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OVERSEAS EDUCATION FUND of the League of Women Voters
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I. Introduction

The Overseas Education Fund of the League of Women Voters reports herewith program activities in this annual report of progress relative to the targets indicated for FY 1974 in the country plans for Bolivia, Colombia, Costa Rica and Ecuador. Also included are reports on Peru and Intercambio.

As the objectively verifiable indicators demonstrate, these country plans have as an objective well functioning coordinating agencies made up of member institutions whose volunteer members are trained and working in self-help programs directed to improving the lives of the poor. Within this objective are terms that represent months of work and deeply felt convictions.

"...well functioning coordinating agencies" is a result of long work in the process of organization development. Organization development is offered to the coordinating agency to strengthen its functioning capabilities. It is people, not process-oriented.

The concepts of organization development demonstrate that in order to promote lasting social change an internal acceptance of the social reality and a commitment to participate in bettering it are necessary. If solutions are presented or imposed from without, change will be short-lived and easily rejected due to the lack of acceptance. Organization development is planned change. It is a process for self-renewal. The role of the consultant is basically to assist the client to think and analyze clearly the situation and help her to arrive at the solutions herself. The consultant uses certain techniques to achieve this, e.g., establishing a relationship of confidence, compiling information related to the problem and sharing it with the client, assisting her in seeing the relationships necessary so that the client herself can make her own diagnosis and see the possible alternatives open to her.

The relation between the consultant and the client has to be based on a clear understanding of the objectives of organization development and the role of the consultant in this process. This results in a contract or agreement between the two parties which is renegotiable during the process of consultation.

The knowledge arrived at during this process of consultation must be sufficiently practical to enable the client to apply it when facing new situations. Thus it is in keeping with the objective of OEF of helping one to help oneself, which is basic to promoting change, and coincides with the basis of organization development. "...well functioning coordinating agencies" also implies knowledge, understanding and techniques of coordination itself, a very important component of OEF work. The lack of material in this field moved OEF to publish a series of seven pamphlets on coordination that should be very useful. Publication date is August 1974. "...whose volunteer members are trained": OEF field staff previously gave training courses for volunteers. However, in order to carry out development objectives the decision was made to train teams of volunteers in every coordinating agency who will train other volunteers in a continuing and progressive manner. This meant designing progressive training material in the form of a manual to be used by the teams but only after they have personally gone through the training. OEF field staff has been very much occupied with training teams of volunteers and follow-up after the first courses the team gives by itself and evaluation of the results of the training. In July of 1974 the field staff designed the 3rd, 4th and 5th levels of training and all five are described briefly below:

- I. Level one: motivation of the volunteer; seeks to motivate people to commit themselves to voluntary service by enabling them to see the necessity of their personal contribution towards the development of their community. It explores the objectives of the modern volunteer movement in terms of human resource development. It also seeks to motivate the participant to continue in all the levels of training.
- II. Level two: philosophy and techniques of voluntarism; analyses the differences between the paternalistic approach toward the helping process and that of self-help. Explores philosophy of the worth and dignity of the individual and recognition of man's ability to improve his conditions. Emphasizes coordinated effort in voluntarism as more productive in terms of effecting change than the traditional approach of individual endeavor. Principles of effective organization management are included.
- III. Level three: human relations; seeks to bring to a conscious awareness the interaction between personality development and environment and its implications for the volunteer in the groups she will be working with and for. This content is at the heart of all the levels of training and is a fundamental foundation of the next

level dealing with organization and administration. The success of an organization is dependent not only on administrative efficiency but also on the ability of people to work together in an atmosphere of mutual respect.

- IV. Level four: principles of administration; since voluntary efforts are to be channeled through organized activity it is important that the volunteer know the purpose and functioning of effective organization and administration in relation to achieving concrete program objectives and organizational goals. The many aspects of coordinated activities are analyzed as a means to achieving social change.
- V. Level five: Maturity of the Volunteer; Culminates the progressive levels of training with a psychological preparedness for stepping aside to make way for new leadership within the organization.

"...self-help programs" is a key phrase. It is almost impossible to grasp this concept without having gone through the attitudinal changes effected in the progressive training. Many hours of field staff work have gone into exploring and defining this concept with the coordinating agencies. Changes in numbers of self-help programs can only come after the need for such programs is truly felt. This concept is basic to OEF work in both training and Organization Development.

