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END OF PROJECT

EVALUATION

LEADERSHIP DEVELOPMENT FOR WOMEN

598-15-670-109

(July 1973 thru August 1976)

OVERSEAS EDUCATION FUND (OEF)
of the League of Women Voters

December 1976

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Introduction

The Overseas Education Fund of the League of Women Voters (OEF) has worked with women in Latin America for the past 20 years, initially in the areas of civic education and civic action. Beginning in the early 1960's, OEF turned its attention to providing technical assistance in the form of leadership training to members of women's voluntary organizations which are concerned with addressing the problems of the poor. The philosophy of most of these organizations followed a traditional paternalistic pattern, and the programs carried out were generally not developmental in nature. Following the recommendations of an extensive evaluation of OEF's programs in 1972, OEF redirected its efforts toward changing the concept of volunteer agencies from paternalism to self-help, and encouraging these agencies to develop self-help projects in AID's developmental priority areas.

OEF's primary approach to leadership development is through a five-level course of training which encompasses motivation, the philosophical and technical bases of volunteerism, human relations, and administration and organization. The training methodology is one which involves interaction of all members of the group in the processes of information-sharing, problem-identification and decision-making. OEF field staff have established and trained training teams in coordinating agencies in Costa Rica, Colombia, Ecuador and Bolivia. These teams then give the courses to their member volunteer groups. In its training activities during this three-year grant, OEF has stressed the concepts of social promotion and self-help. OEF defines "self-help" projects as those which enable an individual to use his or her own resources to decrease dependence upon society. A "promotional" project is an interim step which in itself does not necessarily decrease dependency but which helps to prepare an individual for other activities which may lead to independence.

Purpose of Evaluation

This evaluation was undertaken by AID to determine the extent to which OEF's technical assistance to volunteer agencies in Latin America during the period from July 1973 through August 1976 has contributed to achievement of AID and host country developmental goals; and to assess the successes of the program in meeting its major objectives of strengthening the motivation and the capability of volunteer agencies to develop, undertake and sustain self-help projects in AID's developmental priority areas.

Some of the OEF staff and volunteers also contributed their views on what they hoped would come out of this evaluation. These include an objective assessment of: the impact of OEF's programs on both volunteers and the beneficiaries of volunteer group projects; the strength and effectiveness of indigenous PVOs with which OEF has worked and how they are viewed by the community; the factors which made the program successful, which can be applied to OEF's future programs.

OEF's recent self-evaluation* includes detailed descriptions of the collaborating agencies in each country, the individual country plans, OEF's training methodology, etc. and should be read in conjunction with this report which, in order to avoid duplication, is confined to a summary of conclusions and recommendations.

The data for the evaluation was collected during October and November 1976 by a team consisting of Ms. Roma D. Knee, LA/MRSD (the AID project manager); Mr. James Pines and Ms. Roberta J. Warren of New TransCentury Foundation; and Mr. Michael Marquardt, OEF's Training and Evaluation Officer, who accompanied the team as an observer and occasionally served as liaison between the team and OEF and its cooperating organizations. All four members of the group participated in the field visits to Costa Rica and Colombia; Ms. Knee and Ms. Warren conducted the evaluation in Bolivia, then travelled to Ecuador where they were joined by Mr. Marquardt. The summary of findings (conclusions) and recommendations was prepared by Mr. Pines and Ms. Warren, in consultation with both Ms. Knee and Mr. Marquardt. The findings are based upon interviews with OEF headquarters staff and field representatives; volunteers and staff of cooperating agencies; members of training teams and volunteers who received training; beneficiaries of volunteer group projects; plus USAID staffs and local community leaders. A listing of people interviewed is appended to this report (see Tab IV).

The findings of the 1972 evaluation were used as the base from which to measure OEF's progress during the past three years. The evaluation team found evidence to indicate that OEF has made noteworthy progress in several important respects. These are summarized below, together with a listing of specific recommendations from the 1972 evaluation which relate to these areas of improvement.

*"Final Report of the Overseas Education Fund Three-Year Latin American Program with Women's Private Volunteer Organizations in Bolivia, Colombia, Costa Rica, Ecuador and Peru", completed October 1976

OEF Progress Since the 1972 Evaluation

1. The Organization has adopted, and pursued effectively, institution-building goals related to the role of women, including both:
 - a) Coordination and professionalization of volunteer service, and
 - b) Development of organizations that encourage civic participation by women and prepare women to participate more effectively. (Recommendation #1 of 1972)
2. OEF training activities have been related more effectively to volunteer roles and to institution-building goals, with participants in U.S. training selected with reference to their likely institution-building contributions upon return, rather than on the basis of local prestige or other inappropriate criteria. (Recommendations 2-6)
3. OEF has improved substantially the definition of country-specific program goals. (Recommendations 12-13)
4. Substantial progress by OEF in building on the base identified in the 1972 evaluation is reflected in the improved effectiveness of FOV in Costa Rica, ACOVOL and UCC in Colombia and FEDIFE in Bolivia; the establishment of ACORVOL in Ecuador; and the presence of well-prepared national training teams which are providing training services independently in all four countries. These are resources which have potential to be used in future programming consistent with AID priorities.

Selected Recommendations (1972 ATAC Evaluation)

1. The OEF should transform itself from an organization that provides training services into one with clear institution-building goals related to strengthening the role of women in Latin America.
2. Location, duration and content of future OEF training activities should be determined by consideration of likely participant capabilities in relation to (a) specific program goals, (b) related personnel requirements, and (c) necessary skills.
3. Training should go beyond group skills and processes to include skills and knowledge from the problem areas in which the interpersonal techniques are to be applied.
4. OEF should emphasize application of skills acquired during training by devoting more attention to field training experiences, planning of post-training activities, and provision of post-training technical assistance.
5. Multinational training should be limited to graduates of local training programs likely to assume, or remain in, educational or executive positions related to OEF country program goals.
6. Selection criteria should be derived from country program goals and include careful consideration of prior service, current institutional involvement and probable future role.
12. OEF should abandon the policy of "responding to requests" and encourage field staff to join with their constituencies to develop specific country goals for OEF-assisted activities.
13. The concepts of civic participation and civic education should be defined in terms of specific post-training behaviors and results when included in statements of OEF objectives and country goals.

