

Swedish International Development Cooperation Authority (SIDA) World Bank Trust Fund TF020159  
*Urban Peace Program: Violence, its Causes, Impacts and Interventions*

***Sida Seedcorn Fund:  
Capacity Building Initiatives to Strengthen Women's  
Participation in the Peace Process in Colombia***

**Evaluation Report**

by

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## 1. Introduction

### *i. Background to the Asdi Seedcorn Fund*

The Asdi Seedcorn Fund is the last activity undertaken in the final program component of the Sida supported World Bank Trust Fund, 'The Urban Peace Program: Violence, its Causes, Impacts and Interventions'. This Trust Fund was developed and managed by Caroline Moser, as Lead Specialist Social Development in the Latin America and Caribbean Region, with support from Eivor Halkjaer and subsequently Goran Holmqvist and Elisabet Hellsten in Sida's Latin American Department.

This final program component was titled 'Gender, Armed Conflict and Political Violence' and earlier components comprised an international conference held in Washington DC in June 1999 and a regional workshop on 'Latin American Experiences of Gender, Conflict and Building Sustainable Peace', held in Bogotá, Colombia in May 2000. The development of the Seedcorn Fund was the direct outcome of the regional workshop. This event, attended by some than one hundred and seventy participants, highlighted the urgent need for support to assist in strengthening the capacity of Colombian women, and their associations, to participate in ongoing peace processes through practical, concrete interventions. A number of critical constraints affecting women's participation were identified, including the following:

- The lack of unity among women's organizations, and in the women's movement as a whole in Colombia, to put forward a common project for peace
- The lack of voice and capacity of indigenous and Afro-Colombian women
- The important role that ex-combatant women can play in the formulation of policies for demobilization and a sustainable peace and the need to strengthen their organization

The Seedcorn Fund was established with an allocated budget of US\$ 90,000 including the cost of its administration. The format for its design and implementation was based on two other Seedcorn Funds developed by the World Bank in Colombia under the guidance of Jairo Arboleda, Civil Society Specialist. While the first of these focused on local partnerships for poverty reduction, the second ongoing Seedcorn Fund prioritizes Local Initiatives for Peace and is financed by DFID (UK) in collaboration with Fundacion Corona a Colombian private sector foundation. Both Funds emphasize the need to work in partnership and strategic alliances and seek to identify initiatives through a convocation and selection process<sup>1</sup>. Jairo Arboleda has managed the Asdi Seedcorn Fund from Bogota with Caroline Moser (now at the Overseas Development Institute) as Advisor, and Fiona Clark as Consultant to the project.

### *ii. Objectives and selection criteria of the Fund*

As a background to the evaluation of the Fund it is necessary to briefly summarize its objectives, as well as the different groups and activities identified as eligible for funding (see Annex One for detailed description). As stated in the Fund guidelines, the objective of the fund is '**to strengthen the coordination between women's organizations to promote their participation in the peace process in Colombia**'. Those eligible for funds include:

- Non-governmental women's organizations involved with women in situations of exclusion and economic and social vulnerability,
- Women's networks or groups whose objective is to be political actors in the peace process, and who wish to bring a gender perspective to the peace process in Colombia.

The fund is intended to include different women's groups such as, for instance:

- Groups of Afro-Colombian, indigenous and rural peasant women to strengthen their capacity to define their initiatives in the peace process

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<sup>1</sup> See DFID (1999) for details of Seedcorn methodology

- Ex-combatant, demobilized and ‘delinked’ (*desvinculadas*) women who have experienced problems reintegrating into civil society but who can play an important role in future demobilization and reinsertion processes
- Displaced women, who want to organize themselves to resolve their economic and social problems and who are looking to play an active role in peace processes
- Other groups of women who are trying to prevent different types of violence in urban popular sectors

The Fund identified the following types of activities as relevant for consideration:

Actions to strengthen the capacity of women’s organizations to identify and promote actions in their common interest for peace

- Support the active participation of women’s organizations in the different platforms and initiatives relating to the peace processes, not only with civil society but also with the government and private sector
- Strengthening of informal or formal alliances between different groups that work with a gender perspective on peace
- The creation of opportunities to visibilize women’s experiences in conflict and in the construction of peace through the documentation of their experiences
- Promotion of consultation processes with displaced women of all ages to ensure that their needs and interests are taken account of in the design and development of return or relocation programs.

### ***iii. Management and Execution of the Fund***

The Seedcorn Fund is overseen by a committee comprising Pilar Montagut (Gender Focal Point Departamento Nacional de Planeacion DNP), Ana Isabel Arenas, (Consejeria Nacional para Politica Social), Sara Gomez (Dialogo Mujer), and Maria Eugenia Vasquez (Colectivo Maria Va), Caroline Moser (Advisor), and Jairo Arboleda (civil society specialist WB Bogotá), Eucaris Olaya (consultant) has assisted in the administration of the fund, dealt with the agreements with the recipients and disbursements and supervision of the funds.

Proposals were sought through a *Convocatoria* procedure held in September 2000, using the extensive network of women’s NGO networks developed for the May Conference, to call for applications. By November 2000 the fund had received 85 proposals from a variety of regions of the country. These were from organizations that ranged from indigenous and Afro-Colombian women's organizations to national women's networks for peace, trade unions, and partnerships between academic institutions and women's organizations. The committee reviewed all proposals and met in Bogotá in November 2000 to select the eleven projects chosen to receive funding. Each project received between 15 and 20 million pesos (USD 7,000-10,000) in two disbursements. Committee members in Colombia were each allocated two or three projects whose progress they closely monitored through up to two field visits as well by electronic correspondence.

### ***iv. The Evaluation Study and structure of the Report***

The evaluation team, comprising Caroline Moser and Fiona Clark, undertook the evaluation of the eleven different projects, as well as the overall Seedcorn fund in July 2001. The Bogotá based fund committee<sup>2</sup> provided important assistance throughout the process. This not only included written progress reports on all eleven projects, but also meetings with the evaluation team at the beginning and end of the evaluation. Eucaris Olaya traveled with the team and provided observations relating to both individual projects and the overall process. The team met directly with nine of the project teams and traveled outside Bogotá to both Cali and Ibagué. Given the high levels of insecurity in project areas, in two cases project team members traveled to meet the evaluation team, The following

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<sup>2</sup> This comprised 6 people including representatives of NGOs, the Colombian Government and the World Bank

evaluation, therefore, is based on the written documentation provided, the field visits and working sessions with the committee and project teams.

The Report consists of four sections:

- Part one provides the main descriptive findings and content analysis;
- Part two presents the results of the participatory evaluation;
- Part three highlights some of the constraints and opportunities that the Asdi Seedcorn fund provides;
- Finally, part four concludes by identifying some challenges and recommendations for next stages.

## 2. Evaluation

### Part One: Main descriptive findings and content analysis

#### *i. Completion and ranking of the eleven projects*

The eleven projects were chosen to reflect a diverse range of groups that include indigenous and afro-Colombian women, a female youth group, professional as well as grassroots women and a network of ex-combatant women among others. The target groups of each project are identified in Table 1.

In seeking to reach the fund's overall goal each project has specific objectives and associated activities. These include establishing networks between marginalized groups, research on the situation of women in conflict, developing a communication strategy between women in civil society and women in the armed groups, and establishing a code of conduct between an indigenous community and the armed groups present in their region. Annex Two provides a more detailed summary of these as well as details of the context within which each is working. Overall it is clear that the fund finances projects with a range of objectives, target groups and interventions and, most importantly, in a variety of challenging contexts of violence and conflict.

**Table 1: Seedcorn funded projects by target group and working level**

| Project                                   | Target group  | Working level                                       |
|---|---|---|
| Si Mujer                                  | Armed and political actors  | Inter-institutional                                 |
| ACIN                                      | Indigenous women and community  | Individual<br>Organizational                        |
| Colectivo de Mujeres Excombatientes (CME) | Women ex-combatants   | Individual<br>Organizational                        |
| Mujeres Jovenes Popular (MJP)             | Young women from popular urban neighborhoods                            | Individual<br>Organizational<br>Inter-institutional |
| Humanizar                                 | Women's movement and armed / political actors                           | Inter-institutional                                 |
| Oye Mujer                                 | Ex-combatants, Displaced women, Grassroots women, Business women        | Individual<br>Organizational                        |
| Corporacion Colombiana de Teatro (CCT)    | Displaced women, Women of all ages affected by violence                 | Individual<br>Organizational                        |
| AMPIV                                     | Women's political actors and grassroots women                           | Individual<br>Organizational                        |
| Comunarwa/ATI                             | Indigenous women and community  | Individual<br>Organizational                        |
| Mujer y Futuro                            | NGO women working with displaced, ex-combatants and political prisoners | Individual<br>Inter-institutional                   |
| Red Matamba y Guasa                       | Afro-Colombian women and community                                      | Individual<br>Organizational                        |

Of the eleven projects funded, nine have provided mid-term reports and received their second disbursement. These nine have either completed the projects in their entirety or are well on the way to so doing with final activities planned. The remaining two projects have both faced implementation problems due to either internal or external difficulties.

- The *Comunarwa* women project in the *Sierra Nevada de Santa Marta* has been unable to proceed until recently with project activities due to a severe intensification of the conflict in that area and the incursion of two new armed groups. Furthermore, time constraints relating to women's responsibilities to participate in the indigenous community annual meetings has limited the capacity of the women's groups to plan and carry out project activities.
- The Afro-Colombian Women's project, *Matamba y Guasa*, initially faced organizational problems between the group presenting the proposal and the group implementing it, which it

materialized were not one and the same entity. The project was therefore renegotiated and agreed with the implementing group along the lines of the project approved by the fund and the first disbursement was made in the second quarter of this year.

In terms of project completion these nine projects can be evaluated as satisfactorily completed or on the way to completion. Obviously there are differences in the relative ‘success’ of projects. By way of a preliminary assessment committee members from their own knowledge ranked all eleven projects in terms of reaching the funds objectives, as shown in Table 2. These are subjective in nature and are intended to provide a reference point for the evaluation that follows. At the same time they highlight the impressive changes achieved, particularly by the top four ranked projects, Sí Mujer, CME, Oye Mujer and MJP, all of which are working at different levels, with different groups and in different contexts. Annex 3 provides a more detailed summary of each of the projects based on the project proposal, monitoring and final reports provided by each project.

**Table 2: Project focus and ranking in terms of fund objective**

| Project         | Focus           |          |       | Ranking* |
|-----------------|-----------------|----------|-------|----------|
|                 | Gender or Women | Conflict | Peace |          |
| SI Mujer        | CWF             |          | ✓     | 8.5      |
| CME             | W               | ✓        | ✓     | 8.1      |
| Oye Mujer       | CWF             |          | ✓     | 8.0      |
| MJP             | CWF             |          | ✓     | 8.0      |
| Humanizar       | CWF             |          | ✓     | 7.5      |
| ACIN            | W               | ✓        |       | 7.5      |
| CCT             | W               | ✓        |       | 7.0      |
| AMPIV           | RWF             | ✓        | ✓     | 7.0      |
| Mujer y Futuro  | CWF             | ✓        | ✓     | 6.6      |
| Comunarwa       | W               | ✓        |       | 6.5      |
| Matamba y Guasa | W               |          | ✓     | 6.0      |

CWF: Contemporary women feminists (feminist agenda that has evolved along with gender paradigms shifts)

RWF: Radical women feminists (feminist agenda still based heavily on 1970s ideals and paradigm)

W: Women focused rather than gender focused approach

\*Rankings are calculated according to marks out of 10 allocated by the committee member responsible for the project, and the evaluation team members where they were sufficiently familiar with the project.

## ***ii. Content analysis: Difference in working level, definition, and program content***

Within the broadly stated objectives of the Seedcorn Fund, the evaluation points to important differences among projects. These relate to working level, definitions and associated projects program contents.

Table 1 identifies the level at which each of the funded groups is working. This highlights the fact that to achieve their objective groups work at different levels. In fact many more groups are working to change the capacity of women to participate in the peace process at the **individual** or **organizational** level, than at the **inter-institutional** level. Differences in level at which a group works is closely associated with their conceptualization, and associated definition, relating to two critical areas of distinction:

- Women or gender
- Conflict or peace

## **a. Women or gender**

Projects do not all have the same approach to women and gender issues, as identified in Table 2. Different emphases in their focus reflect not only the type of organization implementing the project but also its history, the target group whose capacity it is strengthening, and the practical realities of the wider political context in which it is operating. Some projects focus on women as a specific target group, while others are concerned with changing the nature of gender relations more generally. Groups working with women who are less aware of their gender identity, such as indigenous women, displaced and ex-combatants, include consciousness raising activities intended to empower women to struggle for their rights in local communities and thereby aim to shift gender relations within the community. Within these groups themselves are important differences.

