind of transport was appropriate. The two trips to Achacachi and Huanuni were confirmed one day before because of road blocks and marches by miners. This is due to the political climate in the country. The threat of blocks and strikes were a constant factor during the entire evaluation. The term "cuarto intermedio" was a new meaning to the evaluator's vocabulary and could mean 12 hours to 14 days recess or delay of road blocks.

## **"Center for Integral Development of the Aymara Woman "Amuyt'a" CDIMA**

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Tel/Fax : (591)2 283 4640 / 2283 3910  
Web Page : [www.cdimabolivia.org](http://www.cdimabolivia.org)  
Email : [cdimaboliviaong@gmail.com](mailto:cdimaboliviaong@gmail.com)  
Legal Status: : Decreto Supremo No. 216567

Program : "Education for the Participation of Indigenous Youth in Bolivia"  
Project : "Aymara Women in the New Millenium"

Location of Project: 20 municipalities of the Department of La Paz and North Yungas (Coroico, de la provincia North Yungas, Escoma del municipio de Escoma, and Qallapa, Provincia Pacajes Coroico, etc.)

Target Group: Principally Aymara women between the ages of 15 to 45 años years from different areas in the highlands. Focusing on Aymara women that continue to be part of the social organization, villages and specific cultural backgrounds and want to be part of the CDIMA organization.

### **Meetings with SAIH external evaluator:**

1. 08.09.2012 at 10.30 hrs at Hotel Casa Grande
2. 11.09.2012 at 15.00 hrs at CDIMA (Delayed until 16hrs)
3. 11.09.2012 at 18.00 hrs at CDIMA – ARTEX
4. 16.09.2012 at 10.00 hrs at Encuentro Aymara Leaders – CDIMA
5. 16.09.2012 at 14.00 at CDIMA – Debriefing.

### **I. History:** In 1993 SAIH-CDIMA partnership began.

CDIMA' partnership with SAIH has been long-term and sometimes difficult, with positive and concrete results for Aymara women. The leadership of CDIMA has very special sentiments for all of the SAIH staff that has been part of the process on a very personal level.

In 1989, CDIMA was founded with the straight forward intention to empower Aymara women to exercise their rights, reaffirm their cultural identity and generate propositions for transformation of the social, political and economic structures in the country with their active women participation in local, municipal and national public arenas. CDIMA combats discrimination and fights for rights of the Aymaras. The organization has matured and participates in the public debate about issues regarding Aymara women and their social needs.

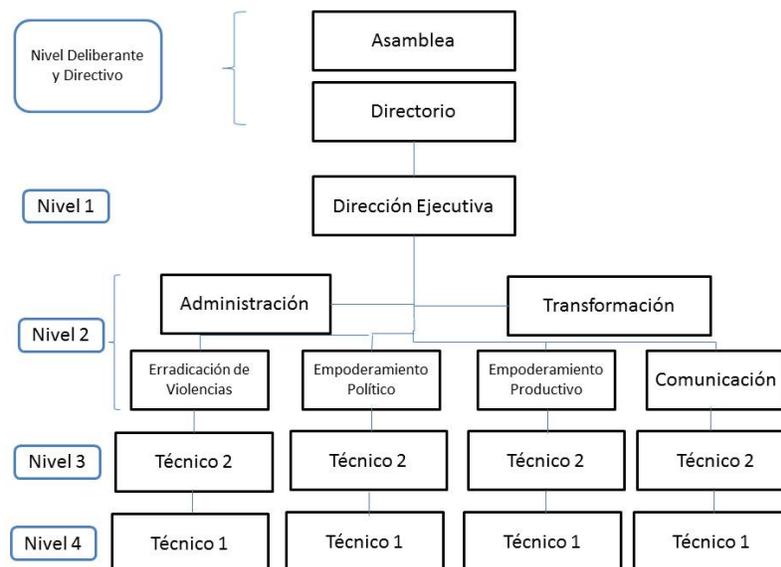
Through the workshops, CDIMA has been part of the training of two senators presently in the Bolivian National Senate, various council members and local leaders. CDIMA has been a protagonist in the national political dialogue and national organizations such as the Federation of Peasant Women and CONAMAQ – National Council of Ayllus and Markas of Qullasuyu (Consejo Nacional de Ayllus y Markas del Qullasuyu). In many ways CDIMA has been able to accomplish what they set forth to do and has managed to do this in a very professional manner. SAIH has been a very important partner in this growth.

## II. Organizational Chart of CDIMA

Since the beginning, the position of CDIMA coordination has been rotated between the three founders of the organization. This year, CDIMA held elections and the Executive Director position is now held by Teresa Condori, who is the first leader not belonging to the founding members but with a solid track record in the organization. This should be regarded as a positive progress for CDIMA to let the leadership go in a new and different direction.

There are 15 paid staff and three paid consultants, one of which is Alicia Canaviri who is helping with the transition of leadership and assists CDIMA to continue their Plan of Action 2012. Alicia Canaviri constitutes an element of continuity for the next phase of CDIMA.

Organization Structure



Approximately 22 Aymara women, who in turn work with 60 women from social organizations in the rural areas, reach out to at least 5000 women who benefit from CDIMA workshops and leadership training. These 60 women are actively participating in CDIMA leadership workshops,

computer courses, and radio programs. Because of the needs and demands, there are presently two men who are part of the organization fulfilling the concept of working together – duality – “Chacha Warmi”, the Aymara gender concept. CDIMA has been training women in 7 subjects including human rights. There has also been an advancement regarding the formation of Aymara women. CDIMA established a Social Leadership course, which is certified by a university in El Alto after the completion of the course.

### **III. Justification and Indicators**

CDIMA has been able to complete their expected results: young indigenous women who have participated actively and have influenced the CDIMA projects, in particular the ARTEX – cottage industry. On September 16, 2012, departmental meeting for Aymara women leaders had a planning meeting with CDIMA in El Alto. There were at least 20 municipalities represented during the planning meetings. There were by far more young women using computers and participating in the CDIMA planning than older women. There were more than 90 persons present during the two-day meeting and 90% were women with more than 50% under the age of 30 years. CDIMA has many years of experience of organization building and implementing projects. The Plan of Action 2009-2012 is very detailed and visualizes the CDIMA strategy.

CDIMA has not only been able to reach women through the quality of the workshops but also through its radio programs. The radio station still presents some complications due to inadequate equipment still to be replaced and CDIMA is hoping that this situation is clarified and resolved promptly since the required equipment is included in this year's project. There is no reliable indication about the listening audience of the radio station.

As of September 2012, CDIMA has implemented 75-85% of the POA. 51% of the SAIH budget is dedicated to Human Resources and 10% for administrative costs. SAIH has given CDIMA the opportunity to apply for projects that include salaries for personnel or administrative costs thus allowing CDIMA to indicate to new donors their effectivity to administer funds. SAIH has been an important factor for the survival of CDIMA's institutionalality.

SAIH during 2009-2012 has provided USD\$478.300 to CDIMA which is 53.8% of the total budget. CDIMA has had 4 different donor organizations (Women Kind, United Nations Women, ACSUR - Spain and MIVA – Switzerland) which finance the remaining 46.2% during this period. The donations have been in small amounts for specific projects and for shorter periods. None of the four organizations provide ample amounts to cover human resource costs or administrative overhead. SAIH covers most of the running costs.

Donantes y Proyectos de CDIMA  
 Gestión 2009 -2012

N°	Financieras	Proyectos	Duración del proyecto	FINANCIAMIENTO			TOTAL PRESUPUESTO EN DÓLARES AMERICANOS
				Dólares Americanos	Libras Esterlinas	Euros	
1	SAIH Noruega	Mujeres Aymaras en el Nuevo Milenio, Fase 2.	4 Años 2009 -2012	478,300			478,300
2	Women Kind, países Bajos	Combatiendo la Violencia contra la mujer en el municipio de Mocomoco	3 Años 2010 - 2013		90,000		130,435
		Fortalecimiento de las Capacidades organizativas de CDIMA	7 meses (abril - octubre de 2010)		5,000		7,246
		Formación y Capacitación de Mujeres indígenas en Derechos	2 meses (julio y agosto de 2011)		5,000		7,246
		Fortalecimiento Institucional en los ámbitos de Planificación Estratégica y financiera	3 meses (diciembre 2011 a febrero de 2012)		3,000		4,348
3	ONU MUJERES	Mujeres Aymaras y su Derecho a la Justicia	Septiembre 2009 a Abril 2010	17,500			17,500
		Mujeres Aymaras y su Derecho a la Justicia - Fase 2	Julio 2010 a Junio 2011	50,000			50,000
4	ACSUR - España	Mujeres Aymaras en las Nuevas Tecnologías-fase 1.	2010-2011 18 años			38,800	50,609
		Mujeres Aymaras en las Nuevas Tecnologías-fase 2.	2012 (Enero a diciembre ) 1 año			9,000	11,739
5	MUNDUBAT- España	Liderazgos realizan control social de los Derechos Humanos de las Mujeres	2010 - 2012 2 años			64,000	83,478
6	MIVA- Suiza	Fortalecimiento de la Emisora "Wiñay Jatha Comunicaciones 740	2011 1 año			37,000	48,261
TOTALES				545,800	103,000	148,800	889,162

Relaciones con Financieras: UNO-Mujeres, Fondo Global de Mujeres, Comunidad Europea, OXFAM América

CDIMA has many plans for the future. There are new donors such as Women Kind that give smaller donations and have little or no human resource budget and administrative costs. CDIMA has received support from SAIH since 1993 – (19 years of continued SAIH support).

#### **IV. Observations**

CDIMA leadership is very vocal and articulate, whether it is from the years of experience with SAIH or it is part of their struggle to empower women is yet to be known. CDIMA is not representative of a stereotyped indigenous organization, but should rather be promoted as a valuable example of a professional and empowered women's organization, be it indigenous or non-indigenous.

1. CDIMA make strides in bringing technology (e.g. computers and computer skills) to their members. It is impressive to see that although many of the 60 women who were at the Departmental meeting on September 16, 2012, are all taking turns using the computers to write the activity plans. This has been a motivation for the women – particularly the young women – to be part of CDIMA.
2. Presently CDIMA has two offices within blocks of each other. When they have activities with a large group they rent a social hall not far from the main office.
3. The new Executive Director has recently been elected and just began her duties. She fortunately has the support of Alicia Canaviri, one of the founders of CDIMA assisting in the transition. CDIMA is structured by an Assembly of 7 persons that shares CDIMA's philosophy and act as a social watchdog for the organization. The Board of Directors is composed of 3 persons doing follow-up of the different proposals of the Assembly and name the Executive Director.
4. CDIMA, in particular Alicia Canaviri, voiced its pride about the advances of the organization, the 500+ young leaders who were trained and the women who are now senators in the national congress. Mrs. Canaviri also talked about expansion of the building to give more room to ARTEX – members that are producing woolen good that are sold abroad and the possibility to start a daycare for the single mothers who work and need a place to leave their small children.
5. The need for a new car for the organization is not a priority but would aid them greatly in their work in the rural areas where buses are not accessible. CDIMA does not view the organization as capable to stand alone without SAIH financial assistance but needs time to explore additional funding sources.
6. The meetings with CDIMA were very open and the gratefulness of the SAIH support was repeated often, both financially and morally. They were not disappointed or annoyed when reminded of the long term financing of SAIH and that there needs to be a point when the financing must come to an end in order to give other organizations an opportunity. They do not want to stop or slow the momentum of their activities at CDIMA.

7. ARTEX is part of CDIMA's activities and has been an income generating factor for the participants selling knitted woolen products on an international level. The participants are women who have found a new sense of value and earn money for their households. The participants are very pleased with their success to help their children's future.
8. CDIMA has a stable staff and each is clear about their work. .

## **1. Efficiency**

CDIMA has carried out its Plan of Action 2012 with little delay. The concentration is on the human formation. They are also working on local, municipal, departamental and national levels.

The administration of CDIMA has been able to give clear account of SAIH financial contributions. They have complied with the never-ending decrees issued by the Labor Ministry to avoid any conflicts with the government and officials that are scrutinizing the NGOs and their donations.

## **2. Long Term Impact**

CDIMA has been a part of political and human rights formation of two female senators who are presently in the Bolivian Senate, various council women serving on the municipal level and many community leaders. The young women receiving scholarships from CDIMA to go to university will be professionals and a human resource for CDIMA in the future. The interviews of CDIMA members reveal that they have gained considerable self confidence, defending themselves from abusive husbands, become wage earners, learn to speak up for themselves and defend their rights.

## **3. Choice of Partners and Activities**

In addition to the regular activities, CDIMA focused on working in rural areas during 2009-2012. This was a result of a demonstrated need to have women who are trained in human rights and social monitoring on local governments. The choice of partners and their activities have been a response to the needs detected among the Aymara women.

## **4. Gender Focus**

95% of the beneficiaries are Aymara women. There are very few men that are a part of the CDIMA structure. At least 50% of the women are under the age of 30 years.

## **5. Sustainability**

The administration has kept within the parameters of the CDIMA's global budget and the SAIH-CDIMA planning. In order to reduce its' dependency on SAIH, CDIMA needs to find new financial resources.

## **V. Recommendations and Strategies**

1. Since CDIMA does accomplish their activities, the administration is transparent, SAIH's suggestions (i.e. no longer rotating the Executive Director between the founders) have been implemented and their programs are reaching even more Aymara women. It would be the wrong moment to pull completely the financial support.
2. CDIMA needs to continue to approach new donors to finance more of their activities in order for SAIH to gradually reduce their assistance and phase out. The importance of changing their financial dependence on SAIH will only aid in the future survival of CDIMA.
3. SAIH should continue the financial support for the human resources to allow CDIMA to prove to the donors that they are competent. If there is not enough staff to insure execution of projects with a transparent accounting system, CDIMA will have difficulty securing other donations.
4. Continue the scholarship program for the young women that are studying at the university.
5. CDIMA would benefit from a refresher course of the Logic Framework Approach. Their goals were reasonable because of the personnel and detailed work plan that is focused on a geographical defined area with a "homogenous" target group.
6. A reduction in assistance will mean that they will have to cut back on their workshops on human formation. Election year will be in 2014 and the CDIMA courses are useful to prepare women – young and old – to participate in the elections and politics.
7. ARTEX could benefit from "Designers without Borders" to assist them with designs, cost calculations, production and delivery of their products.
8. CDIMA needs to professionalize and develop a catalog for ARTEX Aymara Women industry and marketing.
9. CDIMA's strategy to finalize and establish their radio project as soon as possible.
10. CDIMA needs to open even more the organizational structure to permit more young women to become leaders of CDIMA.

## **Final Comments**

It is **RECOMMENABLE that CDIMA receive continued conditioned support**. The proposal has been to diminish the support over the next period of 2013-2016, instead of an abrupt cut off, in order for to concentrate CDIMA its' efforts to look for other donors to take over the financing of the salaries of their personnel and activities.

## Center of Studies and Support of Local Development CEADL

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3. Calle Junin N0 136 (Ciudad de Sucre)

4. Municipio de La Guardia - Calle Las Palmas N° 8 (Santa Cruz)

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Legal Status : 0144

**Program** : "Education for the Participation of Indigenous Youth in Bolivia"

**Project** : "Development of Capacities for the Political Incidence of Youth Leaders in Bolivia" and "Human Rights Observatory"

**Location:** Municipalities of La Paz and El Alto, the Department of La Paz, Department of Oruro, Llallagua - Potosi, Sucre and Monteagudo in Chuquisaca, La Guardia, Camiri and Santa Cruz in Santa Cruz, Tarija, Yacuiba and Villamontes in Tarija. The 2011 SAIH evaluation has led to the decision of opening Santa Cruz and the discussion as to where CEADL should be concentrating its efforts.

**Target Groups:** Youth between the ages of 15 to 30 years, from popular and indígenas sectors, social and indigenous youth organizations. Women and indigenous receive concentrated attention. Gays, Lesbians, and Transgender have been marginally included.

### Meetings with SAIH external evaluator:

1. September 10, 2012 10-13hrs CEADL Office in El Alto (Personnel)
2. September 14, 2012 10 hrs CEADL Office in La Guardia, Santa Cruz
3. September 14, 2012 15 hrs Youth (Plan 3000) with CEADL's TIC program in Santa Cruz
4. September 14, 2012 17 hrs Social Control and Natural Resource Observatory, Santa Cruz
5. September 18, 2012 10 hrs CEADL Office in La Paz (Debriefing)

## **I. History:** In 2000 SAIH-CEADL partnership began

In 1998, CEADL emerged as a response to neoliberalism in Bolivia during a period when leftist organizations proclaimed themselves as liberal and were ashamed to identify themselves as leftist. CEADL was conceived as a learning and practice project on human rights which included teaching youth their civilian rights as citizens based on political formation for public participation. The organization started in El Alto and has expanded to La Paz, Sucre and now to Santa Cruz. CEADL's work with indigenous youth and gender sensitive issues has been well documented in the 2011 evaluation of their project "Process of Political Incidence of the Youth of Bolivia". The work with the Human Rights Observatory has been growing as a responsible activity, although there are signs of polarization and friction, a reflection of the political situation in Bolivia.

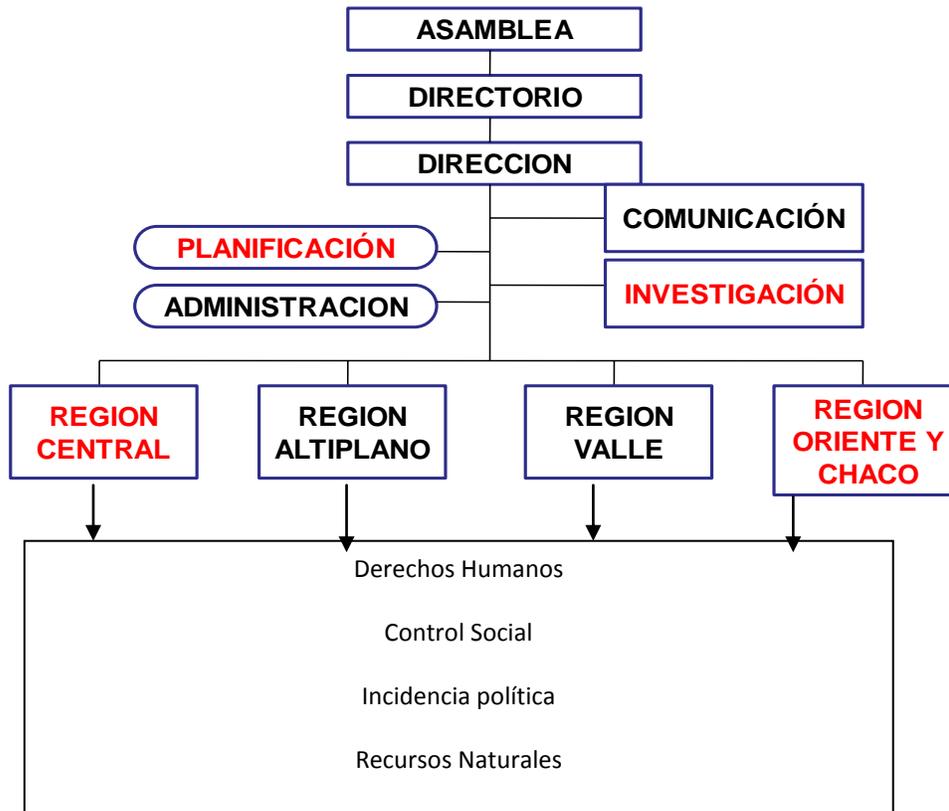
CEADL's perspective after 13 years and SAIH's 50 years of experience has proven that both are active organizations based on mutual respect and confidence as partners. SAIH trusts CEADL to work according to their principles and convictions to attain their goals without impositions and pressure by SAIH. CEADL perceives SAIH as one of the most respectful partners, which inspires confidence and permits CEADL to voice its opinion even though it might be contradictory to SAIH. SAIH's attitude has allowed CEADL to conceptionally and organizationally grow by avoiding the use of the significant financial support as pressure to conform to SAIH's ideals. CEADL values SAIH's posture that enriches their partnership.

## **II. Organizational Chart of CEADL**

In the 2009-2012 proposal to SAIH, there was 28 staff positions contemplated in addition to more than 50 volunteers (national and international) to carry out the CEADL activities. The international volunteers held some of the 28 positions. There have been 9 international volunteers during this period. The administration has 4 persons employed to ensure the financial capacity. This area has improved greatly through this period and has helped insure a smooth functioning of CEADL. There are currently 16 paid staff members. An example of the staff commitment is the retired receptionist who is still volunteering her time to CEADL.

The opening of the office in Santa Cruz involved an expansion of two staff members. This office is implementing a technology program (TIC), organizational work with the lowland indigenous and the natural resource observatory, which was a recommendation from the 2011 evaluation. CEADL Santa Cruz has a group of youth leaders that have accepted the responsibility to work with the TIC program in the neighborhood Plan 3000 (Aymaras living in the Santa Cruz area) and on the national level. CEADL relies on their volunteers to help them with different stages of their activities in all of their offices. Most of the youth that have received formation in Human Rights, HIV-AIDS, Sexual and Reproduction Rights are volunteers that replicate what they learned to others. Volunteers are not listed in the organization chart below.

### Organization Structure of CEADL



The staff is composed of professionals and principally indigenous people. The majority of the staff is 30 to 40 years of age. The Board of Directors is the ultimate decision makers in CEADL. The Board of Directors is composed of 5 persons who are not CEADL staff members, but are chosen because of merit and their involvement with CEADL. This is the control mechanism to take the ultimate decision when there is a discussion regarding CEADL’s direction.

### III. Justification and Indicators

All three indicators mentioned in point 3.a. of the Terms of Reference for the external evaluation were met. This was verified in the 2011 evaluation of the CEADL project. Point 4.2 and 4.3 were accomplished through the coordination between CEADL and the Legal and Integral Services in each of the municipalities, where CEADL operates. The replication of the Sexual Reproduction workshops was also observed by the external evaluator in 2011 in Sucre. Each of the youth leaders were given a goal and possibility to apply their courses at different educational centers in Sucre and other locations in other departments.

The most significant accomplishment of CEADL has been organizing and participating in the new Youth Law (Ley de Juventudes) which is still a pilot law. Presently the Youth Law is being socialized among the institutions (state and civil society) and youth organization. CEADL estimates that the Youth Law will be signed in as law by President Evo Morales by October 1, 2012. CEADL was one of the key organizations to make sure that unsanctioned changes were not made and that the law was kept in accordance with what the youth of Bolivia intended. Many of the youth that were assigned to commissions during the elaboration of this law had received CEADL workshops. It is very important to mention that CEADL works with youth and organizations but never says they are CEADL's organizations. The youth organizations are assisted by CEADL and provided with workshops to guide them to be independent thinkers and leaders. CEADL promotes the organizations to have their own criteria.

#### **IV. Observations**

CEADL admits that this last year has been very difficult. One of their volunteers died in a drowning accident, which has been difficult for the staff to overcome. There have been health issues with some of the staff. They have stated that the work situation has improved since last year and that they are discussing and considering the recommendations from the 2011 SAIH evaluation.

1. There have been changes with the formation of a team (three CEADL persons) to design projects and look for new sources of financing.
2. Presently, CEADL is investigating the differences between the indigenous youth in Bolivia, instead of grouping the indigenous in one. CEADL has taken initiatives to investigate one of the lowland groups in Santa Cruz and is discussing expanding to the Yungas. This activity will benefit the next planning phase of CEADL and also make their work more effective with other indigenous groups than Aymara and Quechua
3. CEADL is concerned for the survival of the organization. It is not unusual when an organization is awaiting the answer for their future financing, the stress level is raised. During the visit, it was apparent that CEADL is preoccupied for their staff, activities, what was still needed to be done and especially the indigenous youth. Another concern related to the political situation in the country and the polarization that is being reflected in many aspects of Bolivian daily life. Strikes, marches, polarizing and political fractioning have made their work more difficult.
4. The offices in El Alto have moved to the 2<sup>nd</sup> floor of the same building giving them more space. The first meeting was held just one day after moving.

5. CEADL Santa Cruz is in Guardia Municipal, 45 minutes from Santa Cruz. They have an office, a place to live and have a very difficult transportation situation. The organization is very positive with the new activity in Santa Cruz.
6. The CEADL internet site was one of the most visited sites in Bolivia. The implementation of internet will assist in communication, conferences with indigenous youth and discussions on topics at a local, departmental, national and international level such topics as TIPNIS's struggle in the lowlands of Bolivia.
7. The women among the staff members are still the last people who speak in the meeting. The evaluator considered a separate meeting with the women.
8. The staff of CEADL was relaxed because of the previous contact with the external evaluator.
9. CEADL is an honest organization with straight forward objectives for indigenous youth. The efforts are tireless and show at times exhaustion on the faces of the staff. It has improved administration of finances and personnel during the SAIH cooperation period. CEADL is very grateful, particularly for the financing of the salaries and administrative costs. 50% of the SAIH budget is for Salaries and 14% is for administrative overhead.
10. There exists mistrust between organizations. The external evaluator read the Plan of Action of ITEI 2009-2012. This document resembled a CEADL document read for the 2011 SAIH evaluation. When the executive director read the document, his reaction was surprise. The document was written in the executive director's words. This was very troubling for CEADL's director to see that he had been plagiarized. The executive director will confront ITEI to resolve this matter on a personal level and does not want any repercussions for CEADL. CEADL will be taking this issue directly up with Alberto Valiente Thoresen on his visit in October 2012. The external evaluator respects that CEADL has to continue to cooperate with ITEI in the Human Rights Observatory. This has been a very delicate situation for CEADL. **This is the second time that an organization plagiarized a CEADL project for financing.**

## 1. Efficiency

At the onset of the SAIH 2009-2012, CEADL improved their administration procedures. Previously the organization had struggled as a grass roots organization, using the money as it came into the organization and often ending up short of funds. This caused stress and made planning nearly impossible for the staff. Presently CEADL has very transparent and professional procedures. This has aided CEADL to carry out their activities and projects and add to their own confidence that there is money when they have to carry out an activity. Presently there are

four offices and the administration will have to find a solution how to support the activities that are in Sucre and Santa Cruz.

CEADL still has one office in La Paz and one office in El Alto. The organization started in El Alto and it is a good departure point when traveling to the rural areas. The office in La Paz keeps CEADL in contact with the Ministries and international donors primarily for the human rights and natural resources observatories.

The chart is a summary of the donations to CEADL during 2009-2012. The majority of the donations have Norwegian origin. There are three other agencies that have donated financial resources to CEADL during the 2009-2012 phase.

#### Finances of CEADL (Expressed in USD\$)

Agencia	2009	2010	2011	2012	Total
TDH Holanda	37,613.60	29,485.81	38,299.00		105,398.41
LAG Intercambio Brigadistas Sur	734.70	9,315.47	25,351.00	31,686.29	67,087.46
Desarrollo de Capacidades SAIH-Noruega	99,000.00	107,538.00	109,600.00	105,000.00	421,138.00
Observatorio Boliviano de los recursos naturales- SAIH Noruega	119,842.94	123,295.40	138,708.00	127,839.00	509,685.34
Intercambio Nicaragua SAIH /LNU		798.73	18,182.00	25,266.09	44,246.82
Ayuda de la iglesia Noruega (AIN)/PWYP			45,971.00		45,971.00
Servicio Alemán de Cooperación Social Técnica			21,199.00		21,199.00
Spider (Suecia)				45,591.80	45,591.80
<b>Totales</b>	<b>257,191.24</b>	<b>270,433.41</b>	<b>397,310.00</b>	<b>335,383.18</b>	<b>1,260,317.83</b>

## 2. Long Term Impact

CEADL has played a vital role in political formation of indigenous youth in Bolivia. As mentioned above, the Youth Law will empower the youth as public political participants, no longer treated as non-citizens. The law will help the youth of Bolivia to self-determination and give them opportunities and rights. This law changes youth from belonging to their parents to persons that have individual rights.

The establishment of the Human Rights Observatory is an ongoing process that helps the human rights organizations in Bolivia to be aware of abuses and solidify their unified position on cases of human rights violations. This is an important step towards improving human rights in Bolivia.

The indigenous youth organizations in Bolivia will have workshops, materials and mentors that will help them become independent organizations

### **3. Choice of Partners and Activities**

CEADL has chosen its partners – indigenous youth - as the focus of their main activities. The organization has tried to assist indigenous youth organizations at the local, municipal, departmental and national level according to what the youth need. CEADL works with the Human Rights Observatory as well as the Natural Resources Observatory giving opportunities to the individual indigenous youth and their organizations to participate actively in the discussions and decision making. These chances to participate are part of the leadership training that is encouraged by CEADL.

One of the interesting discussions of CEADL has been to reflect about moving towards the general youth in Bolivia and not just indigenous youth. This discussion is interesting and provokes a new way of thinking towards Bolivia's youth. There were many questions that arose from this evaluation such as:

- 1) Should they have a special focus?
- 2) Does the formation of indigenous youth make them more sympathetic to non-indigenous youth?
- 3) Is it productive to make these programs exclusively for the indigenous youth, when the programs could benefit even more youth to have a better understanding and stronger youth movement in Bolivia?
- 4) Is it more important to cultivate an understanding regardless of if they are indigenous, when it comes to public debate and governing?
- 5) Does promoting indigenous youth divide the youth in Bolivia and/or aid in the national reconciliation of hundreds of years of discrimination?