OEF sees itself as an agent of social change in the following way. It does not try to impose change from without but rather to bring it about by consciousness raising and inner motivated attitudinal changes. It seeks to get the women of Latin America involved in bringing about changes in the social, economic and political lives of the poor. OEF works directly with a strong and growing volunteer movement in Latin America that is largely middle class. The changes sought in this group through OEF training will have effects in two directions. Their hundreds of programs directed to the poor will truly try to bring about self-reliance and human development. And equally important, the changes in this middle-class volunteer group will cause them to redefine their traditional values and use their influence and resources to promote upward mobility and social change. It is this important ingredient of attitudinal change on the part of the middle class that may spell the difference between peaceful and violent social change.

II. Bolivia

The target institution, Confederación Nacional de Instituciones Femeninas (CONIF), is a national volunteer organization primarily devoted to improvement of the status of women. The national organization in La Paz is just beginning, with OEF technical assistance, to see itself as an effective planning and coordinating body for the local CONIF groups throughout Bolivia. Delegates named by the local groups are actually resident in La Paz, although they maintain contact with their native city.

There are federations or, in some cases, single organizations affiliated with CONIF in some twenty-one localities. (The number varies as some become inactive.) Total membership is approximately 4000. Although the organization is not structured on a departmental (comparable to states in the U.S.) basis with the federation in the capital city responsible organizationally for affiliated groups in the department, OEF selected target federations in the nine departments of Bolivia in the hope that this system would be developed. The nine federations referred to in the country plan as targets include the strongest federation in each of seven departments, two federations geographically very far apart in Beni, and none in Pando, which is sparsely populated and has only a single organization affiliated. They are indicated by a circle around their number on the Information Chart attached.

Collection of data from the federations has been slow due to the lack of understanding of the need for information for organizational purposes. Also the uncertain political climate has brought about a reluctance to provide information about organization activities. Partial data has been received from seven of the nine target federations. It is presented below with reference to performance targets of the indicators in the country plan.

1. Development of CONIF and Federations:

A. CONIF national

1) capable of serving as a clearing house for collection and dissemination of information on activities of Federations and on general matters affecting women and children. Through a monthly bulletin CONIF has started to collect and disseminate such information. There have been four issues so far (copies attached). It is hoped that the bulletin will be used as a means of exchange of ideas and aid in the sharing of information amongst the federations. Because of financial limitations, present distribution is 180 copies, which is not adequate. Plans are under way to increase the distribution for 1975. OEF is assisting in developing the publication and analyzing the problem of distribution of this tool of communication.

The president of CONIF has instituted a circular letter which communicates with the presidents of the federations, the leaders of the training teams and the representatives of the federations (copy attached).

For public relations and funding purposes CONIF has just prepared an informative pamphlet on the organization (small green-cover attachment).

2) Capable of providing training to the federations. CONIF national has not yet produced people for a team to provide training to the federations in organizational techniques and coordination and therefore did not make the four training visits projected for FY 1974. The national president did accompany OEF field personnel on visits to six of the federations, an important training for her. With the objective of motivating and preparing members of the national board to provide this training, OEF personnel conducted a training session of 4 days for 17 members of the national board on coordination and organizational structure.

Number of regional meetings of federations for training and coordinating activities: one is the target for FY 1974. Two were held in Cochabamba for the purpose of training teams but this was actually an OEF output rather than of CONIF.

Additional indicators of progress on the part of CONIF national are:

- a. The organization has an office, telephone and secretary.
- b. Committees are functioning in public relations, seeking funds, and reviewing by-laws.
- c. The process has been started of seeking member recommendations for a national issue on which the entire organization would work.

B. CONIF Federations with capability to coordinate programs of member organizations. Indicators are:

1) Seven federations have received data regarding their member institutions. Three have made a survey and are maintaining a current file of this information. The target is two for FY '74. OEF will follow up on the good use of this information by the federations.

2) Three organizations have indicated they have made a survey of the needs of the community. The target for FY'74 is one. In 1975 the other federations will be encouraged to make such investigations.

3) One federation, Cochabamba, is maintaining a calendar of activities of member organizations. It is estimated that five federations will have such calendars in 1975. The targets for this activity are seven in FY '74 and nine in FY '75.

4) From the data received, Sucre and Cochabamba offer referral services to clients. This service was not projected for any groups before FY 1975.