- Indigenous groups such as ACIN have adopted the gender neutral language of ‘harmony’ used by their community rather than language around ‘gender equity’ as an entry point
- Ex-combatants emphasize the importance of ex-combatant women’s separate identity as women rather than combatants, by valuing their gendered experience of combat and strengthening their self-esteem so as to encourage them to participate as women and as ex-combatants in the current peace processes.
- Women’s organizations working at the inter-institutional level such as Sí Mujer are utilizing both approaches in their incipient dialogue with combatant women in one of the guerrilla groups. On the one hand they are seeking to build combatant women’s awareness of their gender identity and of gender discrimination, while at the same time encouraging them to recognize the critical importance of gender issues in the peace process.

In addition further distinctions can be noted within gender-focused organizations. Left-wing groups working within a Marxist discourse tend to emphasize a 1970s Marxist feminist approach. These include AMPIV and the young women’s group MJP whose aggressive militant feminism could pose potential problems in terms of collaborating with other groups. Finally the working environment of conflict and peace has created different forms of feminisms. Sí Mujer has moved from a pacifist position to an anti-armament one.

## **b. Conflict and Peace**

While the overall objective of the Seedcorn fund focuses on women’s organizations in the peace process, peace as such is not specifically defined, and nor is a clear distinction made between conflict and peace. Here again the evaluation showed variations in definitions, interpretations and program content, which are important to distinguish. Not all projects automatically focused on peace, while some peace-focused projects themselves concentrate disproportionately on the ‘other,’ failing to recognize the need for analysis and potential for change within themselves, their group or their lives.

- In a context as polarized as Colombia today some women participating in such projects may indeed have husbands, partners, brothers, sons and even daughters actively involved in the armed forces – be it the guerrilla, paramilitary or army.

## **c. Conflict**

It is also important to recognize that for many of the groups conflict is not limited to political violence, but also includes both economic and social violence, particularly intra-family violence and sexual abuse, both of partners/wives as well as sons and daughters<sup>3</sup>. Some groups focus on the interrelationship between different types of violence, highlighting for instance the implications of high levels of intra-household violence the cause of involvement in political violence. (See Box 1). As one indigenous woman leader stated: ‘*Yo no he podido vivir con mi marido pero si con las FARC*’.

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<sup>3</sup> See Moser (2001) for a detailed distinction between these three types of violence from a gender perspective

Another example is provided by Sí Mujer that is using the Seedcorn project to publicize material produced from an investigation of rape as an act of political violence (Sí Mujer, 2000). The severe failure to acknowledge this sensitive issue in Colombia is indicated by the fact that the press communiqué of the results of this investigation was not published by any of the media sources to which it was sent (see below).

Another group, CCT, uses drama as a medium to denounce rape during conflict as a violation of human rights. In this case the tremendous popularity of the theatre's production and requests for subsequent showings means that its messages have been disseminated more widely. A very different group, Bogotá based young women identify the interconnections between national conflict and local economic and social violence relating to robbery, theft, drugs, and transport accidents, as well as identifying an increase in sexual violence in correlation to rising political violence.

**Box 1: The relationship between sexual abuse and political violence among indigenous groups**

Indigenous women in the ACIN project in Cauca are particularly concerned about the consequences of high levels of intra-family violence and its relationship to political violence.

Women assert one of the main reasons young members of their communities are joining the guerrilla is to escape the physical and verbal abuse by their fathers – experienced personally and by other family members. As a young 12 year old youth commented 'I am joining the guerrilla, and the moment I have a gun, I will return to kill my father for all the abuse he inflicts on my mother'.

This allegation contrasts with other analyses that identify ideological or economic motives as the main reasons for young indigenous men joining guerrilla groups. Indeed there is compelling evidence of young indigenous women choosing to join the guerilla for similar reasons.

**d. Peace**

The evaluation also highlights diversity in definitions and interpretations of the meaning of peace, depending again on such factors as the target group and the context in which the project is being implemented. A marked distinction exists between women living with violent armed conflict on a daily basis, who identify peace as a general improvement of their quality of life in terms of security, economic status and fulfillment of rights, and women who are not so directly exposed to armed conflict, for whom peace is the official peace process and the negotiated end to the armed conflict.

- Indigenous groups in the ACIN and Comunarwa projects both live in high conflict areas. For them the peace process is essential to protect and preserve their indigenous identity and culture. To ensure this, the Iku for instance are using the Seedcorn project to participate in the drafting of a code of conduct. This relates both internally to the community, as well as to engagement with the outside world, particularly armed actors. The Iku identify the importance of including young community members in this project as a means of discouraging them from joining the guerilla, or becoming dependent on drugs and alcohol, both of which are increasingly problematic.
- For displaced women peace is perceived as the re-creation of the quality of life they had before they were displaced in terms of their level of economic sustainability, to be achieved through productive projects – but not necessarily by returning to their previous place of residence.
- In Ibaque, businesswomen participating in the Oye Mujer project identify peace in concrete terms as 'acts of peace' (*hechos de paz*). They consider employment generation projects for displaced women as safer and more justifiable ways of involving themselves in peace for their companies and bosses. Thus peace for them is perceived as a country with an employed, able workforce and viable companies and economy.
- For women organizations such as Humanizar, working directly 'to strengthen the coordination between women's organizations to promote their participation in the peace process in Colombia', peace means the signing of the peace accords or agreements that include a gender perspective, and consequently ensuring the women's movement's participation in the process of Caguan to ensure that women's voices, needs and strategies are included in building peace



and the future development of the country. Sí Mujer, another group working at this level have adopted a strategy of communicating directly with women guerillas to try and facilitate the adoption of a gender perspective inside the guerrilla groups themselves.

- Finally, some of the groups based on a 1970s Marxist ideology, who are hostile to Plan Colombia and any kind of foreign intervention, identify that peace requires the redefinition of the development project in Colombia, government structures and the peace process itself as a precondition for them to get involved and reaching any type of lasting and peaceful solution.

Examples such as these illustrate the importance of recognizing that there is not one concept or program for peace in Colombia but a multitude, and that these depend on the identity and positioning of different social actors and institutions.

## Part Two: Results of the participatory evaluation

Within the Fund's overall objective, 'to strengthen the coordination between women's organizations to promote their participation in the peace process in Colombia', individuals projects identified specific objectives to strengthen in various ways the participation of women and their organizations in these processes. With no base-line data against which to evaluate changes in levels of participation, the evaluation team together with the committee, agreed to the use of participatory evaluation techniques as one evaluation method, along with field visit interviews and written documentation. Building on participatory urban appraisal techniques used in the research component of the Urban Peace Program (see Moser and McIlwaine 1999; 2000), the following descriptive tools were developed and systematically implemented in the field with most of the project teams<sup>4</sup>:

- **Contextual timelines** of changing levels of conflict and violence. These provided important information concerning the types and levels of conflict within which projects were implemented - some of which also included changing levels of awareness regarding women's participation in the peace process.
- **Listing and ranking** of descriptive indicators of changes in capacity to participate in the peace process. Since such a change process includes a number of complex stages and levels, it is useful to distinguish between changes at individual, organizational<sup>5</sup> and inter-institutional levels.
- **Institutional maps** of the strategic alliances that different organizations use to reach their objective of greater coordination between women's organizations, as well as links to other important institutions in the peace process.

This section briefly outlines the findings from the participatory evaluation undertaken using the three techniques identified above, with the different project teams.

### *i. Contextual timelines of changing levels of conflict and violence*

All the project groups confirmed that the Colombian conflict has intensified over the last year with advances and retreats in peace negotiations. They identified the continued battle for land between the three principle armed actors (the FARC, ELN and the AUC), and the increasing emergence of splinter groups, as key to ever higher levels of violence and human rights abuses against the civilian population. This has resulted in swelling numbers of internally displaced people, and high levels of mistrust and fear among the population as a whole. While certain zones of the country are still more directly affected (such as the Choco, the Sierra Nevada de Santa Marta and Bolivar) the effects of the conflict are now widespread, and moving ever closer to previously spared urban centers. Even in areas where political violence is still relatively low, social and economic violence have increased. These include gang violence, domestic violence, drug abuse and drug peddling, theft and robbery all of which can have as profound an impact on the daily lives of the population as the armed conflict itself.

In this context it is difficult for community groups and development projects to function. In each of the project-team evaluation visits the project context was identified as the starting point of the evaluation itself. Teams began by drawing 'contextual timelines' of changing levels of conflict and violence in their operational area. This tool provided a quick and effective form of communicating the project context to the evaluation team. The timelines also showed how different groups use diverse proxy indicators to measure levels of conflict in their region. These included the presence, and extent of activity of different armed groups, numbers of disappearances, and levels of displacement, as well as levels of sexual and street violence. Timelines in figures 1 and 2 show the context of severe

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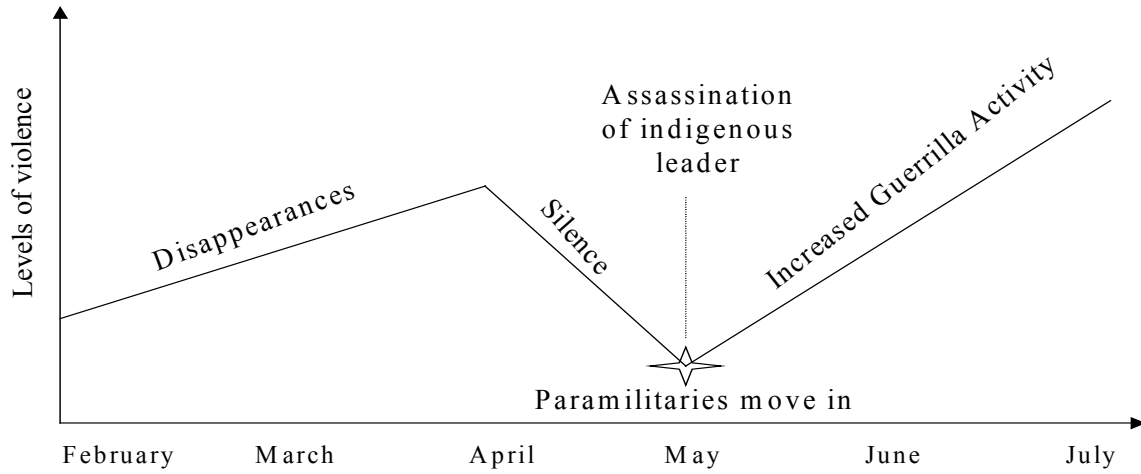
<sup>4</sup> Where project teams had arranged very large meetings of up to 30 people, as well as limited time, these proved particularly difficult to implement, and in some cases were not attempted at all (such as the Corporacion Colombiana de Teatro and AMPIV)

<sup>5</sup> The organizational level refers to changes occurring within the project team responsible as a consequence of Seedcorn-funded activities

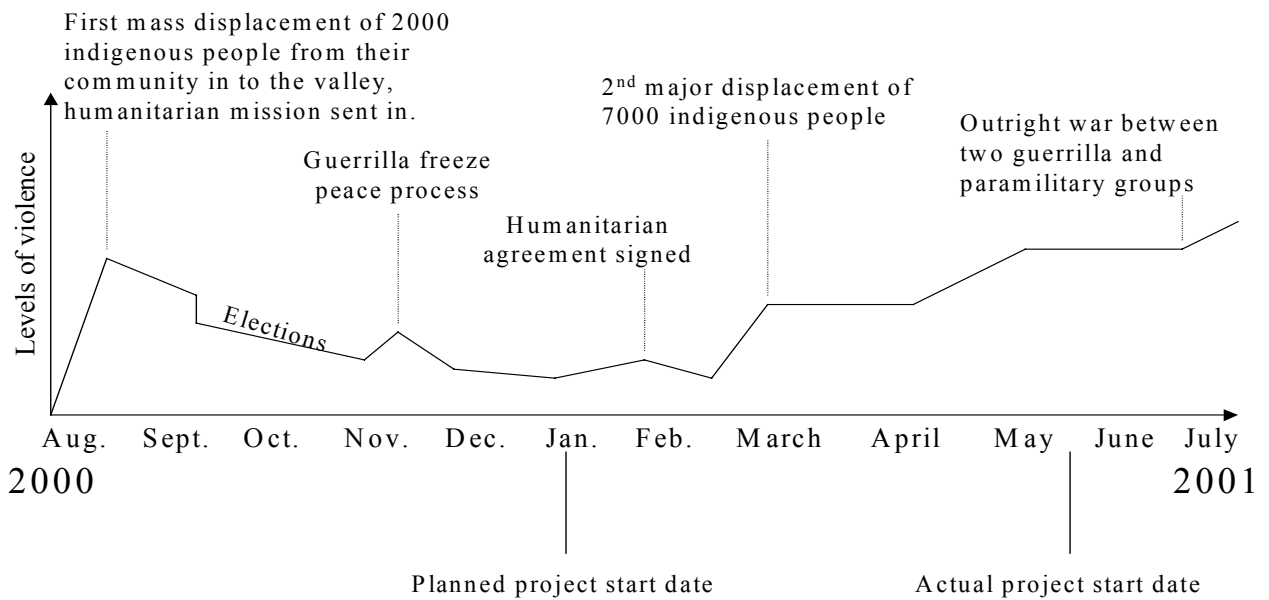
uncertainty in which two projects operate as well as indicating the volatile, changeable nature of conflict.