GENERAL CONCLUSIONS - OEF

1. OEF used grant for a new approach, more concerned with self-help and benefits to the most deprived, though still based on use of middle-class volunteers.
 - a) Benefits to volunteers are presently more evident than benefits to poor people, though (e.g.) the aged, children, mental patients and other groups are better off, because of the newly developed attitudes and techniques of volunteers.
 - b) The approach's emphasis on 1) the mystique of voluntary service; 2) professionalization of service; and 3) the relation to development contribute to important reorientation of middle and upper-class values and services.
 - c) Because of the status and position of most volunteers, they are better at using their political connections and resource access than any community development promotion.
 - d) Self-Help in (e.g.) safety, health, alcohol emphasize prevention rather than treatment and voluntary service is useful in encouraging it.
 - e) Most problems attacked flow from volunteer, rather than community, perceptions.
 - f) Most self-help assistance has been to individuals rather than communities.
2. The AID investment in this project, through OEF's training in fund-raising and other activities, has generated a significant multiplied return in the form of increased volunteer work and funds collected through volunteer efforts.
3. New field and Headquarters staff were very appropriate for the new approach. Amparo and Gilma reflect self-help knowledge and are politically more sophisticated than some previous staff. As with any group dependent on outside funds for staff salaries, OEF has problems both getting and keeping staff. U.S. staff receive higher salaries than host country nationals who perform the same level work.

4. Training activities of staff have improved internal management of coordinating (and indirectly of member) agencies, raised standards of volunteer motivation and performance, and have influenced personal and family behavior of volunteers. There is less evidence that evaluation and substantive programming are better, though groups do analyze more before acting or fund-raising.
5. Improved volunteer performance in service activities, resulting from OEF training, is likely to help poor people deal more effectively with their problems, but has limited potential for modifying influence of fundamental political and economic causes of these problems.
6. Social dynamics of Latin America (as in U.S.) make integration of middle-class volunteers and poor volunteers under a single coordinating agency very difficult, but OEF-supported coordinating agencies are making modest progress toward it.
7. Through training activities and personal relationships, OEF has established a reservoir of credibility among coordinating agencies, which is a useful asset for the Fund and for AID.
8. AID did not sufficiently encourage OEF to build an adequate on-going evaluation system into implementation of the grant.
9. Within the last 3 years, OEF selection of participants for Washington seminars has reinforced effectively the goals of the Grant, as most returning participants have continued in the volunteer movement and have demonstrated improved skills.
10. There is some evidence that OEF-sponsored training has helped volunteers move from voluntary service to paid employment, (e.g., community center teachers, bakery management) while continuing limited work as volunteers.

GENERAL RECOMMENDATIONS

1. If OEF intends to help poor people it should recognize that community groups from poverty areas are likely to be a more effective volunteer force than middle-class volunteers, with the influence and resources of the middle-class integrated with that force.
2. The role of middle-class volunteers should emphasize:
 - a) Helping poor self-help groups find jobs and resources for self-help.
 - b) Familiarizing poor people with available services, and
 - c) Professional approaches to prevention and alleviation of social problems.
3. OEF headquarters staff should learn some Spanish before coming to Latin America.
4. Building on past accomplishments and resulting credibility, OEF programming should continue to address professionalization of volunteer service and related training activities, and to build on this experience in the initiation of new projects.
5. OEF should install and implement evaluation systems that permit useful assessment of project impact and activities through routine collection of baseline and subsequent data.
6. AID should build on the resource created by the Project, assisting OEF to direct its process-oriented training services to AID priority problem areas.
7. Coordinating agencies should continue programming volunteer activities in ways that integrate them with priority national government programs.
8. Coordinating Agencies should be encouraged to include target group volunteers (e.g., poverty community associations) in their membership.
9. AID should not fund basic administrative salaries or similar expenses in coordinating agencies of the four countries, since they can support themselves at a modest or better level.
10. OEF should explore possibilities of assisting U.S. sale of products made in projects of ACOVOL, FOV, and other federations' affiliates, to increase earnings of poor people.

11. OEF should clarify distinctions among various kinds of self-help projects, to permit better goal identification and design of related training.
12. OEF should acknowledge the distinctions among: a) volunteer services and goals addressed to mobilization of resources, including influence; b) those involving direct work with the physically or socially deprived; and c) services intended to assist poor communities to become self-sufficient and independent at an acceptable level.
13. If OEF seeks to help poor people become independent, it should aid and encourage coordinating agencies to program activities with poor people that include their a) membership on governing boards; b) participation in decisions; c) involvement in content design; d) contribution of community resources and voluntary services.
14. Middle-class volunteer activities and volunteer services should be programmed through poor people's organizations and in ways that help these organizations become independent.
15. The use of poor people as volunteers should be encouraged, with activities chosen for impact on others and for their potential as sources of later paid employment.
16. OEF should explore feasibility of a joint programming model through which volunteer groups concerned with civic education and participation help poor communities organize and then arrange for other volunteer groups to channel resources and services to the newly organized community organizations.
17. OEF-sponsored programming, training and technical assistance should then be related directly to the goals and models of volunteer services of the groups involved.
18. OEF should explore feasibility of organizing and developing documentation centers in Costa Rica, Colombia, Ecuador and Bolivia linked to AID priorities in women and development.
19. OEF should help volunteer agencies in Colombia and elsewhere understand and follow the UCC approach to community organization and the role of volunteers from poverty groups.
20. As coordinating agencies look for new volunteer activities they should include activities which allow the employed person the opportunity to also serve as a volunteer. This should include more evening and weekend training courses.
21. OEF should clarify differences between volunteer groups made up of people with full time jobs and those made up primarily of housewives and develop ways to improve mutual perceptions and coordination.

22. OEF should take steps to link more effectively the work of politically oriented (i.e., civic education) volunteer groups and those concerned primarily with other volunteer activities.
23. OEF should distinguish between community studies intended to identify gaps in social services, intended to be filled through voluntary efforts, and those concerned with helping poor people solve their own problems through community organizations and activities.
24. Attention should be paid to salary inequalities between host country nationals and U.S. staff.