### **4. Gender Focus**

Discrimination is extensive in Bolivia including discrimination against women where the women do not have the same opportunities or advantages that men enjoy. These social, economic, political and cultural disadvantages profoundly affect the women. CEADL has developed conceptual definitions and methodology to subvert this situation. CEADL tries to have women equally representing and participating in all of the programs activities. This includes childcare so that the women can participate and be assured that their children are cared for.

CEADL meets with both fathers and mothers to explain the project's characteristics and to collaborate so that their children can participate. Some workshops are geared exclusively for women as a positive discrimination to help them prepare for meetings between men and women. There is analysis of social and political roles between men and women. CEADL has been working explicitly with women's networks on the national level.

CEADL acknowledges that machismo is prevalent and unwanted in the office environment, and tries to correct the situation when it is detected. The staff tries to be models both in their homes and at work. Hopefully their attitude and actions is transmitted to the indigenous youth they work with.

## **5. Sustainability**

There is a dynamic of confidence between SAIH and CEADL. CEADL recognizes the financial dependency at this moment which guarantees the activities that respond to the demands of the youth. CEADL is aware that they need to look for other financial sources to ensure financial diversity and decrease the CEADL's vulnerability. The search for financial diversity to decrease their vulnerability has weighed heavily on the organization. There is no desire to wait for SAIH to conclude support to CEADL all of a sudden but rather to opt for a gradual financial withdrawal. They have new allies: the University of Stockholm, Oxfam Canada, Swiss Terre des Hommes that have interest and/or support for some of their institutional activities.

Presently SAIH is still CEADL's single largest donor and a withdrawal of financing would leave CEADL on the brink of closing. As discussed during the meetings with CEADL, the correct path is to discourage financial dependency. SAIH needs to design a strategy with CEADL on how to improve and diversify their finances. Whether SAIH can help with technical assistance for project design, give a refresher course on the Logic Framework Approach (LFA) or finance a position for a few months to lend a hand to the new CEADL task team to find financing, are all positive actions and a decision will soon be taken.

## **V. Recommendations and Strategies**

1. Start the process of finding other financing and gradually decrease the SAIH annual support in order to be less vulnerable and dependent.
2. SAIH keeps the human resources and administrative costs at the same Level.
3. Provide professionalization courses to the staff to enable for them to improve their work performance.

4. Increase the information exchange with other organizations in Bolivia and internationally.
5. Make available resources necessary for the TIC program.
6. Take a refresher Logic Framework Approach course.
7. Improve the reporting skills.
8. Administration visit to both Sucre and Santa Cruz to discuss the best way to administrate funds.
9. Give the responsibilities to the office to administrate funds or hire a part time administrator.
10. Request a volunteer (with transportation and costs) to work at the CEADL Santa Cruz office.
11. Review and reduce the list of activities and regions to make way for new projects.
12. Making sure that decision making for CEADL is not made by one individual but by a consensus of the group.
13. Administration and the project officers are working in synergy and have a mutual understanding of each others' duties.
14. CEADL was unaware of the FUNPROEIB Andes masters' students program. The coordination between the SAIH partners is beneficial to both organizations with the exchange of information and technical skills of investigation.
15. CEADL should encourage more contact with other natural resources observatories in Latin America and North America.
16. CEADL needs to improve their communications network – telephone and internet services to aid their TIC project.

## **Final Comments**

CEADL's SAIH evaluation in 2011 was in depth about the "Process of the Political Incidence of Youth Leaders in Bolivia" project. Some of the recommendations have been accepted and changes have been made, but CEADL is still in discussions with their staff about the direction of their work and where they would like to work.

The Human Rights Observatory is showing signs of fractioning due to political polarization, but CEADL stated that the organizations are meeting regularly every three weeks and the work continues. Since CEADL has had success with the Natural Resource Observatory and are skilled with organization building, there is no doubt that CEADL can take a leading role in the Human Rights Observatory.

CEADL's efforts to make the new project document for SAIH have been very time and energy consuming for the organization. It is a consideration to have a Logic Framework Approach workshop to aid CEADL in writing proposals, reports and give accurate results. Hopefully the workshop could be with SAIH in Bolivia with all partners, in that way many of the doubts can be cleared up and SAIH and the partners will have a "common" language on how to fill out the documents.

When asked their wish list from SAIH, CEADL responded as follows:

1. Continued support for administration overhead and salaries
2. Equipment for CEADL Santa Cruz to invest in the TIC program
3. Better general internet service for all four offices
4. Update the professional formation (human rights, TIC etc) for the staff.
5. Add two persons that can reinforce the administrative work in Santa Cruz and Sucre

CEADL is **recommended** for future financing with the condition that CEADL makes efforts to find other donors to lessen their dependence on SAIH.

**National Federation of Salaried Workers in Homes in Bolivia  
FENATRAHOB**

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Legal Status : 218812

**Program** : "Education for the Participation of Indigenous Youth in Bolivia"  
**Project Name:** "Participation and Political Incidence"

**TITLE:** "Organization Strengthening of **FENATRAHOB** and Affiliated Unions"

**Location of Project:** (10) cities in Bolivia: La Paz, Santa Cruz, Cochabamba, Oruro, Tarija, Cobija, Sucre, Potosí, Trinidad y San Ignacio de Moxos.

**Target Group:** The Project directly benefits 700 Salaried Workers in Homes (SWHs), adult women, Young women and Adolescents; rural migrants from diverse indigenous cultures, ranging from the ages between 14-50+ years and with an average education level of 1st – 3rd primary school. Indirectly there are at 7,000+ female affiliated union workers.

**Meetings with SAIH external evaluator:**

1. September 10, 2012 at 13:30 hrs at offices of FENATRAHOB (Annex A)
2. September 13, 2012 at 20:00 hrs by telephone with Gregoria Gabriela Jauregui
3. September 14, 2012 at 20:00 hrs by telephone with Senovia Mamani
4. September 15, 2012 at 12:00 hrs by telephone with Gregoria Gabriela Jauregui
5. September 15, 2012 at 14:00 hrs by telephone with Candelaria Lopez
6. September 19, 2012 at 10.30 hrs at offices of FENATRAHOB – Debriefing (Annex N)

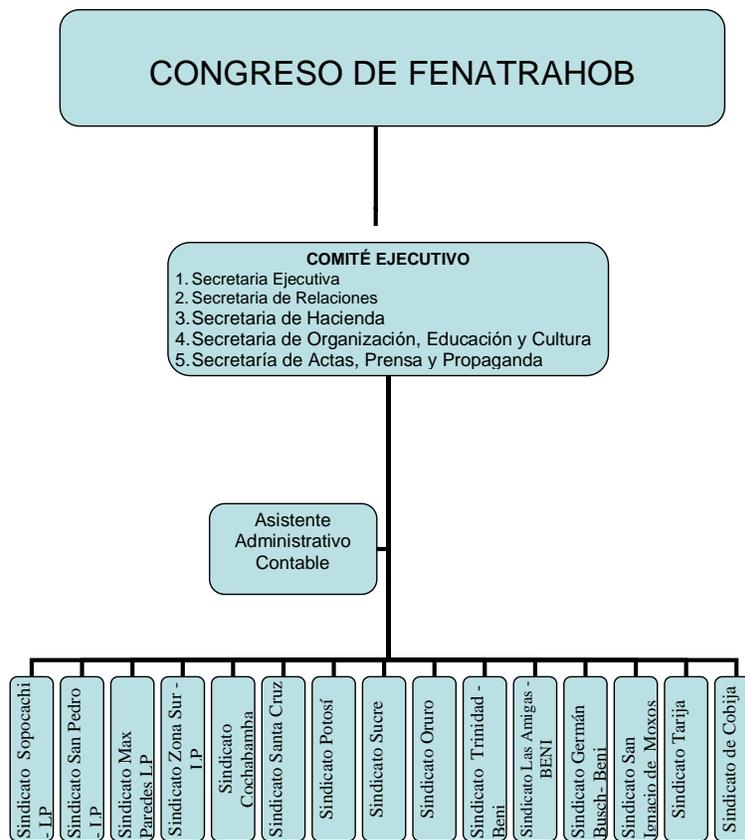
**I. History:** In 2007 SAIH-FENATRAHOB partnership began.

In 2006, President Evo Morales Ayma appointed Casimira Rodriguez, (sociologist) as Minister of Justice. This was marked by the fact that she was not a lawyer, but a former salaried workers in homes (SWH) and indigenous. Mrs. Rodriguez had been an active member of FENATRAHOB and represents a very small percentage of SWHs that will hopefully represent a new generation that can combine work and studying. It was quite common that the pay is little for the SWH and she would have little time, money or opportunity to study, but as the Bolivian legislation has been passed in favor of the union, there are a small percentage of women that graduate from grade school, high school and aspiring to go to university. Casimira Rodriguez was one of these union members who achieved her goal of getting an education.

On May 20, 1984, the first SWHs' union was organized in the Sopocachi zone of La Paz City. Eventually in 1984 FENATRAHOB was officially formed and continued their efforts of organizing other unions in Cochabamba, Potosi, Sucre, Santa Cruz, Trinidad, Tarija and Cobija, thereby strengthening the departamental and national representation. Presently, FENATRAHOB is composed of 15 unions and 3 organizations on the national level as well as being affiliated with the Central Bolivian Worker - Central Obrera Boliviana (COB) and the Latin American and Caribbean Confederation of Salaried Workers in Homes (CONLACTRAHO) of which FENATRAHOB is one of the founders.

## II. Organizational Chart of FENATRAHOB:

The Executive Committee has constituted five (5) leaders with more integrated and operative functions and with clear responsibility levels. The structure is as follows:



The modification in the organization structure took immediate effect upon approval of the Organic Congress. During the VII Ordinary Congress, which was held in Trinidad from October 30 to November 2, 2008, the executive Committee was elected with new characteristics. One of the issues that were resolved was the category of "salaried" to be added, although no

change in the acronym of the organization was made. This decision was taken to avoid confusion of considering the organization as a "club" or "housewives" attending domestic work for their families.

Presently there is a calculated 137,000 SWHs in Bolivia according to the 2001 Bolivian National Census. In November 2012 the National Census in Bolivia will most likely reveal an increase of SWHs in all of the 9 departments of Bolivia. Even so, their contribution is not considered important to the national economy of Bolivia. This is because the average SWHs is generally immigrating from the rural to urban areas, with a high index of illiteracy, poverty, without basic documentation of technical or professional formation, and with different cultures and customs. Such social situations provide the women with no other option but to work in homes as most commonly known "maids". This involves several domestic tasks such as cooking, cleaning, washing, child care, personal nurses, and taking care of their employers' homes on a general basis.

The women's ages are between 12 - 50+ years. The SWHs are often single and have to take their children with them if the children are permitted to be with their mothers at work. The children are often kept in the bathroom, the service room, laundry room or in the small patio not to be seen by the employers or to have contact with their employer's children. There are cases of sexual harrasment, rape and unwanted pregnancies, and often the women are changing jobs frequently until they find a family that treats them "like family" until the day they are asked to leave. Flagrant dismissal with no justification or pay is common.

Three women<sup>1</sup> were interviewed who hold positions in the unions in Cochabamba and Santa Cruz, reported that everyday at their offices or at the Departamental Office of Labor there were SWHs. These were the women who have been fired with no warning and unpaid or sexually harrassed, or simply arrive demanding to know their labor rights while they try to hold on to their jobs. Each of the unions has offices that function as refuge for the SWHs that are thrown out with no place to go. The women who work part-time at the union are often the persons who buy food, help with transport and give them legal assestment. This is not an uncommon situation for the unions.

In the case of Santa Cruz, there is an estimated 50 thousands SWHs (National Census 2001). Calendaria Lopez stated that her union has a desk at the Ministry of Labor in Santa Cruz and receives 2 to 3 complaints of mistreatment by salaried SWHs daily. The union only attends these complaints during the afternoon. The three interviewed women also became active members of FENATRAHOB because they were once in need of legal assistance and now feel that they are morally obliged to return their help to other women in the same situation as they were or are in while working as SWHs.

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<sup>1</sup> Interview 1-3 with Gregoria Gabriela Jáuregui, Senovia Mamani and Candelaria López. There are two additional interviews of Alberta Flores and Claudia Choque.

### III. Justification and Indicators

FENATRAHOB calculated that they have between 7-8,000 affiliates in 2012. One of the objectives of the project is to organize about 25,000 SWHs (20%) by 2012, a rather ambitious goal. There are 35-60 **active** members in each of the 15 unions in the 9 departments of Bolivia. The more realistic increase of affiliation would be 5-10% if the departmental union offices were able to function full-time. Some 200-300+ SWHs that are affiliates in each of the departments benefit from culinary training, legal rights and hair dressing workshops each month. Keep in mind that the target group is constantly changing jobs, moving and often subject to their family and work conditions. It is possible that FENATRAHOB has contact with 7,000 SWHs as of today.

In regards to campaign for political advocacy, 10 annual meetings with political entities have been accomplished, where rights have been discussed. There has been little contact with SAIH counterparts during the course of the year. FENATRAHOB has a weak communication system between the central office and the department unions that includes the gathering of newspaper articles to verify if there were 30 articles written or spoken about the organization. The use of radio is more commonly used than newspaper because it costs the listener nothing and the radio is on all day.

The main focus of the organization is to inform the women about their legal rights as workers but they offer the other workshops to attract the SWHs to learn some skills that could help them in their present work or in the future. FENATRAHOB has been providing assistance financed by SAIH, to legally challenge employers that have dismissed SWHs. During 2012, USD\$10,800 of SAIH's total budget of USD\$65,000 has been destined to 10 lawyers at a national level to provide legal assistance. USD\$8,450 of SAIH's budget was destined for additional human resources including the Social Benefits decreed by the new General Law of Labor and the Supreme Decree 110, which obliges that the Social Benefits be paid for the Accounting Assistant. One third of the budget (USD\$23, 220) was used for Activity Costs, while another one third of the budget (USD\$22,530) was spent on Administrative Costs (office rental and banking costs).

For the period 2010-12, the total support to FENATRAHOB can be expressed as follows:

#### **FENATRAHOB Donors' budget from 2010 -2012** **Expressed in USD\$**

	SAIH	DyP	AOS	Total
2010	56,000.00	29,800.00	38,570.00	128,810.00
2011	58,500.00	28,840.00	41,470.00	124,370.00
2012	65,000.00	29,040.00	35,470.00	129,510.00
<b>Total</b>	<b>179,500.00</b>	<b>87,680.00</b>	<b>115,510.00</b>	<b>382,690.00</b>

The other two organizations – Development and Peace (Desarrollo y Paz) financed by Canada and Swiss Worker Help (AOS - Ayuda Obrera Suiza) accumulated assistance to FENATRAHOB is USD\$64,510, which is 50% of their budget. The spending has been consistent with the previous years 2010 and 2011.

Since the project is called "Organizational Strengthening of FENATRAHOB", the organization has just done as indicated, permitting the Swiss Worker Help (AOS) and Development and Peace to assist in publications as well as with workshops since these other donors do not offer much assistance in the Human Resources, except at the departmental level. The possibility that SAIH has presented to FENATRAHOB to cover essential costs to keep the organization running is vital to their functioning as an organization.

According to the indicators, the women who receive the workshops are assimilating the information about their labor rights and defending themselves, as well as becoming active members in their local union chapters, where they work. FENATRAHOB has assisted in passing important legislation to improving the working condition in the lives of the SWHs. Each of the unions have been carrying out the Plan of Action (POA) to a greater degree and have been able to complete as of September 2012, 65-70% of their budget and work plan.

Presently they have to change central offices at the end of this month. Santa Cruz is also ending their office contract because of the finalization of the SAIH project 2009-2012 and is looking for new installations contingent on the renewal of SAIH support. FENATRAHOB has been able to meet the 4 indicators stipulated in the TOR. One significant advance has been the participation in the ratification in Bolivia of the ILO 189 that recognizes that SWHs are placed equal to other types of salaried workers. FENATRAHOB has been turning the once "invisible" work they do into a national force to make positive changes for the SWHs. One of the long term impacts is that the employers regard the "maid" as SWHs who have rights. Secondly, that by positively change the attitude towards the SWHs as someone who should have time to study, have a family and be valued and paid fair wages. The SWHs is now considered as someone with workers' rights.

#### **IV. Observations:**

In many ways this is a very humble organization with a very clear target group. FENATRAHOB is run like a grassroot organization with advantages and disadvantages. An advantage is the willingness of their members to donate time and sometimes their limited resources to help other SWHs in distress to get legal help. The disadvantages are the rotation of their leadership. The new Board of Directors were elected in July 2012 and have yet to get started with the task of keeping up the communication with their 15 unions that compose FENATRAHOB. The organization has had one point of continuity and that is the accounting assistant, who has been at FENATRAHOB for 5 years and keeps the Board aware of the administration and important points. She has never been as a SWH.

1. The offices will have to move because there is a need for more space. They are trying to stay near the center because it would be more accessible.
2. Two of the new Board of Directors are from Beni while three are from Sucre, La Paz and El Alto. They are in need of leadership formation.
3. FENATRAHOB needs to have a technical person (volunteer or perhaps Fredskorpset) that can assist them in planification and professionalization of their leaders.
4. Better communications with the unions and more possibilities to travel. They could perhaps have a corporative telephone plan that would permit each of their delegates to have phones in all 15 unions to be able to call meetings and communicate between offices and with FENATRAHOB. This would also include internet connection and computers.
5. Mistrust between organizations. During the debriefing, the topic of collaboration between the SAIH counterparts could be beneficial, FENATRAHOB mentioned that they felt that they were at a disadvantage by organizations like CDIMA and CEADL because the organizations are bigger and could use FENATRAHOB's members as part of their organizations.

## **1. Efficiency**

FENATRAHOB is dedicating its efforts to informing the SWHs about their labor rights, as well as give them courses to help in their work places or if they choose to work with some other job. The organization has been working on multiple levels: international, national and departamental.

FENATRAHOB has a clear and transparent administration represented by the assistant accountant. She was very content that the Social Benefits are now being paid and explained that FENATRAHOB is complying with all the labor laws in Bolivia to avoid any conflict with the Labor Ministry which is scrutinizing non governmental organizations (NGOs) in Bolivia regarding the origin of funds and labor compliances

## **2. Long Term Impact**

FENATRAHOB has accomplished the promotion of laws and legislation to organize and support the 15 unions to be responsible and solid. Presently during the transition of leadership, the unions are carrying out their tasks, regardless of the fact that communication is sporadic.

The leadership is new and the visits have been limited for the last two months. The women, who are references, to the labor ministry are well versed in the rights of the SWHs and are assisting when needed. The result is that the base is very solid as individual organizations which can only strengthen FENATRAHOB as an organization. The unions in Cochabamba and Santa Cruz would like more visits and co-planning of activities with FENATRAHOB.

### **3. Choice of Partners and Activities**

The choice of partners is appropriate. The workshops are very precise and informative on labor rights. They need to broaden their topics to indigenous issues, child care, abuse and sexual harassment to round out the topics.

### **4. Gender Focus**

96% of all members of FENATRAHOB are women. Approximately 70% are indigenous SWHs with Spanish as their second language. Only 4% are men and they are often paid twice as much as women.

### **5. Sustainability**

The administration of FENATRAHOB has kept within the parameters of the global budget and with SAIH-FENATRAHOB planning. The project is co-financed with DyP of Canada and AOS of Switzerland which cover some 45% of the total budget. FENATRAHOB will need to start collecting dues from their members, which is common among unions. Their activities and even office rental relies on international donations. The organization has existed many years before they received monies from SAIH. The struggle for survival was very difficult on the organization and SAIH's financing has offered the FENATRAHOB the possibility to work continuously with the unions in the different departments for the last four years.

SAIH may need to work with the organization to prevent a financial dependence and to help with the organization to be more self-sustainable. Improving project design and organization building are two areas that could help generate future finances; this would be a good asset. The cooperation with SAIH has only lasted for four years and it is an opportunity to take steps to assist FENATRAHOB to insist that the union members are responsible for FENATRAHOB and needs to participate in fundraising for their organization.

## **V. Recommendations and Strategies**

1. Considering that 70% of the SWHs are indigenous, FENATRAHOB has not worked with the topics regarding indigenous rights. Interviews with Gregoria Gabriel Jauregui and Senovia Mamani, both are Quechua, were done in Spanish. It could be easier for the SWHs to understand the law in their mother tongue.

2. FENATRAHOB needs to broaden their topics beyond the labor law information. FENATRAHOB needs to attend to the sexual harassment in the work place, assistance for the SWHs's young children being traumatized by their mother's work situation and leadership formation among some of the possible themes.
3. Need for scholarships for the SWHs that have been able to finish their high school and a desire to study in the university. There exists an interest in studying law and psychology and social work by the younger SWHs. This could be a resource of lawyers dedicated to helping the SWHs' legal cases. One example is that previously FENATRAHOB had sent former SWHs to Cuba, but were not able to complete the study due to working too much in the host family home. The arrangement was more comparable to being an *au pair* than being a student. Presently there is an agreement with a university in Sucre to promote higher educational studies for former SWHs. An example is Daniela Quenta, active member of FENATRAHOB and now is the Organization Secretary of CONLACTRAHO, who is currently studying 1<sup>st</sup> of law under the new agreement with the university in Sucre. Candelaria Lopez in Santa Cruz will finish her high school degree this year and would like to study law but needs to have extra courses so that she can be accepted at the university in Santa Cruz.
4. Need for a LFA refresher course to aid in filling out forms and set more attainable indicators in their applications and Plan of Action (POA).
5. FENATRAHOB needs a volunteer that can work with the organization and give assistance with projects and planning. There are 9 women that work only part time as departmental references. Their tasks include: speaking with fired SWHs, organizing workshops and activities, attending the office calls or only some of the tasks. There is a need for a raise in transportation costs. An example is that in Santa Cruz ground transport such as buses is very expensive because of the long distances. Even to get to Santa Cruz is 24 hours from La Paz is expensive.
6. Link FENATRAHOB with women's unions in Norway.
7. FENATRAHOB's new leadership needs administration, project design, organization building, and professionalization and oratory courses.
8. A suggestion has been given to FENATRAHOB to expand their topics to indigenous rights.

**Final Comment:**

When FENATRAHOB was asked "What is the three most important points they would like to ask SAIH to support?" are:

1. To help widen the budget to travel, distribute materials and find a communication (telephone and internet) that can keep FENATRAHOB in continuous contact with the unions.
2. Courses in leadership, planning and diction for the Board of Directors of FENATRAHOB and the women who work in the departamental union offices. This could be provided by CEADL but are not trusted by FENATRAHOB.
3. Scholarships to women who want to go to the university in law, psychology and social work

This organization is **recommendable** for the next phase of SAIH financing. The focus of the organization will have a long-term impact for a large number of SWHs as well as the national and international legislation in favor of their cause. The organization, in many ways, is humble but has proven that they are ensuring the correct use of SAIH finances and interested in continuing their work.

## **Foundation Andes for Education in Multi-Lingual and Pluri-Cultural Contexts FUNPROEIB Andes**

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**Legal Status:** Resolución Prefectura del Departamento de Cochabamba Nº 162/06

**Program :** "Education for the Participation of Indigenous Youth in Bolivia"  
**Project :** "Participation of Indigenous Youth in the Educational Process with a focus on  
Intercultural Bilingual Education" – Education Formation and Participation

**Location:** Concentrated in Trinidad, Beni with surrounding area Cochabamba where Yurakaré indígenas live. FUNPROEIB Andes is present in the rest of the national territory of Bolivia and is collaborating within a Latin American context, striving for a better quality of life for the indigenous peoples.

**Target Group:** Indigenous youth and Yurakaré and Quechua populations.

### **Meetings with SAIH external evaluator:**

6. September 08, 2012 at 9 hrs at Hotel Casa Grande (Guido Machaca)
7. September 12, 2012 at 14 hrs in Trinidad (Lunch and Closing of the Workshop)
8. September 12, 2012 at 16 hrs in Trinidad (CEPY)
9. September 13, 2012 at 9 hrs in Trinidad (Guido Machaca and Amílcar Zambrana)
10. September 13, 2012 at 15 hrs in Cochabamba (Youth, Leaders and Masters students)
11. September 13, 2012 at 17 hrs in Cochabamba (Debriefing)

### **I. History:** SAIH-FUNPROEIB Andes partnership initiated in 2008

FUNPROEIB Andes is unlike the other projects in the SAIH's "Education for the Participation of Indigenous Youth in Bolivia" implemented by an international civil organization, but based in Bolivia. FUNPROEIB Andes' goal is to contribute to the improvement of the quality of life of indigenous groups by facilitating and sustaining human development through identity and

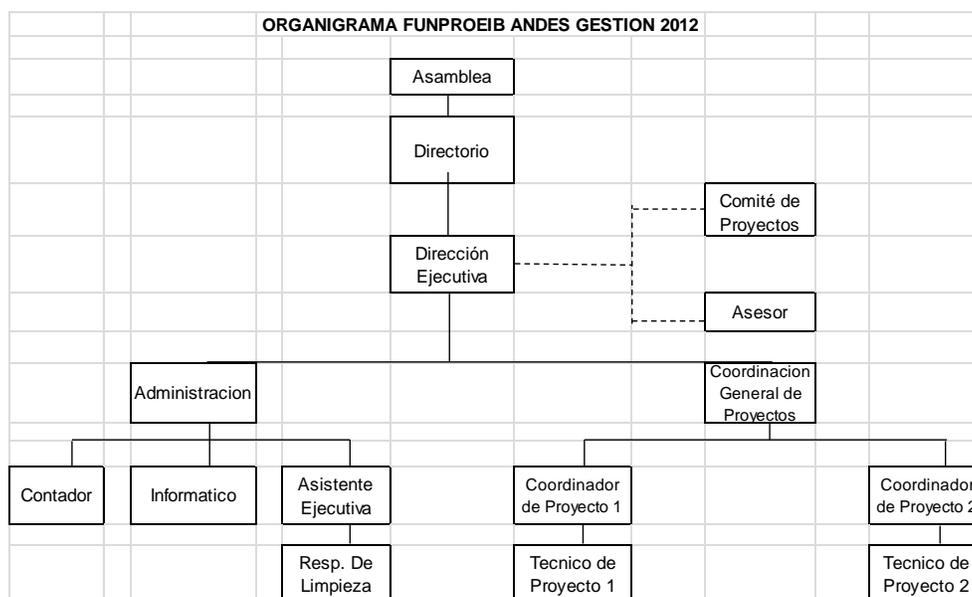
access to exercise their civil rights. FUNPROEIB Andes stimulates intercultural processes and politics taking into account gender and discrimination.

In 1997 the Bilingual and Intercultural Education program was founded with the intentions to improve the quality of education, and stimulate horizontal cooperation, and interchange between indigenous organizations, the Ministry of Education and the universities with programs on bilingual and intercultural research. By 2007, the Universidad Mayor de San Simon de Cochabamba expressed their decision to include FUNPROEIB Andes as a specialized program within the Post-graduate Department to be part of the Council for the Humanities and Sciences Faculty of Education.

FUNPROEIB Andes represents the closest match of the objectives of SAIH with regard to the program. The 10 objectives of FUNPROEIB Andes includes: 1) promoting the formation and strengthening of indigenous youth leaders. 2) Constitute a network of institutions, organizations and specialists committed to multi-ethnic, pluri-cultural and multi-lingual education. 3) Facilitate dialogue for better education between state institutions, higher education and indigenous organizations.

## II. Organizational Chart of FUNPROEIB Andes

There are 7 international academics serving on the Board of Directors of FUNPROEIB Andes and 8 staff members working at the offices in Cochabamba. The structure is as follows:



The staff at FUNPROEIB has been quite stable. As a result, this in turn has provided a timely implementation of the project. The staff works harmoniously and the discussions and decision-making are taken in group session.

### **III. Justification and Indicators**

FUNPROEIB Andes has implemented their objectives that have permitted youth from various indigenous groups to participate and influence the education sector in their organizations and at a local level. This participation particularly apparent in the project: "Strengthening the technical capacity and political incidence for indigenous youth". Their masters program has 7 indigenous students financed by SAIH each year. Their thesis consists in research about their identity and backgrounds. The objective is to contribute to their people's cultural identity and enrich their ethnic history.

FUNPROEIB has made 12 education proposals with SAIH support. Among these proposals is one to strengthen the CEPY – Education Council for the Yurakaré People (Consejo Educativo del Pueblo Yurakaré) to become their own political actor interacting with the Bolivian state, society and indigenous organizations. They have politically and technically empowered the Yurakaré people to carry out socio-linguistic research and the cultural and linguistic revitalization.