As shown in figure 2, for the Iku women's *Comunarwa* project in the *Sierra Nevada de Santa Marta* the situation has been particularly harsh. The project coordinator described the conflict as having come 'closer' to their communities over the last year due to an intensified presence of the FARC, the ELN and the AUC. The timeline identifies high points in the local conflict that resulted in two large displacements of indigenous peoples (total of about 9000) from their traditional lands into the valleys. The group also identified increasing levels of youth violence and delinquency, and the forced recruitment of young community members into the armed groups, as factors compounding the situation. As different armed actors simultaneously penetrate communities, and control certain members, this creates an environment of fear and increasing mistrust. The outcome is paralysis and the disempowerment of communities to function and carry out their responsibilities and life projects.

**Figure 1: Timeline of levels of violence drawn by indigenous women's group in western Colombia**



**Figure 2: Timeline of levels of violence drawn by group of indigenous women in Northeast Colombia**



**ii. Matrix of indicators of change at individual, organizational and inter-institutional levels**

As identified above, the fund supported activities at different levels. While this broadened its coverage and strengthened the fund's objectives, it imposes limitations on evaluating projects in terms of one common set of evaluation indicators. In addition, the evaluation prioritized participatory tools that allow groups to identify **their own** perceptions of the most appropriate indicators. Consequently evaluation results are primarily project specific and qualitative in nature, though some general trends can be identified.

**Table 3: Listings of descriptive indicators of changes in capacity to participate in the peace process**

Table 3 summarizes some of the most frequent indicators identified by the groups during the evaluation, with indicators at each level providing important proxy or composite, qualitative measures

| Level                      | Indicators of change in:  | Examples  |
|----------------------------|---|---|
| <b>Individual</b>          | Self-esteem<br>Measured through:<br>i) Increased ability to speak in public<br>ii) Letting go of trauma of past<br>iii) Recognizing ones own agency and capability and overcoming sense of victim-hood. | Particularly important in indigenous projects such as <b>Comunarwa</b> and <b>ACIN</b> and achieved through capacity building workshops<br><b>Corperacion Colombiana de Teatro</b> : Using drama to process the pains and losses of displaced women and turn them from victims into actors.<br><b>National Network of Women Ex-Combatants</b> : Using life histories and testimonies to 'construct a new identify without denying one's past' and acknowledging a new type of agency of ex-combatant women for peace. |
|                            | Attitude towards relative importance of gender identity   | <b>National Network of Ex-combatant Women</b> : Reconstructing their identity as women and accepting their history as gendered<br><b>Si Mujer</b> : Dialogue with active women combatant  |
|                            | Attitude towards peace  | <b>Oye Mujer</b> : Shifting attitudes of business women that peace is an issue and process of concern to them   |
|                            | Level of participation in meetings  | <b>Si Mujer</b> : Those not in agreement with contact with armed groups left the group  |
|                            | Time allocated by women to working in activities related to conflict and peace  | <b>Oye Mujer</b> : Business women dedicating more time now to project and issue of peace and conflict more generally than before  |
| <b>Organizational</b>      | Internal cohesion<br>Measured through:<br>i) Ability to get activity accomplished<br>ii) Ability to reach internal consensus in the group<br>iii) Change in outside perception / profile of the group   | <b>National Network of Women Ex-combatants</b> : Organization of work plan and division of activities created friction between the women over the pressure to complete tasks.<br><b>AMPIV</b> : Production of book as common project identified as indicator of intra-organizational strength<br><b>MJP</b> : Asked to represent youth in local municipality planning and attend national level dialogues for peace.  |
| <b>Inter-institutional</b> | Contact with other organizations<br>Co-ordination with other organizations  | <b>Humanizar</b> : Through project able to gain access to process at Caguan and dialogue with representatives of the Armed Groups and Government High Commission for Peace.   |

of change in the capacity of women's organization to participate in the peace process. The following section briefly illustrates this.

## **a. Individual level indicators**

### ***Changes in levels of self-esteem***

This was recognized as an important indicator of women's reduced level of fear and increased capacity to participate in the peace process. Indeed it was changes at the individual level that were considered critical pre-conditions for changes at other levels. In some cases women's lack of self-esteem is symptomatic of their position in society and is most apparent among the more excluded groups. For instance, indigenous women in ACIN identified being able to speak publicly (*dar la cara al publico*) as an important change achieved through the capacity building activities undertaken in their project.

For others it is the rebuilding of lost esteem that is crucial, identified as important by two groups in particular—displaced and ex-combatant women. The CCT, for instance, focused on the reconstruction of identity of displaced women through drama as a mechanism for processing painful experiences of displacement to be able to move on (*'para no quedarse en el pasado'*). This raised displaced women's awareness that they were not just victims, but also representatives of their culture and history—in this culture and psycho-social trauma treatment were linked to the reconstruction of identity and agency, and recognition of the individual's capabilities. The expression of *'Si puedo'* (Yes I can) came up repeatedly in all groups and relates to women's confidence in themselves and in their role in the peace process.

### ***Changes of attitude***

This was identified as the most important indicator of change, and was critical to measuring the success of the projects. The most important attitude changes identified related to gender identity and discrimination, and to peace—in terms of what it means and one's potential role in achieving it. This indicator showed that many women involved in projects had begun with divergent attitudes towards conflict, what it meant to build peace, and their role both as ordinary people, and as women, in the process.

Seedcorn fund resources played a critical role, for example, in facilitating Si Mujer's objective to bring a gender perspective into the peace process. To this end the organization initiated and continues to maintain a dialogue between the project group and a woman *comandante* of one of the armed groups, concerning the importance and relevance of a gender analysis of conflict, and in the peace process. The group identified their main achievement as a shift in the woman *comandante's* attitude towards gender, from complete dismissal to the beginnings of a dialogue to a willingness to continue discussing the issue.

Women working in the projects also noted changes in choice of attitude towards conflict in the face of the deteriorating Colombian conflict. Projects identified the two alternative choices as coming out against conflict and violence, or staying silent—from fear or lack of understanding. This change in attitude has meant an increase in the number of people who now opt to speak out instead of staying silent. Again, this relates to self-esteem, and acknowledgement of the potential role each individual can play in the in the peace process.

### ***Changes in time allocated by women to working in activities related to conflict and peace***

One of the simplest, most effective indicators of individual level change relates to the amount of time that women are prepared to give to peace related activities. Obviously many factors influence a woman's ability to take time to participate. These include both economic constraints and child-care responsibilities. Nevertheless groups identified this as a useful indicator to measure commitment, as well as the empowerment of women in so far as they could chose how to spend their time.

Overall, organizations working simultaneously with different groups may perceive different rates of change, as illustrated in Box 3 for the case of Oye Mujer. Although both displaced and ex-combatant women had changed considerably in their capacity to participate in the peace process, the project

committee perceived that it was the businesswomen that had shifted furthest in their level of participation.

**Box 3: Listings and rankings of descriptive indicators of changes in capacity to participate in the peace process in the Oye Mujer project, by different target groups.**

| Level                      | Indicator                  | Target groups          |                           |                       |                                 |
|----------------------------|----------------------------|------------------------|---------------------------|-----------------------|---------------------------------|
|                            |                            | <i>Displaced Women</i> | <i>Ex-combatant women</i> | <i>Business women</i> | <i>Women's Grassroots orgs.</i> |
| <b>Individual</b>          | Time commitment to project | 3                      | 2                         | 3                     | NA                              |
|                            | Self-confidence            | 2                      | 1                         | 2                     | NA                              |
| <b>Organizational</b>      | Organizational capacity    | 2                      | 2                         | 2                     | 1                               |
| <b>Inter-institutional</b> | Contacts made              | 1                      | 2                         | 3                     | 2                               |
|                            | <b>TOTAL</b>               | <b>8 (2)</b>           | <b>8 (2)</b>              | <b>10 (2.5)</b>       | <b>3 (1.5)</b>                  |

Oye Mujer's project committee listed and ranked **changes** in capacity to participate on a scale of 1-3, with 1 a minimum level of change and 3 a maximum level. The table shows that in their perception most progress has been made with businesswomen. This does not mean that other groups have not been successful in participating, but more that relative to the other groups, the change in the group of businesswomen has been the greatest.

## **b. Organisational level indicators**

Organizational level change was frequently equated with strengthening in the group capacity to manage the project. A number of proxy indicators were identified, all of which related broadly to better internal cohesion among the project group.

### ***Internal cohesion among project group***

Many groups identified project outputs as a useful proxy for measuring internal group strengthening. These included numbers of events, and activities or products achieved during the project's life—based on the assumption that without internal cohesion groups would not have had sufficient consensus to carry out activities.

- The ex-combatant women's group identified the importance of activities completed for the project as a means of valuing their achievements as a group. This served to reinforce their individual identify and growing self-esteem, and to recognize that despite the suffering experienced, it was possible to accomplish some thing (*si se puede*).

Some group identified internal cohesion in terms of a consensus in approach to a particular issue or problem.

- During the project process, the group lead by *Sí Mujer* redefined itself a number of times. Women left or joined when they disagreed or agreed with the approach adopted. Some disagreed with direct dialogue with women combatants and chose to leave the group. Later some rejoined, reflecting a change in attitude to conflict and peace.

Other groups identified consolidation of their external image and profile as a proxy for better internal cohesion and organizational strengthening. They measured this in terms of the number of events in which they had participated as representatives of their group.

- The young women of the MJP felt that the choice of their leader to represent them in the National Young Assembly for Peace indicated their acceptance into the movement for peace.

## **c. The Institutional Level**

The overall objective of the fund is to strengthen the coordination among women’s groups to promote their participation in the peace process. It is crucial, therefore, to identify the extent to which different project funded groups have been able to establish new strategic alliances or make new contacts. Two key indicators were identified for this purpose; first, the establishment of new contacts with institutions important to them to reach their objective, and second, the development of new collaborative initiatives with other institutions.

***New contacts***

The establishment of new contacts relates mostly to new strategic contacts made with important institutions but can also relate to the strengthening of the relationship with a particular institution with which contact has been made but collaboration is still weak.

- The group ‘Women Against Arms’ within Si Mujer has investigated 120 cases of rape committed against women by different armed groups currently active in the country. This work on rape as a war crime enabled the group to establish a much closer link with the *Defensoria del Pueblo*—the government’s entity that facilitates dialogue between civil society and the government.

***Coordination and collaborative work with other groups***

Collaboration with other institutions comprises two or more organizations combining to work together on a common agenda for peace, or when one organization is asked to provide their services to another.

- As a result of the work accomplished with four groups of women in Ibagu e, the departmental government of Tolima has asked Oye Mujer to replicate the same work program in other localities.

**Box 4: Listings and rankings of descriptive indicators of changes in capacity to participate in the peace process for women ex-combatants**

|   |              | <i>Working Level</i>   |              |                                     |              |
|---|--------------|--|--------------|-------------------------------------|--------------|
| <i>Individual</i>   |              | <i>Project Group*</i>  |              | <i>Network*</i>                     |              |
| <b>Indicator: Change in</b>   | <b>Score</b> | <b>Indicator:</b>  | <b>Score</b> | <b>Indicator</b>                    | <b>Score</b> |
| Time spent on project   | 2-3          | Level of interaction between women of different demobilized groups | 3            | Regional recognition and acceptance | 1.5          |
| Self-confidence/ability to talk in public about women, conflict and peace | 3            |  |              |                                     |              |
| Value ones own history  | 2            | Number of activities completed                                     | 3            | No of written replies               | 1            |
| Ability to write about ones experience                                    | 2            |  |              |                                     |              |
| Trust in others   | 2-3          |  |              |                                     |              |

\* N.B. Change is ranked out of a total of 3 where 1 represents least change and 3 represents most change. The group chose to alter the titles of the working levels from ‘organizational’ and ‘inter-institutional’ to ‘project group’ and ‘network level’ respectively, as they felt these reflected more adequately the levels at which they were working.

For ex-combatant women in the CME project, life histories and testimonies were crucial to the process of social rehabilitation and reintegration. They identified the importance of ‘*recuperando su historia—reconocerse*’ (recovering ones history and rediscovering oneself) and ‘*la construccion de una nueva identidad sin negar el pasado*’ (the importance of constructing a new identity without denying one’s past).

The very ability to write about themselves and their experiences is a huge change for ex-combatant women as a way to regain and visibilize their past. Many women, through their involvement in armed groups, have been positively discouraged from writing anything down for fear of discovery by the enemy or of leaving behind a paper trail. To put to paper previously unspoken thoughts, feelings and experiences is a difficult task, but one that women find both challenging and liberating. It is a means of *recuperar la palabra* (reclaiming ones voice, ones word).