CONCLUSIONS - COLOMBIA

1. With OEF-sponsored help, ACOVOL and CCTV (confederation) have provided effective guidance to affiliates and Departmental federations in development of participatory programs for the deprived.
2. AID loans to Colombia, in small industry and other areas, offer appropriate opportunities for use of ACOVOL training services.
3. OEF help to UCC has made that group a more effective institution for encouraging civic participation in Colombia.
4. OEF assisted in establishment of CCTV, a useful confederation of Departmental agencies that coordinate volunteer service.
5. OEF help, though small in relation to the size of the Colombian volunteer movement, has had consequential impact through multiplier effects of training trainers.
6. ACOVOL has helped affiliates develop projects offering new volunteer services and opportunities for the aged, high school students and other new groups to be volunteers.
7. Affiliates of ACOVOL and other federations have initiated many kinds of self-help activities, including a few with potential for achieving self-sustaining economic impact.
8. The Colombian volunteer movement recognizes the distinction between volunteer mobilization of resources and direct provision of services by volunteers with poor people or to the handicapped, linking mobilization to services in ways that increase impact and encourage wider participation of volunteers.
9. The OEF evaluation seminar in July, 1976, had measurable, positive impact on ACOVOL and CCTV design improvements to, and use of, already existing evaluation systems.
10. ACOVOL has been the model for development of Departmental coordinating agencies and the ACOVOL training team has helped several of them to organize and improve.
11. The UCC has been revived and has made dramatic progress, partly through OEF support, during the Grant period.

12. The UCC makes sensible budget projections, including identification of specific sources of funds.
13. The UCC has an impressive publication and audio-visual aids program that can become self-supporting through sale of training materials to chapters, government and other organizations.
14. Civic education done by UCC reaches AID's priority poor group including campesinas and is a useful tool for encouraging and assisting community organization and problem solving.
15. UCC civic education and related studies contribute to improved political discourse in Colombia by providing and encouraging substitution of information exchange for rhetoric.
16. UCC, comprised of mainly full time professional women, view ACOVOL mainly composed of unemployed housewives, as people giving short term efforts to groups like hospitals, etc.
17. UCC members are almost all professional women with full-time jobs and, because of schedules and separate interests, they and other volunteers do not take advantage of important opportunities for joint programming.
18. Few of the UCC participants in OEF sponsored U.S. training occupy leadership positions in the Organization, though most remain members, partly because professional advancement leaves little time available.
19. UCC has a volunteer training team, developed with ACOVOL and OEF help that assists development of Departmental chapters.

RECOMMENDATIONS - COLOMBIA

1. OEF assistance to ACOVOL and the CCTV should be limited to supplying information about new techniques and approaches likely to be of interest, supplemented by occasional provision of related consulting help unavailable in Colombia.
2. North American experience with use of poor, aged, young and other kinds of volunteers offer useful lessons for Colombia and OEF should help CCTV become familiar with new examples of it.
3. OEF should help UCC become self-sufficient, through contracts with Colombian government agencies, including those participating in U.S. AID loans, by giving on-the-job training in project development and financial management.
4. AID support to ACOVOL training services should be provided through contract purchase of those services by Colombian agencies carrying out terms of AID loans.
5. OEF fund-raising help to UCC should distinguish between:
a) techniques for getting sustaining grants for budget support; and, b) studies and projects suitable for financing on their merits.
6. OEF should help UCC plan, conduct and evaluate a non-Partisan voter education campaign in Colombia, using the next presidential election as a milestone, and continue to explore support from local U.S. chapters of the League of Women Voters by "sister chapter" or similar arrangements.
7. OEF should help ACOVOL improve their image, especially with UCC through use of joint training programs and joint projects.

CONCLUSIONS - COSTA RICA

1. FOV is over extended, with many projects moving slowly and member organizations not yet performing up to potential.
 - a) The Casa de Esperanza and the Toy Fair, for example, need attention.
 - b) Making woodworking into a self-sustaining project requires more work.
 - c) Some member organizations, having recently changed from paternalistic activities are not yet ready to move in new directions.
 - d) Some member organizations and FOV are still in planning stages of most community self-help projects.
2. FOV could increase usefulness to member agencies and the poor if it had a fund that permitted prompt and flexible response to requests for small projects.
3. The FOV now has at least five new volunteer groups participating in training and orientation that will lead to affiliation and more effective voluntary service. At least three more traditional associations in FOV dropped out because a majority of their members was not prepared to accept FOV training and the FOV emphasis on professionalization and self-help.
4. The FOV president and executive secretary, both graduates of OEF Washington seminars, demonstrate impressive skills related to their training, including provision of services to individuals and groups outside the coordinating organization.
5. The FOV training teams, prepared with OEF assistance, are favorably perceived by many recipients of their services, who also demonstrate attitudes and skills, related to the services, that improve their effectiveness.
6. Although the specific number or percentage of association members varies by group, there is a critical level above which FOV training changes attitudes, approaches, and character of an entire organization.

By developing projects to be carried out by volunteers affiliated directly with FOV, and not necessarily with member groups, FOV has expanded opportunities for, and improved quality of, volunteer services.

RECOMMENDATIONS - COSTA RICA

1. In Costa Rica, OEF should, after consideration of the Federation's absorptive capacity, support FOV attempts to continue changing patterns of voluntary service by:
 - a) training and affiliating new, younger groups;
 - b) clarifying distinction between fund-raising groups and other activities (client service) groups;
 - c) direct volunteer association with FOV; and,
 - d) programming new volunteer activities and techniques.

CONCLUSIONS - GUAYAQUIL, ECUADOR

1. Although OEF has not worked very long with ACORVOL in Guayaquil there has been progress in getting many volunteer groups affiliated and those volunteers are dedicated, more efficient and responsible.
2. As the National government does not provide many services to Guayaquil, the volunteer groups spend much time in and are extremely effective fund raisers for their various projects.
3. People selected for OEF Scholarships are very much involved in the day-to-day operation of ACORVOL, demonstrate their newly acquired skills in management of the Volunteer Federation, and provide training to member groups.
4. Staff of institutions assisted by volunteer groups are very pleased with the changes in the amount of responsibility they feel they can give volunteers who have been trained by the ACORVOL training team.
5. Although some ACORVOL members have received OEF courses through the 5th level, they feel they are only able to give courses of the 1st and second level. They would like OEF help to prepare giving additional levels.
6. The enthusiasm and the positiveness of volunteers of ACORVOL and their affiliates is very impressive. They hope to change more groups into a self help model but for the present offer membership to all volunteer groups and provide skills to help professionalize members.
7. Currently 25 of the original 40 plus groups remain in ACORVOL and new groups are continually affiliating.