5) Promoting programs of civic action of common interest to the community. One federation doing such promotion is the target for FY 1974. Four have been reported for the federations: Cochabamba to lower tax assessments, Guayaramería and La Paz in coordination of community efforts to provide relief for flood victims, Riberalta in opposing government attempts to replace the mayor. In addition CONIF National has an on-going program to regain access to the sea---a matter of intense interest to Bolivians.

6) Consulting with affiliated organizations. Number of days of consultation is projected at seven for FY 1974. Five federations provided 31 visits of consultation to their member institutions in FY 1974.

7) The number of graduated training courses on voluntarism and coordination given annually is projected at four at the first level and none at higher levels in FY 1974. The number actually given by the federation training teams in FY 1974 is ten at the first level and one at the second for a total of eleven.

8) The number of federations with capability of holding study days to evaluate training results is targeted at two. Four or five probably have this capability but during FY 1974 no days of evaluation were held because not enough time had elapsed since the courses were given in late spring.

II. Effectiveness of CONIF and Federations as to increasing the number of self-help programs and the number of volunteers and organizations working in them can only be measured after data on the nature of present programs is more complete. On the basis of data received there are 26 programs that can be characterized as self-help, but the data is far from complete.

Outputs in Bolivia from a total of 18 man months of OEF field staff service in FY 1974 are as follows:

A CONIF (National)

1) Design of clearing house for collection and dissemination of information. This depends on data collection from federations, which is coming in slowly. Incomplete in FY 1974.

2) Development of reporting system of communication. Developed and operating in FY 1974, are a bulletin, a circular letter and an informational piece.

3) Training design developed for National Board to train Federation teams. This should read "to train Federation boards" instead of teams. It is the capability referred to under I,A,2 "Provide training to the federations in organizational techniques and coordination." The training design is ready, but there is no national group organized to take on this responsibility.

B Federations

1) Develop format for making and maintaining survey of voluntary organizations' services within the community. Format for making survey was provided all federations. Format for maintaining and using information must await completion of data gathering.

2) Design for assessing community needs has not been made.

3) Training design for training volunteers was completed through two levels in FY 1974 and through three more levels in FY 1975. Evaluation design is included in fourth level.

4) Design for consultative services is included in training design.

5) Number of teams trained at progressive levels. Two trained at first level was target for FY 1974. Eight were trained in both the first and second levels in FY 1974. Target for 1975 has been increased to add third and fourth levels to the eight teams.

C. Handbook on coordination for use by CONIF and federations. The series of seven pamphlets is due from the printers at end of August 1974. CONIF is one of the distributors in Latin America.

III. Colombia

The project purpose is to establish and make effective a nationwide network of regional voluntary coordinating agencies in order to increase the number and improve the quality of local community voluntary self-help programs.

The target institutions of autonomous coordinating agencies as listed on the information chart are being strengthened in their capabilities of coordination, special training and consultation in Organization Development.

The agencies themselves are increasingly emphasizing coordination of programs for action. The progressive training programs are carried out by their own training teams but they are seen as necessary steps to such concerted programs of action and not as the program itself. This change in emphasis from training to coordination of action programs is the result of OEF training over the past years.

The information received to date is reviewed below with reference to targets for FY 1974.

A. Establishment of the institutional network.

1. At present there are 14 coordinating agencies established. Two of the 14 are new but active and three are very weak. Twelve are targeted for 1974.

2. Approximately 740 volunteers were trained by the regional coordinating agencies in FY 1974. This figure is lower than the 1300 projected in the country plan since that figure is based on a baseline figure of 1000 representing an accumulation of several years. The projection for 1975, which is 1140, is based on an increase of twenty courses at twenty participants a course.

3. The number of training courses given in FY 1974 is 37 which is lower than the 74 projected in the country plan for the same reason given above. It is projected that in 1975 there will be a 20-course increase bringing the figure to 57.

4. The number of days of consultation by the regional coordinating agencies to their affiliates was targeted at 14 for 1974. A total of 42 days of consultation was given in 1974. This includes 12 days given by ACCVOL and 4 days given by seven other agencies and 2 days given by an eighth. The national board of the Union de Ciudadanas de Colombia (UCC) holds 3 days of consultation with representatives of the ten chapters four times a year in a different city each time. This brings the 1974 days of consultation to 40 as compared to the targeted 4. In addition the UCC held a two-day meeting on their national program which was attended by representatives of all ten chapters.