The inter-institutional level impact of projects proved the most difficult to evaluate for a number of reasons. First, only 4 out of the 11 were identified as working at this level (see Table 1); second, it

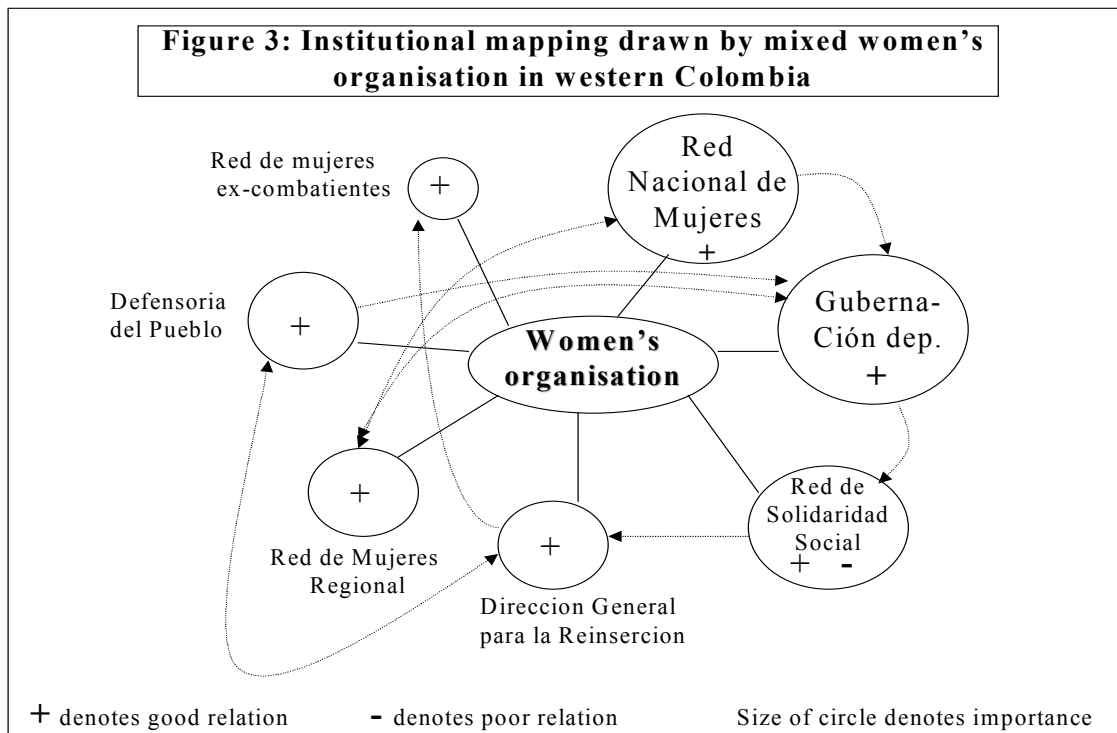


was often difficult for groups to identify how far successes in collaborative work were specifically the consequence of the Seedcorn fund as against the result of longer term processes. Institutional mapping, the final participatory evaluation technique provided greater understanding of this issue (see next section)

In concluding this section it is important to reiterate that ultimately indicators at all levels were decided by groups participating in the evaluation process. Consequently they varied in emphasis, and at time in terms of content. The ex-combatant women, in particular identified very specific, individual level change indicators pertinent to their specific life experiences (see Box 4).

### iii. Institutional Maps

A third participatory evaluation tool, institutional mapping, compliments inter-institutional indicators, by identifying which institutions are important for projects to meet their objective—to strengthen their capacity to participate in the peace process. Analysis of institutional maps identifies those institutions women perceived as most important in the peace process, as well as providing suggestions as to where greater institutional strengthening is needed in the future<sup>6</sup>.

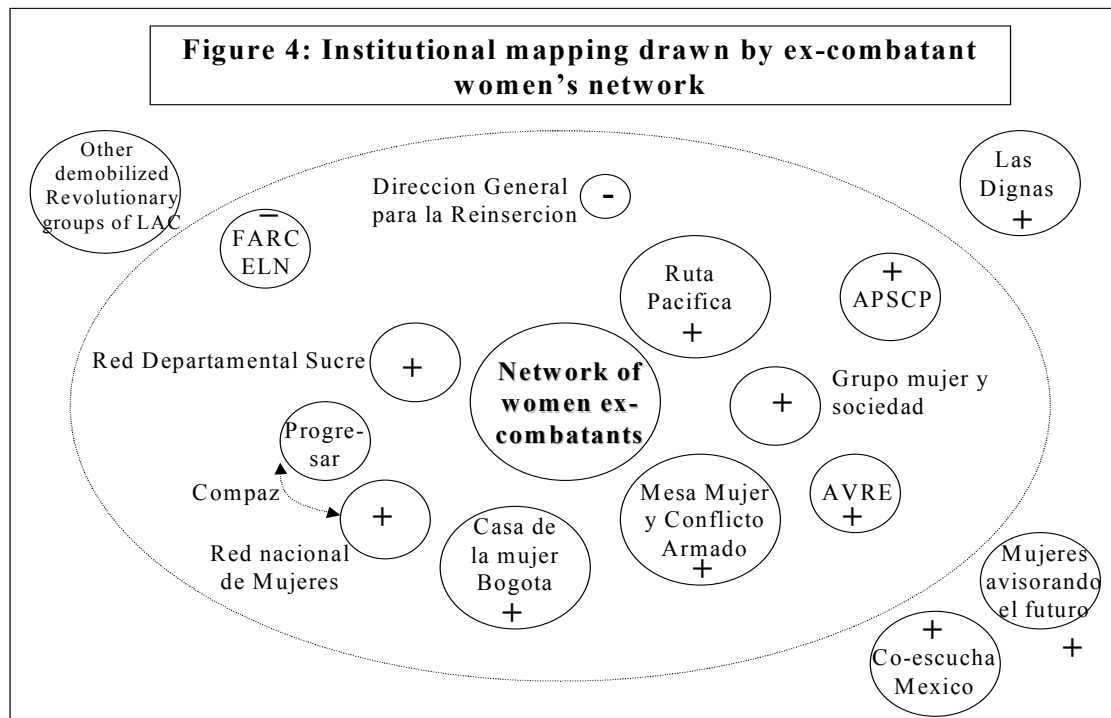


For example, the institutional mapping in figure 3 identifies the Regional Government and the National Women’s network as the most important institutions for the project group to carry out their work and to achieve its objectives. Furthermore, the relationship they have with them is a positive and productive one. The *Red de Solidaridad Social* was perceived as a relative important institution, mainly related to the displaced women component of the project. However, it was identified as both positive and negative and would therefore suggest an area where the relation needed to be

<sup>6</sup> Project teams undertook mapping by drawing different institutions they considered important in reaching their objectives around a central point, the project itself. They located institutions either inside or outside the parameter of their working environment, with different size circles denoting different relative importance. They then identified whether their relationship with each institution was negative or positive in terms of helping them reach their objectives.

strengthened. This institutional mapping exercise also identified the links between the different institutions.

Figure 4 shows the institutions of importance to the Women Ex-combatants Network and shows that it interacts with a number of institutions within and outside their immediate operational environment. They rely more heavily on external and international support than do the women’s group in figure 3. Interestingly the government department charged with the responsibility for the demobilization and reinsertion of ex-combatants figures as least important to the network and is perceived as negative in this institutional mapping.



The institutional mapping exercise was carried out with six out of the nine projects visited during the evaluation. Whilst the sample is therefore relatively small and somewhat partial a number of interesting findings can be deduced from the exercise.

The first striking issue is the relative importance of different institutions in the peace process. The six projects identified and listed a total of 59 institutions (see Annex 4). In listing and ranking these only eight institutions were listed by more than one group (see table 4). Of these, the *Red Nacional de Mujeres* (National Women’s Network) is by far the most important institution, both in terms of listing and ranking, for strengthening women’s participation in the peace process. Its importance relates to the specific role the national women’s movement plays in the provision of contacts, training, and information on gender conflict and the peace process. This has greatly assisted women’s groups across the country feel less isolated in the important work they are doing.

- Oye Mujer in their timeline and institutional map explicitly link an increase in general awareness around the topic of women and peace in Tolima to the training project team members received in a workshop organized by Humanizar and the *Red Nacional de Mujeres* in Bogotá, and funded by the Seedcorn fund project.

**Table 4: Seven most important social institutions identified by seven projects, by listing and ranking**

| Institution             | Project  |      |      |      |            |           | No. of listings | Total ranking |
|-------------------------|----------|------|------|------|------------|-----------|-----------------|---------------|
|                         | Si Mujer | ACIN | CME  | MJP  | Human-izar | Oye Mujer |                 |               |
| Red Nacional de Mujer   | 2 (+)    |      | 2(+) |      | 2(+)       | 3(+)      | 4               | 9             |
| ANPSCP                  | 1(+)     |      | 1(+) | 1(-) |            |           | 3               | 3             |
| FARC                    | 1 (+/-)  |      | 2(-) |      | 1 (-)      |           | 3               | 4             |
| ELN                     | 1(-)     |      | 2(-) |      | 1 (-)      |           | 3               | 4             |
| Defensoria del Pueblo   | 3(+)     | 2(+) |      |      |            | 1 (+)     | 3               | 6             |
| Organizaciones de Muj.  | 3(+)     |      |      |      | 1(+)       |           | 2               | 4             |
| Dir. Gen de Reinsercion |          |      | 1(-) |      |            | 1(+)      | 2               | 2             |

Furthermore the regional branches of the *Red Nacional de Mujeres* are also perceived to be important institutions for women in the regions, and at times more important in their daily work than the national level network. It is also important to acknowledge the particular leadership role of Magdala Velazquez as one of the front women of the *Red Nacional de Mujeres*, who is also the only woman representative from civil society in the National Council for Peace.

**a. The importance of human rights**

Second in importance, in terms of both listings and rankings, is the *Defensoria del Pueblo*. Its strategic importance for many groups relates to its role in recording and investigating human rights abuses. The fact that this is the most important state institution identified is indicative of the fact that women’s groups identify human rights both as a critical issue, and as an entry point by which to hold government accountable. This is of particular importance in dealing with internally displaced populations, ex-combatants and others affected by the conflict. Not surprisingly the FARC and the ELN also figure in the top seven most important institutions ranked and listed, and are viewed almost entirely as pervasively negatively institutions. This relates to their perceived excessive abuse of human rights and International Humanitarian Rights.

**b. Lack of engagement with the state**

Apart from the *Defensoría del Pueblo*, the only government department identified in the top seven institutions is the *Dirección General para la Reinserción* (General Directive for Reinsertion), and this is viewed mainly as negative. At a general level such mistrust relates to the severely limited acknowledgement of government that women, and gender are issues, are important in peace and development processes. This is demonstrated by the very small number of women with influential positions in government and lack of a gender perspective in policy design and planning at all levels, and especially in the peace process. More specifically, ex-combatants mistrust the *Dirección* because of their perceived gender-blind policies on reinsertion.

**c. Shallow networks**

Although the institutional maps identified 59 institutions, only 7 of these were listed by more than one project. This is an important finding with a number of significant implications. First, in Colombia an extensive number of different organizations and institutions in different sectors are engaged in the peace processes, but with very little overlap between them. The result is very shallow inter-institutional networks with low levels of collaboration—or social capital—between them. This is also evident in the diversity of institutions working independently on peace issues within the women’s movement itself.

Second, the size and diversity of the country means that many national level institutions have decentralised regional branches, while regional and local organisations spring up to cater for local needs and demands. This makes for a proliferation of institutions functioning simultaneously at different levels. The result from this institutional mapping exercise, for instance, illustrates the different levels at which projects are working, and associated with this the different institutions they

identify as of importance for them. Of all the projects supported, only Sí Mujer is engaging with institutions in the 6 different sectors (see Annex 4). These factors, in combination, reduce the collaboration and cross-support necessary for institutions to coalesce around a common agenda.

**d. In summary**, therefore, the institutional mapping exercise highlights four important issues:

- The overwhelming importance of the *Red Nacional de Mujeres* for projects to achieve their objective of promoting the participation of women and a gender perspective in the peace process in Colombia
- The strategic importance of state institutions dealing with human rights as an entry point for women's human rights, and a justification for their involvement in the peace process
- A lack of engagement with state institutions
- The extensive number of organizations working on peace process issues in Colombia, resulting in shallow networks that weakens the capacity to build common agendas and proposals.

## Part Three: Constraints and Opportunities in the Seedcorn Fund within the wider Colombian context

### Box 4: Constraints in the implementation of projects caused by the wider political context: ACIN, North Cauca

The indigenous women of the North Cauca planned a regional event to bring together 200 women to share experiences of the local workshops on human rights. But only 80 attended.

The contextual time line identified that a few days prior to the planned event a prominent local indigenous leader was assassinated. Consequent high levels of fear and insecurity limited the mobility of people within the region to attend the event. This therefore imposed limitations in terms of the coverage of the regional event. However, it was still successful, if with a smaller than anticipated audience. Indeed holding the event itself was an important display of the commitment of local women to the project's objectives.

Project teams and fund committee discussions assisted in identifying constraints and opportunities, both internal and external, to the implementation of the fund projects and the overall Seedcorn fund itself. Constraints are generally regarded as factors that reduce the capacity of projects to implement activities, as well as the participation of the groups involved, which in turn impacts their ability to fulfil the objective of the projects. Opportunities relate to the openings created by the external environment, as well as 'spaces' the project itself has created for the project groups. Associated with this is capability of project holders to use funds made available to respond to demands relating to the peace process. In this section, both constraints and opportunities are described in political, economic and institutional terms.