CONCLUSIONS - QUITO, ECUADOR

1. OEF trained members are active in the SEGESVOL leadership.
2. SEGESVOL continues to provide many training courses to member groups and this is an indication that groups are able to focus better on goals and have a better planning process.
3. Non-affiliate groups also request SEGESVOL to serve as moderators for various conferences and congresses.
4. SEGESVOL has taken advantage of training opportunities provided by an Ecuadorian AID funded training group, CEMA.
5. The La Tola study performed by the CEMA assisted research committee is very professional.
6. UNME (Union Nacional de Mujeres Ecuatorianas) a LWV type of civic education, has a bilateral agreement with the UCC in Columbia for technical assistance.
7. The relationship between the Quito coordinating agency SEGESVOL and UNME is not as close as the one between UNME and UCC.
8. The literacy program of the Damas del Club Rotary and Gias Scouts reaches the very poor of Quito in 18 centers.
9. The volunteers observed providing literacy training were sensitive and exhibited no paternalism.
10. SEGESVOL has recent members who are providing direct volunteer help to the federation and are not affiliated with any individual volunteer group.

RECOMMENDATIONS - ECUADOR

1. OEF should see that the survey research skills which CEMA taught the SEGESVOL study team be shared with other volunteer federations.
2. Elsa de Teran and others from Quito should assist the ACORVOL group in Guayaquil to prepare the other levels of OEF training.
3. There should be a closer working relationship between the Union National de Mujeres Ecuatorianas and the Volunteer Federation (SEGESVOL) by sponsoring joint projects and some coordination of other activities.
4. Plans should be made for the results of the La Tola study to be discussed with those interviewed and action groups organized in the La Tola who could become SEGESVOL members.
5. The literacy groups are a source to be organized to work on the other projects of community needs.

CONCLUSIONS - LA PAZ, BOLIVIA

1. In terms of achieving project goals, OEF's decision to terminate assistance to CONIF and to concentrate its attention to FEDIF was justified by lack of receptivity on the part of most CONIF members to the "self-help" concept.
2. The decision to break with CONIF was seen by present members of CONIF as abrupt and without any warning. However, OEF is still viewed very positively and would be welcomed back at any time.
3. CONIF has great though unjustified fears that Cochabamba will break with the Confederation and are very preoccupied with irrelevant formal aspects of the relationship between the two groups.
4. CONIF is seen by a non-affiliated volunteer group as having mainly social activities. CONIF is also seen as a very rightist group as a result of the political activities of the original founder.
5. Part of the reason for some Becarias leaving CONIF was the selection of the particular paid Bolivian staff person.
6. Although the La Paz ex-Becarias do not now meet, one said she felt they would be willing to return if OEF came back to La Paz.
7. CONIF has operated in a very limited and not very effective role as a National Confederation of Voluntary groups.
8. Presently AID/Bolivia sees no role for OEF in Bolivia.

CONCLUSIONS - COCHABAMBA

1. OEF's decision to work with FEDIFE has paid off as the group is able to continue successfully after OEF's relatively short tenure there.
2. The Cochabamba group FEDIFE is growing and has a training team of 32 members who are actively involved in the training of other member and potential member groups.
3. Some volunteers are employed and still find time for FEDIFE activities.
4. FEDIFE has no intention of becoming independent of CONIF and talks favorably of the help CONIF has provided them.
5. Although FEDIFE volunteer members work with poor barrio groups these groups are not yet members of the federation.
6. Some of the FEDIFE members have a long history of working in community action as a result of training given by the Archdiocese and activities sponsored by the Maryknoll priests.
7. FEDIFE is planning a national congress of volunteer activities for December and has invited CONIF and all the other departmental federations.
8. FEDIFE has a written work plan for 1977 which includes specific plans and objectives for the various committees.

RECOMMENDATIONS - BOLIVIA

1. Poor Barrio groups such as 14 of Septiembre and the Organization of Domestic Workers should be encouraged to become affiliates of FEDIFE.
2. OEF should help resolve the CONIF-FEDIFE conflict in order to assist CONIF to continue their limited role of coordinating agency.
3. Outside of conflict moderator, OEF should limit their assistance to furthering the training and goal setting capabilities of FEDIFE.

CONCLUSIONS - INTERCAMBIO

1. InterCambio plays an important role in improving volunteer service by a) providing information and bibliography; b) reinforcing motivation through exchange of experiences; c) coordinating collection of information (could become major source of systematic evaluation); and, d) providing easily understandable instruction.
2. InterCambio benefits both affiliated and non OEF affiliated organizations.
3. UCC directors find InterCambio valuable and believe that chapters would buy 5-10 annual subscriptions to a bi-monthly similar publication for 100 pesos (\$2) each.
4. Other groups visited would also buy subscriptions at prices ranging between 2.00 (Guayaquil) - 5.00 (La Paz).
5. The foregoing suggest the possible feasibility of InterCambio as a self-sustaining Latin American publication.

RECOMMENDATIONS - INTERCAMBIO

1. OEF should explore with ACOVOL and CCTV the feasibility of Colombian development and coordination of a self-sustaining Latin American InterCambio.
2. InterCambio should be funded on a subscription or other basis to assist chapters by providing continuing education in the latest training and organizational development techniques.
3. Other groups visited would also buy subscriptions at prices ranging between 2.00 (Guayaquil)- 5.00 (La Paz).

People Interviewed During Evaluation Visit

Costa Rica - October 24-27

Gilma Palacios -- OEF field representative

Amparo Giraldo-- OEF Field Supervisor

Acción Femenia Cristiana & FOV delegates

Lolita de Tasies & Olga de Aguila

FOV Group: Federacion De Organizaciones Voluntarias

Denise Aguero, Yiya de Rodo, Virginia Eiguls, Clotilde de Cordero
and other members.

Director of FOV wood working training

Casa de Esperanza -- Director as well as one non FOV volunteer,
various of the 13 beneficiaries, Padre Solano (FOV delegate)

AID

Joe Sconce -- Director

Ana Sayaguez -- AID program officer

OCC: Organización de Ciudadanas Costaricense

Amalia Alvarez--OCC Director

Elsa de Rodriguez--OCC Treasurer

DELFI

Betty Elder -- DELFI Volunteer coordinator of Delfi Women's
resource center

Clotilde Fonseca -- Board Member DELFI

Damas Voluntarias de la Caja del Hospital de Seguros Sociales

Vilma Artavia-- FOV delegate

Asociación de Damas de las Naciones Unidas

Orgilia Mejia de Castro -- FOV delegate

Asociación Pro Enfermo Mental del Hospital Nacional Siquiatrico

President (FOV delegate) & other volunteers

Kiwanis Club

Members' wives met in a FOV training session

Colombia - October 29-31

Bogota AID Program

George McCloskey

Janice Weber

Dave Denman

Teresa Boca Negra -- AID Lawyer - Member UCC

ACOVOL-- Agencia Coordinadora de Voluntariado - & CCTV
(Coordinación Columbia de Trabajo Voluntariado)

Olga de Pizano -- Executive Director of CCTV

Clemencia Moreno de Lopez -- former OEF Field Representative

Maria Ester Saldariaga de Careno -- President

Santa Magdalena de Sofia & other volunteers

Organización y Capacitación La Cabaña- 20 volunteers & beneficiaries.
Self help Barrio group.