5. For FY 1974 six coordinating agencies have one full-time paid staff member as compared with a target of two. They are as follows: Medellin, Bogotá, Ibagué, Manizales, Cali and Cartagena. It is estimated there will be eight in FY 1975 as compared to three targeted.

6. Bogotá and Medellín have made a formal evaluation of their training programs since their beginning. New in the training courses of FY 1974 is a required follow-up evaluation three months after the course. This has taken place after the 37 courses given and takes the place of the annual evaluation reports.

B. Effectiveness at increasing number and improving quality of voluntary self-help projects.

1. One hundred and two organizations have programs identified as self-help based on the data received. The target of 242 for FY 1974 is unrealistically high. These projects will be reviewed in the field with the coordinating agencies and evaluated.

2. Using the information received in 1974 there are 102 self-help programs; a percentage increase for 1975 is estimated to be 10%.

3. Since data from ACOVCL and Medellín is still outstanding it is impossible to determine the number of volunteers involved in self-help programs. This will be better determined in FY 1975.

4. A semi-annual meeting of the regional coordinating agencies takes place in different regions of Colombia to study those areas of mutual concern. At the last meeting in Ibagué of May 20-21 a biannual report was distributed by each agency. Twenty-four persons participated in the meeting from the eight agencies represented. The foci of the meeting were: a future look at voluntarism, a study of the concept of self-help and a strengthening of the agencies' role in coordination. A study was made regarding the future of the agencies in terms of training---for what;and coordination--how. There was a look at voluntarism as it should be in 10 years, specifically as to its national role in coordination and training as outlined in the attached Report on a Morning of Study by the coordinating agency of COBEL-CALDAS.

The agencies are functioning more and more as a national movement. These semi-annual meetings reinforced by OEF training are leading to investigations of the present needs of the communities with a hard look at the existing volunteer programs and how they can better arrive at a self-help commitment.

OEF outputs as a result of 9 man months of field personnel and three training conferences by a volunteer from the League of Women Voters of Puerto Rico:

1a. In FY 1974 there are seven training teams organized in the eleven functioning agencies: seven are trained at the first level (target is ten); five trained through the second level (target is seven); five trained through the third level (target is four) and four through the fourth level (target is none).

1b. There is a target of six of the ten chapters of the UCC with a training team in civic education and action techniques in FY 1974. The chapters are single units and do not need training teams. Instead we have provided training and paid transportation to the UCC national board to facilitate their giving this type of training to the local chapters. Through services of the League volunteer from Puerto Rico we have provided additional training in planning and carrying out civic

action programs.

2. The program model outlined by the LWV volunteer for civic action projects was the "Five Steps to Action" (reported April 15, 1974). This model is being used in developing the national program of Legal Discrimination Against Women. (attached are related documents for Colombia)

The national board has promoted voter services in pre-electoral activities in each chapter. The enclosed attachment Servicio a los Votantes presents the very impressive efforts of each in this area.

IV. Costa Rica

OEF's country plan calls for providing technical assistance to:

- A. The Organización de Ciudadanas Costarricenses (OCC) in developing civic action programs, giving civic education courses and pre-electoral nonpartisan information to voters, and
- B. The Centro de Organizaciones Voluntarias in developing its capabilities to coordinate the programs of volunteer member institutions and to train volunteers to an awareness of their responsibility to carry out self-help, change-inducing programs.

A look at the target organizations as of July, 1973 will give us a perspective on OEF's work over the past year.

The OCC is a nonpartisan, civic voluntary organization of women founded in 1953 to promote the general democratic development of the country. It had nineteen members as of July 1973. Its recent activities have been limited to offering adult training courses on group dynamics, voluntarism and civic education.

The OEF plan of work with OCC was based on mutual development of issue-oriented civic action programs, on mutual design of civic orientation workshops, and on OEF assistance in planning an OCC pre-electoral informational campaign. There was not a commitment on the part of the OCC to this program. The OCC wanted instead to continue volunteer training courses for the member institutions of the newly founded Center for Volunteer Organizations. The OCC did no pre-electoral campaign work and had no interest in civic action. Their training courses used speakers from the University and from government entities. In April of 1974 following a meeting of OEF, OCC and COV representatives, it was mutually agreed that OEF technical assistance in civic action was no longer needed by the OCC and that our work would concentrate on the Centro de Organizaciones Voluntarias, of which the OCC is a member.

The COV was formed in February 1969. By July of 1973 it had a list of ten affiliated institutions but was actually still in a formative stage.