### *i. Political constraints*

The most important constraint to the fund relates to the broader political context, which needs to be taken into account when analyzing not only individual projects

but also the overall fund. Many of the projects are being implemented in areas with intense levels of armed conflict. This affects not only the ability to start projects but also different stages of implementation.

- The assassination of a prominent indigenous leader reduced the number of participants in an ACIN organized event in Northern Cauca (see Box 4).
- Some regional awareness raising events of the ex-combatant groups had limited attendance, due to a spate of recent disappearances of other ex-combatants in areas such as Cordoba and Santander
- Meetings undertaken in the 'zonas rojas' (emergency zones) by AMPIV have been seriously constrained by levels of armed force activity (See Table 6).

Generalized levels of fear and insecurity mean that many of the groups have responded by implementing activities with a very low profile, and not exposing the -purpose or target. For example, holding a meeting on issues related to women, conflict and peace, or human rights is in itself a danger for some groups. Similarly the dissemination of documentation, or even stamping the name of the organization on the envelope with which it is sent, can incite suspicion and bring repercussions in itself.

**Table 6: Armed groups operating in AMVIP's project areas in the 'zonas rojas'**

| Area                    | Examples of armed groups |
|-------------------------|--------------------------|
| Barrancabermeja         | ELN                      |
| Piedemonte<br>Narinense | FARC; AUC                |
| Huila                   | FARC                     |
| Periphery of Bogota     | FARC; AUC                |

Comparisons between different groups clarify the fact that women who live with violence and experience it directly on a daily basis have higher 'tolerance' levels than others and therefore are less afraid of getting involved in anti-violence and peace processes. Those less directly affected by high levels of insecurity and violence, such as more affluent groups in society, are more reluctant to get involved in peace processes for the potential repercussions this may have for them.

Another political constraint identified by some groups is political differences and resulting mistrust between different target groups within projects themselves, which imposes limitations on collaboration and joint ventures.

- Oye Mujer initially encountered difficulties in bringing the group of reinserted combatant women (of a demobilized guerrilla group) together with displaced women (allegedly displaced by the guerrilla), due to intense mistrust although they shared similar problems.
- The Network of Ex-combatant Women acknowledges it still has considerable work ahead to successfully break down barriers between women of different demobilized groups as well as between women who left the groups in different ways. Here an important differentiation exists between reinserted ex-combatants (officially demobilized and participants in the reinsertion program), and ‘de-linked’ ex-combatants (who chose to leave of their own accord and not part of an official demobilization and reinsertion program). There are significant differences in the experiences, and treatment and engagement with the state between these two groups.

## *ii. Political opportunities*

Ironically, the wider political context not only imposes constraints but also simultaneously creates opportunities for women in terms of their participation in political processes. Historically, conflict and war contexts often provide spaces for women to become more aware of gender issues, and this is certainly the case in Colombia. Women are increasingly challenged about their ‘agency’ as actors in the violent processes increasingly encroaching on their daily lives. This is providing them with the justification to ‘push the envelope’ on sensitive issues such as rape, domestic violence, impunity, human rights abuses and the inefficiency of the justice and police systems.

This in turn is strengthening the capacity of women and gender-focused NGOs to introduce gender issues into the peace processes. However this is not easy. Widespread resistance exists towards the introduction of a gender perspective into negotiations and themes of the peace process, as well as the participation of women themselves in this process. Some of this resistance derives from some women’s organizations themselves due to their rejection of the government / armed group negotiation structure as a whole and subsequent refusal to get involved in it.

While the Seedcorn Fund did not in, or of itself, initiate any gender-specific processes it provided the opportunity for women to take up and participate in ongoing processes as and when they occurred during the course of the project.

- This included the direct involvement in the Audiencias Publicas in the Caguan<sup>7</sup> of members of Humanizar and the MJP.
- It also facilitated Magdala Velazquez as a Member of the *Consejo Nacional Para La Paz* to participate in the ongoing government-FARC civil society consultations.
- In addition, numerous groups used project resources to undertake training and awareness raising with excluded groups such as indigenous, Afro-Colombian, youth and ex-combatant women to strengthen their capacity to participate in local debates and actions relating to peace.

### **a. The explicit use of human rights as an entry point to address peace issues: the role of indigenous women**

The increasingly intense levels of human rights abuses are encouraging civil society more and more to speak out against the conflict and to demand a swift and negotiated cease-fire and peace process. Indigenous people, for instance, claim that their rights are being violated on a daily basis through the conflict. This includes infringement on their rights to organize, freedom of speech, free and safe movement, subordination and suppression of their culture. Lack of support from the government has resulted in indigenous people using Government legislation to invoke a rights based approach to

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<sup>7</sup> The Caguan is the designated de-militarized zone where the peace negotiations between the government and the FARC are taking place.

peace issues. These efforts receive significant support from international agencies working on the rights and preservation of indigenous communities.

Within this rights contestation process (financial supported by international agencies and NGOs) a discussion of gender issues is all too often absent, except in those instances where indigenous women are using human rights violations as an opportunity to strategically place gender issues on the table.

- Indigenous women of Northern Cauca who have used the Seedcorn fund project to run a number of training workshops on women's rights with women's groups within their communities. Despite the potential repercussions, both from the armed groups controlling their region, and from their own indigenous leaders, the women have successfully implemented a number of training events

#### **Box 5: Language and culture in Human Rights training**

The indigenous women of northern Cauca have integrated the concept of individual human rights into their existing community understanding and exercise of collective indigenous rights. For example, way the indigenous women running the workshops began by introducing the concept of 'discrimination', very much recognized within their discourse, as well as 'harmony' and 'equilibrium' fundamental to indigenous communities. They first listed ways in which participants (who were both men and women) identified that women were *discriminated* against, showing the lack of *equilibrium* between an indigenous woman's daily work load and that of a man. Participants then made a list of the different 'needs' that had to be satisfied to guarantee a decent quality of life, with the facilitators then highlighting those that related to rights—initiating a discussion of international legislation on human rights.

Through the exercise women identified women's sexual and reproductive rights as the significant part of the human rights debate. In particular it highlighted for them their right to chose how many children they wanted, as well as responsibilities fathers have to fulfill for each and every one of their children. With polygamy still common among indigenous communities, some men have a number of children by different wives, without necessarily supporting them sufficiently for their upbringing.

Throughout this process women emphasized that their intention was not to create divisions in the community by prioritizing women's individual rights over others, but to show that unless women's rights are respected and exercised equally there can be no talk of *equilibrium* or *harmony* in the indigenous community itself. This vision is stated in a document produced by ACIN as a result of the Seedcorn fund project, which includes an introduction to human rights, international human rights law, discrimination, conflict and the process of negotiation as well as Plan Colombia (ACIN 2001).

and created appropriate tools for explaining and exercising rights. Notable here is their adaptation of the human rights debates to their own language and culture in order to ease the introduction of such a sensitive issue into their community (See Box 5). The success of the workshops and the persistence of the women involved has legitimized their role in the community, and strengthened their capacity to participate in their community structure. It is now acknowledged that in fact women have an important role to play in the negotiation with local armed groups as they are less suspected by the armed groups and can move more freely than men do.

- Similarly the *Comunarwa* women of the *Sierra Nevada de Santa Marta* realize their responsibility to design the code of conduct. Not only do they have the necessary funding, but also in addition men's participation is particularly difficult, given the violent environment in which the community lives. The Seedcorn fund project with the *Comunarwa* is therefore providing opportunities for strengthening the role of women in their local community structure.

#### **iii. Financial constraints**

Project groups repeatedly identified financial constraints. While broadly these relate to the proliferation of non-governmental and community initiatives competing for funding they have specific implications for the ability of the projects to achieve their objectives:

- Financial constraints related to the difficulty women experienced in participating in meetings for lack of economic resources to cover the costs of transport.

- Equally important was time lost on income generating activities while participating in events, especially since most women also have childcare and other domestic responsibilities.
- The young women's project identified resistance from parents as a constraint to their participation in the young women's network activities. Parents put pressure on their daughters to find paid work instead of 'wasting time' in an activity that would not be economically productive.

Another constraint related to the lack of understanding of the potential long term benefit to the family and the community as a whole for its members to be involved in less tangible processes of improving their quality of life through political presence and the exercise of their rights.

#### ***iv. Opportunities created by the fund: "A little money can go along way"***

Despite such constraints, the Seedcorn fund has created considerable opportunities. Although each group received modest financial support, in all the groups the incredible resourcefulness to do so much with so little is impressive. Despite considerable international support for peace related initiatives in Colombia, support for women, and particularly organizational strengthening with a gender focus still receives very limited support. Projects and programs, including those for displaced women, tend to focus on micro-enterprises, as well as access to education, and health on the assumption that this will empower women in other areas of civil life.

##### **a. Economic sustainability**

Seedcorn fund project holders identified one of the key benefits of receiving funds specifically identified to promote women's participation in the peace process, is that it has assisted in legitimizing the role of women, and gender issues, in the peace process. It has also given recognition to the specific activities that the different groups are undertaking. A number of the projects have used this as leverage to request further funding from other sources:

- Si Mujer has secured funds from the World Bank's Small Grants Fund to disseminate the findings of the investigation into rape as a war crime.
- Humanizar has submitted a proposal to the IOM, based on the results of their Seedcorn funded project

Other groups have been approached by other agencies to continue work started under the Seedcorn fund, thereby creating new alliances:

- The Defensoria Del Pueblo has asked Si Mujer to assist it in recording, investigating and publicizing the issue of rape as a war crime in Colombia
- The departmental government of Tolima has approached Oye Mujer to replicate and expand the work they have undertaken in Ibaguè.
- As a result of the success of the theatre events on displacement, violence and conflict funded by the Seedcorn fund, other theatres and organizations are hiring the CCT to perform at other events.

Many groups confirmed that the fund created the opportunity to increase their level of 'professionalism'. The fund required that groups, previously working in an informal *ad hoc* manner, to professionalize their work mode to successfully fulfil their obligations to manage and execute funded activities. At the same time this rise in profile resulted in increased expectations from other organizations in Colombia for them to systematize their experience and concretize their objectives, demands and proposals for peace.

#### ***v. Informational constraints: lack of awareness***

A key constraint identified at the May 2000 workshop and throughout the projects was a lack of information. This included information on the peace process, on different negotiation processes with the armed groups, on government legislation on constitutional rights as well as on international Human Rights legislation. As mentioned earlier for a surprisingly large number of women it also meant a lack of awareness of gender issues:



- The ex-combatant women, young women's group and indigenous groups all identified a lack of gender awareness and gender analysis by the group participants as primary constraint to fulfilling their objectives. The Seedcorn funded activities revealed that many in these groups had not previously thought about their gender identity and gendered experience of life.
- Similarly there was a lack of acknowledgement of the individual's role, right and indeed responsibility to get involved in the peace process. The negotiations of the end to the conflict and the peace process are still seen by many, whether young or old, rich or poor, as something in which they have no role and no power to participate. This is especially the case among women. Many groups talked about having to 'aterrizar' (ground) the processes and debates happening at the national level in order to identify their relevance to the groups and individuals of their communities.
- Finally there was a lack of understanding of the processes themselves such as the *Audiencias publicas* in Caguan, and Plan Colombia. This obviously limits the ability of women, as individuals and groups, to actively participate in the debates and negotiations around peace.

Among obstacles identified as contributing to these constraints by far the most important was the partiality and censorship of the media. This means that only partial information is available on, for instance, different parties in the conflict, the significance and implications of the negotiations, and the civil society peace movement for peace. As a result it is very difficult for the general population to make informed decisions and judgments. The young women specifically identified the needs for wider disclosure of information to break the environment of secrecy in which they are currently working.

A related problem is the reluctance of the media to become involved in, or support, activities by civil society to disseminate the activities and findings of different groups.

- Si Mujer identified the newspapers as a particular problem in their project strategy, as they refused to print announcement and short articles prepared by the project group on various topics including the issue of rape of women but also women's actions and proposals for peace.

The indigenous groups from Northern Cauca identified the low educational level and illiteracy of many indigenous women limited their ability to grasp processes and concepts of gender and peace. At the same time the educational level of male indigenous leaders was a critical determinant of their ability and willingness to take gender issues on board. Consequently indigenous women leaders were targeting the more educated leaders as entry points to push the agenda with other less educated leaders.

#### **a. Knowledge is power**

The importance the collection, collation, systematization and dissemination of information cannot be underestimated. The fund provides opportunities to assist this through workshops, capacity building and the production of information.