Ana Sexta de Cuadros -- Member of UCC and

President of the UN Commission on the Status

of Women (Comision de la Condicion Juridica y Social de la Mujer)

Fundacion Educacional Restrepo de Corral

Volunteer school group

Ana de Gonzales -- Volunteer

Sylvia de Cavillier -- Volunteer, ACOVOL Delegate & President

Luz de Macias -- Volunteer and delegate to ACOVOL

Eugenia de Dumit -- Volunteer and delegate to ACOVOL

IBAGUE - COVOTO - Coordinación del Voluntariado del Tolima

Marina de Hineirosa -- President of Federation, Grey Lady

Volunteer and Volunteer with Hogar Infantil

Cruzada Social

Blanca Ortiz -- Director of Guadaria (Day Care Center) organized
and funded by Cruzada Social -- also other working volunteers
in that day care center who are members of Grupo Voluntarias
de la Guadaria -- also an affiliate of COVOTO

Gilma de Gomez -- Board member of COVOLTO and in charge of
workshops of Cruzada Social

Hogar Infantil Alfonso Lopez - Orphanage

Bernardo Alvaro Menices Duarte -- Director and wife who is his
assistant.

Other members of CoVoto

Elvira Gordillo de Barrero -- Member of training team and first
VP of COVOLTO

Amparo Arias de Pusado -- Volunteer with Crusada Social
Rosita de Tovar -- Volunteer with Redaptacion Social (volunteer
group with women's prison)
Raquel Vasquez -- in charge of the employment placement
project for Crusada Social

Various low income volunteers with Orientación Familiar

UCC: Union de Ciudadanas de Columbia

Isabel Pinson -- Head of group making slides President of Bogota group
Ana Maria Pacheco Leon -- Treasurer
Carmen Julia Romero -- Executive Secretary
Beatrice Haga de Cardenas -- Board Member
Julia Voceses de Godarda -- 1st Vice President of Bogota Group
Helena Paez de Tavera -- Board Member and former National President

Bolivia - Nov. 11 - 15

AID

Nancy Ruether

Rural Womens Programs -- AID Funded Contract

Bambi Eddy de Arellano -- formerly with a Bolivian consulting firm CODEX

Cochabamba - FEDIFE - Federacion Departmental de Instituciones Femeninas

Maria Teresa Daza de Vega -- Federation President - x Becaria

Carmen de Camacho -- 1st VP

Roasrio Llastic -- General Secretary & Member of Voluntarias Hospital Viedma

Elsa del Granado -- Asociacion Mujeres Universitarias y Profesionales - attended OEF training in 1975- is head of public relations for FEDIFE and teaches biochemistry at the university.

Julia de Subieta -- Asociacion Cristiana Femenina

Voluntarias Hospital Viedma

Eva Marcos - Director of Volunteer efforts both in the hospital and outside as well

Inge Hostos-- Director of their pharmacy

Luisa de Velarde - Member

3 medical students who work in their program of health education in schools, rural medical work and work in the jails

Asociacion Cristiana Femenina

Berta Arellano -- Volunteer and public school teacher

Marta de Crivaiela -- public school teacher

Nelly de Pereda -- President

Group of FEDIFE

Maria Eugenia -- Girl Scouts

Berta -- Comite Feminina pro Cochabamba

Clotilde Rojas -- X Becaria

Ofelio Moraces--Bloque de Promocion Moral

AIDA de Moscoso -- Founder of Voluntarias Hospital Viedma
75 Becaria

Isabel Claude

Las Empleadas de Hogar

Marta de Urgarte -- Secretary

Dora Aguilar de Auza - Founder and Chief Mobilizer

Guardería Cala Cala

Olga de Arduya and 5 other volunteers who work in day care center

14 de Septiembre

Their Board of Directors. This is a community action group from a local barrio who might become members of FEDIFE

LA PAZ

ABES - Asociacion Boliviano de Educacion Sexual

Gladys de Beizaga -- a volunteer group who gives sex education talks to the schools, mother's clubs, church groups and youth groups -- was formed by an X Becariara. Not affiliated with CONIF.

CONIF National Confederation of Volunteer work

Margarita de Catacora -- former field representative for Bolivia
X Becaria -- organized a group of journalists -- on CONIF training team

CONIF

Dr. Maria Saavedra - (Pepita) lawyer and judge who organized CONIF 18 years ago.

Marina Cordora Montalvo -- Past President

Elsa de Revilla -- President

Arora Arze de Calderon -- Board Member

NON CONIF

Ruth Maldonado -- X Becaria--OB-GYN-- who organized a committee to help get access to the ocean, a group of women doctors and ABES.

ACORVOL - Agencia Para Coordinacion del Voluntariado del
Guauas -- Guayaquil

Jeni Sanchez -- X Becaria '75, Comite Damas Ingenieros Quimicos -
Member of training team.

Maria sol de Plaza -- member of Hogar de Cristo & Leprocomio
groups and past A CORVOL President and Member of training team.

Teresa de Giler -- X Becaria 74 -- Bogota - 76 -- Damas de la
Maternidad

Marlena de Carerrea -- Treasurer of ACORVOL & Member of Dama
Engineros Agronomos.

Libia Vitola - x Becaria 73,
Asociacion Ecuatoriana de Centro de Rehabitacion, member of
training team, V.P. of Board of Directors

Gloria de Gonzales - Damas del Club Rotarias.
President of ACORVOL

Lee Rivera - X- Becaria 75,
Bogota 7/75, Damas de Hospital
Maternidad, Asociacion Junta de Benificincia.

Pilar de Llopart Beneficincia de
Sra. de Guayaquil. Secretary of ACORVOL.