They had joined together in order to receive a parcel of land given them and to build a building in which the member organizations could hold their meetings. They had very little idea of coordinating programs, of surveying community needs, of training volunteers or of seeking self-reliance and independence of recipients through their programs. They did, however, realize a need for cooperation among the volunteer organizations and were committed to constructing their building.

In the past year a great deal of effort went into the building construction, which has been completed. (attached newspaper article on inauguration)

OEF technical assistance to the COV during FY 1974 will be reviewed below with reference to the country plan for Costa Rica.

The purpose as stated is to "Develop and make effective a voluntary coordinating agency which will train volunteers to improve the quality and increase the number of local community self-help programs in the San José metropolitan area."

The objectively verifiable indicators listed, together with performance targets and results, are:

A. Development of a voluntary coordinating agency in San José:

1. Number of training courses given by COV at various levels of training. Target for FY 1974 is 6 training courses at first level. This target was unrealistic in light of having to build up the organization from the very beginning. A training committee of six volunteers has been trained in the first level and will give its first course to 2 people from each member institution on August 19. The targets for FY 1975 should be changed to 3 courses at the first level and 3 courses at the second level for a total of 6 training courses. The targets for FY 1976 are 5 courses at the first level, 6 at the second and 2 at the third for a total of 13.

2. Number of volunteers trained by coordinating agency. The target of 120 was not realized for reasons given above. Training was given delegates from the member institutions by OEF personnel in organization development and in effective committee participation. For FY '74 no volunteers were trained by the COV training team. The target for FY '75 should realistically be 120.

3. Data collected and maintained on activities of affiliates. COV distributed questionnaires in duplicate to the now 14 member institutions. In addition personal visits were made to seven institutions both affiliated and non-affiliated, in order to build interest and understanding of the COV. Data has been received from only 6 of the 14 so the picture is far from complete. COV has transferred the data to a card file that will be kept up to date and available to all member groups.

4. Number of man days of consultation to affiliates on organizational development. This process has had a beginning in the seven motivational visits of the COV training team to individual organizations to discuss their objectives, their programs, the services they expected from and the services they could offer to the COV. Four of the seven visits were to member institutions during FY '74. The target of 15 seems reasonable for FY '75.

5. The first membership bulletin came out in August 1974.

B. Effectiveness of the coordinating agency and its affiliates in increasing number and improving quality of voluntary self-help projects.

OEF technical assistance to the OCC was discontinued. Therefore # 1,2 and 3 were not done.

4. % increase in number of self-help programs of affiliates.

Identified as self-help are the following five programs:

- a. Wives of members National Insurance Institute(152) program for accident prevention training in schools.
- b. Business and Professional Women (20) programs on responsible parenthood and on prevention of drug abuse.
- c. Commission on alcoholism(13) Training programs for families of alcoholics and treatment programs for alcoholics.

5. Number of volunteers working in self-help programs 185.

6. Number of affiliated organizations involved in self-help programs three.

These figures are the baseline data for FY 1974.

The % increase indicated for FY '75 and FY'76 can be retained as desirable targets.

7. Evaluation of coordinating agency's training and post-training results was not anticipated in FY '74.

Outputs as a result of 7 1/2 man-months of OEF staff are:

1. The target is one training team organized and trained in the first level of progressive training design. A six-member team has been trained to conduct the first level and will give its first course on August 19 under OEF supervision. This same team will be trained in 2nd level in FY '75 and 3rd level in FY '76. The total number of teams, is, however, 1 in each year although trained to give courses in more than one level.

2. Training curriculum and course materials developed---yes, first two levels completed in FY '74, two additional levels ready in FY '75.

3. Format designed for coordinating agency consultation with affiliated organizations.

This format is designed in a continuing process of work with the coordinating agency. The three steps of entry, making the contract and collecting data have been made.

4. Model projects for civic action activities of the OCC is no longer relevant.

Additional Achievements of COV

1. In organization development training they have redefined objectives, restructured bylaws, explored the meaning of coordination. The concept of social change and their commitment as volunteers to participate in bringing it about has been dealt with at length.

2. New committees are functioning in training, motivation (recruiting new member institutions) and public relations.

3. The building is completed and was inaugurated on August 11, 1974. Equipment and furniture for it are being donated. The Centro office is furnished, has a phone, a schedule of volunteers to staff it and an information system for member institutions.