FUNPROEIB Andes has elaborated, designed and published community curriculum. The organization has also been constructing a methodology to strengthen susceptible indigenous groups to replicate their human resources formation to be part of the plurinacional education system. FUNPROEIB Andes has been a vital component in the coordination and support of the National Coordination Committee (CNC- Comite Nacional de Coordinacion) and the Education Councils for Indigenous Peoples – (Consejos Educativos de Pueblos Originarios - CEPOs) that coordinates all of the different indigenous people's Education Councils such as CEPY with the Ministry of Education.

SAIH has supported the implementation of 10 different concrete FUNPROEIB Andes objectives, including two programs: Leadership course for Indigenous Youth and the 7 scholarships for masters' students. This is representative of their efforts centered on formal education: masters, certified and middle technical education with emphasis on Bilingual and Intercultural Education. Those FUNPROEIB Andes participants, who have received informal Bilingual and Intercultural Education (EIB), find that such investigation and implementation of community curriculum have a long-term impact by strengthening the academic capacities and identities of young indigenous university students. The changes eventually give way to participation in their communities, in regards to education and the pressure for the use of elaborated education materials that have an indigenous people's perspective.

One of the more recent successes for FUNPROEIB Andes is the strengthening of the Yurakaré peoples' language. This was done by rescuing the written language through workshops

especially designed for them, which takes into consideration the indigenous people's perspectives. The third workshop was on September 12, 2012 in Trinidad, Beni with 20 Yurakaré participants and 2 facilitators working 10 days to elaborate the initial text in the Yurakaré language. There were participants that had to travel three days to be part of the workshop. The Ministry of Education in Cochabamba has made a permanent position for one Yurakaré university graduate to work full time on the recovery of the Yurakaré language as part of the national preoccupation regarding indigenous languages.

One aspect that sets FUNPROEIB apart is that they work with two indigenous groups: The Yurakaré ethnic group (estimated at 2,829 people) and the Quechuas (estimated at close to 2 million people in Bolivia).

#### **IV. Observations**

After the first meeting with Guido Machaca, director of FUNPROEIB Andes in La Paz, the impression was that the organization was very well organized and energetic. The experience and interviews made with the Yurakaré participants in Trinidad, Beni were conveying the importance of recovering their language and the gratitude to FUNPROEIB Andes for assisting them. The systematization of the language, as well as the agreement on the definitions of words and cultural contents, were part of the on-going discussions among the participants. It was very intriguing to listen to the proud participants as they received their Diploma of Completion of the first Yurakaré workshop.

1. The Education Council of Yurakaré People (CEPY) has just had a change of leadership and is in the process of organizing for the upcoming Yurakaré Congress in November 2012. The coordination between FUNPROEIB Andes and CEPY was a mutual learning process about how to plan, set up and implement the workshop, as well as organize the logistics to have 20 participants working together. The learning process will help CEPY to manage the Yurakaré Congress and search for funding.
2. Amílcar Zambrana is the FUNPROEIB Andes' technical project leader for the Yurakaré. Amílcar was capable and facilitated the workshop very well. The director Guido Machaca was also known by the participants and it was obvious that he also had been working closely with the representatives from the Ministry of Education – Bilingual Education, the CNC, the CEPO and the CEPY that were present on the last day of the workshop. These are all good indicators that there is a common view of strengthening the indigenous people's cultures and leaders.
3. Upon request, FUNPROEIB Andes was able to organize the interviews with Yurakaré youth in the political incidence program, SAIH scholarship masters' students (Afro Bolivian and a Quechua graduate), as well as a professor and a community's leader, who was a representative of the work with the Quechua language.

4. As expected of an academic organization FUNPROEIB Andes is a very prolific publisher of their investigations and research. Their production of texts to give back to the indigenous communities is very positive since the work is in collaboration with the communities themselves. The reciprocity is very important for their network building among local indigenous organizations.
5. All but one of the members of FUNPROEIB Andes is not indigenous. It was a nice surprise to see indigenous academics working towards improving the education and lives of the indigenous people. Although the understanding between indigenous groups can sometimes be difficult, it is worthwhile when it is overcome and a foundation for the following cooperations and projects has been established.
6. The debriefing was a very good exchange of perceptions of FUNPROEIB Andes' work. There are eight staff member working at FUNPROEIB Andes. Five members of FUNPROEIB Andes were at the de-briefing and been beneficiary to one or both of SAIH's financed programs: Political Incidence and the masters program.
7. The administration of FUNPROEIB Andes is very trustworthy and professional. All documents regarding audits, reports and bibliography were handed over with no complications.
8. FUNPROEIB Andes has produced an abundant number of publications that is being used, for investigations, as well as for schools and curriculum planning.

## **1. Efficiency**

Approximately 24% is spent on salaries (human resources) each year and the rest on education activities (62%) and administrative costs (14%). FUNPROEIB Andes has a full time administrator and accountant, plus they have external auditing. The administration of SAIH contribution is very solid. All changes within the FUNPROEIB Andes' objectives have been approved by SAIH. The initial Plan of Action (POA) had very ambitious objectives. As the project redefined their goals, the objectives became more attainable. This has been a very good example of cooperation and open dialogue between the donor and FUNPROEIB Andes.

FUNPROEIB Andes, like the other organizations, had set up quite ambitious goals that eventually had to be modified. The present set goals are attainable, give solid results, and long-term impact. If FUNPROEIB Andes had gone ahead with a very expansive attitude to reach a large amount of indigenous people, the quality of work would have been inferior, despite the increase of the quantity of persons in the programs. Quality versus quantity has been the never-ending discussion.

### SAIH Support to FUNPROEIB Andes (in \$US)

Annual	Project 1	Project 2	Projects 1 y 2
2009	149.621,91	39.500,00	189.121,91
2010	185.783,97	54.450,00	240.233,97
2011	201.794,08	79.386,15	281.180,23
<b>Total</b>	<b>537.199,96</b>	<b>173.336,15</b>	<b>710.536,11</b>

FUNPROEIB Andes has had 6 other donors during the same period as SAIH support. None of this included support to the staff and the administration in the way SAIH is doing. The total amount of donations from the other donors' were **USD\$857,216.82**. Of this, US\$ 372,181.82 have been earmarked for Bolivia and provided by UNICEF for the period of 2008-2012. SAIH and UNICEF have, in other words, provided a very similar size of support for FUNPROEIB Andes.

#### DONOR AND PROJECT LIST - FUNPROEIB ANDES 2009 – 2012

Donating Institution	Country	Project name	Period	Amount \$us.
UNICEF-Tacro	Panamá	Elaboración de atlas etno sociolingüístico de los países de América Latina y el Caribe	2007-2009	55.458,00
Ministerio de Educación de Argentina - OEI	Argentina	Curso perfeccionamiento en educación intercultural bilingüe	2009	27.549,00
UNICEF - Bolivia	Bolivia	Educación intercultural bilingüe para la amazonia EIBAMAZ	2008 -2010	322.181,82
Fundación Ford-PUC	Chile y Perú	Diálogo de pueblos indígenas y universidades sobre educación ciudadana en contextos multiétnicos	2008-2009	94.885,00
FREDDY	Noruega	Auto diagnóstico comunitario: Situación cultural, educativa y lingüística del pueblo originario Uro Irohito	2010	7.143,00
Fundación Ford	Chile	Plurinacionalidad y construcción ciudadana en la educación superior	2010-2012	150.000,00
Fundación Ford	Chile	Seguimiento a egresados de educación superior indígena	2011-2013	150.000,00
UNICEF - Bolivia	Bolivia	Sistematización experiencia de Escuelas Amigas y su contribución a las políticas públicas en Bolivia	2011-2012	50.000,00
<b>TOTAL</b>				<b>857.216,82</b>

## **2. Long Term Impact**

FUNPROEIB Andes has had an impact on many different levels and in many different ways.

- a. The recovery of language for the Yurakaré is priceless and the impact is saving the language, as well as the cultural and social practices that were otherwise lost.
- b. The SAIH scholarship recipients have an education that can individually help their own indigenous people, through teaching and investigation.
- c. The indigenous youth that participate in the Political Advocacy project are the future community leaders, politicians, and policy makers that can help better the lives of their people in the national context.
- d. The publications are useful tools for future investigations. They are also part of the history of the different indigenous people who took part in the investigations.
- e. FUNPROEIB Andes has brought to attention the plight of nearly extinct indigenous groups and started the recovery of their languages and customs.

## **3. Choice of Partners and Activities**

FUNPROEIB Andes has made partners with indigenous youth, master students, communities and their leaders, teachers, indigenous leaders, as well as national and international organizations. Their activities with the indigenous youth and indigenous groups have been particularly interesting through the workshops and courses.

The accompaniment of the indigenous leaders in different activities has been very useful to both the indigenous leaders and FUNPROEIB Andes. There has been a very constructive and positive learning process of mutual understanding and decision-making.

Their publications have been numerous and helpful.

## **4. Gender Focus**

FUNPROEIB Andes has focused on equality. The FUNPROEIB Andes office, masters' and political advocacy program students have been equally represented by women and men. The Yurakaré workshop was dominated by the presence of women. The Yurakaré facilitator for the Ministry of Education and the CEPY Coordinator were both women. During the time spent with FUNPROEIB Andes, there does not seem to be an overriding sense of machismo.

## **5. Sustainability**

FUNPROEIB Andes has an advantage of being incorporated into the university system and have experience with raising finances from other donors. There is no doubt that SAIH has given FUNPROEIB Andes a great opportunity to expand their activities. The scholarship and political advocacy programs are in existence thanks to SAIH. Neither program offered any income-generating for FUNPROEIB Andes. Publications could only generate a small amount of income through sales. Since FUNPROEIB Andes is an academic organization with development tasks they are dependent on donations or governmental assistance. FUNPROEIB Andes is able to raise funds and will not collapse if SAIH ceases its support. If FUNPROEIB Andes could be considered as an institution, in which the government could allocate finances, their future would be more stable and they could keep their activities intact.

## **V. Recommendations and Strategies**

1. Increase the number of SAIH scholarship students. In the case of the Yurakaré there are only 2 professionals.
2. Publish the thesis of each of the SAIH scholarship students.
3. Create opportunities for more networking and collaborative investigations between Peru, Ecuador and Bolivia.
4. Intensify the work with the lowland indigenous groups.
5. Closer assistance to the CEPY during the transition of their new leadership.
6. Collaborate with the other SAIH counterparts in Bolivia and encourage the partners to coordinate their projects, such as CEADL and FUNPROEIB Andes that study indigenous cultures and youth.
7. Start work with one more lowland indigenous group that suffers from the extinction of their language.
8. Continue for one more year with the linguistical recovery of Yurakaré workshops in both Chimore (Chapare) and in Trinidad, Beni.
9. The new "refresher" Logic Framework Approach (LFA) course with SAIH is recommendable. This would help insure that the "concepts" and procedures are synchronized with both partners.

10. SAIH could contemplate longer visits in Cochabamba, where they could meet the beneficiaries.

11. FUNPROEIB Andes should continue with their indigenous youth training programs.

## Final Comments

FUNPROEIB Andes achieved their expected results with some modifications that were previously approved by SAIH.

The work with the Yurakaré will need at least one or two more workshops to complete their initial efforts for the recovery of their language. FUNPROEIB Andes mentioned that they did not want to create a dependency by the Yurakaré regarding financing of workshops. If FUNPROEIB Andes can clearly define how long, when and what the financing is for to the Yurakaré and help the Yurakaré prepare to be independent, it is encouraged to financially support one or two more workshops.

The increase of the number of SAIH scholarships for indigenous students taking their masters should be investigated and prioritized, resulting in the publication of the theses.

The SAIH choice of FUNPROEIB Andes was excellent. They have accomplished their goals. They have established very good administration and work routines. They have employed academically and technically-sound project officials, a director and an administrator. They have set clear objectives and target groups. They produce materials and network simultaneously on a local, municipal, departmental, national and international level, without losing perspective of their objectives and who they work with.

FUNPROEIB Andes is **highly recommended** for the next phase based on all of the above mentioned reasons.

## **Institute of Therapy and Investigation of the Effects of Torture and State Violence ITEI**

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Ecuador No. 3536 entre 25 de Mayo y San Martín, Ciudad: Cochabamba, Bolivia

Tel: (591) 4 4523212

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Tel/Fax : +591 2 2440203

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**Second Contact Person:** Dr. Andrés Gautier, Responsible for the social therapy

E-mail: [andres@itei.org.bo](mailto:andres@itei.org.bo)

**Legal Status:** Prefecture Resolution RAP No. 259

**Program** : "Education for the Participation of Indigenous Youth in Bolivia"

**Project** : "Formation of Community Youth Leaders with Political Incidence"

**Location:** Achacachi and Huanuni

**Target Group:** Indigenous youth from 11 – 23 years of age. (The majority under the age of 17 years of age)

### **Meetings with SAIH external evaluator:**

12. September 11, 2012 6.00-14.30 hrs Achacachi (11 hrs with Youth Center Achacachi and ITEI Magali Mariaca) arriving to El Alto 16.30
13. September 17, 2012 12.15 travel to Huanuni (Huanuni Youth Center members)
14. September 17, 2012 13.00-16.00 Huanuni (13.30 hrs Huanuni Youth Center and ITEI staff members) arriving to La Paz at 22 hrs.
15. September 19, 2012 13.00 La Paz (Debriefing with ITEI staff)

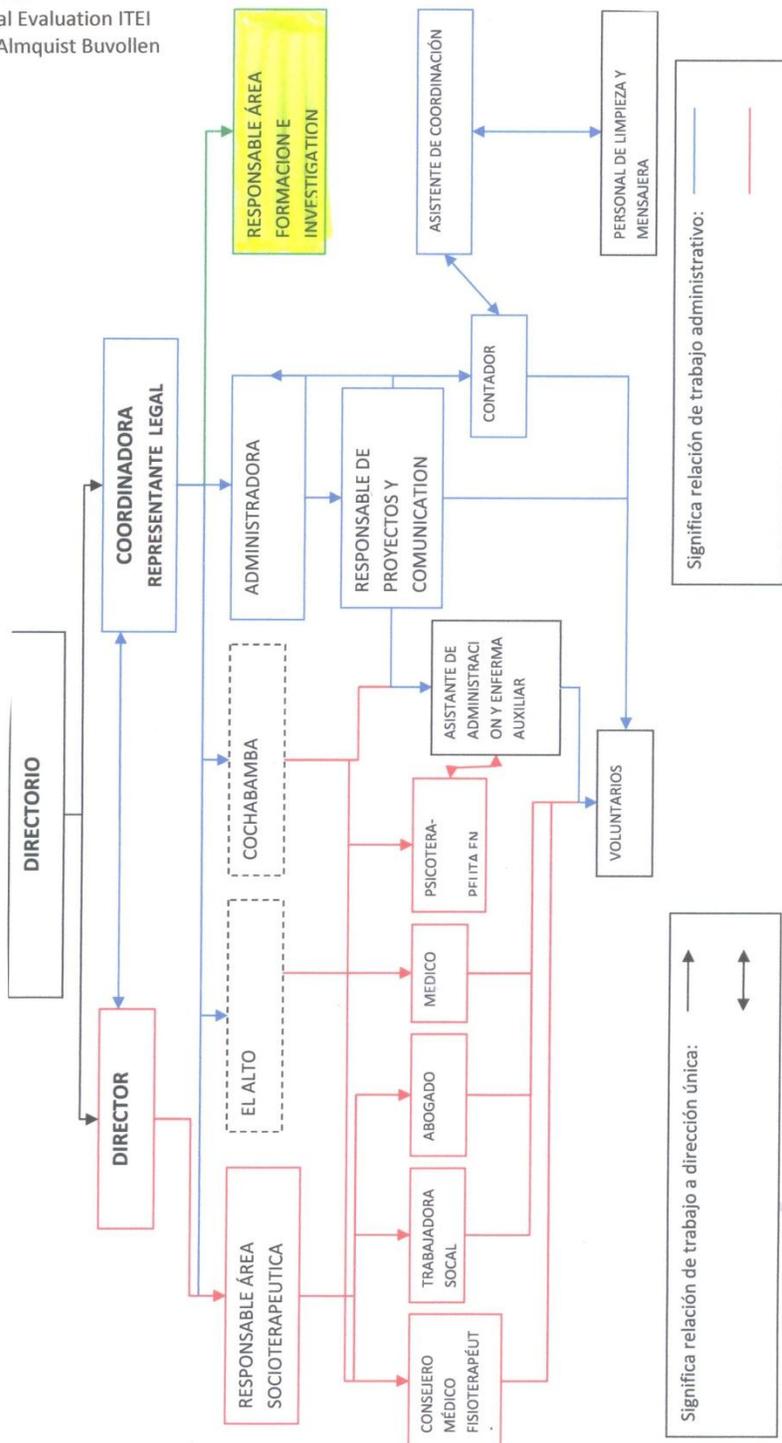
**I. History:** In 2009 SAIH-ITEI partnership began.

After a conversation by telephone September 16, 2012 with Arnhild Helgesen, a former SAIH advisor, a part of the history of SAIH-ITEI was clarified. ITEI was recommended to SAIH by CEADL's director, Juan Carlos Balderas, who had been working with ITEI leadership in different projects over the years. The ITEI project was accepted by SAIH as a project and not as institutional strengthening support. During the same period CEADL had not yet presented their project. As it turned out, CEADL did eventually present their projects. The difference was that ITEI suggested working specifically in the rural areas of Achacachi and Huanuni. CEADL worked in other areas of Bolivia including urban zones. CEADL and ITEI are members of the same human rights observatory.

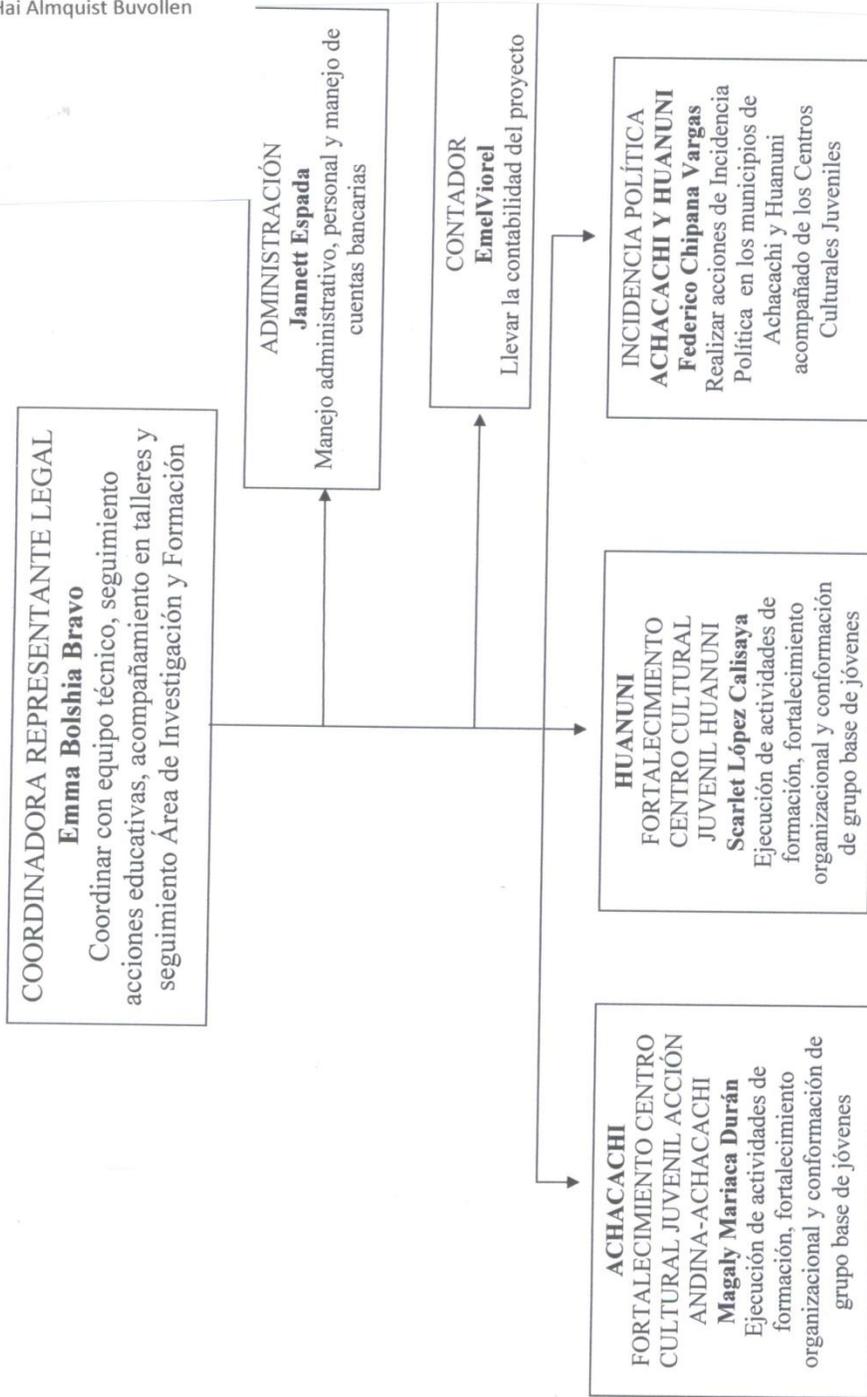
ITEI was created in 2001 at a turbulent time during the government of Sanchez de Lozada, with specific purposes to a) offer integral assistance (psychotherapeutic, medical, social and judicial) to victims of torture and their relatives. This was in order to promote the social and labour reinsertion and to contribute with the prevention of family disorders caused by political torture and violence, b) training teams in the public health services to assist persons affected by torture, and c) investigating the impact of State's terrorism on those directly affected. According to ITEI, working with the youth was a petition by adults who had been part of a previous ITEI program.

By 2006, ITEI received support from the Swedish Technical Cooperation (UBV) for their project "Youth Community Leaders", in order to contribute to the development of their community by exercising their rights. It is based on a participatory methodology to unite theoretical workshops with activities of incidence in the community of Achacachi. UBV decided to discontinue its support to ITEI as part of a new strategy which did not include working with youth.

During 2009-2010, Federico Chipana and Joel Ibarra, two former CEADL staff members, went to work with ITEI specifically on this project. They had been working with the same type of program with CEADL. Joel left ITEI in July 2012.



**ORGANIGRAMA DE FUNSIONAMIENTO  
 PROYECTO DE FORMACION DE JOVENES LIDERES - SAIH**



### III. Justification and Indicators

According to the Terms of Reference page 4 under expected results, ITEI expects the youth to be actively participating in the organization on a community and local level. One of the SAIH indicators proposed was:

- a) Establish youth councils and centers in 2 municipalities by 2012.

Presently ITEI has had many set-backs in their work in both Achacachi and Huanuni. Youth Centers (groups) have been established, without a physical meeting place. Achacachi has continuously accepted new and younger members as the older members leave for university or work purposes. According to Magali Mariaca, a problem occurred in regards to the legal representative of the Youth Center Achacachi and ITEI. The legal status document is unavailable since it was delivered to the legal representative at the time, who is no longer a member of the Youth Center Achacachi. Currently the oldest member is only 17 years old, and the youngest member is 11 years old. The legal representative has to be an adult.

Scarlet López, project officer with ITEI, stated that ITEI is organizing another youth group in Huanuni. The Youth Center Huanuni does not have the legal status document in its possession.

Another indicator was:

- b) 50% of the youth with leadership formation are actively in organizations and a local level

There were two participants in Achacachi who were replicating some of the courses. Six of the youngest participants interviewed were working with radio and planning on broadcasting about sexual and reproductive rights on a local radio station. The majority of the participants interviewed were part of the ITEI youth center and had joined within the past 6 months.

The Huanuni Youth Center is composed of youth that are members of other organizations. They perceive themselves as organized before ITEI entered into Huanuni in 2010. They received guidance from the former ITEI staff member Joel Ibarra, and solidified their organization, but claimed that they were not organized by ITEI. The Youth Center Huanuni represents different organizations and during the meetings ITEI stated that they provided support to the local organization; none of the participants of the Youth Center Huanuni were in agreement with this. The Youth Center Huanuni was vocal, and brought forth documentation, voicing their opinions regarding their relationship with ITEI.

A third indicator was:

- c) 20 political proposals presented by the youth are heard by the organizations on a local level.

The disorganization among the Youth Centers and the friction with ITEI have detoured the project. ITEI has held meetings inviting the members of the youth groups to plan their activities in La Paz. Due to the high desertion and the change of ITEI personnel, there has been little progress with the activities.

Presently the Youth Center in Achacachi is having a theatrical event at the end of October 2012, which could be presented as a political proposal. Youth Center Huanuni has made a congress financed by its own members, without any support by ITEI.

The two youth centers have yet to be completely functioning.

#### **IV. Observations**

The interaction with ITEI was principally in the field with its personnel. The evaluation has taken into account documentation sent after the visit to Bolivia. The following observations were made during the two field visits to Achacachi and Huanuni which were not well prepared by ITEI and therefore ITEI views the participants of the youth centers as not representative:

1. **COMMUNICATION IS POOR.** Unlike all the other partners included in this evaluation, ITEI was the only partner that did not respond promptly. There were only three remaining opportunities to meet as the agenda was filled by the remaining four evaluated organizations. Mrs. Emma Bolshia stated that she was going to travel to remote areas in the country. This conflicted with the three arranged meetings. It was concluded that there would be two field visits and a debriefing without the presence of Mrs. Bolshia.

The first field visit to Achacachi was very casual. According to ITEI staff Magali Mariaca, she was informed at the last moment about the SAIH visit and did not have ample time to prepare. All the meetings in Achacachi were improvised due to this lack of communication. Magali Mariaca made the best of the situation. It was stressful for her. Mrs. Emma Bolshia participated at the debriefing on September 19 at 13 hrs in the ITEI offices.

2. Of the five partners, ITEI seems to have the best understanding of the Logic Framework Approach (LFA). The final report document delivered to the Swedish Technical Cooperation (UBV) was concise and demonstrated their skill in writing reports.

3. The use of the Spanish term "Centro Juvenil" is misleading. The term should be "Grupo Juvenil" or Youth Group. Both Huanuni and Achacachi did not have a physical location to meet, such as a building or a library. Achacachi is trying to locate a place – with the Catholic Church – where the Youth Center can meet. ITEI hopes that the municipalities can provide these locations. Presently both are permitted to use rooms: Achacachi at the Branch campus of the El Alto University and in Huanuni – the local Popular Education Center.
4. In the case of Huanuni Youth Center, the participants are over 17 years and are at odds with ITEI:<sup>2</sup>
  - a. The Huanuni Youth Center has felt that their right to exercise franchise over their own organization has not been respected by ITEI.
  - b. Tensions increased when Joel Ibarra left, as this was regarded as an additional disagreement between the Youth Center Huanuni and ITEI.
  - c. The Youth Center Huanuni has been able to obtain their legal status. ITEI has physical possession of the document, and the youth center does not understand why ITEI should have the document.
  - d. The Youth Center Huanuni did not accept that a designated person of ITEI should be part of their Board of Directors.
5. ITEI responded that the Youth Center Huanuni was not mature enough to be "on their own", and that ITEI's presence is meant to guide the organization to avoid the inclusion of undesired elements.
6. Joel Ibarra was fired by ITEI, stating that he was not loyal to ITEI and that Mr. Ibarra lacked the discipline needed for this work. ITEI has handed over copies of their complaints to the Evaluator.
7. ITEI did not want to speak with the Youth Center Huanuni about Joel Ibarra.
8. The explanation given by ITEI regarding the issue of legal status document was that ITEI wants to inscribe the Youth Center Huanuni legally. Previously a legal status was given to a Youth Center Achacachi, which had been misused by the legal representative and that is why the Youth Center Achacachi has no legal status. The present Youth Center Huanani will have to make a contract everytime ITEI covers costs related to the project. ITEI considers the Youth Center Huanuni as an organization that can be supported if they so desire.
9. ITEI is now initiating the organization of a new and younger Youth Center Huanuni.

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<sup>2</sup> Centro Juvenil's copied documents

10. The most disturbing event was the interview with members of the Youth Center Huanuni, who were told that if they did not express themselves in favor of ITEI and the project, during the interview with the evaluator, they would no longer receive support. This is considered by the evaluator as intimidation of the participants. This can be seen as an overt and direct effort to control the opinions of the participants and should be considered as an intention to alter the results of the evaluation. It is not surprising that ITEI has a different view on this issue, but it illustrates again that there are important discrepancies between ITEI leadership and the benefitting youth center.

A second meeting was held with more members of the Youth Center Huanuni before the final meeting. The members of the Youth Center Huanuni expressed in consensus with regards to ITEI treatment. The youth have felt threatened to obey in order to rely on continued support. The evaluator considers this as a very serious issue and the lack of ethics is not coherent with SAIH principles.

## **1. Efficiency**

The 2009 – 2012 plan contemplated that there would be 2 youth centers in two different municipalities. Of these one Youth Center is functioning and the other youth center has almost come to a halt.