Norma Castro X Becaria 74, Camera Junior,
Training team and Research Committe member.

FASINARM

Maria Gilbert de Babra -- Director of Mentally Retarded School
Center and Vocational School.

Maria Leonor de Ortega -- Director of School Program.

Volunteer Social Worker and a group of 10 FASINARM volunteers.

SERLI

Staff and Volunteers

FANN

Staff and Volunteers

AMAS

Sonido Gonzales and other volunteers who help with a boy's
home and have a scholarship program. Priest who is Director.

SEGESVOL - Secretariado General de Servicio Voluntario - Quito

Berta de Teran -- Presidente & delegate from the Gias Scouts -
X Becaria

Maria de Badillo -- Damas del Patronato de Sanidad Militar,
Damas del Colegio Medico, is on the research committee, went
to Bogota '76 -- member of La Tola study team.

Marta de N _____ -- Asociacion Damas Dentistas & training team.

Mercedes de Avila -- Damas de Caballeria -- is on research team.

Suzana Zurita, volunteer of SEGESVOL

Elsa de Teran -- former PD staff, delegate from Gias Scouts--
X Becaria '70 -- Bogota '76 -- member of LaTola study team.

Piedad de Pinta -- Union de Mujeres Catolicas Training Team,
Public Relations Committee -- Treasurer.

Magdalena de Iturrualdo -- member of training & La Tola study
teams -- Asociacion Familiar Cristiano

Piedad de Davalos -- SEGESVOL volunteer

Ema de Chivoga -- Damas de Colegio de Abogados

Isabel de Almedo -- SEGESVOL Member

Gladys de Franco -- Member of Ropero group who sponsors day care
center and member of LaTola study team.

CEMA -- Centro de Motivación y Asesoría; Training Center which
directed LaTola study and provided SEGESVOL with human
relations courses

Jose Ignacio Donoso -- CEMA

Ropero Narcisa de Jesus & Ropero San Francisco de Asis -- paid
Day Care Teacher

Union National de Mujeres - Ecuatorianas

Ernestina de Chavez -- VP

Damas del Patronato de Sanidad Militar

Maria Maldonado de Gais -- President--other staff of hospital
who are beneficiaries of their nutritional program

Joint Literacy Project of Asociacion de Guias Scouts & Damas
Rotarias

Teachers and beneficiaries from the market vendors group.

COORDINATING AGENCIES OF COLOMBIA

CCTV (Coordinacion Colombiana de Trabajo Voluntariado)

A Confederation of women's volunteer organizations throughout Colombia; founded in 1975.

ACOVOL (Agencia Coordinadora de Voluntariado) Bogota

1. ACONIR - Asociacion Colombiana Pro-Niño Retardado Mental
2. Accion Social de Ejercito - housing, Outlet for handicrafts of wives of civilian personnel
3. Accion Colombiana de Recreacion
4. Asociacion Barranquillera de Caridad
5. Asociacion Cristiana Femenina - YWCA.
6. Asociacion de Guias Scouts
7. ASPORE- Accion Social (Policia en Retiro)
8. Asociacion Voluntarias Sub-Oficiales Fuerzas Militares
9. CRAC - Centro de Rehabilitación para Adultos Ciegos
10. Centro Acción Social Santa Magdalena Sofia - Day Care Center nutrition program
11. Colegio Profesional para Señoritas - Preparation for Work
12. Consejo Nacional de Mujeres
13. Club Michín - street urchins (preparation for work)* See also Parque de la Florida
14. Cruzada Social - women's training
15. Escuela Colombo Alemann de Labor Social
16. Damas Hebreas B'Nai B'Rith
17. Fundacion Educacional Ana Restrepo del Corral
18. Fundacion Club Los Lagartos
19. Fundacion Niño Jesus - Day Care center, income generation
20. Fundacion Nuestra Señora de las Mercedes - Rehabilitation of Woman prisoners
21. Hogar Monserrate
22. Hogar San Juan Bosco - Technical School
23. IDEAL - Instituto de Readaptacion Laboral - Physical Rehabilitation for Mentally retarded
24. Instituto Infantil Femenino Colombo Escandinavo
25. Jardín Infantil Obrero de la Perseverancia
26. Jardín Infantil Santa Bibiana
27. Liga Colombiana de Lucha Contra el Cancer
28. MYA - Madres y Amigos del Niño
29. COPROGRESO - Obras sociales el Progreso
30. OPNI - Organizacion Pro-Niña Indefensa
31. Obra Social Margarita Bosco
32. Organizacion y capacitación La Cabaña
33. Orientacion de la Joven
34. Secretariado Social de Soacha - Income Generation, School for Training Youth
35. Sociedad de Amor a Bogotá
36. Sociedad de mejoras y Ornato
37. VASED - Voluntariado de accion social Educativa
38. Voluntariado de la Policia Nacional
39. Voluntariado Pro-Salud Mental
40. Union de Ciudadanas de Colombia
41. Accion Catolica de Medios Independientes

Asociado con ACOVOL

• Sus Afiliados Son:

1. Asociación Colombiana de Diabéticos
2. Asociación Colombiana Pro-Niño con Parálisis Cerebral "Propace"
3. Beneficiencia de Cundimarcá
4. Casa de Salud Campito de San José
5. Clínica Shoto
6. Cruz Roja Nacional
7. Fundación Santa María
8. Fundación para la Educación Especial "FE" - vocational education for crippled youngsters
9. Instituto de Cancerología
10. Instituto Colombiano del Sistema Nervioso
11. Instituto Colombiano de Seguros Sociales
12. Instituto Materno Infantil Concepción Villaveces de Acosta
13. Hospital Infantil Universitario Lorencita Billegas de Santos
14. Hospital Universitario de la Misericordia
15. Hospital Universitario de la Samaritana
16. Hospital Universitario San Ignacio
17. Hospital Militar Central
18. Hospital San José
19. Clínica San Rafael Bogotá
20. Hospital San Rafael de Fusagasugá - income generation for crippled people
21. Hospital San Rafael de Girardot
22. Hospital San Rafael de Pacho
23. Hospital San José de Guaduas
24. Profamilia
25. Clínica Policía Nacional
26. Revista Presencia