A library is being assembled for use of volunteers and community. Mechanized laundry facilities have been installed. This laundry will provide a source of income for the community women who will operate the facilities.

4. A child care center is being developed in the building. The Business and Professional Women's club is giving classes at the Center in sewing, beauty shop training and domestic skills.

Before initiating further vocational education for the women clients, COV is planning a survey of employment opportunities, skills needed, educational level of the women, etc., in hopes of making this training a real stepping stone to self-reliance.

5. As part of a radio program under the direction of the Minister of Culture and Sports, the COV has been asked to provide a regular program on women's rights and laws affecting women.

V. Ecuador

The country plan calls for establishing and making effective three voluntary coordinating agencies of community groups in Ecuador. It acknowledges that the time frame is questionable, i.e., being able to finish this work by June 30, 1976. The agencies are expected to train volunteers in order to improve the quality and increase the number of total community volunteer self-help programs.

At the beginning of the program period, only one such coordinating agency was in existence, the Secretariado General de Servicio Voluntario in Quito. This group was founded in 1969 and included 15 member organizations in July 1973.

The objectively verifiable indicators of progress and results are as follows:

A. Establishment of agencies:

1. The target is an agency established with one paid full-time staff member and able to carry out following activities in Quito in FY 1974, Guayaquil FY 1975 and a third city in 1976.

In Quito SEGESVOL is so established in FY 1974 and has a half-time, paid technical resource person with 6 months of training from the Centro de Motivación y Asesoría (CEMA). She will receive additional training in Organization Development and in Coordination in Bogotá, Colombia, in August. During FY 1974 SEGESVOL has obtained an office, a telephone, files, furniture, a typewriter and the services of a paid part-time secretary.

In June of 1974 as a result of the OEF representative's work there during FY '74 a coordinating agency was formed in Guayaquil with 24 member organizations. This target was reached ahead of time.

The activities to be carried out by these coordinating agencies are:

a) In FY 1974 Quito was to give five training courses based on the ACOVOL model. The development of OEF's new training program design in January 1974 required a retraining of the team in the new material for two course levels, and as a result they gave three instead of five courses. The target of six for FY '75 seems reasonable.

b) Number of volunteers trained by each coordinating agency. The 125 projected for FY 1974 was not realized for the reason given in (a) above. Eighty-one people were trained. For 1975 a reasonable figure is 120 rather than 150 since the number of participants in a course is approximately 20.

c) Number of days of consultative services given to affiliated groups. Two are targeted for FY'74 in Quito. Twenty visits to member institutions were made by a group of volunteers (trained by OEF personnel) to reconfirm their membership in the agency, and to new organizations to promote membership. Tangible results are the addition of 3 new member institutions, greater understanding and commitment of all member institutions and information collected from all 16 members.

2. Each coordinating agency includes the major volunteer community service organizations in the city. Number of affiliates: Quito had a net increase to 16 organizations with an approximate total membership of 1,755. Guayaquil organized its agency with 24 institutions including the most prestigious one in the city, which is 100 years old.

3. Maintaining a volunteer directory. This is targeted for Quito and is in process. They have already gathered the necessary information.

B. Effectiveness of Agencies

(This applies only to Quito since we do not yet have base-line data on Guayaquil.)

1. Number of local self-help programs. There were two at beginning of FY '74, vocational training and sewing workshop. A third program on nutrition for children of non-professional employees of the large Military Hospital in Quito was started as a direct result of OEF training. Two groups that had been sewing layettes for the poor are now also raising money for and operating a day care center. This would indicate a total of four in FY 1974, rather than five targeted from a base line of two.

Ten programs of self-help in Quito during FY 1975 seems unrealistically high considering the type of volunteer organizations that presently exist in Quito, but there is an impressive change in attitude taking place on the part of the volunteers affiliated with SEGESVOL. This change in attitude is expected to be translated into programs with self-help objectives. A significant new development is the possibility of collaboration between SEGESVOL and a barrio community organization, which asked the coordinating agency for technical assistance as a result of newspaper publicity about SEGESVOL's training programs.

2. Increase in % of affiliated volunteers working in self-help programs is targeted at 10% in FY 1974. The base-line figure for this is 603. The addition of three organizations, with programs tending to self-help, brings the number of volunteers in this sort of program to 737. This is an increase of 22%.