- a. This has effected directly the management and running of part of the ITEI project in Huanuni. There is no longer any specific ITEI technical person assigned to Achacachi or Huanuni (although the organizational chart states otherwise) to ensure that one person is not working exclusively with one group, as reflected with the experience with Joel Ibarra. This means that all three technical personnel and Mrs. Emma Bolshia rotate visits from the central office. This can be justified but this also disjoins the work with the two Youth Centers.
- b. The Youth Center in Achacachi seems to function better than in Huanuni. Magali Mariaca has worked for the Youth Center Achacachi for 2 years. The staff change in Huanuni, however, has practicy lead to a halt of activities. Magali Mariaca expressed that the work was difficult due to the local authorities and because the older participants leave for university or work. She has to continously start from the beginning because of the new members the join. Memberships are unstable in both Youth Centers.
- c. Magali Mariaca, under the circumstances was very frank and honest about her work situation. She explained that when she attempted to do activities in the past it was difficult to acquire materials due to complication with administration. She expressed that she does her job because of her commitment to the youth.
- d. ITEI has principally been working with torture and therapy. The organization received youth workshop experience in 2006 with support from UBV.

## **2. Long Term Impact**

Since there has been little progress in the project, it is difficult to expect positive long term impact. The negative long term impact on the Huanuni Youth Center is that they will be more skeptical towards working with ITEI or other NGOs that could assist them.

## **3. Choice of Partners and Activities**

Magali Mariaca has worked very hard to find participants and network in Achacachi. Unfortunately she does not have the conditions to be able to carry out completely her work-plan. In the past she lacked support from the administration side and has a continuous rotation of participants. The design of this project, submitted to SAIH, includes workshops designed for youth between 14-25 years old. There was less than 12 youth (three of them were 12-13 years of age) at the interview in Achacachi. According to the Plan of Action (POA), there are children of 11 and 12 years of age included in the discussions about sexual reproduction, AIDS/ HIV, and reproductive rights. The design of the project was seemingly intended for a more mature youth in an urban setting. When the youth in Achacachi and Huanuni reach 17 years of age, many start studying at the university in El Alto or Oruro or they start working in the mines.

There was no presence of younger youth (children) in the meeting with the Youth Center Huanuni. Huanuni has potential but ITEIs' personnel policy of a rotating staff rather than a steady partnership with one ITEI member may have a very negative affect on the Youth Center. The interviewed youth in both centers said that there were never more than 20 or 22 participants present at the workshops. In both locations, the participants had not received the full cycle of topics – human rights, environments etc. Both groups had received the sexual and reproduction rights workshop, which seems inappropriate for the age differences in the Youth Center in Achacachi. The younger participants will have less chance to participate in the public forum.

#### 4. Gender Focus

ITEI has a gender strategy. During the site visits both of the technical project officers are women. Both Youth Centers has a gender balance of 50%. In the Youth Center Huanuni, young women hold positions in existing youth organizations. Nevertheless, the Huanuni Youth Center admits that the young men are more vocal. The young women are quieter and remain more in the background. Magali Mariaca affirmed that it is more difficult to get the young women to participate but that she has seen that there are some changes over the past two years.

#### 5. Sustainability

SAIH's financial support only represents one third of ITEI's total budget. ITEI received financing in 2006-2007 from the Swedish Technical Cooperation (UBV) for a project with very similar objectives. There is a total of 12 persons and one external that works at ITEI; the organization does not depend on SAIH.

The SAIH external evaluator<sup>3</sup> met with the following persons at the debriefing on September 19, 2012 at the ITEI offices at 13hrs:

Name	Position	Telephone (591)	Email
Carla Achá	Psychologist	73597079	carla@itei.org.bo
Emma Bolshia	Director	2 2440203	administracion@itei.org.bo
Federico Chipana	Political Advocate		fede@itei.org.bo
Magali Mariaca	Project Officer Achacachi	79128628	maggy@itei.org.bo
Scarlet López Calisaya	Project Officer Huanuni	70135961	scarlet@itei.org.bo

Currently, ITEI lacks an administrator and an accountant in the office. Jannett Espada and Emel Viorel were let go due to budget cuts. The work is being outsourced to Caceres Asociados. There will be no one to replace in-house administration until the beginning of next year. The Coordinator, Director and Assistant make daily decisions regarding the use of funds. This includes funds for travel, per diem or activities.

This can be a very complicated process because of unclear guidelines. After the examination of the budget, 53% of SAIH total budget of USD\$48,505.58 was spent by August 2012. There still remain some questions to be answered:

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<sup>3</sup> Gonzalo Huranca, assistant and Daniel Valenzeula, logistic were in attendance.

- a) None of the USD\$180 allocated for travel and transport has been applied. The ITEI has said that they are in Achacachi and Huanuni at least twice a week taking public transport. The budget is very little for the amount of trips that are to be made to the field. It is possible that funding from other donors cover these costs, but this has not been brought to the attention of the evaluator
- b) The co-financers of ITEI are investing in the other activities. SAIH is the sole financier of this project.
- c) No expenditure has yet been made for publications. The evaluator was offered magazines from last year.
- d) 75.56% of the USD\$3,207 for rent and operation has been spent – but not for rentals of centers for the Youth Centers in Achacachi or Huanuni. The rental expenses seem to cover the office installation in La Paz.
- e) 54.35% of USD\$1,500 has been spent on equipment. Neither in Achacachi or Huanuni is there any sign of equipment because they have no location of their own.
- f) Only 50% of the USD\$7,800 has been spent on activities.
- g) Salaries amounting to USD\$30,302.58 represents 62.5% of the SAIH budget. As of August 2012 the USD\$17,786 has been paid to the three project officers and director. The salaries are as follows:
  - I. Federico Chipana - US\$ 463 per month.
  - II. Scarlet López - US\$ 350 per month.
  - III. Magali Mariaca - US\$ 405 per month.
  - IV. Mrs. Emma Bolshia receives 30% of her total salary is from SAIH. ITEI determined it was USD\$3,046 annually which is USD\$253 per month.
- h) The estimated USD\$11,780 was spent on the four project salaries from January to August 2012. It is important to take into account the absence of Joel Ibarra, the administrator and the accountant at ITEI. During the debriefing, Mrs. Bolshia complained that the new labor laws make it more difficult for ITEI to make the payroll. This why they have no in-house accountant or administrator.
- i) Mrs. Emma Bolshia commented that because of staff cuts, every staff member has extra duties in order to keep the ITEI activities going.

## **V. Recommendations and Strategies**

1. There is no constant presence of ITEI in Achacachi and Huanuni. It is recommended to have a part time or volunteer local person that would facilitate ITEI's activities by assisting Magali Mariaca and Scarlet López, given that neither of them speaks Aymara or Quechua, nor do they live in the location.
2. ITEI should re-examine what they would like the youth organizations to achieve. Independence, critical thinking and vocal abilities are all good characteristics.
3. The local communities need to take ownership of the projects if they are to be continued. The question: Is there a genuine demand for the Youth Centers?
4. ITEI needs their personnel to have permanent local presence and cultural affinity.
5. SAIH may want to re-examine ITEI and this project.
6. ITEI needs to re-install their administration with the main objective to support the activities of the field project officers.
7. Actions are needed to resolve the tensions with the Youth Center Huanuni regarding the legal status document.
8. Actions are needed to aid the Youth Center Huanuni and ITEI to an agreement on how to function together in Huanuni
9. ITEI should not expand their work with Youth Centers to Yungas, or other parts of Bolivia, until they have consolidated their work in Huanuni and Achacachi.
10. ITEI leadership needs to delegate more of the decision making to the field officers.

## Final Comments

The evaluation was based on two site visits, interviews with youth and ITEI personnel, ITEI and Huanuni Youth Center documentation and the debriefing at the ITEI office. ITEI was one of the five SAIH evaluations during this 14 day period.

Youth Center Achacachi has potential and Magali Mariaca has done her best in a very difficult situation. She spoke of the difficulty in the past to get the needed finances for her activities. Magali Mariaca tried to work with the few youth she can get to participate with the workshops. Although many of the activities have not been completed, the project officer has tried her best.

Even from the onset, both sites did not start in until late 2009 in Achacachi and in early 2010 in Huanuni. There were field investigations carried out. ITEI has had four years of financing and currently has one functioning Youth Center that struggles with its membership and the other one partially functioning with tension and conflict. The ITEI - Youth Center Huanuni conflicts are serious and needs to be resolved quickly. There are no physical centers.

Testimonies by members of the Huanuni Youth Center revealed a high level of intimidation that should not be permitted.

This evaluator **CANNOT RECOMMEND ITEI** for future SAIH financing for all the reasons listed above.

## Conclusions

SAIH set out to support "*Education for Participation of Indigenous Youth in Bolivia*" during the period 2009-2012, with the objective of encouraging and training Bolivian youth to promote important changes in Bolivia society. Special emphasis was put on indigenous youth, and the political situation in the country seemed favorable for such a program. During this period, SAIH has supported 5 projects with Bolivian non-governmental organizations, Centro de Formación Integral de la Mujer Aymara – Amuyt'a (CDIMA), Centro de Estudios y Apoyo de Desarrollo Local (CEADL), Federación Nacional de las Trabajadoras Asalariadas del Hogar de Bolivia (FENATRAHOB), Fundación para la Educación en Contextos de Multilingüismo y Plurinacionalidad (FUNPROEIB Andes) y el Instituto de Terapia e Investigación sobre Secuelas de la Tortura y la Violencia Estatal (ITEI). The majority of these projects has responded very well to the expectations and produced valuable results. One of the partners has fallen short of producing expected results.

All of the partners have expressed a clear profile of supporting indigenous peoples and communities and two of the partners (CDIMA and FENATRAHOB) have favored explicitly indigenous women. Two projects have addressed very explicitly the interest of indigenous youth (CEADL and FUNPREIB Andes) while the fifth partner (ITEI) leaves much to be desired in the process of empowering indigenous youth.

SAIH has reasons to be satisfied with the choice of the majority of the partners, and this evaluation suggests that 4 of them should be considered for further cooperation while the fifth, ITEI, should be reconsidered, based on poor and less relevant results.

## Recommendations

Based on the evaluation and the conclusions, SAIH should consider the following recommendations:

- 1) Establish communication with the co-financing organizations to determine if SAIH is the only partner willing to finance administration and running costs and on the basis hereof to be able to determine when cooperation could be phased out without devastating consequences for the local partner
- 2) Provide all the partners with training in Logic Framework Approach and achieve a more streamlined program design and criteria for monitoring
- 3) SAIH should ensure that partners have a better understanding of the program and not only of their individual projects.
- 4) SAIH should work with partners that represent the targets groups directly.
- 5) Terms of Reference sent to the evaluator needed to contain more specific information about the expected results and activities of each organization.

- 6) Encourage more interaction among the partners in the program
- 7) Explore the possibilities of interaction with Norwegian volunteers through Fredskorpset
- 8) Explore the possibilities of providing scholarships for professional training the staff of each partner
- 9) Contact former donors of the organizations to find out why the funding was discontinued.
- 10) Phase out the cooperation with ITEI, given the lack of results, the incompatible orientation of the organization versus the target group and the failure to empower the indigenous youth
- 11) Continue the support to CDIMA, CEADL, FENATRAHOB and FUNPROEIB Andes with a perspective of gradually phasing out the partnerships and explore the possibilities that other donors can replace the SAIH support
- 12) Keep a constant and transparent communication with the partners
- 13) Compile lessons learned from the cooperation in Bolivia which seems to be an example of success
- 14) Establish periodic evaluations for the SAIH program

FENATRAHOB  
Entrevista #1  
Evaluación de SAIH 2012

**09.13.2012 20hrs Cochabamba**  
**09.15.2012 12hrs Santa Cruz**  
**By phone**

**Gregoria Gabriela Jáuregui**  
(591) 71703098  
(591) 44330284

Was born in Oruro  
Is Quechua but also speaks Aymara and Spanish.  
More than 50 years old, young spirited  
Leader of FENATRAHOB  
Workers Syndicate of Cochabamba

Divorced, mother of four (between 13 and 25 years of age), two of which are teachers.

Worked at a daycare center, but began to work as a maid in 2006. The first four years she earned between 400 and 600 Bs. She worked from 7:30am to 8:00pm on her first job.

The woman who she works for is very comprehensive, she allows her to step out. In the afternoons, after 3pm, she works for the syndicate.

She's studying

FENATRAHOB gives 50-500Bs for transport. She feels obliged to oversee the Syndicate work.

What needs to improve?

- Update their data
- D
- D

She receives hairdressing and computer workshops, and would like the office in La Paz to visit the one in Cochabamba, so as to strengthen relations. (It has to do with the budget)

Ask what her political position is.

She works closely with Zenobia, and has good leaders. She's trying to get some strategies going, and keep the unity of the organization going.

Problems:

Employers do not want to pay benefits, bonuses or severance pays.

There is an absence of lawyers.

The Syndicate works hard for laws to be obeyed.

Hai: She was very vocal, maybe because she has never worked as a maid in her entire life.

FENATRAHOB  
Entrevista #1  
Evaluación de SAIH 2012

She would like for her coordinator secretary to work in the syndicate full time and strengthen the office.

30-50 members are active and there are always new people joining.

There is no information material: Brochures.

She speaks at a radio station for 10 minutes, she requires half an hour, however.

We should look in the brochure, as it looks that she plays Charango and sings.

**09.14.2012 20hrs Cochabamba**

**By phone**

**Senovia Mamani**

Telephone (591) 72227951

Age: 40 years old

Works since she was 12 years old

She was born in Zacapa.

Her father died when she was little. She's the youngest of her family. She learned to speak Spanish, but it was very hard. It was when she worked at a butcher shop that she learned.

It was hard for her to get used to it, she cried alone in her room.

She's been working for 28 years, and in 1997 she joined the Syndicate, her employers did not mind.

She's been working in the same house for 12 years as a nanny.

The boy she took care of speaks a little Quechua.

Her mother left for the fields and left to live with her brothers in Cochabamba. She could see her brothers buying things and so she wanted to work to purchase her own clothes.

Her employers at the butcher shop enrolled her in pre-kinder. When she reached 5<sup>th</sup> grade, they had no papers.

Her first job enrolled her in school.

They had no documents to continue studying, so she had to process her Identification Card (Cédula) for one year.

When she started working, she was paid 100Bs. She's now has multiple jobs and earns 900Bs half-time. She never took Sundays off.

Is she entitled to more money? Did she know about her labor rights? She wasn't ill treated, but she didn't know about her labor rights.

After school, she began to go out on Sundays.

What did she learn at FENATRAHOB?

FINANCING for workshops, hiring lawyers, consult her labor rights.

She's interested in learning how to care for water and the environment. Have you been victim of sexual harassment? No. However, when she arrived at FENATRAHOB she learned that it was a topic of conversation, and this is one of the reasons that motivates her to continue in the organization. Many of them cannot speak Spanish properly, and she wants to help her workmates express themselves.

Are you saving money? Yes.

How long would you like to work for? Forever.

She is affiliated with Syndicate Workers in Cochabamba.

There are five people in charge of the departments in FENATRAHOB. These five people have to figure out how to move from Cochabamba, but lack tickets to do so.

2009 was a better year for us. The syndicate has helped us move at a faster pace. I believe it can help us in each Department, though I don't know what they're doing in La Paz. If they give bonuses, I might be able to move, but at this rate, we can't reach the majority of the workers. To reach the Labor Ministry it takes an entire day, and one person in charge requires resources to do so.

How do you manage? She voluntarily supports without receiving a single penny. The person in charge of the other shift does not have enough time to finish things, as she has kids.

What would you like to be? Seamstress.

I know how to sow, but I need more practice.

I would like a business of my own.

Her work schedule is 8am – 2 pm.

She has her own room.

The family with whom she works for did not want a **BED?! Half time. Her niece goes to work and visits the child. Her employers treat her well and recognize that she raised the kid.**

**09.15.2012 14hrs Santa Cruz  
Cortez Hotel**

**Candelaria López**  
[Candeclaros23@hotmail.com](mailto:Candeclaros23@hotmail.com)

Cel. 70293612

Julia Rocha Cel. 75337134  
Alicia Huanca cel. 79916284

27 years of age  
*Trabajadoras Asalariadas del Hogar* (maids) Syndicate of Santa Cruz  
Speaks: Spanish  
Members:

Address: Av. La Barranca 714 a una cuadra antes del tercer anillo

Telephone: 33221861  
Toll Free number: 800100069  
Customer Support Monday – Friday

Father: Guaraní, speaks Guaraní  
Mother: Provincial hernando Siles Monteagudo, speaks Spanish  
Fourth of 9 brothers, 3 of which are women.

She began to work at 14 years of age, studied until “*quinto básico*” (5<sup>th</sup> grade). She had to travel from Monteagudo to Sucre. Just from the mere fact that we live in the countryside, it lowers the possibilities of studying. The only grades available are until 4<sup>th</sup> and 5<sup>th</sup> grade. Her father was a farmer in Yapacaní. He planted yucca. Her mother worked with her father.

Her cousin took her to work with some secular nuns, cooking for 20 children and at night, be sent to study.

She worked for a year then returned to her village. She never returned as she had to take care of her sick mother.

When she was 16 years old she began to work again. It was hard to study as the workload was greater, given she had multiple jobs. The family who she worked for came to Santa Cruz. She worked 12 to 14 hours and earned 200Bs. (1998). She remained in Santa Cruz because her employers told her to remain with her sister (minor), “You don’t do things like so, but you do

them". She lived with them for 6 years. They were 6 people working from 6am to 10pm. She was paid 400Bs.

She processed her identification card (*cédula de vecindad*) when she was 22 years of age. Her employers did not allow her to travel, so she had to wait.

When she left, she wasn't paid the full amount. She reported her employers to the Labor Ministry, and gave them the Syndicate data. They made her a 40 thousand Bolivianos pre-settlement, but she was not paid. Citations were sent, but they did not conciliate. The lawyer at the syndicate began the process, but given that benefits are not charged, she's been losing. She was only paid 2 years.

Now she makes 1500Bs.

When she joined the Syndicate, she decided to work by day in different houses.

She lives with her sister in a room worth 360Bs.

In 2008, She joined the Syndicate. She was received computer training and Chinese cooking. At the same time, she received workshops and she's been preparing. In 2008, she was elected as manager: setting up fairs, Convenes for the Labor Ministry, who deliver flyers and seek training courses. They keep cases on social benefits.

There are 30 active affiliates in Santa Cruz. Liabilities surpass 300.SITRAHO\_S.C.

Every day cases are tended to. She adds these cases to the office, which is in the *tercer anillo*, paid by SAIH.

The office must have some stability.

The Syndicate office has a bed and a kitchen, for people who are kicked out of their jobs.

They work in the Syndicate for their sustenance.

They enjoy helping, participating in the Syndicate, as it's a great advantage for them. The Manager must be responsible until the term is over.

Now she studies in night-school for her high-school diploma. She's needs one more year, and she wants to study Law.

Offer scholarships that so they can dedicate themselves to their studies.

Four or five people are studying. It is hard to enroll into college. However, they are trying to convene so University enrollment is free.

According to the 2001 census, there are around 50 thousand *trabajadoras del hogar*.

For management elections, Congress is convened every 2 years, and 6 *trabajadoras del hogar* participate for the Syndicate.

There was a man in the Syndicate. They usually make double to what women make.

The majority of employed women are single, abandoned by the father and/or never knew him.

The majority of *trabajadoras del hogar* have a cellphone.

They can benefit from TIC trainings.

These women are usually battered and/or sexually harassed, but they remain quiet for one or two years. They lack moral support or information about sexual and reproductive rights, and reports.

Hai states that there's need for more than just labor laws.

SAIH must grant the possibility of having specialists, such as psychologists, for moral support, to speak of and promote sexual and reproductive rights.

The majority arrive at the Labor Ministry "office" (a desk with two chairs) to report violations of their rights. She works from 11am to 12:30pm Monday to Friday.

There are cases where these have to be tended to quickly. It is best to see them at the Ministry than to make an appointment and/or write a document.

The minimum wage to live "decently" is 4000Bs.

There is a workmate who is currently studying Social Communication (*Comunicación Social*) in an institute. "I respect this person", she gets up at 6 in the morning and at 3 in the afternoon she leaves everything ready, and heads off to study.

The Syndicate feels they express solidarity, they are colleagues.

Problem:

Verify the geographical situation.

Infrastructure.

Manage the budget according to the geographical situation, Santa Cruz is more expensive than other Departments.

They have a computer, but no internet.

Radios they use:

FIDES  
Santa Cruz  
MAS  
Enlace  
Sudamericana

**ANNEXES**

Equality and Justice Bulletin, from the *Trabajadoras Asalariadas del Hogar* Syndicate in Santa Cruz, May 2012.

## ALBERTA FLORES TESTIMONY

My name is Alberta Flores, I was born in Chulpa Kaza, in the province of Zudanez, Chuquizaca. I had 6 brothers, two of which passed away and 4 of us remained. Out of the four, one of them was a boy and 3 women. My mother died when I was three years old, and we were left only with our father. All of my brothers are older than I, except for one, so I helped my oldest sister to take care of my brothers, since she was like our mother.

I came into the city to seek better opportunities, thinking it would be best. While watching my neighbors wearing better clothes and having better things, I asked myself why couldn't I have these things. It was then that I left the city of Chuquizaca to work as a *Trabajadora Asalariada del Hogar*. I was 24 years old with a salary of 40 Bolivianos (Bolivian currency) during 3 months, I was later paid 60 Bolivianos. I worked for 8 months in that house. I returned home because I missed my brothers and my dad. Everything was different from the city, however, nothing like the countryside. I remained in my town for almost a year.

Later on, my community school teacher encouraged me to work with his dad, who lived in Cochabamba. All I had to do was take care of his mom and dad. I traveled to Cochabamba and began to work for 90 Bolivianos, though it was still very little. I later worked as a nanny and maid, and was paid 150 Bolivianos. I worked there for almost a year. I got very sick, though, so I had to return to my town. After I healed, I returned to Chuquizaca as a *trabajadora asalariada del hogar* for almost two years.

I had no luck finding a job with a salary that seemed fitting to my needs. I also never had proper accommodations in any of my employments, I always slept in a corner somewhere, or in the kitchen floor. In the last few years, I slept in a deposit. I was not able to study, as I was always working until late at night.

In 2006, I met the Syndicate for *Trabajadoras Asalariadas del Hogar* in Sucre, where a friend asked me to participate. When I was there, I learned my right to: day off on Sundays, holidays, bonuses, minimum wage. Upon learning these, I began to claim them to my employer, and he complied.

In the year 2011, I was elected as a Delegate to the *Central Obrera Departamental (COD)*, where I participated once a month in COD meetings, representing the Syndicate for *Trabajadoras Asalariadas del Hogar* in Sucre.

On July 29<sup>th</sup> 2012, I was elected as Secretary of Hacienda, for the National Federation of the *Trabajadoras Asalariadas del Hogar* of Bolivia (FENATRAHOB). I now await new challenges, and hope to work the best I can for the good of other *trabajadoras asalariadas del hogar*.

## TESTIMONY of Claudia Choque



My name is Claude Choque, I belong to the *Isla del Sol* community, in the province of *Mancho Kapac*. In 1987, when I was 14 years of age, I moved to the city of *La Paz*, with the Morales family to work as a house-keeper, while at the same time studying. My dream was to become a lawyer and defend my people from the injustices they face.

I worked from Monday to Sunday beginning at six in the morning, and ending at eleven at night. I was payed 50 *Bolivianos*.

After my mother passed away, however, I was left taking care of my four younger brothers.

For three years I worked for 50 *Bolivianos*, without any benefits, like: payed vacation, weekly break, Christmas bonus, days off, I couldn't go out and I had no communication with the outside; I didn't know the city or its streets.

In 1991, my aunt asked my employer for permission to take me out and get trained. She agreed with the sole condition to leave everything done and to come back at a specific hour.

As I was able to go outside, I learned about *la Organización de Trabajadoras Asalariadas del Hogar*, where people much like me where having similar problems, and were promoting a project for a *Trabajadoras Asalariadas del Hogar* law. This law would allow us to have the same rights as any other worker.

In this organization, my colleagues and I were able to get informed about labor and human rights, as well as get trained to improve our work.

In 1997, I was elected as the Secretary General for the San Pedro Syndicate.

In 1999, I was elected as the Secretary for the National Federation Relation for the *Trabajadoras del Hogar* in Bolivia (FENATRAHOB).

In 2001-2004, I assumed the position as Executive Secretary for FENATRAHOB. Here, we got Law 2450 approved and **PROMULGADA** under the name "Regulation Law for *Trabajo asalariado del hogar*" by the President in the year 2003. This was a great achievement for my colleagues. It was a 12 year struggle, and we are still struggling for its **CUMPLIMIENTO**.

In 2006, I was invited to work alongside the Minister of Justice, Casimira Rodríguez, which was another lifetime experience for me, going from KITCHEN WORK TO AN OFFICE DUTY.

I am the mother of a 7 year old daughter, and, like any mother, I must comply with any demands she has. My wish is for her to always be healthy, as she is the light in my life. Day in and day out I think only of fighting for a better tomorrow for both her and I. Being a working mother is hard, since we do not get to share our lives with our children as much as we would like.

Huanuni, 03 de Mayo de 2012

*Mano de Chiqui*  
*13 de mayo 2012*  
*ITEI*

Señora:  
Dipl. Emma Bolshia Bravo Cladera  
**RESPONSABLE DEL PROYECTO I.T.E.I.**  
Presente.

Ref. SOLICITUD, ACLARACIÓN C.C.J.H Y OTROS

En principio reciba usted un cordial saludo de parte de las y los jóvenes del CENTRO CULTURAL JUVENIL HUANUNI, y al mismo tiempo desearle éxitos en las funciones que desempeña en bien de la Juventud Boliviana y Huanunense.

El motivo de la presente en primer lugar es para SOLICITARLE la certificación de los cursos, seminarios etc., Realizados por el ITEI en nuestra localidad y otros, de la gestión 2011 - 2012, a los cuales asistimos satisfactoriamente, por lo que también solicitamos un documento por parte de ustedes que nos avale como creadores del CENTRO CULTURAL JUVENIL HUANUNI.

Como segundo punto, resaltar nuestra aclaración por escrito de que el Centro Cultural Juvenil Huanuni es APARTIDARIO, pero que si formamos cuadros revolucionarios y contestatarios, ya que no es necesario tener un color político para luchar por los derechos de la JUVENTUD. Es necesario recalcar que gracias a muchos de nosotros se logro consolidar una asociación de Jóvenes en NUESTRO MUNICIPIO, como es el CENTRO CULTURAL JUVENIL HUANUNI, y también dar gracias al técnico del I.T.E.I. Joel Ibarra, una persona integral y con una consecuencia ejemplar que nos guió en el proceso de fortalecimiento de nuestra asociación de Jóvenes, que logro entendernos como un amigo, compañero, colega y camarada, por lo cual ratificamos en este escrito, "que el Centro Cultural Juvenil Huanuni, seguirá trabajando tan orgánicamente junto a Joel Ibarra".

Como tercer punto, también agradecer a la flia. Del .I.T.E.I. por la formación implantada en nosotros los Jóvenes del C.C.J.H., ya que el producto, da frutos en nuestro municipio; plasmando como ejemplo; se logro obtener la victoria del CENTRO DE ESTUDIANTES DE CARRERA - DERECHO a la cabeza de nuestro compañero José Manuel Crespo Siñani elegido secretario General, con una victoria basada en el 83% de apoyo, por parte de la COMUNIDAD UNIVERSITARIA DE HUANUNI, hacia uno de los Jóvenes de nuestro C.C.J.H.

Prosiguiendo con la presente, también resaltar que las y los Jóvenes, estamos en proceso de discernimiento de ideas, por lo que rogamos su comprensión y aceptación en este caso.

También pedir la aclaración de una susceptibilidad nuestra, ¿por que es necesario que una persona del I.T.E.I. conforme la directiva del C.C.J.H.?, llegaríamos a pensar que es muy delicada esta situación ya que afectaría nuestra independencia como asociación, ya que el Centro Cultural Juvenil Huanuni de acuerdo a los estatutos esta conformado por JOVENES y no instituciones, agradecemos por el apoyo y por incentivar la creación de nuestra ASOCIACION, pero no duden del liderazgo para llevar adelante nuestra asociación si talvez fuese una susceptibilidad por parte de ustedes, pero recalcar la solicitud de respuesta a nuestra susceptibilidad, pero tomen en cuenta lo planteado ya que por al basto conocimiento que usted tiene puede hacernos comprender sobre este tema.

... los nombres para los cursos en TV y Radio, de acuerdo al cumplimiento en los programas realizados en el canal 13, radio 102.5 Municipal:

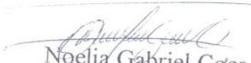
- Jhonnatan Runer López herra
- Odalis Cerrogrande Choquetopa
- Noelia Gabriel Coca
- Daniela Romero Paco
- Ana Barbara Chuca Choque
- Alejandra M. Zabala Romero
- Richard Martínez
- Brayan Porco
- José Manuel Crespo Siñani
- Maria del Carmen Mamani

Sin más que decir nos despedimos con las consideraciones más distinguidas de estima personal.

Atte.