VOLVALLE - Voluntarios Coordinados del Valle

Avenida 60 Norte 26-55
Cali (Valle) Colombia

1. American Women's Club de Cali
2. Asociación Cristiana Femenina
3. Asociación Luisas de Marillac
4. Asociación Señoras de la Caridad Centro "Santa Luisa"
5. Asociación de Antiguas Alumnas del Sagrado Corazón
6. B'nai B'rith
7. Casita de Belén
8. Casa de Recuperación Nuestra Señora de los Remedios "La Viga"
9. Centro de Acción Social del Ejercito Seccional Cali
10. Damas de la Caridad "Centro San Vicente"
11. Damas Grises, Cruz Roja, Cali
12. Damas Grises Cruz Roja Palmira
13. Departamento de Servicio Voluntario, Hospital Universitario del Valle
14. Federación Nacional "Cruzada Social"
15. Fundación Juvenil "Mi Casa"
16. Hospital Ancianato San Miguel de Cali
17. Hospital Siquiátrico "San Isidro"
18. Instituto de Terapia Especial de los Sentidos
19. Mesa Redonda Panamericana de Mujeres de Colombia Seccional de Cali
20. Sociedad de Amor a Cali
21. "Unicancer"
22. Voluntariado Centro de Salud de Siloé
23. Voluntariado de Damas Chilenas
24. Voluntariado del Instituto Colombiano de Seguros Sociales
25. Voluntariado Social de la Contraloría Departamental
26. Club Noel
27. Caminos
28. Club de Leones de San Fernando
29. UCC

Cúcuta - Coordinación de Voluntariado Norte de Santander

New organization

1. UCC
2. Consejo Nacional de Mujeres
3. Damas de la Caridad
4. Damas Grises de la Cruz Roja
5. Damas Rosadas
6. Acción Católica
7. Liga Contra el Cáncer

ADEVOL - Medellín

Carrera 50A No. 57-65
Apartado Aéreo 1604
Medellín, Colombia

Tel: 41-68-20

1. Guardería Aranjuez
2. " Castilla
- *3. " Guayaquil
- *4. " Buenos Aires
- *5. Hogar Infantil
6. PAN
- *7. UCC
8. Cundro de Honor de la Sociedad de Mejoras Públicas
- *9. Cívico Pro Paz
- *10. Fundación Cecilia Lince
- *11. " Escuelas Sabatinas
- *12. Hogar de Paso
13. Centro de Formación Familiar - income generation
- *14. Asociación Cristiana Femenina
- *15. " " de Jovenes
16. Colonia de Belencito
- *17. Nazareth
18. Fundación almuerzo navideño
19. Fundación Barrios de Jesús
- *20. Acción Comunal Municipal
21. Fundación Guayaquil
22. Conferencias San Juan de la Cruz
23. Conferencias Fñ XII
24. Escuela de ciegos y sordomudos
25. Grupo Voluntario de la Cárcel del Buen Pastor
26. Grupo de Voluntarios de Adevol
27. San Vicente de Paul
28. Asociación de Voluntariado de Hospitalario de Salud - AVHOS
29. Centro de las Damas Grises
30. Fuente de Socorro las Violetas
31. Grupo de Voluntarios de Salud #13
32. Grupo de Voluntarios del Centro de Salud #19

COVOLMAG - Santa Marta

Members:

- * 1. Centro de Formación de Acción Católica
- * 2. Centro Social de la Candelaria (4)
- * 3. Cruz Roja
- * 4. Gaira

Coordinación de Voluntariado de
Magdalena
Calle 19 No. 4-63
Apdo Aéreo 1237
Santa Marta

Tel: 36-64

Pres: Bertha de González

5. Caritas
- *6. Liga Anti-Tuberculosa
- *7. UCC
8. Damas Grises
9. Hospital San Juan de Dios
- *10. Samaritanos Progresistas
11. Legión de María

COVOLIO - Ibagué

1. Readaptación Social
2. Promoción mujer y familia
- *3. Educación especial
- *4. Cruzada Social
5. Recreación Dirigida
6. Damas de la Caridad
- *7. Dormitorio Don Bosco
8. Comité Femenino Club de Leones
9. Cruz Roja
10. Hospitalario Damas Rosadas
11. Hospitalario Juveniles
- *12. Orientación familiar - income generation

Coordinación del Voluntariado del Tolima
Carrera 5a Calle 43
(Instituto de Bienestar Familiar)
Ibagué, Colombia

Tel: 34-848

AVOCOR - Montería

1. Cruz Roja
- *2. UCC
3. El Portal
- *4. Guías Scouts
5. Costurero de Leperosos
- *6. Promoción del Artesano
7. Club de Leones

Coordinación del Voluntariado de Córdoba
Montería, Colombia

COORDIVOL - Cartagena

- *1. Instituto de Rehabilitación
- *2. Damas de la Caridad
- *3. UCC
- *4. Acción Católica de Señoras
5. Damas Grises
6. Damas Rosadas
- *7. Liga contra Epilepsia
8. Liga Antituberculosa
9. Guías Scouts
10. Voluntarias de la Base Naval
11. Voluntariado Juvenil Cartagena

Coordinación del Voluntariado de Cartagena
Apartado 849
Cartagena, Colombia

Pres: Faneth de Ordosgoitia

* ANAVOL - Pasto MARKET PLACE

1. Damas Grises Cruz Roja
2. Damas Rosadas Hospital San Pedro
- *3. Instituto Santo Angel-young women's rehabilitation
- *4. Residencia Social Corazón de María-income generation
5. Acción Católica de Señoras
- *6. Centro Comunal

Asociación Nariñense del Voluntariado
Apartado Aéreo 734
Pasto - Nariño

Pres: Sra. Martha de Rincón

ANAVOL - Pasto (cont.)