- Humanizar have produced a training manual for the empowerment of women as a contribution to the peace process
- The indigenous women of ACIN have produced a document from their human rights workshops that that brings together their reflections on human rights, the current armed conflict, the process of negotiation of the indigenous territory of La Maria and Plan Colombia, emphasizing women's role and responsibility in these processes
- The ex-combatant group, the young women's groups and AMVIP have run important workshops and meetings with women in their network, bringing them together to discuss issues of gender, violence, conflict and peace, and raise awareness about the importance of their participation in the current processes.
- Mujer y Futuro's discussion group has defined the situation of women in conflict, and elaborated proposals which will be put together into a document.
- Humanizar, members of the *Red Nacional de Mujeres*, as well as academic institutions have all played an important role in providing training and orientation to women in the project teams carrying out the Seedcorn funded activities.

# Conclusions and Recommendations for future work on Gender, Conflict and Peace in Colombia

## 1. The Seedcorn Fund

The following findings are specific to the Seedcorn fund itself:

### ***1. Gender, conflict and peace is a more acceptable topic on the policy agenda than a year ago and the Seedcorn fund has contributed to this change:***

In the estimation of the many women who voiced their opinions, the Seedcorn Fund, as well as the May 2000 Workshop, have both played an important part in putting gender and peace onto the Colombian political agenda. In a resource-constraint context the allocation of donor resources to this issue has assisted in demonstrating its legitimacy. This is the most rewarding overall finding from the evaluation.

### ***2. Projects showed enormous energy, creativity and commitment with limited funds and often in very difficult and adverse circumstances:***

At the same time it is the extensive range of project activities accomplished by the different projects that has reinforced this developing legitimacy. The tremendous commitment to the Seedcorn fund was shown by the high success rate in completing activities despite the serious, at times dangerous situation in the country. Enormous amounts were achieved with modest funds, although this has imposed constraints on levels of sustainability of the initiatives developed.

### ***3. The structure of the Seedcorn fund, particularly the committee assisted in the completion of projects:***

The commitment of the project committee both in visiting projects and in writing monitoring reports provided important capacity building during the project as well as facilitating the evaluation

### ***4. The participatory methodology has particular advantages for the evaluation of projects to strengthen the capacity of women's organizations to participate in the peace process***

The three participatory evaluation tools provided very informative data on the projects themselves as well as wide contextual issues. With no base-line date, and no common definitions of peace, conflict or the processes by which 'strengthening' could be measured this was critical to the evaluation process.

- Timeline are a much faster, visual tool for understanding context than lengthy written data
- Listing and ranking of indicators allows for the measurement of different levels of intervention.
- Institutional maps highlight the strategic alliances that different organizations use to reach their objective—to participate in the peace process.

### ***5. Although the diversity of projects funded was inclusive, better mechanisms to incorporate Afro-Caribbean women and build their capacity still need to be developed:***

Projects selected included different parts of the country, different types of organizations and different target groups. However there was insufficient representation of Afro-Caribbean women largely because of the weakness of organizations representing their interests and needs, and consequently the lack of sufficient applications from them. Although indigenous women also suffer from exclusion this appears less acute, given the greater preponderance of external donor support to these groups.

### ***6. Seedcorn fund projects have raised levels of expectations which it is important to address:***

Both the individual projects themselves, and the process generated by the Seedcorn Fund and workshop has raised expectations among women to continue to work on these issues. There appears to be a correlation between the level of exclusion prior to the project, degree of change created by the project and the expectations (and indeed need) to continue the work. The ex-combatants women

provide an apt example of this. While the contribution of the fund is undoubtedly significant in the order of events in Colombia it is both very modest and nascent.

***7. The gendered nature of violence and conflict in terms of its impact on men remains an important gap***

Although masculinity, violence, conflict and peace were not the focus of the fund this remains an important area to address in the peace process in Colombia.

***Recommendation for immediate next steps***

The most important, urgent next step is for women involved in the projects to share the results of their activities. This will provide the opportunity for a sharing of experience, and endorsement of what has been achieved and the opportunity to strengthen important collaborative networks between the different groups for future work.

To achieve this requires a 2-day workshop in Bogota, organized by say two of the organizations working at the inter-institutional level (such as Humanizar and Sí Mujer) assisted by the Seedcorn fund consultant. It should be organized around themes rather than projects in line with the previous workshop. The budget would be between \$10,000-\$15,000. To date a potential donor has not been identified.

**Wider implications of the Seedcorn Fund project findings for the peace process and associated recommendations**

The range of Seedcorn Fund project interventions highlights the complex diversity of Colombian women in terms of their participation in the peace process, and the importance of acknowledging both women's identity and agency. Within the overall objective of 'strengthening the capacity to participate in the peace process', different projects focused on different issues and at different levels. The following are some of the most important findings:

**Finding 1:**

***Diversity in levels of gender awareness among Colombian women calls for greater consciousness raising***

One of the most important findings relevant to this evaluation is the distinction between women and gender. This highlights differences in levels of gender awareness. The history, capacity and context of each project and target group determine whether the project focuses on the empowerment of women (WID paradigm) or on changing gender relations (working with a gender and development paradigm).

Many women in Colombia are still not aware of their gender identity. Of particular relevance in this respect for the peace process are ex-combatants, indigenous and Afro-Colombian women and women in the guerrilla movements. Such women need to be empowered through consciousness raising activities that focus primarily at the individual and organizational level, as illustrated by the types of activities prioritized with Seedcorn Funding. This contrasts with those who are aware of gender identity and who work more at an inter-institutional level.

Capacity building and awareness of gender issues is a critical first stage and necessary precondition before women have the capability and confidence to address peace issues. At the same time awareness of their gender identity creates extraordinary new spaces for Colombian women to participate in the peace process and therefore such processes are critical. This is a slow and very gradual process and therefore requires commitment and resources beyond the scale of this project to build capacity around gender identity of women

***Recommendations:***

- **Provide women with more knowledge and information of their role and importance as women in the peace process.**

This requires both the developments of accessible information as well as its dissemination through capacity building workshops, theatre and other interactive means. Dissemination of information is of greatest importance for women at the grassroots level so that they can understand the decision being made on their behalf.

Women ex-combatants, previously members of guerrilla movements who have been re-inserted into Colombian society (such as the M19), have a particular role to play in the peace process. Their gender-specific knowledge of the particular exclusion experienced by women during reintegration and reinsertion processes in the future could greatly support women currently in the FARC (30% of which are reputed to be women) and the ELN. To facilitate such support structures requires far broader understanding of the experiences of women ex-combatants. The Asdi Seedcorn Fund has facilitated the establishment of the first national level network of ex-combatant women. This provides a potential important network for a study what would seek to establish the constraints and opportunities experienced by ex-combatant women.

- **Facilitate the further professionalism of different groups and individuals particularly those that face severe obstacles in writing.**

This includes not only such groups as ex-combatant women who face particular problems in agreeing to commit their experiences to paper, but also organizations such as Sí Mujer who have had to develop the capacity to write articles and announcements acceptable to for press publication.

***Finding 2:***

***Differences in perceptions of conflict and peace among Colombian women have important implications for the endorsement of wide variety a peace building initiatives***

For many groups conflict is not limited to political violence, but also includes both economic and social violence. There is also diversity in definitions and interpretations of peace. One marked difference is between women experiencing violence conflict on a daily basis and those not so directly exposed to armed conflict. This has implications for perceptions of conflict resolution. For many, this is not just a cease-fire among the armed groups but reduction and control of all types of violence affecting communities in Colombia. For this reason some of the projects have been strategic in focusing on types of violence such as rape and sexual abuse as an entry or lobbying point to political violence.

Program interventions and policies need to be flexible in their funding criteria and acknowledge that most community-based work is in fact developmental rather than relief oriented. Many women's organization perceive peace as the restoration of a decent quality of life with security, equality and a respect for human rights as much as a political agreement between the armed forces. Peace and development are inextricably linked. Women, along with other members of their communities are well aware that the official government - armed group peace process if it is successful will not be sufficient to address their needs and concerns at a local level.

***Recommendation:***

- **Make resources available so key actors and groups working at different levels can continue to participate in ongoing events in the peace process as and when they occur.**

This could provide an incentive for more collaborative initiatives– in order to share resources.

***Finding 3:***

***Women's organizations need to develop a crucial, common agenda – based on a strategic alliance that takes account of diversity– if gender is to be successfully integrated into peace agendas. In this challenging road ahead they require considerable support.***

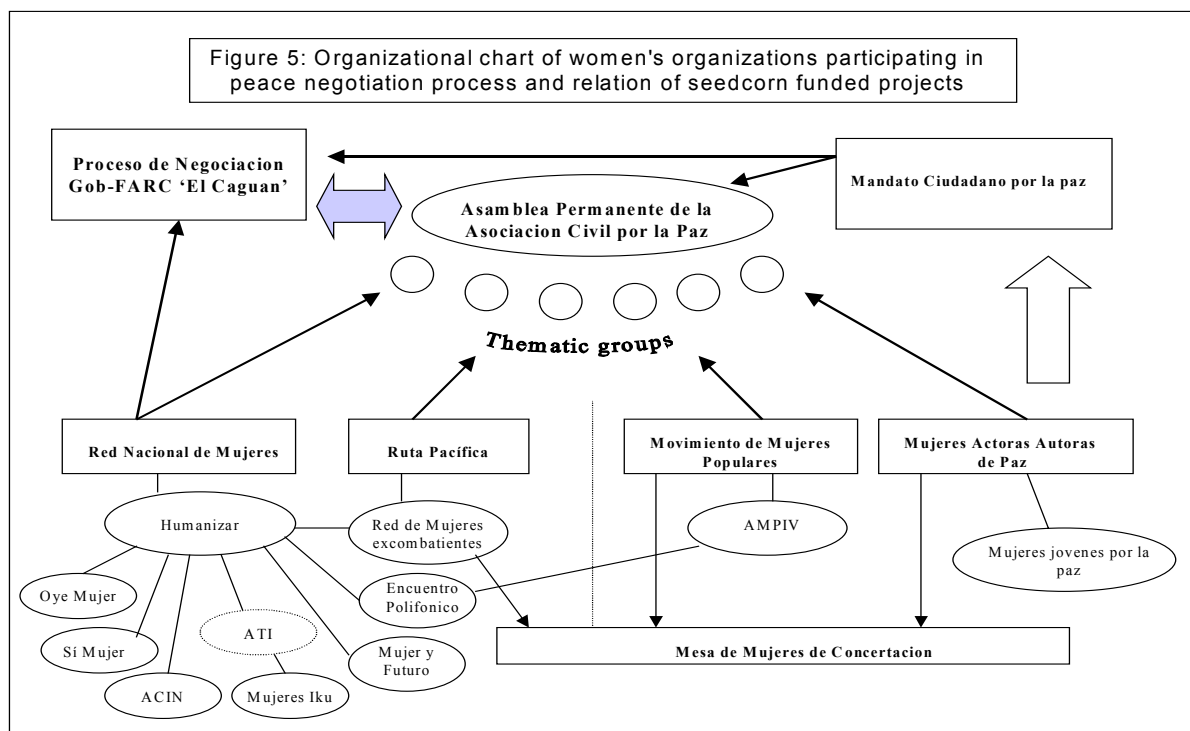
In Colombia, as illustrated in the Seedcorn Fund projects, a diversity of women's organizations has different 'projects' for the peace process. Therefore one of the biggest challenges relates to the lack of consensus or common position on gender in the peace process. As in many other contexts this is based

on difference in ideological positions and levels of commitment relating to gender and peace, as well as competition within the women's movement itself. In addition the size of the country, the extensive number of organizations working on different aspects of the peace process, and the associated very low density of organizational networks all serve to reinforce very high levels of individualism. As a consequence a proliferation of different organizations are participating independently in the current peace process, as illustrated by the recent Caguan Audiencia de Mujeres where some 300 women representing different organizations spoke for five minutes each.

Figure 5 provides a very preliminary organizational chart that illustrates some of the interrelations between the different strands in the women's movement and their relation to the peace process. The *Asamblea Permanente de la Asociacion Civil por la Paz* (Civil Society Assembly for Peace) is the main forum through which civil society organizations can come together with government officials and the armed groups involved in the conflict to put forward their views. The shows the existence of four principle strands in the women's movement and indicates a number of different ways that these interact with the Assembly and the peace process.

Within this complexity the most challenging division (illustrated by the dotted line) is between organizations that fundamentally question the existing peace process *per se*, and refuse to be involved in direct contact with the peace negotiations, and those that prioritize working within the existing structures. The *Red Nacional de Mujeres* plays a critical role as the facilitator for other smaller women's projects and organizations to participate in the peace process and have their views represented at the negotiations. However it is not participating in the *Mesa de Mujeres de Concertacion* that is also intended to bring together different perspectives on gender and the peace process.

The Bogotá Asdi funded workshop in May 2000 and Seedcorn Fund played a modest part in putting gender and peace firmly on the agenda by facilitating the networking between different organizations, networks and alliances. However there is still a very long way to go to strengthen alliances before a common position on gender and peace can emerge. If women's groups and organizations are to ensure gender is incorporated into the peace process, they need to agree both on the structure and nature of their alliances, and on a minimum common agenda in order to strengthen their position and voice in



the national process.