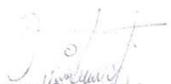
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**Jhonnatan Runer Herrera López**  
**STRIO. GENERAL**

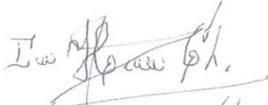
  
**Noelia Gabriel Coca**  
**VICEPRESIDENTA**



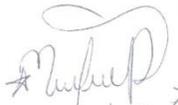
  
**Jorge Ayala**

  
**Brayan Cesar Porco**  
**DELEGADO INSTITUCIONAL C.C.J.H.**

  
**Daniela Romero**

  
**Irma Huacra Choque**

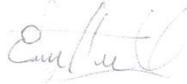
  
**MARIANA URU**

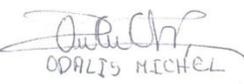
  
**Alejandra Zabala**

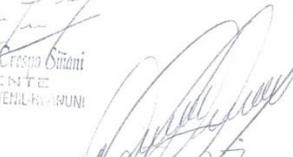
  
**Richard Martínez**

  
**José Manuel Crespo Siñani**  
**PRFIDENTE**  
**CENTRO CULTURAL JUVENIL HUANUNI**

  
**Jessica Cepedes Romero**

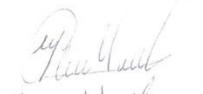
  
**Cecilia Ayca**

  
**ODALIS MICHEL**

  
**Daniela Crespo**  
**CENTRO ORGANIZACION**  
**JUVENIL SOCIALISTA**

  
**Cristian J. Alcala**

  
**DORIAN MONTAÑO**

  
**Maria del Carmen**  
**Mamani Alberta.**



## PROYECTO DE FORMACION INTEGRAL Y ACCION JUVENIL EN HUANUNI

### 1. INTRODUCCIÓN

El proyecto que se va a leer a continuación, es la propuesta que el Centro Cultural Juvenil "Huanuni", presenta ante el Ejecutivo y Concejo Municipal de Huanuni, para destinar parte de los recursos del Programa Operativo Anual a las actividades de uno de los sectores más importantes y dinámicos de la sociedad, como somos los jóvenes.

Se comienza presentando los antecedentes del Centro Cultural Juvenil "Huanuni" y describiendo, de manera resumida, la problemática de la juventud en la época actual, para proponer, sobre esta base, los objetivos a alcanzar y las actividades a desarrollar para lograrlos.

El presupuesto y cronograma de actividades respectivo, se incluyen como Anexo.

Se denomina de formación integral porque busca generar conocimientos críticos y posicionamientos de los jóvenes sobre los problemas que aquejan a la sociedad, de la que somos parte, y desarrollar sus habilidades artísticas y deportivas, como un todo indisoluble.

Se habla de acción juvenil, porque toda reflexión debe permitir superar la pasividad e indiferencia ante los problemas, que seamos conscientes de ellos o no, nos afectan: todo aquello que hoy hagamos o no, tendrá influencia en las generaciones actuales y futuras. No podemos perder de vista que los niños de hoy son los jóvenes de mañana, y los adultos de mañana son los jóvenes de hoy.



## 2. ANTECEDENTES Y JUSTIFICACIÓN

La asociación Centro Cultural Juvenil "Huanuni", fundada el 1 de diciembre de 2011, está constituida por todos los jóvenes estudiantes de Colegio, Universidad e Institutos de Huanuni, sin distinción de clase, raza, religión o nacionalidad, que se reúnen de manera voluntaria para desarrollar acciones culturales, acciones de formación y de incidencia desde la perspectiva juvenil de capacitación y desarrollo de potencialidades en distintas artes, música, teatro, deporte, formación política e incidencia. Se basa en la participación democrática, la transparencia en las decisiones del grupo y en una identificación política de discurso y de acción coherente con la realidad nacional, con vocación de servicio a la comunidad.

Tiene como **Misión** realizar acciones de organización y formación política y cultural colectiva en procura de recuperar la cultura y sobretodo lograr conciencia social crítica y acción conjunta entre los jóvenes de Huanuni, como aporte al desarrollo local y contribución a la construcción de un mundo mejor, una vida digna y coherente para todos. Es **Visión** del Centro Cultural Juvenil "Huanuni" constituirse en una asociación juvenil, de índole cultural y participativa que promueva espacios de formación y acción, dando una perspectiva de vida crítica y propositiva a jóvenes y adolescentes de la localidad de Huanuni.

Es en el marco de nuestra Misión y Visión, que elaboramos la presente propuesta, aprovechando la oportunidad que nos brinda el Ejecutivo y Concejo Municipal de Huanuni de contribuir al desarrollo de nuestra sociedad.

Partimos de comprender que la lucha de la juventud por su liberación, por su desarrollo integral es una tenaz lucha contra el régimen de propiedad privada y explotación de la masa trabajadora; por un lado está la minoría burguesa que se apropia de toda la riqueza generada por los trabajadores, por el otro, estamos la gran mayoría de pobres y explotados que, junto a nuestros padres y hermanos, tenemos que soportar una vida de penuria, miseria y



frustración, trabajar hasta morir no para nuestro beneficio, sólo para los pulpos capitalista explotadores que han hecho de la vida, de la naturaleza y de la cultura simples negocios. Nos interesa el cuidado de la naturaleza, de la cultura: luchamos contra la violencia, la discriminación y todas las formas de opresión, pero sabemos que esta realidad es fruto de la explotación y saqueo capitalista.

Nuestra conciencia tiene que estar ligada a nuestra realidad, muchos falsos teóricos y politiqueros pretenden desviar nuestro pensamiento, separar nuestra problemática de la de nuestras familias, con ideas vagas y sin contenido social, pretenden que luchemos por la sociedad y la naturaleza en abstracto, es decir, en definitiva, quieren que resolvamos pequeños problemas dejando de lado nuestra lucha por la transformación estructural del régimen de explotación y miseria.

Los cambios tecnológicos introducidos por los capitalistas, en su afán de obtener mayores ganancias, han revolucionado la producción, las comunicaciones y otras esferas de la vida social, con la introducción de la informática y la cibernética. El mundo de los jóvenes, adolescentes y niños, se ha modificado no solamente en términos de las habilidades manuales que deben adquirir, del tipo de juegos disponibles, de las relaciones entre ellos, sino sobretodo en el de la mentalidad. La ansiedad y obsesión que despiertan el internet y los juegos electrónicos, el bombardeo de todo tipo de propaganda, el acceso a información de muy baja calidad, la facilidad de "copiar y pegar", de plagiar ideas ajenas, han "condenado" a los jóvenes adolescentes y niños a ser víctimas de la tecnología que está al servicio del lucro capitalista privado, los va convirtiendo en hombres máquina con cerebro de internet, alejándolos de la realidad social, de las luchas que libran sus familias por enfrentar la desocupación, hambre y miseria en la que se debaten.

Los jóvenes que eran la llama viva de las luchas sociales hasta la década de los 80 en Bolivia, han casi desaparecido del escenario. Parecería que ya no pretenden luchar por un mundo mejor. Bajo la prédica del neoliberalismo y postmodernismo reaccionarios, propios de la etapa de decadencia del capitalismo (fase imperialista), se ha introducido el



individualismo extremo entre los jóvenes. El incremento del alcoholismo, drogadicción y delincuencia, manifestaciones de la barbarie capitalista, han remplazado las preocupaciones por los problemas sociales; prácticamente se han extirpado las ideas revolucionarias de sus cabezas, dando lugar a los jóvenes "plásticos".

Durante los últimos años casi nada ha cambiado para los jóvenes, adolescentes y niños, que siguen viviendo y estudiando en miserables condiciones, se suman a las filas de los desocupados o deben aceptar empleos precarios para aportar a la economía familiar.

### 3. OBJETIVOS

Frente a la problemática descrita en el punto anterior, proponemos:

- a) Formar una conciencia social crítica en los jóvenes de Huanuni
- b) Contribuir a que los jóvenes de Huanuni sean un factor de cambio en la sociedad.
- c) Desarrollar las aptitudes artísticas y culturales entre los jóvenes de Huanuni.
- d) Favorecer el esparcimiento y confraternización entre los jóvenes de Huanuni como parte de su formación integral mediante actividades deportivas.

### 4. ACTIVIDADES

Las actividades para lograr cada uno de los objetivos se detallan a continuación:

- a) Formar una conciencia social crítica en los jóvenes de Huanuni
  - Organizar y poner en funcionamiento una escuela de formación política permanente para los jóvenes
  - Efectuar análisis participativos de coyuntura entre los jóvenes para adoptar una posición sobre los diferentes problemas locales, departamentales y nacionales
- b) Contribuir a que los jóvenes de Huanuni sean un factor de cambio en la sociedad.
  - Organizar foros debate sobre los temas más importantes de la situación local, departamental y nacional.



- Difundir y dar a conocer a la opinión pública, mediante comunicados, entrevistas en radio y otros mecanismos, las actividades y posición de los jóvenes sobre los temas más importantes de la situación local, departamental y nacional.
- c) Desarrollar las aptitudes artísticas y culturales entre los jóvenes de Huanuni.
- Organizar un Concurso de murales con temática social y juvenil del 21 al 26 de mayo de 2012
  - Organizar una jornada artística denominada: Encuentro juvenil en memoria de la masacre de San Juan el 16 de junio de 2012
- d) Favorecer el esparcimiento y confraternización entre los jóvenes de Huanuni como parte de su formación integral mediante actividades deportivas.
- Organizar un campeonato deportivo juvenil en las disciplinas de básquet y futsal a desarrollarse todos los fines de semana durante los meses de Agosto y Septiembre de 2012.

## 5. PRESUPUESTO

El presupuesto detallado por actividades, se incluye como Anexo.

## 6. CRONOGRAMA

También se incluye como Anexo.

PRESUPUESTO POR ACTIVIDADES (presupuesto en Bolivianos)

ACTIVIDAD E INSUMOS	CANTIDAD AL MES	PRECIO UNIT. Bs	TOTAL Bs MES	MESES	TOTAL Bs AÑO
<b>FORMACION POLITICA (1 sesión cada Sábado a partir del 1/04/12)</b>					
Elaboración y publicación de material didáctico	500	0.80	400.00	8	3.200.00
Refrigerios para los participantes de los cursos	120	7.00	840.00	8	6.720.00
Alquiler de Data Show y computadora	4	100.00	400.00	8	3.200.00
Pizarra acrílica (2.20 x 1.20)					600.00
Marcadores de agua	2	4.00	8.00	8	64.00
Papelógrafos, masquin y otros			40.00	8	320.00
Bolígrafos					120.00
Libretas de apuntes para los participantes de los cursos					150.00
Certificados de aprobación y participación					360.00
Alquiler de ambientes	4	50.00	200.00	8	1.600.00
<b>PUBLICACION (2da. Quincena de Noviembre)</b>					
Revista Juvenil anual → <i>Cursos 26 → Noviembre. Salud</i>					3.500.00
<b>EVENTOS CULTURALES y ARTISTICOS (mediados de Mayo y Junio)</b>					
Del 21 al 26-05-2012 Concurso de murales con temática social y juvenil (Nota - La HAM deberá definir los espacios adecuados para esta actividad)					
Pintura en Spray.					900.00
Pintura al óleo y/o agua					780.00
Brochas					360.00
Premios para los tres primeros puestos					350.00
*16-06-2012 Encuentro en memoria de la masacre de San Juan					
Equipo de amplificación					1.000.00
Escenografía					400.00
Refrigerio para los artistas y organizadores					350.00
Alquiler de local					1.000.00
Invitados especiales (transporte y estadía)					1.500.00
<b>EVENTOS DEPORTIVOS (Agosto y Septiembre, cada fin de semana)</b>					
Alquiler de canchas de basquet y futsal	32	5.00	160.00	2	320.00
Balones de basquet y futsal					800.00
Arbitraje	32	15.00	480.00	2	960.00
Premios (Trofeos para los tres primeros puestos en cada disciplina)					1.400.00
<b>TOTAL GENERAL</b>					<b>29.954,00</b>

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### CRONOGRAMA DE ACTIVIDADES

Sept	Día	Organización	Ciudad
8	Sábado	FUNPROEIB y CDIMA	La Paz
9	Domingo	Fondo Indígena Diputado Pedro Nury (tentativa)	La Paz
10	Lunes	CEADL en la mañana FENATRAHOB en la tarde	La Paz
11	Martes	ITEI (tentativo) en la mañana CDIMA en El Alto por la tarde	La Paz
12	Miércoles	FUNPROEIB	Trinidad
13	Jueves	FUNPROEIB Y FENATRAHOB	Cochabamba
14	Viernes	CEADL	Santa Cruz
15	Sábado	FENATRAHOB	Santa Cruz
16	Domingo	CDIMA debriefing	La Paz
17	Lunes	ITEI visita al campo tentativo	Huanuni
18	Martes	CEADL debriefing	El Alto
19	Miércoles	FENATRAHOB debriefing ITEI debriefing	La Paz
20	Jueves	Salgo del país	La Paz

No	FECHA/ DATE	HORA/ HOUR	LUGAR/ PLACE	ORGANIZACION/ ORGANIZATION	PARTICIPANTES/ PARTICIPANTS	Teléfono/ Telephone (591)	Dirección/ Address	Correo electrónico/ Email	
	8 Sept	3:00	Hotel Casa Grande	Llegada de Guatemala					
1	8 Sept	9:00	Hotel Casa Grande	FUNPROEIB ANDES	1.Guido Machaca Benito, Director	7794 0511 44530037 44530038	Calle Nestor Morales No. 597 Entre Aniceto Arce 1 Ramon Rivero Cochabama		
2	8 Sept	10:30	Hotel Casa Grande	CDIMA (Centro de Desarrollo Integral de la mujer Aymara "Amuyt'a"	2. Alicia Canaviri Mallcu, Lider de Transformación  3.Teresa Condori Beltrana, Directora Ejecutiva CDIMA  4.Azucena Nayra Quiroga Canaviri	6715 3285  6810 1256 2283 640 22833910 (oficina El Alto)  6069 7484 (hija de Alicia)	Urbanización 1ro de Mayo, Plan 56ª, Calle 9, No. 791 Ciudad de El Alto	aliciacanaviri@hotmail.com  cdimaboliviaong@gmail.com  <a href="http://www.cdimabolivia.org">www.cdimabolivia.org</a>  nayrita1794@hotmail.com	
3	9 Sept	8.00	Teléfono	Diputado de Trinidad	5.Pedro Nuny	7112 2172 7491 9201		<a href="mailto:pedro.nuny@diputados.gob.bo">pedro.nuny@diputados.gob.bo</a>	
4	9 Sept	13:00	Hotel Casa Grande	Asistente	6.Cecilia Cardenas				
5	10 Sept	10.00- 13.00	Oficina de CEADL El Alto	CEADL	A. Listado de CEADL	2258 6903			
6	10 Sept	13.30- 16.00	Oficina de FENATRAHOB	FENATRAHOB	B. Listado de FENATRAHOB				
7	11 Sept	6.00 – 16:00	Achacachi	ITEI 13.00-14.30	C. Listado de ITEI Centro Juvenil Achacachi 7.Magaly Manaca, Facilitadora de ITEI	79128628			
8	11 Sept	9:00			8.Freddy Daniel Mamani Mamani, Director	71281113	UE Don Bosco de Villa Lealtad	<a href="mailto:qtal_osby@hotmail.com">qtal_osby@hotmail.com</a>	

					9. Marlene Quispe Pari, miembro de Centro Juvenil Achacachi	79548308		
9	11 Sept	11:00			D. Listado de CONCEJALES			
10	11 Sept	15.00	Oficina de CDIMA (demora)	MAS	10. María Tupa Lovera, Diputada	74919504		<a href="mailto:ariachuyma@yahoo.es">ariachuyma@yahoo.es</a>
11	11 Sept	16.00	Oficina de CDIMA	CDIMA	11. Alicia Canaviri Mallcu, Lider de Transformación  12. Teresa Condori Beltrana, Directora Ejecutiva CDIMA	6715 3285  6810 1256 283 4640 283 3910 (oficina El Alto)	Urbanización 1ro de Mayo, Plan 56ª, Calle 9, No. 791 Ciudad de El Alto	<a href="mailto:aliciacanaviri@hotmail.com">aliciacanaviri@hotmail.com</a>  <a href="mailto:cdimaboliviaong@gmail.com">cdimaboliviaong@gmail.com</a>  <a href="http://www.cdimabolivia.org">www.cdimabolivia.org</a>
12	11 Sept	18.00	Oficina de CDIMA	CDIMA	E. Listado de miembros de ARTEXMA Lurawiza (nuestro palillo)			
13	12 Sept	14:00	TRINIDAD	FUNPROEIB Andes Clausura de Taller de Yurakare	F. Listado de Participantes	(591-3) 4623916	Paranifo de la Facultad de Economía de la Universidad Autónoma del Beni, ubicado en la Avenida Bolivar, entre Carmelo López y 9 de abril,	
14	12 Sept	16:30	TRINIDAD	FUNPROEIB Andes	G. Listado de Participantes en el Taller			
15	13 Sept	9:00	TRINIDAD	FUNPROEIB Andes	13. Guido Machaca Benito, Director 14. Amilcar Zambrana B. Coordinador Proyectos FUNPROEIB	77940511  7147 8576		<a href="mailto:gmachaca@proeibandes.org">gmachaca@proeibandes.org</a>  <a href="mailto:azambran@proeibandes.org.bo">azambran@proeibandes.org.bo</a>

16	13 Sept	15:00	COCHABAM BA	FUNPROEIB Andes	H. Listado de Entrevistados	44530037 44530038	Calle Nestor Morales No. 597 Entre Aniceto Arce 1 Ramon	
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							Rivero Cochabama	
17	13 Sept	17:00	COCHABAM BA	FUNPROEIB Andes <b>Retroalimentación</b>	I. Listado de personal de FUNPROEIB	44530037 44530038	Calle Nestor Morales No. 597 Entre Aniceto Arce 1 Ramon Rivero Cochabama	
18	13 Sept	20:00	Teléfono en Cochabamb a	Sindicato de trabajadores de Cochabamba – FENATRAHOB	15.Gregoria Gabriela Jáuregui, Dirigente	44330284 71703098		
19	14 Sept	9:00	LA GUARDIA, SANTA CRUZ	CEADL	16.Juan Pablo Flores, Responsable Oriente de CEADL  17.Samuel Alcazar, Responsable Proyecto TICS	67009101  67009106	Oficina CEADL - Santa Cruz municipio de La Guardia - Calle Las Palmas N° 8	<a href="mailto:juanpablo.fflores@gmail.com">juanpablo.fflores@gmail.com</a>  <a href="mailto:comunicación@ceadl.org">comunicación@ceadl.org</a>
20	14 Sept	15:00	SANTA CRUZ	CEADL TIC – Plan 3000	18.Silvia Eugenia Mamani Gómez, Grupo Base en Plan 3000. 19 años  19.Roger Dávalos, Grupo Base, Plan 3000, Estudiante Informática universitario, 25 años  20.Camilo Córdova, Grupo Bases, Plan 3000, Ingeniería de Sistemas Universidad, 24 años Trabaja como programador	70901040  75610858  70041392	Barrio del Chaco calle 2  Barrio Villa Fátima  Barrio Santa Rosa	<a href="mailto:silvia_eugenia_m_g@hotmail.com">silvia_eugenia_m_g@hotmail.com</a>  <a href="mailto:el_propiango_2004@hotmail.com">el_propiango_2004@hotmail.com</a>  <a href="mailto:Cordova18@gmail.com">Cordova18@gmail.com</a>
21	14 Sept	17:00	GOBERNACI ON de Santa Cruz	CONTROL SOCIAL	J. Listado de Entrevistados			
22	14 Sept	20:00	Teléfono	Sindicato de Trabajadores del	21. Senovia Mamani, Secretaria de Relaciones de	72227951		

				Hogar de Cochabama	Sindicato Cochabama			
23	15 Sept	12.30-13.15	Teléfono	Sindicato de Trabajadores del Hogar de Cochabama	22.Gregoria Gabriela Jáuregui, Dirigente –	44330284 71703098		
24	15 Sept	14.00	Hotel Cortez	Sindicato de Trabajadores del Hogar de Santa Cruz	23.Candelaria López Claros, referente del sindicato en Santa Cruz	70293612	Oficina: Av. La Barranca 714 a una cuadra antes del tercer anillo Teléfono 33221861 (Office moves in November 2012)  Línea gratuita: 800100069	
25	16 Sept	10:00-14:00	Local cerca de las Oficinas de CDIMA	Encuentro Departamental de Mujeres Líderes Aymaras /CDIMA Taller	K. Listado de Entrevistadas			
26	16 Sept	14:00-16:00	Oficinas de CDIMA	CDIMA Retroalimentación	L. Listado de personal de CDIMA			
27	16 Sept	17:00	Telefono	Ex SAIH Bolivia Project manager	24. Arnhild Helgesen			
28	17 Sept	12:15	Oruro – Viaje a Huanuni	Centro Juvenil Huanuni	25.Members of Centro Juvenil Huanuni			

29	17 Sept	6:00 - 22:00	13.30 Huanuni	ITEI	26.Scarlet López 27.Federico Chipana M. Listado Centro Juvenil Huanuni			
30	18Sept	10.00	Oficinas de CEADL en	CEADL Retroalimentación	N. Listado de personal de CEADL			

			La Paz						
31	18 Sept	12.15	Oficinas de CEADL en La Paz	CEADL	28.Joel Ibarra				
32	18 Sept	13.00	Embajada de Noruega	Embajada de Noruega	29.Trond Heyerdahl Augdal				
33	19 Sept	10.00	Oficinas de FENATRAH OB	FENATRAHOB Retroalimentación	O. Listado de personal de FENATRAHOB				
34	19Sept	13.00	Oficinas de ITEI	ITEI Retroalimentación	P. Listado de personal de ITEI	22154094 22440263  44226212	Avenida Arce, Edificio Venus 4 to. Piso, Dept. 4B, La Paz  (Cochabamba: Calle Ecuador 353b entre 25 de Mayo y San Martin)		
	20Sept	5:00	Hotel Casa Grande	Salida de Bolivia					

**A.****CEADL**

September 10, 2012, 10.00 hrs.

	NOMBRE	CARGO	CELULAR
1	Juan Carlos Balderas	Director	67009091
2	Celso Mamani	Administración	67009100
3	Rosmery Quispe	Coordinación Planificación	67009102
4	Eliza Quispe	Responsable Derechos Sexuales y Reproductivos	67009103
5	Samud Alcázar	Responsable proyectos TICs	67004106
6	Edith Quispe	Educadora	67009103
7	Margarita Mamani	Educadora	77770024
8	Angélica Saine	Administradora	67009097
9	Gonzalo Huanca	Director Altiplano	67009099
10	José Miranda	Comunicación	67009096

**B.****FENATRAHOB**

September 10, 2012, 13.30hrs

	NOMBRE	CARGO	CELULAR
1	Daniela Quenta	Secretaria CONLACTRAHO e.daniela.sucre@hotmail.com	72875872
2	Prima Ocsa	Secretaria Ejecutiva Fenatrahob@hotmail.com	2480010 2481980 73000733
3	Diana García	Secretaria de Actas diagaryo@hotmail.com	67157163
4	Alberta Flores	Secretaria de Hacienda	77137605
5	Mary Valencia	Asistente Administrativa	

**C.****ITEI**

September 11, 2012 6.00 hrs

Nombre	Telefono	Edad	Curso	Colegio
Alanoca Mamani, Eddy		16	Sexto	Omasuyos
Mamani Clares, Leonardo	70535991	15	Cuarto	
Ticona, Brigida		17	Quinto	
Ticona, Marleny	65567770	16	Cuarto	
Toque Larico, John Oscar		12	Quinto	
Toque Larico, Jorge Luis		13	Primero	
Vargas Q., Eddy Arnol	65651283	13	Tercero	Don Bosco
Vega Marquez, Tony		16		
Yujira, Mónica		16	Cuarto	Don Bosco

**D.****Council Member/ Consejales Achacachi**

September 11, 2012, 11:00 hrs

<b>Nombre</b>	<b>Telefono</b>	<b>Edad</b>	<b>Curso</b>	<b>Colegio</b>
Alanoca Mamani, Eddy		16	Sexto	Omasuyos
Mamani Clares, Leonardo	70535991	15	Cuarto	
Ticona, Brigida		17	Quinto	
Ticona, Marleny	65567770	16	Cuarto	
Toque Larico, John Oscar		12	Quinto	
Toque Larico, Jorge Luis		13	Primero	
Vargas Q., Eddy Arnol	65651283	13	Tercero	Don Bosco
Vega Marquez, Tony		16		
Yujira, Mónica		16	Cuarto	Don Bosco

**E.**

**ARTEXMA Lurawiza**

September 12, 2012 18hrs

Nombre
Cauna, Francisca
Cauna, Rosa
Copa, Elena
Huchani, Isidora
Laura, Magdalena
Machaca, Gladys
Mamani, Nancy
Sánchez, Lidia

**F. FUNPROEIB Andes**

September 12, 2012 14.00 hrs

	Nombre	Telefono
1	Camacho Maldonado, Fabian	7586400 Bn
2	Cayuba Guaji, Cármen	9271807 Bn
3	Chavez Nogales, Yenny	4172772 Bn
4	Choque Rocha, Florencio	7633399 Bn
5	Flores Erwin, Juan Carlos	7590443 Bn
6	Flores Roca, Alina	7600255 Bn
7	Guaji Nogales, Gledys	7631921 Bn
8	Maldonado Parada, Maira	7637558 Bn
9	Morales Núñez, Alexander	7634429 Bn
10	Menacho Nuñez, Pura	7590453 Bn
11	Méndez Roider, Ydaly	2458364 Bn
12	Molina Nocopuyero, Julia	7648675 Bn
13	Morales Guzmán, Gregorio	8001120368 Bn
14	Nogales Morales, Adrián	4242067 Bn
15	Nogales Morales, Cármen	1730717 Bn
16	Nogales Morales, Gladys	4192002 Bn
17	Nogales Morales, Gustavo	9276969 Bn
18	Nogales Morales, Ydaly	10811259 Bn
19	Rivero Rocha, Daniel	5581475 Bn
20	Suarez Parada, Yenni	7600258 Bn

Facilitadores		
1	Ballivian Orosco, Gerónimo	3155660 Cbba
2	Noe Chávez, Mercy	4539473 Cbba

**G.**

**FUNPROEIB Andes**

September 14, 2012 16.30 hrs

Nomre	Cargo	Telefono	E-mail
Noe Chavez, Mercy	Tecnica	79385261	<a href="mailto:mercynoechavez@hotmail.com">mercynoechavez@hotmail.com</a>
Cuellar T., Miguel Nelson	Coordinador Nacional CNC - CEPOs	77221687	<a href="mailto:ncvellar@cepos.bo">ncvellar@cepos.bo</a>
Gutierrez Y., Walter	Jefe Unidad de Politicas Intra-Interculturales y Plurilinguistico	73205880	<a href="mailto:wgutierrez@minedu.gob.bo">wgutierrez@minedu.gob.bo</a> <a href="mailto:wgmena@yahoo.es">wgmena@yahoo.es</a>
Machaca Benito, Guido	FUNPROEIB	77940511	<a href="mailto:gmachaca@proeib.org.bo">gmachaca@proeib.org.bo</a>
Nogales Morales, Gladys	Presidenta CEPY	74721863	
Ydaly Nogales Morales	Stria Genera	72824313	

**H.****FUNPROEIB Andes**

September 13, 2012 15:00 hrs

Nombre	Cargo	Telefono	E-mail
Antezana, Elisco	Stario de Economia CEPY	79381092	<a href="mailto:eantezana@cepos.bo">eantezana@cepos.bo</a>
Apaza S., Delmira	Secretaria Economia	71702440	
Ballivian, Martin Miguel	Comunicador Social	72284235	<a href="mailto:afroboliviano_mmb@hotmail.com">afroboliviano_mmb@hotmail.com</a>
Flores S., Teresa	Representante de Familias	76442219	
Lodezma Toro, Orlando	Profesor	71407515	
del Rosario Saavedro, Maria	Estudiante en la U.M.S.S.	72755043 4390359	<a href="mailto:rsaavedra@proeibandes.org">rsaavedra@proeibandes.org</a>

**I.****FUNPROEIB Andes****Debriefing / Retroalimentacion**

September 13, 2012 17.00 hrs

Nombre	Carga	Telefono	E-mail
Duran, Cinthia	Asistente Ejecutiva	70740097	<a href="mailto:cduran@proeibandes.org">cduran@proeibandes.org</a>
Machaca Benito, Guido	Director Ejecutivo	77940511	<a href="mailto:gmachaca@proeibandes.org">gmachaca@proeibandes.org</a>
Mengoa, Nohemi	Administradora	7226980	<a href="mailto:nmengoa@proeibandes.org">nmengoa@proeibandes.org</a>
Teran, Cristina	Coordinador de Proyecto	67464700	<a href="mailto:mteran@proeibandes.org">mteran@proeibandes.org</a>
Zambrano, Amilcar	Coordinador de Proyecto	71478576	<a href="mailto:azambran@proeibandes.org.bo">azambran@proeibandes.org.bo</a>

J.