Asociación Nariñense del Voluntariado
Apartado Aéreo 734
Pasto Nariño

Pres: Alicia de Cock

- * 7. Guardería Infantil La Milagrosa
- * 8. Instituto Nacional para Ciegos
- * 9. Casita de la Divina Providencia

COVOLHUILA - Neiva FOUNDED FEB. 1975

Coordinación del Voluntariado de Huila
Apartado 14-15

- * 1. Acción Social Señoras de Neiva - Housing Neiva
- 2. Servicio Social Los Lagon
- 3. Damas Rosadas del Hospital San Miguel Pres: Mireya de Ron
- 4. Voluntarios del Instituto Colombiano de Bienestar Familiar (ICBF)
- 5. Centro de Orientación Femenina
- 6. Albergue Infantil
- 7. Damas Grises de la Cruz Roja
- 3. Liga Contra el Cáncer
- 3. Liga Contra la Diabetes
- * 9. Nuevos Horizontes - rehabilitation of prisoners

CODEVOL - Manizales

Oficina Coordinadora Departamental de Voluntariados

- 1. Damas Grises Voluntarias de la Cruz Roja Carrera 23 Nrto. 19-22
- 2. Club de Jardinería Apartado Aéreo 1179
- * 3. Orientación de la Joven Ira. Planta Palacio Arzobispal
- * 4. Corporación de la Sagrada Familia Manizales
- 5. Asociación de Damas de la Caridad de San Vicente de Paul Tel: 221-98
- * 6. Liga Antituberculosa de Caldas
- 7. Damas Rosadas Albergue el Buen Samaritano Pres: Gabriela Marín de Villada
- 8. Asociación de Antiguos Alumnos del Sagrado Corazón
- * 9. Asociación Femenina de Profesionales de AFEPRO
- * 10. Cruz Roja de la Juventud Colombiana
- * 11. Centro de Comercio Caldas
- 12. Casa Mariana
- 13. Obras Sociales Betania - Housing **See Hnas del Sagrado Corazón

UNIVOLCA - Popayan

Calle 5 No. 7-38
Popayan

- 1. Acción Católica promoción
- 2. Luisa de Marillac
- 3. Damas de la Caridad
- 4. Damas Grises
- 5. Damas Rosadas
- 6. Orden Tercera

Pres: Teresa Mosquera

CODAFE - Barranquilla

Coordinación de Asociaciones Femeninas

Apartado Aéreo 15527
Barranquilla

- 1. Federación de Damas Hebricas de Barranquilla
- 2. SANIR (Sociedad de Amigos del Recluso)
- 3. Voluntariado de Caritas Arquidiocesana
- * 4. Centro Cultural Santa Catalina
- * 5. Damas del Club de Leones Monarca
- * 6. Cruzada Social
- 7. Cuerpo de Voluntarias - Damas Rosadas
- * 8. Congregación Mariana para Señoritas
- 9. Damas del Club Rotario
- * 10. " de Santa Isabel de la Caridad

Pres: Nohemy de Gómez

11. Madres Catolicas
12. UCC
13. Voluntarias Psiquiatricas de Barranquilla
14. Damas del Sagrado Corazon
15. Voluntariado Asobosque
16. Liga Zonal de Lucha Contra el Cancer
17. Movimiento Apostolico Camino
18. Voluntariado Luisas de Marillac
19. Voluntarias de la Cruz Roja

COSTA RICA

FOV -- ORGANIZACIONES AFILIADAS

Federación de Organizaciones Voluntarias
Apartado 7-1070
San José, Costa Rica

- * ADEFINS
- * Asociación Damas Amigas del Niño de Guadalupe Pres: Sra. Denise Agüero Lindo
- Acción Femenina Cristiana
- Asociación Benefica de Cristo Obrero (Hogar Montserrat)
- Asociación Cívico Cultural Mexicana
- * Club de Jardines (San José)
- * Club No. 1 de Mujeres Profesionales y de Negocios
- * Casa de la Esperanza
- * Hermanas de la Caridad de San Vicente de Paul (Filial de Hatillo)
- Bienestar y Salud del Menor Enfermo Mental
- Damas Cooperadoras del Instituto Nacional sobre Alcoholismo
- * Asociación Pro Enfermo Mental del Hospital Nacional Siquiátrico
- Mesa Redonda Panamericana
- Unión de Mujeres Americanas
- Women's Club
- Obras de Fray Casiano

COORDINATING AGENCIES OF ECUADOR

SEGESVOL - Secretariado General de Servicio Voluntario QUITO

President: Berta de Terán

Asociación Benéfica Enfermos Incurables (ABEI)

* Unión de Mujeres de Acción Católica (UMAC) -

Damas de Caballería

Damas de la Academia de Guerra

* Damas de Odontólogos - free dental clinic, preventive education

Damas del Colegio Médico -

* Damas del Club de Leones - eye bank, involve parents in school curriculum

Damas Rotarias

Damas de Ingenieros

Damas de Abogados

Damas Ambateñas

Casa de Italia

* Damas del Patronato de Sanidad Militar - teach nutrition to parents

* Asociación de Guías Scouts - literacy teachers, community services

Damas de la Cámara de Industriales

* Movimiento Familiar Cristiano - social services, vocational training

* Ropero Narcisca de Jesús - day care center with nutritious food for children

* Ropero San Francisco de Asís - day care center (same as above)

Club Femenino de Cultura

Ropero Lola Villagomez

UMA - Union de Mujeres de Americanas

ACORVOL - Agencia para Coordinación del Voluntariado del Guayas GUAYAQUIL

President: Gloria Roca de González . Founded FY 1974

1. Guardería Mireya Aray

2. Patronato del Niño - surveying possibilities of a vocational school

3. FANN

4. Hogar de Cristo

5. ASENIR

6. SERLI - rehabilitation for polio victims, vocational education

* 7. IMPAL

* 8. FASINARM - prevention, detection, vocational training, counselling for retarded children

9. Damas de la Maternidad

10. LEPROCOMIO

11. SOLCA

12. Cruz Roja

* 13. Rosa del Guayas

* 14. Beneficiencia de Señoras

* 15. SADEF

16. Damas Italianas

17. Damas de Ingenieros Agronomos

* 18. Agrupación Cívica Urdesa - community action group, pressure group for social change

19. Damas Rotarias

20. Damas de Ingenieros Químicos -

21. Cámara Junior

22. Girl Scouts

* 23. Arborización

24. ANAS Asociacion Mariana Ayuda Social

BOLIVIA

FEDIFE (Federacion Departamental de Instituciones Femeninas) Cochabamba

Damas Italianas
Damas Potosinas
Voluntarias Hospital Viedma
Voluntarias Hospital Bronco-Pulmonar
Asociacion Sra. del Temporal
Club de Leones Villa Ingavi
Club de Leones Centro
Damas Tarijenas
Damas Chuqisaquenas
Madres de Canata
Costurero del Nino
Proteccion a la Mujer yaal Nino
Hijas de Maria Pro-Hospital
Damas Crucenas
Damas Benianas
Camara Junior
Asociacion Cristiana Femenina
Guarderia Cala Cala
Audiologia
Bloque de Promocion Moral
Guias Scouts
Asociacion Mujeres Universitarias y Profesionales
Viudas de Post-Guerra
Empleadas del Hogar