3. Increase in number of organizations affiliated with the three coordinating agencies that are involved in self-help. An increase of 20% is targeted. Using base-line data as above in #1, there were two such organizations at the beginning of the year. There are five now with programs tending to self-help programs, an increase of 150%.

4. Number of coordinating agencies' evaluations of training courses and post training results. None was scheduled for FY 1974 but SEGESVOL held its first day of evaluation and follow-up in June of 1974.

Outputs of OEF technical assistance as a result of 11 1/2 man-months during FY 1974 are as follows:

1. Number of training teams organized and trained in course materials at the various levels: targeted for Quito are two teams trained in the first two levels. Nine persons comprise the training team, which is trained and giving courses at the first two levels. New members are being recruited to form a second team.

In addition the OEF Field Staff gave one course to volunteers in Quito at the fourth level and in Guayaquil gave 2 courses at the first level and one at the second level for a total of 71 participants in Guayaquil.

2. One trained technical resource person is a targeted output for Quito in FY 1974 and this has been accomplished. Elsa de Teran received six months training at CEMA and her salary is being paid for six months by OEF with the understanding that SEGESVOL will pick up her salary after that time. She has agreed to serve for two years, at half-time, as a technical resource for SEGESVOL. Her consultation is available to the board, the committees, the member institutions grouped as to fields of action and to individual member institutions on organization problems.

3. Format for consultative services developed for three agencies. This is being developed by consultation with SEGESVOL and has been used by them in the 20 visits to institutions for furthering coordination and gathering information.

4. Data collected and analyzed on volunteer groups and services. This has been done as scheduled in Quito. In addition a broader investigation of community needs and available services is being planned.

VI. Peru

OEF does not have a country program here. A total of two months of OEF staff time per year is spent in Peru. During FY 1974 this time was divided into two trips, one in September 1973, the other in March 1974.

The objective of OEF's limited work in Peru is to strengthen the Secretariado Nacional de Instituciones Privadas de Bienestar Social (SNIPBS) so that the private volunteer movement can survive in Peru.

During FY 1974 the OEF representative trained twelve people in a 26-hour course on the philosophy and techniques of voluntarism and on coordination of service programs. Of this group eight formed a SNIPBS training team to give courses to voluntary institutions in Lima. They are a very capable, highly motivated group who meet regularly to practice and improve their skills and add to their knowledge by sharing new material in the field. Former participants of OEF training programs make up the majority of this team. The training they give is designed to strengthen the private voluntary movement in Lima.

Direct training given the Secretariado by OEF personnel consisted of two sessions on coordination with members of the SNIPBS board and presidents and delegates from the member institutions, and an analysis with the Executive Committee of the organization's by-laws.

Two SNIPBS leaders participated in OEF's 1974 Multinational Seminar in the U.S., and two others will participate in OEF's 1975 seminar, both of which are devoted to "Coordination of Resources for Community Action". This is additional support of the OEF objective in Peru.

VII. Intercambio

This bimonthly Spanish language publication has been integrated into OEF's total Latin American programs very effectively during FY 1974. The objective of an interchange of information among voluntary groups working for development in Latin America has been carried out by publishing articles and letters reporting program experiences in twelve countries. In addition, each issue is planned to include substantive content useful to volunteer groups in Latin America and supportive of OEF's general objective of getting Latin American women involved in their own development processes.

These substantive articles deal with such subjects as evaluation, the philosophy and objectives of education, coordination of resources, change in agents of change, the rights and responsibilities of volunteers, new forms of communication such as education by television and exercises in group communication. The series of seven pamphlets on coordination prepared by the OEF is being abstracted for Intercambio and three abstracts from the series appeared during FY 1974.

Reader reaction to the usefulness of the content and to the improved appearance of this publication has been favorable. The mailing list is approximately 3,500.

Attachments

- A. Bolivia
 - Information Chart
 - Bulletins February, March, April, June
 - Circulars 1,2,3,4
 - CONIF informational folder

- B. Colombia
 - Information Chart
 - Translation: Report on a Morning of Study
 - UCC material on national program of Legal Discrimination Against Women:
 - Discussion Leaders' Guide
 - Study Outline
 - Bibliography
 - Analysis of laws relating to status of women
 - UCC report on Voters Service activities of local chapters

- C. Costa Rica
 - Information Chart
 - Newspaper article 8/2/74

- D. Ecuador
 - Information Chart

- E. Intercambio
 - Issues of August, October and December 1973
 - February, April and June 1974.