**SOCIAL CONTROL/ CONTROL SOCIAL**

**Natural Resources Observatory / Observatorio de Recursos Naturales**

September 14, 2012 17.00 hrs

<b>Nombre</b>	<b>Carga</b>	<b>Telefono</b>	<b>E-mail</b>
Lazo Suarez, Martha	Presidenta Mecanismo de Control Social	78001287	<a href="mailto:mlazo@santacruz.gob.bo">mlazo@santacruz.gob.bo</a>
Rojas Jaldin, Roxana	Coordinadora RIEGO	77052463	<a href="mailto:rrojas@santacruz.gob.bo">rrojas@santacruz.gob.bo</a>
do Rosso G., Juan Fernando	Strio Educación Conferderación Nacional de Juntas Vecinales de Bolivia CONALSUVE	76029274	<a href="mailto:juanferrosso@hotmail.com">juanferrosso@hotmail.com</a>
Salazar Barriga, Simón	Presidente Movimiento Civico Social PRO Gas Domiciliario	70967709 3576768	<a href="mailto:mcs67pgd@cotas.com.bo">mcs67pgd@cotas.com.bo</a>

K.

**CDIMA**

September 16, 2012 10.00 hrs

<b>Nombre</b>	<b>Origen</b>	<b>Telefono</b>
Arroyo Mamani, Marcela	Prov. Loayza Municipio Cairoma	71282083
Canaviri, Alicia	CDIMA	67153285
Condori Beltran, Teresa	CDIMA	68101256
Huanca Ticona, Alicia	Prov. Murillo	78834332
Jalja, Rosa	Coordinadora	71279141
Jironda Tintaya, Asunta	Prov. Camacho Municipio Mocomoco	77507340
Mendoza Mamani, T. Ricardo	CDIMA	73529239
Pati P., Pelasio	Directorio CDIMA	71952676
Rios Valdez, Santusa	Prov. Gualberto Villarroel C. Chambchilo	71989346

**L. CDIMA****Debriefing / Retroalimentacion**

September 16, 2012 14.00 hrs

<b>Nombre</b>	<b>Cargo</b>	<b>Telefono</b>	<b>E-Mail</b>
Benito Cuti, Virginia	Tec, Facilitador	74077994	<a href="mailto:vbenitocuti2@gmail.com">vbenitocuti2@gmail.com</a>
Cachaca, Max	Consultor Comunicacion	73078495	<a href="mailto:maxelb@hotmail.com">maxelb@hotmail.com</a>
Canaviris, Teresa	Representante del Area Erradicacion		<a href="mailto:teresacanaviris@hotmail.com">teresacanaviris@hotmail.com</a>
Caparicona Loza, Edgar	Auxiliar Portable	70648012	<a href="mailto:edcaparicona@hotmail.es">edcaparicona@hotmail.es</a>
Catari Calderon, Bertha M.	Tec. Facilitador	71920140	<a href="mailto:phangharacatari@hotmail.com">phangharacatari@hotmail.com</a>
Chino Loza, Rosa Mery	Tec. Social	78836362	<a href="mailto:springrmloza@hotmail.com">springrmloza@hotmail.com</a>
Jalja, Rosa	Cordinadora CDIMA	71279141	<a href="mailto:radiocopacabana@yahoo.es">radiocopacabana@yahoo.es</a>
Limachi, Carmelo	Contador	73711916	<a href="mailto:carmelolimachi_148@yahoo.es">carmelolimachi_148@yahoo.es</a>
Machaca Cochi, Gladys	Consultora en Area de Comunicacion	76589035	<a href="mailto:guvdaquiz@hotmail.com">guvdaquiz@hotmail.com</a>
Mendoza, T. Ricardo	Resp. E.P.	73529239	<a href="mailto:chalone7@gmail.com">chalone7@gmail.com</a>
Pelagio, Pati	Secretaria General Directorio de CDIMA	71952676	<a href="mailto:pelagiopati@yahoo.es">pelagiopati@yahoo.es</a>
Plata Ramirez, Orita	Secretaria	77780846	<a href="mailto:oritaplata@hotmail.com">oritaplata@hotmail.com</a>
Quispe, Juan Condori	Tec. Social	73704714	<a href="mailto:juanes16@gmail.com">juanes16@gmail.com</a>
Yana, Luz Marina	Resp. Area Com.	72506214	<a href="mailto:luzmarinayana@hotmail.com">luzmarinayana@hotmail.com</a>

Gabriel	Area de Comunicaciones		
Rosana	Tecnica Facilitadora		

**M.**

**ITEI**

September 17, 2012 13.30 hrs

Reunion: 17.09.2012, 6 - 22 hrs. ITEI Huanuni				
Nombre	Telefono	Edad	Escuela	E-mail
Cspedes, Jessica	67211117	17	C. Bolivia	
Choque, Basilia	73839608		C. Bolivia	
Choquecallata, Alvaro	72324159			
Chungara, Bryan	72352285	17	C. Bolivia	
Contreras, Reni	65421476	20	FNI	
Crespo, J. Manuel	7308507	20	UTO	<a href="mailto:jmanuel_19adg@hotmail.com">jmanuel_19adg@hotmail.com</a>
Macías, Roberto	72749561	25	UTO	<a href="mailto:robertodj7@hotmail.com">robertodj7@hotmail.com</a>
Romero, Daniela	72332629	18	C. Bolivia	

N.

CEADL

Debriefing / Retroalimentacion

September 18, 2012 10.00 hrs

<b>Listado de Personal de CEADL</b>			
<b>Nombre</b>	<b>Cargo</b>	<b>Telefono</b>	<b>E-Mail</b>
Alcazar, Samuel	Responsable Proyectos TIC's	67009106	<a href="mailto:alcazar.samuel@gmail.com">alcazar.samuel@gmail.com</a>
Juan Carlos Balderas	Director	67009091	<a href="mailto:Jcarlooxe@gmail.com">Jcarlooxe@gmail.com</a>
Flores F., Juan Pablo	Direccion Santa Cruz	67009101	<a href="mailto:juanpablo.fflores@gmail.com">juanpablo.fflores@gmail.com</a>
Huarauca, Gonzalo	Director Altiplano	67009099	<a href="mailto:gonzalo.ceadl@gmail.com">gonzalo.ceadl@gmail.com</a>
Mamani Y., Celso	Administracion	67009100	<a href="mailto:celsomamany@hotmail.com">celsomamany@hotmail.com</a>
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Miranda, Jose A.	Comunicacion	67009096	<a href="mailto:ppavimiranda@gmail.com">ppavimiranda@gmail.com</a>
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Quispe, Eliza	Educadora	67009102	<a href="mailto:elizaquispe@gmail.com">elizaquispe@gmail.com</a>
Quispe, Rosmery	Coor. Planificacion	67009102	<a href="mailto:rosmeryquispe@gmail.com">rosmeryquispe@gmail.com</a>
Saire, Angelica	Administradora	67009097	<a href="mailto:anglicasaires@hotmail.com">anglicasaires@hotmail.com</a>
Tisona M., Patrick	Assitente Administrativo	67009098	<a href="mailto:pattyao@gmail.com">pattyao@gmail.com</a>

O.

**FENATRAHOB**

**Debriefing / Retroalimentacion**

September 19, 2012 10.00 hrs

<b>Listado de Personal de FENATRAHOB</b>			
<b>Nombre</b>	<b>Carga</b>	<b>Telefono</b>	<b>E-Mail</b>
Flores, Alberta	Secretaria de Hacienda	77137605	<a href="mailto:fenatrahob@hotmail.com">fenatrahob@hotmail.com</a>
Laura, Basiliza		76722493, 75270093, 2788037	<a href="mailto:sitrahonzonasur@hotmail.com">sitrahonzonasur@hotmail.com</a>
Ocsa, Prima	Secretaria Ejecutiva	79724916	<a href="mailto:prima.ocs@gmail.com">prima.ocs@gmail.com</a> <a href="mailto:prima.ocs@hotmail.com">prima.ocs@hotmail.com</a> <a href="mailto:fenatrahob@hotmail.com">fenatrahob@hotmail.com</a>
Rodriguez, Dasimira		71706116	<a href="mailto:casiconlactraho@yahoo.com">casiconlactraho@yahoo.com</a>
Valencia, Mary		72561364	<a href="mailto:marydayan@hotmail.com">marydayan@hotmail.com</a>
Yugar S., Felicidad	Secretaria del Organizacion	73515157	<a href="mailto:felidad.yuga@hotmail.com">felidad.yuga@hotmail.com</a>

**P.**

**ITEI**

**Debriefing / Retroalimentacion**

September 19, 2012 13.00 hrs

Name	Position	Telephone (591)	Email
Carla Achá	Psychologist	73597079	carla@itei.org.bo
Emma Bolshia	Director	2 2440203	administracion@itei.org.bo
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Magali Mariaca	Project Officer Achacachi	79128628	maggy@itei.org.bo
Scarlet López Calisaya	Project Officer Huanuni	70135961	scarlet@itei.org.bo

Telefono: 2480010 / Fax. 2481980

Pagina Web: www.fenatrahob.org E- Mail: fenatrahob@hotmail.com

Línea Gratuita **800 - 10 - 0069**

COMITÉ EJECUTIVO				
Stria. Ejecutiva	Prima Ocsa	Sind. Cochabamba	Cel. 79724916	73000733
Stria. de Relaciones	Lidia Tamo	Sind. P.I. Muiba -Tdd	Cel.	
Stria. de Hacienda	Alberta Flores	Sind. Sucre	Cel. 67610084	
Stria. de Organización	Falicidad Yugar	Sind. Max Paredes LP	Cel. 73515157	
Stria. de Actas, Prensa	Diana García	Sind. Las Amigas – Tdd	Cel	

DIRECCIÓN DE LOS SINDICATOS A NIVEL NACIONAL				
DEPARTAMENTO	SINDICATO	DIRECCIÓN	ENCARGADAS	TELÉFONO
LA PAZ	San Pedro	Calle Linares Nº 1037, entre las calles Tarija y Rodriguez.	Rosa Lazo	70197250
	Max Paredes	FENATRAHOB	Luzmila Trujillo Eliana Huanca	71924598 70579932
	Zona Sur	Altura calle 2 de Obrajes Av. 14 de septiembre, Calle Abelardo Echalar Nº 11	Basiliza Laura Oficina/sede sindical	76722493 - 75270093 2788037 sitrahonzonasur@ hotmail.com
	El Alto		Victoria Mamani	71203707
Oruro	Oruro	Zona Sud, Calle Velasco Galvarro Nº 6873 entre Jean y Santa Barbará	Reina Choque Crisoldia Choque EleuteriaCastro	71847325 74123473 79410506
TARIJA	Tarija	Zona las Lomas, calle Hugo Lopez Doll entre Cochabamba Nº 1118 Promutar	Paulina Sánches Marlene Aparicio	70324105 75126414
POTOSÍ	Potosí	Calle Capitán Castrillo Nº 424, Zona San Benito	Estefania Cruz Virginia Cáceres Elizabeth Amezaga	72439268 73888254 73882151
SANTA CRUZ	Santa Cruz	Avenida Barranca Nº 714, casi tercer Anillo.	Candelaria Lopez Julia Rocha Alicia Huanca Ofecina Telf.	70293612 75337134 79916284 33221861
BENI	Trinidad		Cecilia Vaca	72841212
	Germán Busch		Deyse Cuellar	76869595
	Las Amigas		Sonia Duran	73913583
TRINIDAD	Pedro Ignacio Muiba		Basilia Noza	79486377
COCHAMBA	San Ignacio de Moxos		Sandra Moreno Maria Pariqui Telf./fax	76878238 75685442 34822154
	Cochabamba	Plaza Quintanilla, calle La Paz Nº 860, serca a la calle Trifostomo Carrillo y Edeficio los Tiempos.	Sofía Ticona Gregoria Gabriel Victoria Vasquez Telefono fijo	71497741 71703098 65327551 4522818
PANDO	Cobija		Bilma Cuellar Maritza Peñaranda Eva Molia	72910124-77101116 72939740 74750104
CHUQUISACA	Sucre	Calle José Carrasco Nº 2, Zona Stadium Patria	Erminia Luna Lucia Quispe Ofecina fijo	73443913 71172286 6441480 sitrahos-tah@ hotmail.com

DATE ??

**SAIH**  
Centro de Desarrollo Integral de la Mujer Aymara - CDEMA

**LISTA DE PARTICIPANTES DEL TALLER**  
RESUMEN ASISTENCIA DE PARTICIPANTES

COD. ACTIVIDAD: IP - L3 - S  
ACTIVIDAD: Encuentro de lideresas formadas  
TEMA: Presupuesto sensible Género, Comités Propios  
LUGAR: El Alto  
RESPONSABLE: Méry Chino, Ricardo Mendoza Equipo

N°	NOMBRES Y APELLIDOS	N° DE IDENTIDAD	EDAD	GRADO DE INSTRUCCIÓN	PROVINCIA COMUNIDAD	CARGO	FIRMAS			SEXO			
							1° Día	2° Día	3° Día	1° Día	2° Día	3° Día	TOTAL
1	Santosa Piles Valdez	2548001	40	Basico	Guayas	Lider	[Firma]	[Firma]	[Firma]				
2	Efraim Castro Tapela	6800293	33	Baco	San Vicente	Lider	[Firma]	[Firma]	[Firma]				
3	Urbidina Condori Guarso	2250012	52	Bachiller	San Jacinto	Lider	[Firma]	[Firma]	[Firma]				
4	Felicidad Atahualpa	3500002	40	Bachiller	Guayas	Lider	[Firma]	[Firma]	[Firma]				
5	Joseluisa Marifa		49	Secundaria	Condacab		[Firma]	[Firma]	[Firma]				
6	Victoria Casapalaca	2023461	48	Primaria	Paluma C. Luder.		[Firma]	[Firma]	[Firma]				
7	Matilde Targua Pati	5911584	36	Secundaria	Paracas	basico	[Firma]	[Firma]	[Firma]				
8	Susana Quispe Ch.	07504	69	Primaria	Villa Cerros	Lider	[Firma]	[Firma]	[Firma]				
9	Romelia Chuqui Collaya	405222	18	Basico	Provincia	Lider	[Firma]	[Firma]	[Firma]				
10	Theres Limachi Isabel	6090000	28	Basico	Provincia	Lider	[Firma]	[Firma]	[Firma]				
11	Betty M. Tupac	8252000	27	Basico	Provincia	Lider	[Firma]	[Firma]	[Firma]				
12	Asunta Jaramana	2950007	46	Basico	Provincia	Lider	[Firma]	[Firma]	[Firma]				
13	Asunta Jaramana	7245000	45	Secundaria	Comacina	Lider	[Firma]	[Firma]	[Firma]				
14	Ayela Ramirez Conari	3054795	37	Secundaria	Provincia	Lider	[Firma]	[Firma]	[Firma]				
15	Victoria Flores Urbina	91000	50	Basico	Provincia	Lider	[Firma]	[Firma]	[Firma]				
16	Elvira Lima de F.	2500000	01	Basico	Provincia	Lider	[Firma]	[Firma]	[Firma]				
17	Teuctea Adurri M.		69	Primaria	Provincia	Lider	[Firma]	[Firma]	[Firma]				
18	Pablo Chuqui	7900000	25	Basico	Provincia	Lider	[Firma]	[Firma]	[Firma]				

N°	NOMBRES Y APELLIDOS	N° DE IDENTIDAD	EDAD	GRADO DE INSTRUCCIÓN	PROVINCIA COMUNIDAD	CARGO	FIRMAS			SEXO	
							1° Dia	2° Dia	3° Dia	V	M
19	Gabriel Collares Rios		17	Secundaria	EL ALTO	Buze					
20	Liliana Kethly Collares Zamalloa	10083309	17	Secundaria	Buzos	Educativa					
21	Lucina Cruz Pacheco	237301	59	Alfabetada	INESVI	Mesa					
22	Tate Cabrera	9222422	38	Alfabetada	El Alto	Asesor					
23	Bacilia Condor Becerra	606864	50	Secundaria	El Alto	Asesor					
24	Daniela Cuevas Gonzales		12	Secundaria	EL ALTO	Buze					
25	Wendy Batters Gacabuco	885566	14	Secundaria	Buzos	Buzos					
26	Cosilda Barrios Gutierrez	599233	39	Secundaria	Buzos	Asesor					
27	Lidia Quiroz Calle	230621	55	Alfabetada	Ingenieria	Asesor					
28	Felipe Tubert	7022616	36	Secundaria	Buzos	Asesor					
29	Lucia Rodriguez	220319	57	Secundaria	Buzos	Buzos					
30	Daniel Luis Cochaco		16	Secundaria	EL ALTO	Buze					
31	Doris Arroyo	2218544	49	Alfabetada	Buzos	Asesor					
32	Enrique Becerra	3462975	52	Primaria	Buzos	Asesor					
33	Aracely Kalle Pantoja	12209944	44	Alfabetada	Buzos	Asesor					
34	Yenifer Arroyo Mamani	680668	44	Secundaria	Buzos	Asesor					
35	Refugio Capataz Alvarado		54	Alfabetada	Buzos	Asesor					
36	Marta Cecilia Duran	2190944	30	Alfabetada	EL ALTO	Asesor					
37	Aracely Pacheco		30	Alfabetada	Buzos	Asesor					
38	Wendy Pacheco		48	Alfabetada	Buzos	Asesor					
39	Sonia Pacheco Pacheco	2055058	48	Alfabetada	Buzos	Asesor					
40	Glennys Mamani			Alfabetada	Buzos	Asesor					

N°	NOMBRES Y APELLIDOS	N° DE IDENTIDAD	EDAD	GRADO DE INSTRUCCIÓN	PROVINCIA COMUNIDAD	CARGO	FIRMAS			SEXO	
							1° Día	2° Día	3° Día	V	M
41	Cesarillo Chequeche	2415612	48	Medio	Chacabamb	Adolescente	[Firma]	[Firma]	[Firma]		
42	Elvira Jimenez	35	35	Medio	Chacabamb	Adolescente	[Firma]	[Firma]	[Firma]		
43	Marcelo de O.	3432266	40	40	Suyos	Adolescente	[Firma]	[Firma]	[Firma]		
44	Carmito Segura	2413244-49	49	Seguiente	Ingenieria	Adolescente	[Firma]	[Firma]	[Firma]		
45	Carro Huchani	3403324	41	Primaria	Ingenieria	Adolescente	[Firma]	[Firma]	[Firma]		
46	Melcheque Torres	3418024	49	5to basico	Urcubamba	Adolescente	[Firma]	[Firma]	[Firma]		
47	Marcelo Argello			Superior	Acuña	Adolescente	[Firma]	[Firma]	[Firma]		
48	Yndolinda Mori Bernal	292769	42	PRIMARIA	Perene	Lider	[Firma]	[Firma]	[Firma]		
49	Julia Campesano	609476	31	Primaria	Chacabamb	Adolescente	[Firma]	[Firma]	[Firma]		
50	Wilma Villanueva Proye Proye			Estudiante	Cuzco	Lider	[Firma]	[Firma]	[Firma]		
51	Intercia Alvarez				Cajamarca	Lider	[Firma]	[Firma]	[Firma]		
52	Eva Elisa Camillo Ruiz	6852343	27	Bachiller	Perene	Adolescente	[Firma]	[Firma]	[Firma]		
53	Lozada Eusebio	2272749	53	3 vasico	Perene	Lider	[Firma]	[Firma]	[Firma]		
54	Indegay Zamora S.	2349009	19	J.S.P	Acuña	Adolescente	[Firma]	[Firma]	[Firma]		
55	Josue Jimenez Cheque	6867603	19	Bachiller	Acuña	Lider	[Firma]	[Firma]	[Firma]		
56	Luis Alvarez Uch	9226484	39	Bachiller	Camacho	Control Social	[Firma]	[Firma]	[Firma]		
57	Olga Morales Alarcos	2690082	46	Secundaria	Incahuasi	Adolescente	[Firma]	[Firma]	[Firma]		
58	Chelicia Huamantla	2454516	48	Primaria	Mariscal	Adolescente	[Firma]	[Firma]	[Firma]		
59	Dona Wilma Urbina	6867484	47	Secundaria	Mariscal	Adolescente	[Firma]	[Firma]	[Firma]		
60	Jaondu Scorpi	100286			Scorpi	Lider	[Firma]	[Firma]	[Firma]		
61	EXalta ANSANCOC	252894	47	Medio	Acuña	Adolescente	[Firma]	[Firma]	[Firma]		
62	Simona Giuseppe Alvarado	2124653	50	5to basico	Incahuasi	Adolescente	[Firma]	[Firma]	[Firma]		



Program "Education for the Participation of Indigenous Youth in Bolivia"  
 SAIH 2012 Annex  
 CDIMA Planilla de Sueldos y Salarios  
 C. Almquist Buvollen

**CDIMA Planilla de Sueldos y Salarios  
 Personal Permanente  
 Expresado en Bolivianos**

Nombre o Razón Social: Centro de Desarrollo Integral de la Mjer Aymara

No. Empleador Ministerio de Trabajo 1002937024-02

No.	No. Cedula Identidad	Apellidos y Nombres	Nacionalidad	Fecha de Nacimiento	Sexo (F/M)	Ocupacion que Desempeña	Fecha de Ingreso	Dias Pagados Mes	Hora Dia Pagado	Haber Basico Bs.	Bono de Antigüedad	Total Ganado Bs.
1	2195010	CONDORI BELTRÁN, TERESA	BOLIVA	02/08/2016	F	DIRECTORA EJECUTIVA	02/08/2016	30	8	6.445,50		6.445,50
2	2559071	MENDOZA MAMANI, TEOFILO R.	BOLIVA	02/04/2013	M	RESP AREA EMPODERAMIENTO O POLÍTICO	02/04/2013	30	8	4.685,12	150,00	4.835,12
3	4980859	LIMACHI TOLA, CARMELO	BOLIVA	02/07/2013	M	CONTADOR	02/07/2013	30	8	4.685,12	150,00	4.835,12
4	4938962	CONDORI QUIISPE, JUAN	BOLIVA	02/10/2013	M	TÉCNICO SOCIAL	02/10/2013	30	8	3.281,52	150,00	3.431,52
5	4262895	PLATA RAMIREZ, ORITA	BOLIVA	02/04/2013	F	SECRETARIA	02/04/2013	30	8	2.986,28	150,00	3.136,28
6	4906634	TENORIO MAYTA, ANGEL GABRIEL	BOLIVA	02/05/2013	M	ENC. PROGRAMAS COMUNICACIÓN	02/05/2013	30	8	2.980,23	150,00	3.130,23
7	3422560	MAMANI CANAVIRI, CANCIO EUSEBIO	BOLIVA	16/07/2014	M	CHOFER Y MENSAJERO AUXILIAR	16/07/2014	30	8	3281,52	150,00	3.431,52
8	6087462	CAPARICONA LOZA, EDGAR	BOLIVA	02/10/2014	M	CONTABLE	02/10/2014	30	8	2.300,00		2.300,00
9	4981429	BENITO CUTI, VIRGINIA	BOLIVA	21/10/2014	F	FACILITADORA	21/10/2014	30	8	2700,00		2.700,00
10	5993798	CHINO LOZA, ROSA MERY	BOLIVA	02/03/2015	F	FACILITADORA	02/03/2015	30	8	2.700,00		2.700,00
11	2453224	CANAVIRI SIRPA, TERESA	BOLIVA	02/03/2016	F	RESP. AREA ERRADICACIÓN DE VIOLENCIA	02/03/2016	30	8	4.685,12		4.685,12
12	4946188	YANA CHURQUI, LUZ MARINA	BOLIVA	13/03/2016	F	RESP. AREA COMUNICACIÓN OPERADOR DE PLANTA	13/03/2016	30	8	3.700,00		3.700,00
13	2369976	FLORES MAMANI, MARIO	BOLIVA	03/01/2016	M	TÉCNICA FACILITADORA	03/01/2016	30	8	1.048,20		1.048,20
14	4824854	CATARI CALDERON, BERTHA MODESTA	BOLIVA	03/07/2016	F	TÉCNICA FACILITADORA	03/07/2016	30	8	2.000,00		2.000,00
15	353581	TICONA MAMANI, LUIS	BOLIVA	02/08/2016	M	RESP. AREA EMPRENDIMIENTO PRODUCTIVO	02/08/2016	30	8	3.705,50		3.705,50
<b>Totales</b>										<b>51.184,11</b>	<b>900,00</b>	<b>52.084,11</b>

Consultores				
No.	No. Cedula Identidad	Apellidos y Nombres	Ocupacion que Desempeña	Total Honorarios Mes
1	2110068	Canaviri Mallcu, Alicia	Lider de Transformación Institucional	7635,6
2	5980241	Cachaca Cachaca, Max	Comunicador	2800
3	5476313	Machaca Cochi, Gladys	Comunicadora	1427
<b>TOTAL HONORARIOS</b>				<b>4.227,00</b>

Program "Education for the Participation of Indigenous Youth in Bolivia"  
 SAIH 2012 Annex  
 CEADL FINANCIAMIENTO  
 C. Almquist Buvollen

**CEADL FINANCIAMIENTO**  
**Expresado en Dolares Americanos**

<b>Agencia</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>Total</b>
TDH Holanda	37.613,60	29.485,81	38.299,00		105.398,41
LAG Intercambio Brigadistas Sur Sur	734,70	9.315,47	25.351,00	31.686,29	67.087,46
Desarrollo de Capacidades Saih-Noruega	99.000,00	107.538,00	109.600,00	105.000,00	421.138,00
Observatorio Boliviano de los recursos naturales- Saih Noruega	119.842,94	123.295,40	138.708,00	127.839,00	509.685,34
Intercambio Nicaragua SAIH /LNU		798,73	18.182,00	25.266,09	44.246,82
Ayuda de la iglesia Noruega (AIN)/PWYP			45.971,00		45.971,00
Servicio Alemán de Cooperación Social Técnica			21.199,00		21.199,00
Spider (Suecia)				45.591,80	45.591,80
<b>Totales</b>	<b>257.191,24</b>	<b>270.433,41</b>	<b>397.310,00</b>	<b>335.383,18</b>	<b>1.260.317,83</b>

Program "Education for the Participation of Indigenous Youth in Bolivia"  
 SAIH 2012 Annex  
 FENATRAHOB Presupuesto Global 2009  
 C. Almquist Buvollen

**FENATRAHOB Presupuesto Global**  
**Gestion 2009**  
**Expresado en Dolares Americanos**

#	ITEM	SAIH 2011	*DYP 2011	*AOS 2011	Total
<b>1</b>	<b>RECURSOS HUMANOS</b>				
1,1	8 ABOGADOS	6.200,00	-		6.200,00
1,2	ASISTENTE ADMINISTRATIVO	1.650,00	1.960,00	1.300,00	4.910,00
1,3	5 DIRIGENTES COMITÉ EJECUTIVO NAL.	-	13.440,00	-	13.440,00
1,4	10 DIRIGENTES DEPARTAMENTALES	-		9.750,00	9.750,00
1,5	AUDITORIA	400,00		300,00	700,00
					-
<b>2</b>	<b>GASTOS ADMINISTRATIVOS</b>				
2,2	GASTOS BANCARIOS	150,00			150,00
2,3	LUZ, AGUA, TELEFONO Y MATERIAL P/FENATRAHO	-	3.500,00		3.500,00
2,4	MATERIAL DE ESCRITORIO, CORREO Y OTROS	-	2.600,00	1.020,00	3.620,00
2,5	ALQUILERES PARA LOS SINDICATOS	9.000,00	-		9.000,00
2,6	SERVICIO DE INTERNET	-	700,00		700,00
					-
<b>3</b>	<b>GASTOS EN ACTIVIDADES</b>				
3,1	PRODUCCIÓN Y DIFUSION DE CUÑAS RADIALES	-		15.000,00	15.000,00
3,2	DIAGRAMACIÓN E IMPRESIÓN DE TRIPTICOS	-		1.200,00	1.200,00
3,3	DIAGRAMACIÓN E IMPRESIÓN DE BOLETINES	-		1.800,00	1.800,00
3,4	FERIAS EN LOS DEPARTAMENTOS	-		3.600,00	3.600,00
3,5	AMPLIADO NACIONAL	1.000,00	1.000,00		2.000,00
3,6	CONGRESO NACIONAL	-			-
3,7	TRANSPORTE URBANO E INTERURBANO	1.000,00	1.000,00		2.000,00
3,8	ELABORACIÓN, DIAGRAMACIÓN E IMPRESIÓN DE CARTILLAS DE LA LEY Y ESTATUTO / FENATRAHO	-			-
3,9	CURSOS DE CAPACITACIÓN	4.200,00			4.200,00
3,10	TALLERES NACIONALES	-		300,00	300,00
3,11	TALLERES DEPARTAMENTALES	6.400,00	2.600,00	800,00	9.800,00
	<b>TOTALES</b>	<b>30.000,00</b>	<b>26.800,00</b>	<b>35.070,00</b>	<b>91.870,00</b>

NOTA:

\*DYP (DESARROLLO Y PAZ) es financiador de Canadá

\* AOS (AYUDA OBRERA SUIZA)