***Recommendations: to facilitate this process:***

▪ **Undertake collaborative analytical work to identify strategic alliances**

The institutional maps provide a useful tool to analyze current participation and relations and identify future strategic targets. In this way different institutions can identify how to reach their objectives through strategic alliances with other institutions, or through identifying particular relations that need strengthening. Similarly it allows them to see where their efforts have not born fruit and where not to waste their energy. Such an exercise could well be undertaken along with the final Asdi Seedcorn Workshop, recommended above.

▪ **Strengthen the channels of communication for women through strengthening national networks**

The institutional mapping shows that projects provide a means of reaching and expanding the knowledge of marginalized group of women such as the displaced, young women, ex-combatants and indigenous. In addition they clearly identify the manner in which such projects rely on the national networks to provide the bridge to national processes. Therefore strengthening the capacity of such networks is critical to developing a common strategy.

▪ **Develop strategies to building capacity for compromise between myriad positions and organizations of women to reach a common agenda that is instructive and usable by the armed groups and government**

Identification of the means by which this can be achieved goes beyond the remit of this report. However a Seedcorn Project workshop could provide the opportunity to identify such a strategy by many of the different women's organizations involved in this peace process.

## Annex One: Regulations of the Asdi Seedcorn Fund

# Reglamento

*BANCO MUNDIAL Y AGENCIA SUECA DE  
DESARROLLO INTERNACIONAL (ASDI)*

*FONDO PARA EL FORTALECIMIENTO  
DE ORGANIZACIONES DE MUJERES EN EL PROCESO DE  
PAZ EN COLOMBIA.*

### 1. ¿Cuál es el objetivo del fondo?

El fortalecimiento de la coordinación entre organizaciones de mujeres para promover su participación en procesos de paz en Colombia.

### 2. ¿Quiénes pueden acceder al fondo?

Son elegibles para acceder a los recursos del Fondo:

- Organizaciones de mujeres no gubernamentales (formales o informales) involucradas con poblaciones de mujeres en situación de exclusión y de vulnerabilidad económica y social.
- Redes o grupos de mujeres que tienen como objetivo ser actoras políticas en los procesos de construcción de ciudadanía y en aportar desde una perspectiva de género para construir la paz en Colombia.

Dichos grupos pueden incluir, por ejemplo:

- ❖ Grupos de mujeres Afro-Colombianas, indígenas y campesinas para facilitar su capacidad de articular sus iniciativas en los procesos de paz.
- ❖ Mujeres excombatientes, desmovilizadas o desvinculadas, que viven problemas de reintegración a la sociedad civil, que podrían tener un papel importante en futuros procesos de desmovilización y reintegración.
- ❖ Mujeres desplazadas, que se organizan para resolver sus problemas económicos y sociales, y buscan una participación activa en los procesos de paz.
- ❖ Otros grupos de mujeres que tratan de prevenir distintas formas de violencia en sectores urbano-populares.

### 3. ¿Qué tipo de intervenciones pueden ser puestas a consideración del Fondo?

Posibles líneas de acción que el fondo apoyará incluyen los siguientes.

- El fortalecimiento de la capacidad de organizaciones de mujeres en la identificación y promoción de acciones de interés común para la paz.
- El apoyo a la participación activa de organizaciones de mujeres en las diferentes plataformas / iniciativas relacionadas con el proceso de paz, no solamente con la sociedad civil sino también con el gobierno y el sector privado.
- El fortalecimiento de alianzas constituidas, formal o informalmente, entre diferentes grupos que trabajan una perspectiva de género en el tema de la paz.
- La creación de oportunidades para hacer visibles las experiencias de mujeres en el conflicto y la construcción de la paz a través de la documentación de sus experiencias.
- La promoción de procesos de consulta con mujeres desplazadas de todas edades para asegurar que sus necesidades e intereses sean tomados en cuenta en el diseño y desarrollo de políticas y programas de retorno o re-ubicación de poblaciones desplazadas.

### **Reglas generales:**

- Las organizaciones de mujeres no gubernamentales (formales o informales) que se presenten deben demostrar una experiencia de trabajo previa.
- El Fondo no apoyará iniciativas encaminadas a la construcción o remodelación de inmuebles o a la adquisición de bienes inmuebles. Tampoco financiará gastos de funcionamiento de entidades ni gastos recurrentes de proyectos o actividades regulares de la organización que presente la propuesta.

#### **4. ¿Cuáles son los criterios de elegibilidad y evaluación de las propuestas?**

##### • **Criterios de elegibilidad**

- ❖ Solamente podrán participar organizaciones no gubernamentales (formales o informales) de mujeres.
- ❖ Las organizaciones deben demostrar experiencia de trabajo.
- ❖ El tema de la propuesta debe estar relacionado con la Paz.

##### • **Criterios de evaluación**

- ❖ **Asociación:** El proyecto demuestra la colaboración entre dos o mas organizaciones o redes de mujeres en un proceso dinámico de transformación y mejoramiento de las relaciones entre las organizaciones y sus miembros y la definición de metas en común.
- ❖ **Participación:** El proyecto demuestra un alto grado de participación de miembros de la organización y/o la comunidad en el diseño y desarrollo de su propuesta.
- ❖ **Aprendizaje social:** Como resultado del proyecto se generan aprendizajes útiles para otr@s.
- ❖ **Consistencia:** El proyecto es coherente y se ajusta a los requerimientos del Fondo.
- ❖ **Perspectiva de Género:** El proyecto maneja sus actividades implementando una perspectiva de genero en su diseño, desarrollo y realización.

#### **5. ¿Cuál es la duración de los proyectos?**

El periodo de duración de los proyectos presentados será de máximo un año desde el momento del desembolso.

#### **6. ¿Cuál es el monto de los proyectos?**

- El fondo ha establecido un monto máximo entre \$15 y \$20 Millones de pesos para el financiamiento de cada proyecto.
- El Comité evaluará cuidadosamente la relación entre los objetivos, actividades y presupuesto para establecer los costos y definir la asignación de los recursos.

#### **7. ¿Cómo se accede a los recursos?**

La postulación de iniciativas al Fondo se hará mediante invitación a través de una *Convocatoria*, la cual será difundida por varias redes de mujeres y de organizaciones de la sociedad civil y del gobierno que participaron en el encuentro en Bogotá sobre "*Género, conflicto y la construcción de una paz sostenible: experiencias de América Latina*" en Mayo del presente año. Esta convocatoria estará a cargo de la oficina del Banco Mundial en Bogotá.

Las propuestas de acción deberán presentarse en forma de un proyecto que incluya:

- a) Información relativa a la organización solicitante y el proceso de formulación del proyecto.
- b) Antecedentes y contexto en el que se desenvuelve el proyecto,
- c) El problema que se busca resolver
- d) Objetivos
- e) Los resultados esperados
- f) Metodología que se utilizará



- g) Actividades a desarrollar
- h) El equipo que tendrá a cargo su ejecución (reseñas de las hojas de vida)
- i) El cronograma de actividades
- j) El presupuesto.

***La propuesta debe tener un máximo de 10 páginas, pero puede incluir anexos***

## **8. ¿Cómo opera el Fondo?**

### **▪ Operación**

El Comité Ejecutivo y la administración tendrán a cargo las principales decisiones del Fondo. El Comité Ejecutivo será la máxima instancia de selección de los proyectos a financiar. El comité estará conformado por Caroline Moser, Jairo Arboleda, Pilar Montagut, Ana Isabel Arenas, Sara Gómez y María Eugenia Vasquez. La administración del Fondo estará a cargo de Jairo Arboleda en la misión residente en Bogotá con el apoyo de Fiona Clark, y la coordinación técnica de Eucaris Olaya.

La coordinación del Fondo tendrá las siguientes funciones:

- ❖ Coordinar la convocatoria para las propuestas.
- ❖ Apoyar la identificación y selección de las propuestas.
- ❖ Realizar la secretaría técnica del comité ejecutivo.
- ❖ Notificar y explicar a las organizaciones sobre la aprobación o no de la propuesta.
- ❖ Elaborar los respectivos convenios a ser suscritos.
- ❖ Organizar seguimiento de los proyectos, revisar los informes de avance y finales presentados.

### **▪ Selección y Aprobación**

La selección y aprobación de los proyectos presentados al Fondo estará a cargo del Comité Ejecutivo y se hará de acuerdo con los criterios de elegibilidad y evaluación definidos, los requisitos señalados y la disponibilidad de recursos del Fondo. El comité podrá hacer recomendaciones técnicas y sugerir ajustes que propendan por un mejor desarrollo del proyecto seleccionado. Se prevé apoyar entre 10 y 15 proyectos.

### **• Ejecución**

Una vez aprobado el proyecto se suscribirá un convenio entre el Banco Mundial-Fondo ASDI y la organización receptora de los recursos. En cualquier caso, la entidad receptora deberá ser una organización privada sin ánimo de lucro. En los convenios se establece los compromisos contraídos por las partes, los productos y resultados esperados y las fechas previstas para la entrega de desembolsos e informes

La organización que no tenga personería jurídica aceptará la administración de los recursos a través de otra ONG sin ánimo de lucro, siempre y cuando se haga sin costos administrativos.

Los recursos asignados para la ejecución del mismo, según la forma de pago pactado, serán depositados en una cuenta bancaria de la organización receptora de los recursos, a nombre del proyecto, únicamente para este fin. El proyecto debe ser manejado con una cuenta aparte en la contabilidad de la organización.

Según la conveniencia y necesidad se efectuarán uno o dos desembolsos.

### **• Seguimiento y evaluación**

El Fondo realizará actividades de evaluación y seguimiento con el fin de analizar el desarrollo del proyecto y contribuir conjuntamente con las socias del proyecto a minimizar los obstáculos que se presenten y extraer lecciones.

Los convenios suscritos establecerán las fechas de entrega de informes técnicos y financieros, así como los productos pactados en desarrollo del proyecto. Al concluir cada proyecto se hará una

actividad de evaluación con la participación de las socias del proyecto y el Fondo, a fin de analizar los logros, dificultades y aprendizaje obtenidos a través de la realización del proyecto respaldado.

- **Recursos**

El Fondo cuenta con \$200 Millones de pesos, provenientes del Banco Mundial (BM) - Agencia Sueca de Desarrollo Internacional (ASDI) para un año de ejecución. De éstos, 20 Millones se destinarán a gastos de administración directos y coordinación del comité.

- **Cronograma**

- ❖ Desde el 18 de Septiembre de 2000 se inicia el proceso de convocatoria
- ❖ Hasta el 31 de octubre se recibirán propuestas, no se ampliará el plazo.
- ❖ Durante el mes de noviembre se estudiarán y seleccionarán los proyectos.

Para cualquier aclaración con respecto al reglamento del *Fondo para el Fortalecimiento de Organizaciones de Mujeres en el proceso de Paz en Colombia*, favor comunicarse con Jairo Arboleda, Especialista en Desarrollo Social del Banco Mundial, Santafé de Bogotá: Diagonal 35 No. 5-98, Teléfono: 320 3577 y Fax: 245 5744 ó con Eucaris Olaya, al teléfono 366 9050, correo electrónico: [eucarisol@hotmail.com](mailto:eucarisol@hotmail.com)



## Annex Two: Characteristics of projects financed by SIDA Seedcorn fund

| Project Name   | Objective  | Context  | Target Group   | Level / activity  |
|--|--|--|--|---|
| <b>Political Strategy of Women Feminists of Cali for their Intervention in the Peace Processes (Si Mujer)</b><br>Cali                                | To develop, using a gender perspective, a political strategy for women's intervention in the peace processes.  | Presence of all armed actors leading to intense levels of political violence large numbers of displaced people. Added to this are high levels of social and economic violence related to social problems.  | Women political actors targeting the main actors in the conflict - FARC, ELN, Paras and government and main actors for Peace: Civil society movements and processes. | <b>Interorganisational:</b><br>generation and dissemination, discussions, debates and lobbying.   |
| <b>Indigenous women of the Northern Zone of the Cauca facing the territory of co-existence, dialogue and peace 'La Maria'. (ACIN)</b><br>North Cauca | Strengthen and widen women's spaces and participation in the indigenous organisation of the North of Cauca to develop their position on the topic of women and peace to place themselves in processes of negotiation such as 'La Maria'.   | Presence of all armed actors (Guerrilla and Paramilitary) leading to intense levels of political violence and particular victimization of the indigenous groups whose land the armed groups are contesting. The region is a key area of coca production. | Indigenous women, and indigenous community structures and leaders  | <b>Individual:</b> human rights of women - building self confidence and capacity of women in indigenous community.<br><b>Organizational</b> - questioning gender discrimination within indigenous organization and working with cabildos to strengthen women's groups and presence.   |
| <b>National Network of Women Ex-combatants: Peacebuilders (Colectivo de Mujeres Excombatientes)</b><br>National                                      | To design and develop a permanent communication strategy between women ex-combatants of different armed groups to allow for the exchange of experiences and reflections and support to their daily struggles for peace and co-existence in order to form a network of women ex-combatants. | National context of worsening conflict, violence, and impunity. The network is in contact with many women in very difficult zones of intense conflict, where their own security is severely compromised.   | Women demobilized and delinked ex-combatants of different demobilized armed groups.  | <b>Individual:</b> Rights of women - building self confidence and capacity of women.<br><b>Organizational:</b> uniting women ex-combatants to share experiences and process history and strengthening intra-organisational ties.  |
| <b>Organized and unorganized young women in a strategic alliance for peace. (Huitaca &amp; Mavip)</b><br>Bogota                                      | To generate strategic alliances between young women in order to present their visions, proposals and actions for peace, at home and in the country, through a young feminist network.  | Intensification of the conflict at the national level and high levels of social and economic violence in their own surroundings.   | Young women of popular urban neighbourhoods  | <b>Individual:</b> Building leadership and self confidence of young women<br><b>Organisational:</b> defining and strengthening the internal mechanisms and purposes of the network of young feminist women.<br><b>Interorganisational:</b> Strengthening position and involvement in regional and national networks and actors. |