Program "Education for the Participation of Indigenous Youth in Bolivia"  
 SAIH 2012 Annex  
 FENATRAHOB Presupuesto Global 2010  
 C. Almquist Buvollen

**FENATRAHOB Presupuesto Global**  
**Gestion 2010**  
**Expresado en Dolares Americanos**

#	ITEM	SAIH 2011	*DYP 2011	*AOS 2011	Total
<b>1</b>	<b>RECURSOS HUMANOS</b>				
1,1	8 ABOGADOS	8.800,00	-		8.800,00
1,2	ASISTENTE ADMINISTRATIVO	2.100,00	1.960,00	1.300,00	5.360,00
1,3	5 DIRIGENTES COMITÉ EJECUTIVO NAL.	-	13.440,00	-	13.440,00
1,4	10 DIRIGENTES DEPARTAMENTALES	-		9.750,00	9.750,00
1,5	AUDITORIA	700,00		400,00	1.100,00
					-
<b>2</b>	<b>GASTOS ADMINISTRATIVOS</b>				
2,2	GASTOS BANCARIOS	942,02			942,02
2,3	LUZ, AGUA, TELEFONO Y MATERIAL P/FENATRAHOB	-	3.500,00		3.500,00
2,4	MATERIAL DE ESCRITORIO, CORREO Y OTROS	-	2.600,00	920,00	3.520,00
2,5	ALQUILERES PARA LOS SINDICATOS	16.500,00	-		16.500,00
2,6	SERVICIO DE INTERNET	-	700,00		700,00
					-
<b>3</b>	<b>GASTOS EN ACTIVIDADES</b>				
3,1	PRODUCCIÓN Y DIFUSION DE CUÑAS RADIALES	-		15.000,00	15.000,00
3,2	DIAGRAMACIÓN E IMPRESIÓN DE TRIPTICOS	-		1.200,00	1.200,00
3,3	DIAGRAMACIÓN E IMPRESIÓN DE BOLETINES	-		1.800,00	1.800,00
3,4	FERIAS EN LOS DEPARTAMENTOS	-		3.600,00	3.600,00
3,5	AMPLIADO NACIONAL	1.000,00	500,00		1.500,00
3,6	CONGRESO NACIONAL	-	4.000,00		4.000,00
3,7	TRANSPORTE URBANO E INTERURBANO	1.800,00	500,00		2.300,00
3,8	ELABORACIÓN, DIAGRAMACIÓN E IMPRESIÓN DE CARTILLAS DE LA LEY Y ESTATUTO / FENATRAHOB	-			-
3,9	CURSOS DE CAPACITACIÓN	11.400,00			11.400,00
3,10	TALLERES NACIONALES	-		300,00	300,00
3,11	TALLERES DEPARTAMENTALES	5.000,00	2.600,00	800,00	8.400,00
3,12	CONSULTORIO DE LA Trabajadora Asalariada H.	1.500,00		3.500,00	5.000,00
3,13	VIAJE A GINEBRA	6.257,98			6.257,98
	<b>TOTALES</b>	<b>56.000,00</b>	<b>29.800,00</b>	<b>38.570,00</b>	<b>124.370,00</b>

NOTA:

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\* AOS (AYUDA OBRERA SUIZA)

Program "Education for the Participation of Indigenous Youth in Bolivia"  
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**FENATRAHOB Presupuesto Global  
 Gestion 2011  
 Expresado en Dolares Americanos**

#	ITEM	SAIH 2011	*DYP 2011	*AOS 2011	Total
<b>1</b>	<b>RECURSOS HUMANOS</b>				
1,1	10 ABOGADOS	8.961,00			8.961,00
1,2	ASISTENTE ADMINISTRATIVO	2.148,03	2.100,00	1.300,00	5.548,03
1,3	5 DIRIGENTES COMITÉ EJECUTIVO NAL.	-	13.440,00	-	13.440,00
1,4	10 DIRIGENTES DEPARTAMENTALES	-		9.750,00	9.750,00
1,5	AUDITORIA	700,00		400,00	1.100,00
					-
<b>2</b>	<b>GASTOS ADMINISTRATIVOS</b>				
2,2	GASTOS BANCARIOS	1.186,34			1.186,34
2,3	LUZ, AGUA, TELEFONO Y MATERIAL P/FENATRAHOB	-	4.000,00		4.000,00
2,4	MATERIAL DE ESCRITORIO, CORREO Y OTROS	-	3.800,00	920,00	4.720,00
2,5	ALQUILERES PARA LOS SINDICATOS	24.000,00	-		24.000,00
2,6	SERVICIO DE INTERNET	-	1.000,00		1.000,00
					-
<b>3</b>	<b>GASTOS EN ACTIVIDADES</b>				
3,1	PRODUCCIÓN Y DIFUSION DE CUÑAS RADIALES	-		14.500,00	14.500,00
3,2	DIAGRAMACIÓN E IMPRESIÓN DE TRIPTICOS	-		2.100,00	2.100,00
3,3	DIAGRAMACIÓN E IMPRESIÓN DE BOLETINES	-		1.800,00	1.800,00
3,4	FERIAS EN LOS DEPARTAMENTOS	-		3.600,00	3.600,00
3,5	AMPLIADO NACIONAL	1.024,00	-		1.024,00
3,6	CONGRESO NACIONAL	-	-		-
3,7	TRANSPORTE URBANO E INTERURBANO	1.608,00	1.500,00		3.108,00
3,8	ELABORACIÓN, DIAGRAMACIÓN E IMPRESIÓN DE CARTILLAS DE LA LEY Y ESTATUTO / FENATRAHO	-			-
3,9	CURSOS DE CAPACITACIÓN	9.588,44			9.588,44
3,10	TALLERES NACIONALES	-		300,00	300,00
3,11	TALLERES DEPARTAMENTALES	4.141,00	3.000,00	800,00	7.941,00
3,12	CONSULTORIO DE LA Trabajadora Asalariada H.	2.385,19		6.000,00	8.385,19
3,13	ENCUENTRO DE FUTSAL	2.758,00			2.758,00
	<b>TOTALES</b>	<b>58.500,00</b>	<b>28.840,00</b>	<b>41.470,00</b>	<b>128.810,00</b>

NOTA:

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**FENATRAHOB Presupuesto Global**  
**Gestion 2012**  
**Expresado en Dolares Americanos**

#	ITEM	SAIH 2011	*DYP 2011	*AOS 2011	Total
<b>1</b>	<b>RECURSOS HUMANOS</b>				
1,1	10 ABOGADOS	10.800,00	-		10.800,00
1,2	ASISTENTE ADMINISTRATIVO	3.360,00	2.100,00	1.300,00	6.760,00
1,3	5 DIRIGENTES COMITÉ EJECUTIVO NAL.	-	13.440,00	-	13.440,00
1,4	10 DIRIGENTES DEPARTAMENTALES	-		9.750,00	9.750,00
1,5	AUDITORIA	1.000,00		400,00	1.400,00
1,6	BENEFICIOS SOCIALES (1)	4.090,00			
					-
<b>2</b>	<b>GASTOS ADMINISTRATIVOS</b>				
2,2	GASTOS BANCARIOS	530,00			530,00
2,3	LUZ, AGUA, TELEFONO Y MATERIAL P/FENATRAHOB	-	4.000,00		4.000,00
2,4	MATERIAL DE ESCRITORIO, CORREO Y OTROS	-	1.000,00	920,00	1.920,00
2,5	ALQUILERES PARA LOS SINDICATOS	22.000,00	-		22.000,00
2,6	SERVICIO DE INTERNET	-	500,00		500,00
					-
<b>3</b>	<b>GASTOS EN ACTIVIDADES</b>				
3,1	PRODUCCIÓN Y DIFUSION DE CUÑAS RADIALES	-		14.500,00	14.500,00
3,2	DIAGRAMACIÓN E IMPRESIÓN DE TRIPTICOS	-		2.100,00	2.100,00
3,3	DIAGRAMACIÓN E IMPRESIÓN DE BOLETINES	-		1.800,00	1.800,00
3,4	FERIAS EN LOS DEPARTAMENTOS	-		3.600,00	3.600,00
3,5	AMPLIADO NACIONAL	-	-		-
3,6	CONGRESO NACIONAL	2.070,00	5.000,00		7.070,00
3,7	TRANSPORTE URBANO E INTERURBANO	2.500,00	1.000,00		3.500,00
3,8	ELABORACIÓN, DIAGRAMACIÓN E IMPRESIÓN DE CARTILLAS DE LA LEY Y ESTATUTO / FENATRAHO	-			-
3,9	CURSOS DE CAPACITACIÓN	13.400,00			13.400,00
3,10	TALLERES NACIONALES	-		300,00	300,00
3,11	TALLERES DEPARTAMENTALES	4.000,00	2.000,00	800,00	6.800,00
3,12	CONSULTORIO DE LA Trabajadora Asalariada H.	1.250,00		-	1.250,00
3,13	ENCUENTRO DE FUTSAL	-			-
	<b>TOTALES</b>	<b>65.000,00</b>	<b>29.040,00</b>	<b>35.470,00</b>	<b>129.510,00</b>

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(1) Beneficios Sociales: Bajo el amparo de la Ley General del Trabajo y el Decreto Supremos 110 se cancela los

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 FUNPROEIB Andes Donor and Project List  
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**FUNPROEIB Andes Donor and Project List**  
**Expressed in Dollars (USA)**

Donating Institution	Country	Project name	Period	Amount \$us.
UNICEF-Tacro	Panamá	Elaboración de atlas etno sociolingüístico de los países de América Latina y el Caribe	2007-2009	55.458,00
Ministerio de Educación de Argentina - OEI	Argentina	Curso perfeccionamiento en educación intercultural bilingüe	2009	27.549,00
UNICEF - Bolivia	Bolivia	Educación intercultural bilingüe para la amazonia EIBAMAZ	2008 -2010	322.181,82
Fundación Ford- PUC	Chile y Perú	Diálogo de pueblos indígenas y universidades sobre educación ciudadana en contextos multiétnicos	2008-2009	94.885,00
FREDDY	Noruega	Auto diagnóstico comunitario: Situación cultural, educativa y lingüística del pueblo originario Uro Irohito	2010	7.143,00
Fundación Ford	Chile	Plurinacionalidad y construcción ciudadana en la educación superior	2010-2012	150.000,00
Fundación Ford	Chile	Seguimiento a egresados de educación superior indígena	2011-2013	150.000,00
UNICEF - Bolivia	Bolivia	Sistematización experiencia de Escuelas Amigas y su contribución a las políticas públicas en Bolivia	2011-2012	50.000,00
<b>TOTAL</b>				<b>857.216,82</b>

**SAIH Support to FUNPROEIB Andes**  
**(Expressed in USD\$)**

Period	Total
2009	99.000,00
2010	107.538,00
2011	109.600,00
<b>Totales</b>	<b>316.138,00</b>

**DETALLE DE DONANTES INTERNACIONALES**  
(Expresado en Dólares Americanos)

Año	Donantes Internacionales	Monto	Invertido
<b>GESTION 2011</b>	A) NNUU	56.980,00	Proyecto de Rehabilitación
	B) NNUU	7.480,00	Proyecto de Formación
	C) NNUU	0,00	Proyecto de Emergencia de Pando
	D) OAK FUNDACION	14.465,00	Proyecto de Rehabilitación
	E) AESITEI	10.125,00	Proyecto de Rehabilitación
	F) FUNDACION LUZ	17.630,00	Proyecto de Rehabilitación y Formación
	G) IRCT	527,00	Proyecto Página Web
	H) CICR COMITÉ INTERNACIONAL CRUZ ROJA -	5.778,00	Proyecto de Formación de Promotores Comunitarios de Salud Mental
	I) SAIH - Fondo de Asistencia Internacional de los Estudiantes y Académicos Noruegos	45310,00	Proyecto de Formación de Jóvenes Líderes con Incidencia Política en los Municipios de Achacachi (La Paz) y Huanuni (Oruro)
	<b>GESTION 2010</b>	A) NNUU	62.980,00
B) NNUU		8.380,00	Proyecto de Formación
C) NNUU		34.980,00	Proyecto de Emergencia de Pando
D) OAK FUNDACION		14.457,83	Proyecto de Rehabilitación
E) AESITEI		17.554,70	Proyecto de Rehabilitación
F) INTERTEAM		1.124,90	Pago sueldos de Administradora ITEI
G) IRCT		649,65	Proyecto Página Web
H) CICR COMITÉ INTERNACIONAL CRUZ ROJA -		4.104,00	Proyecto de Formación de Promotores Comunitarios de Salud Mental
I) SAIH - Fondo de Asistencia Internacional de los Estudiantes y Académicos Noruegos		33255,00	Proyecto de Formación de Jóvenes Líderes con Incidencia Política en los Municipios de Achacachi (La Paz) y Huanuni (Oruro)
<b>GESTION 2009</b>		A) NNUU	44980,00
	B) NNUU	4980,00	Proyecto de Formación
	C) NNUU	11462,97	Proyecto de Emergencia de Sucre
	D) OAK FUNDACION	0,00	Proyecto de Rehabilitación
	E) AESITEI	22809,75	Proyecto de Rehabilitación
	F) INTERTEAM	5317,01	Pago sueldos de Administradora ITEI
	G) STICHING VRIENDEN VAN	18745,53	Proyecto Social con ITEI dirigido a Proyecto cárceles y área social de Proyecto Rehabilitación
	H) E-CHANGER	8828,16	Pago de Honorarios de Dr. Andrés Gautier, Director
	I) SAIH - Fondo de Asistencia Internacional de los Estudiantes y Académicos Noruegos	23500,00	Proyecto de Formación de Jóvenes Líderes con Incidencia Política en los Municipios de Achacachi (La Paz).
	<b>GESTION 2008</b>	A) NNUU	44980,00
B) NNUU		5980,00	Proyecto de Formación
C) NNUU		14944,57	Proyecto de Emergencia de Sucre
D) OAK FUNDACION		15000,00	Proyecto de Rehabilitación
E) AESITEI		20204,97	Proyecto de Rehabilitación
F) INTERTEAM		5317,01	Pago sueldos de Administradora ITEI
G) IRCT		2725,00	Proyecto de subvenciones tecnológicas, mejoramiento de medios tecnológicos
H) E-CHANGER		4942,07	Pago de Honorarios de Dr. Andrés Gautier, Director

	I) UBV - Cooperación Técnica Sueca	7031,64	Proyecto de Formación de Jóvenes Líderes con Incidencia Política en el Municipio de Achacachi (La Paz).
	J) SAL - Solidaridad Latino América	13391,32	Proyecto fase de Conclusión de Proyecto de Formación de Jóvenes Líderes con Incidencia Política en el Municipio de Achacachi y comunidades (La Paz)
<b>GESTION 2007</b>	A) NNUU	45000,00	Proyecto de Rehabilitación
	B) OAK FUNDACION	10000,00	Proyecto de Rehabilitación
	C) AESITEI	13985,00	Proyecto de Rehabilitación
	D) INTERTEAM	5049,00	Pago sueldos de Administradora ITEI
	E) E-CHANGER	4200,00	Pago de Honorarios de Dr. Andrés Gautier, Director
	I) UBV - Cooperación Técnica Sueca	6000,00	Proyecto de Formación de Jóvenes Líderes con Incidencia Política en el Municipio de Achacachi (La Paz).
<b>GESTION 2006</b>	A) NNUU	46460,00	Proyecto de Rehabilitación
	B) OAK FUNDACION	10000,00	Proyecto de Rehabilitación
	C) AESITEI	8237,00	Proyecto de Rehabilitación
	D) INTERTEAM	11400,00	Pago Honorarios Voluntario Stefan Puf, Administrador ITEI
	E) E-CHANGER	4800,00	Pago de Honorarios de Dr. Andrés Gautier, Director
	F) ACAT	2359,00	Proyecto de Rehabilitación

Program "Education for the Participation of Indigenous Youth in Bolivia"  
 SAIH 2012 Annex  
 ITEI Estado de Cuenta  
 C. Almquist Buvollen

ITEI Grado de Ejecución, 14.08.2012  
 Proyecto: 011500 SAIH  
 Expresado en Dolares

Cuenta	Nombre de la Cuenta	Presupuesto Asignado	Toatal Ejecutado	Saldo por Ejecutar	Grado %
4	INGRESOS	48.505,58	43.560,00	4.945,58	89,80
41	INGRESOS ITEI	48.505,58	43.560,00	4.945,58	89,80
4122.	S.A.I.H.	48.505,58	43.560,00	4.945,58	89,80
5	EGRESOS	48.505,58	25.860,21	22.645,37	53,31
51	EGRESOS ITEI	48.505,58	25.860,21	22.645,37	53,31
5101.	RECURSOS HUMANOS	30.302,58	17.786,14	12.516,44	58,70
5102.	EGRESOS EN VIAJE Y TRANSPORTE	180,00		180,00	
5103.	EQUIPAMIENTO	1.500,00	815,22	684,78	54,35
5104.	COSTES LOCALES DE OFICINA Y OPERACION	3.207,00	2.423,23	783,77	75,56
5105.	OTROS COSTES Y SRVICIOS	1.016,00	295,79	720,21	29,11
5108.	ACCIONES EDUCATIVAS	7.800,00	3.939,96	3.860,04	50,51
5109.	DIFERENCIA DE CAMBIO		-0,13	0,13	
5114.	EVALUACION Y SISTEMATIZACION DE PROYECTOS	2.400,00	600,00	1.800,00	25,00
5118.	PUBLICACIONES	2.100,00		2.100,00	

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ITEI Estado de Cuenta  
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**I.T.E.I Estado de Cuenta del 01.01.2011 al 31.12.2011**  
**Proyecto SAIH Achacachi-Huanani #2101**  
**Expresado en Moneda Nacional**

Fecha	Número	Cbpte.	Respaldo	Beneficiario	Glosa	T.C.	Equiv. \$us.	Cargos	Abonos	Saldo	Cuenta
31/10/2011	000333	EGRESO	2507	Yushenka Corina Cond	Saldo Trmite P.j.	6,88000	305,23		2.100,00	-2.100,00	2101.15.93.
20/12/2011	000417	EGRESO	2600	Yushenka Corina Cond	Pago del Saldo Tramite P.j.	6,88000	305,23	2.100,00			2101.15.93.
<b>Total</b>								<b>2.100,00</b>	<b>2.100,00</b>		

**I.T.E.I. Estado de Cuenta del 01.01.2012 al 24.09.2012**  
**Proyecto SAIH Achacachi-Huanani #1103 Transitorio**  
**Expresado en Moneda Nacional**

Fecha	Número	Cbpte.	Respaldo	Beneficiario	Glosa	T.C.	Equiv. \$us.	Cargos	Abonos	Saldo	Cuenta
13/02/2012	000005	DIARIO	C.E.25	Janette Espada	Ent.fdos.tram.p.juridica	6,86000	36,44	250,00		250,00	1103.01.76.
19/04/2012	000115	EGRESO	2757	Magaly Mariaca Y Otr	Conclus.pers. Juridica	6,86000	30,61	210,00		460,00	1103.01.76.
04/06/2012	000076	DIARIO	C.D. 05	Jorge Encinas Clader	Rend.ctas.- C.d. 05	6,86000	36,44		250,00	210,00	1103.01.76.
30/07/2012	000109	DIARIO	C.E. 115	Jorge Encinas C.	Rend.ctas. C.e. 115	6,86000	30,61		210,00		1103.01.76.
<b>Total</b>								<b>460,00</b>	<b>460,00</b>		

**I.T.E.I. Estado de Cuenta del 01.01.2012 al 24.09.2012**  
**Proyecto SAIH Achacachi-Huanani #1103 Transitorio**  
**Expresado en Moneda Nacional**

Fecha	Número	Cbpte.	Respaldo	Beneficiario	Glosa	T.C.	Equiv. \$us.	Cargos	Abonos	Saldo	Cuenta
30/07/2012	000222	IGRESO	2875	Scarlet Lopez	Seg.y Elab.spot Televisivo	6,86000	178,72	1.226,00		1.226,00	1103.01.77.
03/08/2012	000115	DIARIO	C.E. 230	Magaly Mariaca	Rend.ctas. C.e. 230	6,86000	2,33		16,00	1.210,00	1103.01.77.
03/08/2012	000116	DIARIO	C.E. 222	Scarlet Lopez	Rend.ctas. C.e. 222	6,86000	111,81		767,00	443,00	1103.01.77.
07/08/2012	000047	NGRESO	Deposito	Scarlet Lopez	Dev. Fdos. C.e. 222	6,86000	64,58		443,00		1103.01.77.
08/08/2012	000238	IGRESO	2894	Scarlet Lopez	Ent.fdos.ent.mat.pintado Mural	6,86000	34,55	237,00		237,00	1103.01.77.
13/08/2012	000122	DIARIO	CE-238	Scarlet Lopez	Rend.ctas Ce-238 8/08/2012	6,96000	33,94		236,50	0,50	1103.01.77.
13/08/2012	000122	DIARIO	CE-238	Scarlet Lopez	Rend.ctas Ce-238 8/08/2012	6,96000	0,07		0,50		1103.01.77.
14/08/2012	000264	IGRESO	2922	Scarlet Lopez - Fede	Taller Formacion Promotores Modulo Iii	6,96000	113,36	789,00		789,00	1103.01.77.
22/08/2012	000268	IGRESO	2930	Scarlet Lopez	Derecho De La Juventud	6,96000	145,55	1.013,00		1.802,00	1103.01.77.
22/08/2012	000125	DIARIO	CE-264	Scarlet Lopez	Rend.ctas Ce-264	6,96000	113,38		789,00	1.013,00	1103.01.77.
22/08/2012	000125	DIARIO	CE-264	Scarlet Lopez	Saldo A Reembolsar	6,96000	6,30		43,85	969,15	1103.01.77.
24/08/2012	000270	IGRESO	2930	Scarlet Lopez	Planif. Poa Y Coord. Cisep	6,96000	28,74	200,00		1.169,15	1103.01.77.
28/08/2012	000128	DIARIO	CE-268	Scarlet Lopez	Rend Ctas. Ch. 2930 Ce-268	6,96000	25,65		178,50	990,65	1103.01.77.
28/08/2012	000128	DIARIO	CE-268	Scarlet Lopez	Rend Ctas. Ch. 2930 Ce-268	6,96000	117,76		820,00	170,65	1103.01.77.
<b>Total</b>								<b>3.465,00</b>	<b>3.294,35</b>		

Program "Education for the Participation of Indigenous Youth in Bolivia"  
SAIH 2012 Annex  
ITEI Estado de Cuenta  
C. Almqvist Buvoillen

ITEI Estado de Cuenta del 01.01.2012 al 24.09.2012  
Proyecto 011501: SAIH Achacachi-Huanuni #1103 Transitorio  
Expresado en Moneda Nacional

Fecha	Numero	Cbpte.	Respaldo	Beneficiario	Glosa	T.C.	Equiv. \$US	Cargos	Abonos	Saldo	Cuenta
31/01/2012	000018	EGRESO	2646	Federico Chipana	Ent.fdos. Vje.a Huanuni	6,86000	64,14	440,00		440,00	1103.01.68.
31/01/2012	000002	DIARIO	C.E. 18	Federico Chipana	Rend.ctas. C.e. 18	6,86000	53,48		366,90	73,10	1103.01.68.
13/02/2012	000032	EGRESO	2664	Federico Chipana	Ent.fdos. Vje A Huanuni	6,86000	42,62	292,40		365,50	1103.01.68.
13/02/2012	000004	DIARIO	C.E. 18	Federico Chipana	Rend.cts C.e. 18	6,86000	4,88		33,50	332,00	1103.01.68.
29/02/2012	000014	DIARIO	Traspaso	Federico Chipana	Traspaso De Anticipo Sueldo	6,86000	48,40		332,00		1103.01.68.
27/03/2012	000079	EGRESO	2725	Federico Chipana	Ent.fdos. Perfil De Proy. Desde Los Jov.	6,86000	108,37	743,40		743,40	1103.01.68.
29/03/2012	000033	DIARIO	C.E. 79	Federico Chipana	Rend.ctas. C.e. 79	6,86000	104,80		718,90	24,50	1103.01.68.
04/04/2012	000038	DIARIO	C.E.97	Federico Chipana	Rend.ctas. C.e. 07	6,86000	24,20		166,00	-141,50	1103.01.68.
10/04/2012	000097	EGRESO	2741	Federico Chipana	Ent.fdos.conclu.proy.padem	6,86000	20,55	141,00		-0,50	1103.01.68.
19/04/2012	000115	EGRESO	2757	Magaly Mariaca Y Otr	Part.asamblea Gral.mpl.huanuni	6,86000	43,73	300,00		299,50	1103.01.68.
19/04/2012	000115	EGRESO	2757	Magaly Mariaca Y Otr	Viaje A Huanuni	6,86000	55,50	380,70		680,20	1103.01.68.
24/04/2012	000051	DIARIO	C.E.95	Federico Chipana	Rend.ctas. C.e. 95	6,86000	28,35		194,50	485,70	1103.01.68.
24/04/2012	000052	DIARIO	C.E.115	Federico Chipana	Rend.ctas. C.e. 115	6,86000	16,76		115,00	370,70	1103.01.68.
26/04/2012	000120	EGRESO	2765	Federico Chipana	Ent.fdos.1er.mod.dd.hh.	6,86000	210,50	1.444,00		1.814,70	1103.01.68.
28/04/2012	000056	DIARIO	C.E. 120	Federico Chipana	Rend.ctas. C.e. 120	6,86000	187,17		1.284,00	530,70	1103.01.68.
28/04/2012	000057	DIARIO	C.E. 119	Joel Ibarra	Rend.ctas. C.e. 115	6,86000	38,66		265,18	265,52	1103.01.68.
09/05/2012	000059	DIARIO		Federico Chipana	Traspaso Crgo A M.mariaca	6,86000	10,01		68,70	196,82	1103.01.68.
09/05/2012	000060	DIARIO	C.E.115	Federico Chipana	Rend.cts.c.e. 115	6,86000	15,38		105,50	91,32	1103.01.68.
14/05/2012	000144	EGRESO	2789	Federico Chipana Y M	Vje.coord.caravana Rlo	6,86000	53,64	368,00		459,32	1103.01.68.
21/05/2012	000068	DIARIO	C.E.120	Federico Chipana	Rend.ctas. C.e.120	6,86000	12,68		87,00	372,32	1103.01.68.
21/05/2012	000069	DIARIO	C.E.144	Federico Chipana	Rend.ctas. C.e. 144	6,86000	29,93		205,30	167,02	1103.01.68.
29/05/2012	000160	EGRESO	2805	Federico Chipana	Ent.fdos. feria Edu.ambiental	6,86000	40,38	277,00		444,02	1103.01.68.
31/05/2012	000164	EGRESO	2813	Federico Chipana	Vje.huanuni Taller Crta Org.	6,86000	45,34	311,00		755,02	1103.01.68.
31/05/2012	000072	DIARIO	C.E. 160P	Federico Chipana	Rend.ctas. C.e. 160	6,86000	32,51		223,00	532,02	1103.01.68.
31/05/2012	000073	DIARIO	C.E. 164	Federico Chipana	Rend.ctas. C.e. 164	6,86000	34,27		235,10	296,92	1103.01.68.
31/05/2012	000074	DIARIO	C.E. 172	Federico Chipana	Rend.ctas. C.e. 172	6,86000	51,47		353,10	-56,18	1103.01.68.
06/06/2012	000171	EGRESO	2820	Emma B. Bravo	Ent.fdos. A E.bravo	6,86000	10,20		70,00	-126,18	1103.01.68.
06/06/2012	000172	EGRESO	2820	Federico Chipana	Ent.fdos. Vje A Huanuni	6,86000	17,81	122,18		-4,00	1103.01.68.
13/06/2012	000178	EGRESO	2826	Federico Chipana	Ent.fdos.vjea.planif.y Coord taller Tv	6,86000	73,47	504,00		500,00	1103.01.68.
19/06/2012	000182	EGRESO	2831	Federico Chipana	Rend.ctas. C.e. 178	6,86000	72,89		500,00		1103.01.68.
28/06/2012	000189	EGRESO	2837	Federico Chipana	Taller Form. Tv Jov.ccvjaa	6,86000	95,77	657,00		657,00	1103.01.68.
30/06/2012	000090	DIARIO	C.E.189	Federico Chipana	Rend.ctas. C.e.189	6,86000	53,21		365,00	292,00	1103.01.68.
06/07/2012	000036	INGRESO	Deposito	Federico Chipana	Dev. Fdos. C.e. 189	6,86000	42,57		292,00		1103.01.68.
26/07/2012	000218	EGRESO	2870	Federico Chipana	Convoc.concurso Mural Y Otros	6,86000	118,73	814,50		814,50	1103.01.68.
30/07/2012	000223	EGRESO	2876	Federico Chipana	Vje.acbba Reunion C/terre Des Alemania	6,86000	50,44	346,00		1.160,50	1103.01.68.
30/07/2012	000111	DIARIO	C.E. 218	Federico Chipana	Rend.ctas. C.e. 218	6,86000	95,31		653,80	506,70	1103.01.68.
01/08/2012	000045	INGRESO	Deposito	Federico Chipana	Rend.ctas. C.e. 218	6,86000	23,35		160,20	346,50	1103.01.68.
02/08/2012	000046	INGRESO	Deposito	Federico Chipana	Dev.fdos. C.e. 223	6,86000	23,25		159,50	187,00	1103.01.68.
03/08/2012	000114	DIARIO	C.E. 23	Federico Chipana	Rend.ctas. C.e. 223	6,86000	27,19		186,50	0,50	1103.01.68.
14/08/2012	000266	EGRESO	2921	Federico Chipana	Viaje A Municipio A Santiago De Huata	6,96000	7,18	50,00		50,50	1103.01.68.
20/08/2012	000124	DIARIO	CE-266	Federico Chipana	Rend. Cuentas Ce-266	6,96000	7,19		50,00	0,50	1103.01.68.
20/08/2012	000124	DIARIO	CE-266	Federico Chipana	Saldo Por Pagar	6,96000	0,07			0,50	1103.01.68.
21/08/2012	000267	EGRESO	2929	Federico Chipana	Foro Debate Con Autoridades	6,96000	46,84	326,00		326,00	1103.01.68.
28/08/2012	000275	EGRESO	2937	Federico Chipana	Foro Debate Municipio Santiago De Huata	6,96000	42,67	297,00		623,00	1103.01.68.
31/08/2012	000129	DIARIO	CE-267	Federico Chipana	Rend.ctas. Ce-267	6,96000	46,84		326,00	297,00	1103.01.68.
31/08/2012	000129	DIARIO	CE-267	Federico Chipana	Rend.ctas. Ce-267	6,96000	4,71		32,80	264,20	1103.01.68.
31/08/2012	000130	DIARIO	C.E. 275	Federico Chipana	Rend. Ctas. C.e. 275	6,96000	42,67		297,00	-32,80	1103.01.68.
31/08/2012	000130	DIARIO	C.E. 275	Federico Chipana	Rend. Ctas. C.e. 275 Por Pagar	6,96000	3,40		23,61	-56,41	1103.01.68.
Total								7.814,18	7.870,59		