|   |   |  |   |   |
|---|---|--|---|---|
| <p><b>Construction of an agenda for peace and empowerment of women (Humanizar)</b></p> <p><b>National</b></p>   | <p>Using a gender perspective to develop and disseminate instruments for the articulation of agendas on women's human rights and international humanitarian rights law.</p>   | <p>National context of worsening conflict and ongoing, often faltering peace negotiations in which women (of both the combatant groups and civil society) and a gender perspective have little space or say despite the significant impact of the conflict on women and on gender relations.</p> | <p>Women of all sectors in the national movement of women for peace - women political actors.</p>             | <p>Interorganisational level through training, meetings, an events for information generation and dissemination, discussions, debates and lobbying.</p>   |
| <p><b>Building peace with a gender perspective from the Network of Women of Tolima (Oye Mujer)</b></p> <p><b>Tolima</b></p>   | <p>To expand women's capacity of influence to allow them to represent their needs and interests, with the aim of strengthening the spaces and processes of negotiation and peace in the Tolima and to contribute a gender perspective to the construction of peace in Colombia.</p> | <p>Region of both displacement and relocation of large numbers of people affected by the conflict (displaced, ex-combatants)</p>   | <p>Displaced women<br/>Ex-combatant women<br/>Grassroots community women<br/>Women in the business sector</p> | <p>Individual: self esteem and self confidence as well as gender awareness raising with individual women<br/>Organizational: strengthening internal mechanisms and activities of women's groups</p>   |
| <p><b>Great Polyphonic Encounter 'Women Acting for Peace' (Corporacion Colombiana de Teatro)</b></p> <p><b>Bogota / National</b></p>  | <p>To consolidate the groups of women artists working under the Corporacion Colombiana de Teatro to strengthen their individual needs and interests whilst bringing them together around the common issue of culture and peace.</p>   | <p>Context of intense political negotiation between specific groups and on specific topics in which art an culture do not have enough space. Context of serious psycho-social and emotional trauma among the population affected by the conflict and violence and poverty in general.</p>        | <p>Displaced women<br/>Young women from poor urban sectors of Bogota<br/>Older women</p>                      | <p><b>Individual:</b> processing individual experiences of violence, displacement and the search for peace to deal with trauma and rebuild women's confidence and self esteem.<br/><b>Organizational:</b> looking to strengthen groups within art and culture and bring them together around common goal of peace.</p>                      |
| <p><b>Strengthening the regional branches of the Women's Assembly for peace, against impunity and for life through the capacity building of women promoters of peace (AMPiV)</b></p> <p><b>National</b></p> | <p>To strengthen the organizational capacity of the regional branches of the Assembly, through the development of networks of solidarity and to contribute to the capacity building of low-income women to exercise their rights and responsibilities of peace.</p>                 | <p>Context of intense political negotiation and a worsening conflict with unacceptable levels of violence and impunity. Very volatile context in terms of political climate and personal and collective security.</p>  | <p>Women political actors supporting grass root women's organizations</p>                                     | <p><b>Individual:</b> through workshops strengthen women's capacity to exercise their rights and responsibilities to peace.<br/><b>Organizational:</b> to strengthen the regional representatives of the assembly and bring the organization as whole together in a common agenda for peace, whilst acknowledging regional differences.</p> |

|  |  |   |   |   |
|--|--|---|---|---|
| <p><b>The Iku Women in the development of a code of conduct with the armed actors (Comunarwa / ATI)</b></p> <p><b>Sierra Nevada de Santa Marta</b></p> | <p>To contribute in the development and dissemination of a code of conduct between the authorities and members of the Iku community with armed actors, which allows the community to guarantee their life, sustainability and culture, strengthening the strategy for achieving a Humanitarian Accord.</p> | <p>Highly contested region between Guerilla (FARC/ELN) and Paramilitaries - intense levels of conflict, high level of mistrust in the community and with outside actors.</p>  | <p>indigenous women, and indigenous community structures and leaders</p>                                | <p><b>Individual:</b> visibilisation of women's role and importance in community decision making processes.<br/><b>Organizational:</b> strengthening community cohesion and women's role in community structures.</p>                                       |
| <p><b>Women and Peace in Santander (Mujer y Futuro)</b></p> <p><b>Santander</b></p>  | <p>To create an interdisciplinary group of women interested in the impact of socio-political violence on women and the importance of participating in peace processes, in order to develop pedagogical material on the theme of gender, armed conflict and political violence.</p>                         | <p>Political crisis, poverty and political violence, worsened by the resulting economic and social violence (including intra-family violence). Low level of participation of civil society in peace processes and of women in particular.</p> | <p>Women from NGOs working with the displaced women, reinserted women or women political prisoners.</p> | <p><b>Individual:</b> Analysis of impact of conflict on women and what peace means for them, Awareness raising in gender analysis and planning.</p>   |
| <p><b>Construction of an agenda for peace from a gender perspective (Red Matamba y Guasa)</b></p> <p><b>Pacific Coast</b></p>                          | <p>To develop an agenda for peace using a gender perspective to strengthen women's participation in mixed spaces of ethnic community organization.</p>   | <p>?? Strong paramilitary and guerilla presence - specific details not provided</p>   | <p>Afro Colombian women</p>   | <p><b>Individual:</b> training women in gender awareness and empowering Afro-Colombian women of the coast to participate in community councils.<br/><b>Organizational:</b> to introduce and work on a gender perspective within the community councils.</p> |

## **Annex Three**

**Evaluation of individual projects:**

### Annex 4: Ranking of Institutions by type

| Project Institution                            | Si Mujer | ACIN  | CME  | MJP    | Humanizar | Oye Mujer | Times mention | Total ranking |
|--|----------|-------|------|--------|-----------|-----------|---------------|---------------|
| <b>National Peace Networks</b>                 |          |       |      |        |           |           | <b>15</b>     | <b>29</b>     |
| Movimiento Ciudadano por la paz                |          |       |      |        | 3 (+)     |           | 1             | 3             |
| Mesas Ciudadanas                               |          |       |      |        | 2(+)      |           | 1             | 2             |
| Red Nacional de Muj.                           | 2 (+)    |       | 2(+) |        | 2(+)      | 3(+)      | 2             | 9             |
| Red Muj. Ibague                                |          |       |      |        |           | 1(+)      | 1             | 1             |
| Red Muj. Sucre                                 |          |       | 2(+) |        |           |           | 1             | 2             |
| Red Muj. Cali                                  | 3(+)     |       |      |        |           |           | 1             | 3             |
| Ruta Pacifica                                  |          |       | 2(+) |        |           |           | 1             | 2             |
| MAAP   |          |       |      | 3(+)   |           |           | 1             | 3             |
| Mesa de Concertacion                           |          |       |      | 2(+)   |           |           | 1             | 2             |
| ANPSCP   | 1(+)     |       | 1(+) | 1(-)   |           |           | 3             | 1             |
| ANJP   |          |       |      | 2(+)   |           |           | 2             | 2             |
| <b>National NGOs</b>                           |          |       |      |        |           |           | <b>17</b>     | <b>34</b>     |
| Red Nacional Derechos Sexuales y Reproductivos | 2(+)     |       |      |        |           |           | 1             | 2             |
| Red Derechos Sexuales y Reproductivos Cali     | 3(+)     |       |      |        |           |           | 1             | 3             |
| Organizaciones de Muj.                         | 3(+)     |       |      |        | 1(+)      |           | 2             | 4             |
| Grp. Mujeres indigenas                         | 1(+)     |       |      |        |           |           | 1             | 1             |
| Red Muj. Excombat.                             |          |       |      |        |           | 1(+)      | 1             | 1             |
| Casa de la Mujer Bog.                          |          |       | 3(+) |        |           |           | 1             | 3             |
| Compaz   |          |       | 2(+) |        |           |           | 1             | 2             |
| Progresar                                      |          |       | 2(+) |        |           |           | 1             | 2             |
| Arcoiris                                       |          |       | 2(+) |        |           |           | 1             | 2             |
| Avre   |          |       | 3(+) |        |           |           | 1             | 3             |
| Planeta Paz                                    |          |       |      | 1(+/-) |           |           | 1             | 0             |
| Synergia                                       |          | 3 (+) |      |        |           |           | 1             | 3             |
| CODACOP  |          | 3(+)  |      |        |           |           | 1             | 3             |
| REPEM  |          | 2(+)  |      |        |           |           | 1             | 2             |
| ONIC   |          | 2(+)  |      |        |           |           | 1             | 2             |
| Instituto Misionero                            |          | 1     |      |        |           |           | 1             | 1             |
| <b>International</b>                           |          |       |      |        |           |           | <b>8</b>      | <b>14</b>     |
| Naciones Unidas DDHH                           | 2(+)     |       |      |        |           |           | 1             | 2             |
| UNESCO   |          | 2(+)  |      |        |           |           | 1             | 2             |
| Cruz Roja                                      |          | 2(+)  |      |        |           |           | 1             | 2             |
| Women Waging Peace                             | 1(+)     |       |      |        |           |           | 1             | 1             |
| Muj. avisorando el futuro                      |          |       | 2(+) |        |           |           | 1             | 2             |
| Las Dignas                                     |          |       | 2(+) |        |           |           | 1             | 2             |
| Co-escucha                                     |          |       | 2(+) |        |           |           | 1             | 2             |
| Wim network                                    | 1(+)     |       |      |        |           |           | 1             | 1             |
| <b>Academia</b>                                |          |       |      |        |           |           | <b>7</b>      | <b>7</b>      |
| Univ. Javeriana Cali                           | 2(+)     |       |      |        |           |           | 1             | 2             |
| Univ. del Valle                                |          | 1(+)  |      |        |           |           | 1             | 1             |
| Univ San Buenaventura                          |          | 1(+)  |      |        |           |           | 1             | 1             |
| Mesa Mujer y Conflicto                         |          |       | 3(+) |        |           |           | 1             | 3             |
| Grp. Mujer y Sociedad                          |          |       | 1(+) |        |           |           | 1             | 1             |
| ILSA   | 1(+)     |       |      |        |           |           | 1             | 1             |
| Media / Newspapers                             | 2(-)     |       |      |        |           |           | 1             | -2            |



|                                   |         |        |      |        |         |         |           |           |
|-----------------------------------|---------|--------|------|--------|---------|---------|-----------|-----------|
| <b><i>National Government</i></b> |         |        |      |        |         |         | <b>14</b> | <b>12</b> |
| Government                        |         |        |      |        | 1 (+/-) |         | 1         | 0         |
| Dept, Gov't Tolima                |         |        |      |        |         | 3 (+)   | 1         | 3         |
| Dept. Valle                       | 2(+)    |        |      |        |         |         | 1         | 2         |
| Municipio Cali                    | 1(-)    |        |      |        |         |         | 1         | 0         |
| Red Solidaridad Social            |         |        |      |        |         | 2 (+/-) | 1         | 0         |
| Dir. Gen de Reinsercion           |         |        | 1(-) |        |         | 1(+)    | 2         | 0         |
| Defensoria del Pueblo             | 3(+)    | 2(+)   |      |        |         | 1 (+)   | 2         | 5         |
| Alcaldia Bogotá                   |         |        |      | 1(+/-) |         |         | 1         | 0         |
| MINGA                             |         |        |      | 1(+/-) |         |         | 1         | 0         |
| Cabildos                          |         | 2(+/-) |      |        |         |         | 1         | 0         |
| Alcaldias Indigenas               |         | 3(+/-) |      |        |         |         | 1         | 0         |
| Guardias civiles                  |         | 2(+)   |      |        |         |         | 1         | 2         |
|                                   |         |        |      |        |         |         |           |           |
| <b><i>Armed Forces</i></b>        |         |        |      |        |         |         | <b>9</b>  | <b>-6</b> |
| FARC                              | 1 (+/-) |        | 2(-) |        | 1 (-)   |         | 3         | -3        |
| ELN                               | 1(-)    |        | 2(-) |        | 1 (-)   |         | 3         | -4        |
| Paras                             | 1(-)    |        |      |        |         |         | 1         | -1        |
| Proceso Caguan                    |         |        |      | 1(+/-) |         |         | 1         | 0         |
| Other demobilised groups LAC      |         |        | 2(+) |        |         |         | 1         | 2         |
|                                   |         |        |      |        |         |         |           |           |

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