Program "Education for the Participation of Indigenous Youth in Bolivia"  
 SAIH 2012 Annex  
 ITEI Estado de Cuenta  
 C. Almqvist Buvollen

ITEI Estado de Cuenta del 01.01.2012 al 24.09.2012  
 Proyecto: SAIH Achacachi-Huanuni #1103 Transitorio  
 Expresado en Moneda Nacional

Fecha	Numero	Cbpte.	Respaldo	Beneficiario	Glosa	T.C.	Equiv. \$US	Cargos	Abonos	Saldo	Cuenta
13/02/2012	000004	DIARIO	C.E. 18	Federico Chipana	Rend.cts C.e. 18	6,86000	3,57		24,50	-24,50	1103.01.74.
16/02/2012	000009	DIARIO	C.E.42	Magaly Mariaca	Rend.ctas.42	6,86000	13,56		93,00	-117,50	1103.01.74.
23/02/2012	000042	EGRESO	2678	Magaly Mariaca	Ent.fdos.corso En Achacachi	6,86000	132,43	908,50		791,00	1103.01.74.
29/02/2012	000015	DIARIO	C.E. 42	Magaly Mariaca	Rend.cts. C.e. 42	6,86000	101,38		695,50	95,50	1103.01.74.
14/03/2012	000062	EGRESO	2702	Magaly Mariaca	Ent.fdos.reunion Coord.c/grupo	6,86000	28,28	194,00		289,50	1103.01.74.
15/03/2012	000025	DIARIO	C.E.62	Magaly Mariaca	Rend.ctas. C.e.62	6,86000	27,61		189,40	100,10	1103.01.74.
21/03/2012	000073	EGRESO	2716	Magaly Mariaca	Ent.fdos.2da.reunion Padem	6,86000	20,70	142,00		242,10	1103.01.74.
26/03/2012	000078	EGRESO	2722	Magaly Mariaca	Ent.fdos. Part. Foro	6,86000	29,88	205,00		447,10	1103.01.74.
30/03/2012	000035	DIARIO	C.E. 73	Magaly Mariaca	Rend.ctas. C.e. 73	6,86000	14,50		99,50	347,60	1103.01.74.
30/03/2012	000036	DIARIO	C.E.78	Magaly Mariaca	Rend.ctas.c.e. 78	6,86000	29,88		205,00	142,60	1103.01.74.
02/04/2012	000088	EGRESO	2733	Magaly Mariaca	Ent.fdos.reunion Con Cuna	6,86000	40,60	278,50		421,10	1103.01.74.
04/04/2012	000039	DIARIO	C.E. 88	Magaly Mariaca	Rend.ctas. C.e. 115	6,86000	4,37		30,00	391,10	1103.01.74.
12/04/2012	000044	DIARIO	C.E. 88	Magaly Mariaca	Rend.ctas. C.e. 88	6,86000	20,38		139,80	251,30	1103.01.74.
19/04/2012	000115	EGRESO	2757	Magaly Mariaca Y Otros	Ent.fdos.curso Aliment Pag.web	6,86000	16,55	113,50		364,80	1103.01.74.
21/04/2012	000050	DIARIO	C.E.115	Magaly Mariaca	Rend.ctas. C.e. 115	6,86000	63,19		433,50	-68,70	1103.01.74.
09/05/2012	000059	DIARIO		Federico Chipana	Traspaso De Cargo De F.chipana	6,86000	10,01	68,70			1103.01.74.
14/05/2012	000144	EGRESO	2789	Federico Chipana Y Magaly Mariaca	Reunion Direct.ccjaa	6,86000	13,12	90,00		90,00	1103.01.74.
18/05/2012	000067	DIARIO	C.E. 144	Magaly Mariaca	Rend.ctas. C.e. 144	6,86000	14,39		98,70	-8,70	1103.01.74.
22/05/2012	000152	EGRESO	2798	Magaly Mariaca	Ent.fdos.taller Anal.estatutos	6,86000	28,13	193,00		184,30	1103.01.74.
25/05/2012	000071	DIARIO	C.E.153	Magaly Mariaca	Rend.ctas. C.e. 153	6,86000	19,10		131,00	53,30	1103.01.74.
31/05/2012	000163	EGRESO	2814	Magaly Mariaca	End.fdos.vje.achacachi Mod.2	6,86000	251,75	1.727,00		1.780,30	1103.01.74.
14/06/2012	000179	EGRESO	2828	Magaly Mariaca	Taller De Dinamizaciones Y Otros	6,86000	179,45	1.231,00		3.011,30	1103.01.74.
14/06/2012	000081	DIARIO	C.E.163	Magaly Mariaca	Rend.ctas. C.e. 163	6,86000	67,78		465,00	2.546,30	1103.01.74.
14/06/2012	000082	DIARIO	C.E.163	Magaly Mariaca	Rend.ctas. C.e. 163	6,86000	160,98		1.104,30	1.442,00	1103.01.74.
16/06/2012	000084	DIARIO	C.E. 179	Magaly Mariaca	Rend.ctas. C.e. 179	6,86000	143,73		986,00	456,00	1103.01.74.
16/06/2012	000085	DIARIO	C.E.179	Magaly Mariaca	Rend.ctas. C.e. 179	6,86000	25,24		173,12	282,88	1103.01.74.
20/06/2012	000086	DIARIO	C.E.163	Magaly Mariaca	Rend.ctas. C.e.163	6,86000	8,38		57,50	225,38	1103.01.74.
28/06/2012	000188	EGRESO	2839	Magaly Mariaca	Asist.y Part.diver.sexuales	6,86000	67,78	465,00		690,38	1103.01.74.
30/06/2012	000089	DIARIO	C.E.188	Magaly Mariaca	Rend.ctas. C.e.188	6,86000	51,53		353,50	336,88	1103.01.74.
02/07/2012	000092	DIARIO	C.E.179	Magaly Mariaca	Rend.ctas. C.e. 179	6,86000	21,87		150,00	186,88	1103.01.74.
05/07/2012	000095	DIARIO	C.E. 188	Magaly Mariaca	Rend.ctas. C.e. 188	6,86000	13,95		95,70	91,18	1103.01.74.
20/07/2012	000216	EGRESO	2867	Magaly Mariaca	Taller Part.jov.ydd.juventud	6,86000	198,54	1.361,98		1.453,16	1103.01.74.
26/07/2012	000219	EGRESO	2871	Magaly Mariaca	Taller Eva.c/jov.ccjaa Y Otros	6,86000	29,15	200,00		1.653,16	1103.01.74.
30/07/2012	000104	DIARIO	C.E.216	Magaly Mariaca	Rend.ctas. C.e. 216	6,86000	47,67		327,00	1.326,16	1103.01.74.
30/07/2012	000105	DIARIO	C.E.216	Magaly Mariaca	Rend.ctas. C.e. 216	6,86000	110,79		760,00	566,16	1103.01.74.
30/07/2012	000106	DIARIO	C.E.216	Magaly Mariaca	Rend.ctas. C.e. 216	6,86000	48,69		333,98	232,18	1103.01.74.
30/07/2012	000107	DIARIO	C.E.216	Magaly Mariaca	Rend.ctas. C.e. 216	6,86000	12,61		86,50	145,68	1103.01.74.
30/07/2012	000224	EGRESO	2881	Magaly Mariaca	Seg.tramites En Achacachi	6,89600	7,40	51,00		196,68	1103.01.74.
30/07/2012	000103	DIARIO	C.E.219	Magaly Mariaca	Rend.ctas. C.e. 219	6,86000	19,31		132,50	64,18	1103.01.74.
31/07/2012	000230	EGRESO	2880	Magaly Mariaca	Part.act.culturales	6,86000	52,11	357,50		421,68	1103.01.74.
31/07/2012	000044	INGRESO	Deposito	Magaly Mariaca	Dev. Fdos. C.e. 216	6,86000	1,92		13,20	408,48	1103.01.74.
31/07/2012	000112	DIARIO	C.E. 224	Magaly Mariaca	Rend.ctas. C.e. 224	6,86000	7,14		49,00	359,48	1103.01.74.
03/08/2012	000115	DIARIO	C.E. 230	Magaly Mariaca	Rend.ctas. C.e. 230	6,86000	52,11		357,50	1,98	1103.01.74.
08/08/2012	000051	INGRESO	Deposito	Magaly Mariaca	Dev.fdos. C.e. 230	6,86000	0,29		1,98		1103.01.74.
08/08/2012	000237	EGRESO	2893	Magaly Mariaca	Ent.fdos.taller Estatutos Y Reg.int.	6,86000	28,21	193,50		193,50	1103.01.74.
14/08/2012	000123	DIARIO	CE-237	Magaly Mariaca	Rend. Ctas Ce-237	6,96000	27,80		193,50		1103.01.74.
14/08/2012	000123	DIARIO	CE-237	Magaly Mariaca	Rend. Ctas Ce-237	6,96000	4,50		31,30	-31,30	1103.01.74.
24/08/2012	000269	EGRESO	2932	Magaly Mariaca	Fomacion De Jovenes Lideres Comunitarios	6,96000	186,21	1.296,00		1.264,70	1103.01.74.

TOTAL								9.076,18	7.811,48		
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for Petroleum Management and Administration



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La Paz Bolivia

No. Movil

# Términos de referencia para evaluación de programa

## I. Antecedentes

### 1. Contexto del país

Actualmente Bolivia experimenta múltiples transiciones en los ámbitos sociopolítico, económico y cultural. Estas transiciones implican importantes procesos de inserción ciudadana, que se dan en los campos y espacios arriba mencionados.

Estos procesos resultan en una ampliación de la democracia, lo cual significa que los/las ciudadanos/as, tienen mayores posibilidades de actuar en la sociedad y la política, construyendo el país que desean.

Sin embargo, el tema de la formación para la participación ciudadana, sigue siendo un reto y un problema a abordar. Las políticas gubernamentales no toman en cuenta este tema, o no lo priorizan. En este contexto es necesario llevar adelante proyectos que atiendan las necesidades de formación para la participación. Es en este entorno que se lleva a cabo el programa a evaluar.

### 2. Contexto organizacional

El fondo de asistencia internacional de los estudiantes y académicos noruegos (SAIH, por sus siglas en noruego), es la organización de solidaridad y cooperación internacional de los estudiantes y académicos en Noruega. Con el lema "Educación para la liberación", SAIH pretende contribuir a la liberación económica, política, social y cultural, y fortalecer la solidaridad internacional entre estudiantes y académicos en Noruega y en países en el Sur. SAIH apoya proyectos educativos en Bolivia, Nicaragua, Sudáfrica, Zambia y Zimbabue. La organización también realiza campañas informativas y de cabildeo en Noruega, sobre la educación global (problemas Norte-Sur) y política noruega de desarrollo. La Declaración Universal de los Derechos Humanos constituye la base de este trabajo. SAIH es una organización independiente, sin afiliaciones a partidos políticos.

SAIH inició su trabajo en Bolivia en 1993, bajo la temática "Educación indígena en sus propios términos". Desde entonces, el enfoque de la cooperación con las contrapartes bolivianas ha sido fortalecer los derechos de los pueblos indígenas a través de

educación formal para jóvenes del campo, capacitación de liderazgo para mujeres indígenas y educación informal para jóvenes de El Alto. En el periodo 2009-2012 SAIH ha seguido la misma línea de trabajo, y al mismo tiempo, el trabajo se ha ajustado a los procesos de cambio que se han iniciado en Bolivia.

La evaluación de impacto a realizarse es sobre el programa de SAIH: "Educación para la participación de jóvenes indígenas en Bolivia". El programa está financiado con fondos de la Agencia Noruega de Cooperación al Desarrollo (NORAD), como parte de un acuerdo marco para el mismo período. Este programa contiene un total de 5 proyectos gestionados por cinco contrapartes bolivianas:

- **Centro de Formación Integral de la Mujer Aymara – Amuyt'a (CDIMA)**  
Organización de mujeres aymaras de función social, sin fines de lucro, que promueve el empoderamiento de la mujer aymara para el ejercicio de sus derechos. Para obtener esto la organización enfoca su trabajo en la reafirmación de la identidad cultural de las mujeres aymaras, y desde esta perspectiva generar propuestas para transformaciones de las estructuras sociales, políticas y económicas del país. Todo esto se lleva adelante con activa participación de mujeres aymaras y jóvenes en espacios de poder público a nivel local, municipal, y departmental con incidencia nacional.
- **Centro de Estudios y Apoyo al Desarrollo Local (CEADL)**  
El Centro de Estudios y Apoyo al Desarrollo Local (CEADL) es una organización no-gubernamental de carácter educativo que fortalece preferentemente a organizaciones juveniles, así como a jóvenes estudiantes y universitarios en el país. La organización también apoya el trabajo de organizaciones de carácter general del país. El CEADL busca ser una organización educativa propositiva, basada en los principios de la educación popular liberadora. La organización busca aportar en la construcción de una sociedad inclusiva y democrática, a través de la transformación de las estructuras de injusticia e inequidad sociopolítica, económica, y cultural.
- **Federación Nacional de las Trabajadoras Asalariadas del Hogar de Bolivia (FENATRAHOB)**  
FENATRAHOB es una organización de base sindical, sin fines de lucro. El objetivo general de la organización es mejorar las condiciones de vida, trabajo y salario de las trabajadoras del hogar de Bolivia. Esta federación aglutina sindicatos de trabajadoras asalariadas del hogar de toda Bolivia, con direcciones locales en Cochabamba, Santa Cruz, Oruro, Potosí, Chuquisaca, Beni, Tarija y Pando.

- **Fundación para la Educación en Contextos de Multilingüismo y Pluriculturalidad (FUNPROEIB Andes)**

La Fundación para la Educación en Contextos de Multilingüismo y Pluriculturalidad (FUNPROEIB ANDES) es una organización civil internacional, con base en Bolivia. La organización implementa proyectos socioeducativos en beneficio de los pueblos y organizaciones indígenas. La finalidad de la FUNPROEIB Andes es contribuir al mejoramiento de la calidad de vida de los pueblos indígenas. Esto se hace facilitando su desarrollo humano sostenible con identidad y su acceso al ejercicio de sus derechos ciudadanos. Al mismo tiempo, la organización procura impulsar procesos y políticas de interculturalidad, con equidad de género, y sin exclusiones.

- **Instituto de terapia e investigación sobre secuelas de la tortura y la violencia estatal (ITEI)**

Institución interdisciplinaria, destinada a la atención y rehabilitación de personas afectadas, directa e indirectamente, por la tortura y la violencia estatal. El Trabajo del ITEI se basa en un compromiso político enmarcado en la construcción de una sociedad con justicia social y el respeto de la dignidad humana. En este contexto, la organización trabaja con la formación de jóvenes líderes comunitarios en zonas rurales de Bolivia.

La historia de cooperación de SAIH con estas organizaciones se resume en la tabla siguiente:

Organización	CDIMA	CEADL	FENATRAHOB	FUNPROEIB	ITEI
Inicio de la cooperación	1993	2000	2007	2008	2009
Años 2012	20	13	6	5	4
Última evaluación	2004	2011	--	--	--

### 3. a. Descripción general del programa

<p><b>Objetivo de desarrollo</b> Jóvenes indígenas son agentes de cambio importantes en Bolivia</p>	<p><b>Indicadores</b></p> <ul style="list-style-type: none"> <li>- Jóvenes indígenas han logrado que sus derechos, establecidos en la nueva constitución, se garantizaran en leyes y practica.</li> <li>- La representación de jóvenes indígenas en posiciones de toma de decisiones e influencia aumenta a nivel nacional.</li> </ul>	
<p><b>Objetivo del programa</b> Jóvenes indígenas relacionados/as con las contrapartes de SAIH participan y tienen influencia en organizaciones y a nivel local</p>	<p><b>Indicadores</b></p> <ul style="list-style-type: none"> <li>- La participación de jóvenes indígenas aumenta o se mantiene con que por lo menos 30 % de los y las jóvenes en el programa tienen cargos en organizaciones de la sociedad civil. Los/las jóvenes no tienen posiciones o formación de liderazgo al iniciar.</li> <li>- La participación de jóvenes indígenas aumenta o se mantiene con que por lo menos 25 % de los y las jóvenes en el programa tienen cargos en sus comunidades (nivel local/municipal). Los/las jóvenes no tienen posiciones o formación de liderazgo al iniciar.</li> </ul>	
<p><b>Resultados esperados</b></p> <ol style="list-style-type: none"> <li>1. Jóvenes relacionados a las contrapartes de SAIH participan activamente en organizaciones y en comunidades /nivel local</li>   <li>2. Mujeres jóvenes indígenas han participado activamente y tenido influencia en los proyectos</li> </ol>	<p><b>Indicadores</b></p> <ol style="list-style-type: none"> <li>1.1 Concejos y centros juveniles son establecidos en 12 nuevos municipios en 2012</li> <li>1.2 50 % de los jóvenes con formación en liderazgo participan activamente en organizaciones y a nivel local</li> <li>1.3 20 propuestas políticas son presentadas por jóvenes y son escuchados a nivel de organizaciones e a nivel local</li>   <li>2.1 Por lo menos 40 % en cada proyecto son mujeres jóvenes</li> <li>2.2 30 % de las mujeres jóvenes relacionadas a las contrapartes de SAIH son partes del liderazgo en organizaciones y a nivel local</li> <li>2.3 Perspectivas de género y la participación de mujeres</li> </ol>	<p><b>Ejemplos de actividades</b></p> <ul style="list-style-type: none"> <li>- Formación de liderazgo en varios municipios</li> <li>- Capacitación en incidencia política</li> <li>- Teatro, danzas, arte y otras formas de expresión creativa se usa como método y forma de expresión</li>   <li>- Cursos de liderazgo para mujeres</li> <li>- Mujeres han recibido capacitación que aumentan la posibilidad de ingresos</li> <li>- Seminarios internos y reuniones donde se analiza el balance de género en todos partes del proyecto</li> </ul>

<p>3. Las contrapartes de SAIH son agentes de cambio político y social (como organizaciones/instituciones) visibles</p> <p>4. Jóvenes relacionadas a las contrapartes de SAIH han sido capacitados/as en derechos sexuales y reproductivos</p> <p>5. Jóvenes de varios pueblos indígenas participan e influyen en el sector educativo en sus organizaciones y a nivel local</p>	<p>están explícitas en informes mandado a SAIH por las contrapartes</p> <p>3.1 20 % mas trabajadoras asalariadas del hogar están afiliadas en 2012. En 2008 el número fue más o menos 5000.</p> <p>3.2 20 campañas de incidencia política han sido llevados a cabo en el periodo del programa.</p> <p>3.3 30 referencias en la prensa cada año a las contrapartes o sus proyectos.</p> <p>3.4 Mínimamente 10 reuniones entre contrapartes de SAIH e instancias políticas (en diferentes niveles) cada año, donde se trata cuestiones centrales de derechos.</p> <p>4.1 1200 jóvenes han sido informados sobre derechos sexuales y reproductivos (por año)</p> <p>4.2 200 jóvenes han recibido consejos médicos relacionados al tema de contrapartes de SAIH</p> <p>4.3 200 jóvenes han recibido consejos jurídicos relacionados al tema de las contrapartes de SAIH</p> <p>5.1 10 propuestas educativas en diversos niveles y pueblos indígenas han sido construido y gestionado hasta 2012</p> <p>5.2 Los que han recibido educación informal en EIB tienen resultados positivos de por lo menos 50 % de sus propuestas educativas</p> <p>5.3 El CEPY ha elaborado e iniciado la ejecución de una propuesta educativa que responde a su cultura y fortalece la lengua Yurakaré</p>	<ul style="list-style-type: none"> <li>- Elaboración y ejecución de estrategias para la incidencia política</li> <li>- Producción y transmisión de programas radiales</li> <li>- Reuniones de redes que elaboran propuestas políticas</li>   <li>- Talleres de capacitación de derechos sexuales y reproductivos para jóvenes y mujeres</li> <li>- Servicios jurídicos ofrecidos por contrapartes de SAIH</li> <li>- Apoyo y consejos médicos de parte de contrapartes de SAIH</li>   <li>- Capacitación e investigación acción para profesores jóvenes</li> <li>- 15 jóvenes reciben capacitación de liderazgo con enfoque en idioma, identidad y historia Yurakaré</li> <li>- Capacitación de EIB para líderes jóvenes de organizaciones indígenas</li> </ul>
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#### 4. Proyectos que forman parte del programa:

- “Mujeres aymara en el nuevo milenio” - Centro de Formación Integral de la Mujer Aymara – Amuyt’a (CDIMA)
- “Desarrollo de Capacidades para la Incidencia Política de los Líderes Juveniles en Bolivia”- Centro de Estudios y Apoyo al Desarrollo Local (CEADL)
- “Proyecto de fortalecimiento organizacional” - Federación Nacional de las Trabajadoras Asalariadas del Hogar de Bolivia (FENATRAHOB)
- “Participación de jóvenes indígenas en la gestión educativa con enfoque de educación intercultural bilingüe” - Fundación para la Educación en Contextos de Multilingüismo y Pluriculturalidad (FUNPROEIB Andes)
- “Formación de jóvenes líderes comunitarios con incidencia política” - Instituto de terapia e investigación sobre secuelas de la tortura y la violencia estatal (ITEI)

## II. Justificación, objetivos y alcance de la evaluación

### 1. Justificación

#### a. Medir el grado de realización de resultados en el programa:

En el último año de este programa es importante ver en qué grado se han alcanzado los resultados esperados, y si estos contribuyen a alcanzar los objetivos del programa, como especificado en la matriz de enfoque de marco lógico presentada arriba.

#### b. Decidir el camino a seguir:

Una evaluación de lo realizado hasta ahora y los modelos de trabajo/cooperación empleados es pertinente para planificar el camino a seguir. Esta evaluación debe contribuir a establecer cuáles son las mejores formas de organización, para fortalecer la participación de los y las jóvenes, tanto a nivel local como nacional.

### 2. Objetivos de la evaluación

- a. Interpretar, analizar y evaluar el avance del programa “Educación para la participación de jóvenes indígenas de Bolivia”.
- b. Evaluar la eficiencia y pertinencia de la metodología del trabajo y los indicadores en el programa, para obtener los resultados esperados.
- c. Presentar y evaluar cómo se trabaja con los temas transversales de género, medio ambiente y derechos de los pueblos indígenas.
- d. Evaluar la capacidad administrativa y técnica de las organizaciones para obtener los resultados esperados.

- e. Evaluar la relevancia de los proyectos que forman parte del programa, para obtener los resultados esperados.
- f. Evaluar la sostenibilidad del programa
- g. Presentar recomendaciones y estrategias con respecto a todos estos puntos anteriores.

### **3. Ejes centrales de la evaluación**

#### **a. Efectividad:**

Este apartado se refiere a la capacidad técnica y administrativa de las organizaciones para llevar adelante los proyectos en el programa, y contribuir a realizar los resultados esperados. También incluye el rol de SAIH como contraparte, así como el valor agregado con el que contribuye SAIH para fortalecer el programa y los objetivos.

#### **b. Eficiencia:**

En qué medida se hace uso eficiente de los recursos disponibles para obtener los resultados esperados.

#### **c. Impacto:**

Analizar cómo los resultados esperados contribuyen a realizar los objetivos del programa.

#### **d. Pertinencia:**

Este punto también se refiere a la medida en la cual la composición de contrapartes, proyectos y actividades en el programa contribuyen a alcanzar los resultados esperados y objetivos del programa.

#### **e. Enfoque de género:**

Indagar acerca de los avances de género en la propuesta misma y en el desarrollo de los proyectos del programa. Brindar alternativas conceptuales y prácticas para trabajar la dimensión de género.

#### **f. Sostenibilidad:**

Evaluar la sostenibilidad del programa al terminar el período del mismo y el financiamiento.

### **III. Elementos para preparar la evaluación (ver anexos).**

1. Marco lógico de proyectos
2. Marco lógico del programa
3. Reportes anuales de proyecto, informes anuales de programa y evaluaciones dentro del programa

#### IV. Metodología

1. Revisión de documentos: Políticas de las contrapartes, políticas de SAIH, solicitudes e informes de las contrapartes a SAIH, reportes de SAIH a donantes, planes operativos anuales, y material elaborado en el proyecto.
2. Entrevistas con representantes de las contrapartes, SAIH, y otros actores relevantes.
3. Entrevistas individuales con informantes claves de organizaciones sociales y del grupo meta.
4. Entrevistas de grupos, con representantes del grupo meta.
5. Observación en actividades y reuniones.

#### V. Fases, calendario y resultados

##### 1. Fases

La evaluación tendrá las siguientes fases en el período: Agosto – octubre 2012

- a. Selección de la evaluadora/ el evaluador
- b. Preparación (revisión de documentos)
- c. Trabajo de campo
- d. Escribir informe preliminar
- e. Revisión del informe preliminar. Este será comentado por las partes.
- f. Integración de comentarios al informe preliminar
- g. Entrega del informe final en español e inglés
- h. Presentación

##### 2. Calendario preliminar

Nota: Día = Días hábiles (no incluye feriados ni fines de semana)

Sugerencia de plan de trabajo:

Fecha de entrega	Días de trabajo	Fases
15.-31.8.2012	15 días	Selección de la evaluadora/el evaluador
3.9.2012	5 días	Preparación (revisión de documentos)
10.9.2012	10 días	Trabajo de Campo
24.9.2012	5 días	Escribir informe preliminar

1.10.2012	5 días	Revisión del informe preliminar - SAIH
8.10.2012	1 día	Integración de comentarios al informe preliminar
9.10.2012		Entrega del informe final en español e inglés
10.10.2012	1 días	Presentación

## **VI. Requisitos de la evaluadora/el evaluador, en orden de importancia**

1. Dominio fluido del español, hablado y escrito.
2. Profesional con experiencia como evaluador/a, con un fuerte enfoque en métodos participativos.
3. Alto conocimiento de la sociedad civil en Bolivia.
4. Conocimiento de la temática de Derechos Humanos en Bolivia, especialmente en los temas de juventud, pueblos indígenas, género, y derechos sexuales/reproductivos.
5. Conocimiento de administración de proyectos y cooperación internacional.
6. El dominio de cualquiera de los idiomas aimara, quechua o noruego es una ventaja que será tomada en consideración.

## **VII. Ofertas e información de contacto**

Por favor, envíe una propuesta para la realización de esta evaluación a Alberto Valiente Thoresen, correo-e: [alberto.valiente.thoresen@saih.no](mailto:alberto.valiente.thoresen@saih.no) , tel. + 47 21 06 34 82

La fecha límite para enviar la propuesta es el 15 de agosto de 2012.

Además de la propuesta y presupuesto preliminar para realizar la evaluación, la solicitud deberá contener:

1. CV del consultor, con referencias e información de contacto, así como posibles copias de escritos y materiales publicados
2. Cotización de honorarios profesionales y otros gastos
3. Carta de interés, de no más de 2 páginas de extensión

### **Anexos (a enviarse más adelante)**

1. **Marco lógico de proyectos**
2. **Reportes anuales de proyecto, informes anuales de programa y evaluaciones dentro del programa**