

**CERTIFICACION
DEL REPRESENTANTE LEGAL
Y EL CONTADOR DE LA ORGANIZACIÓN**

Medellín, Marzo 21 de 2025

Los suscritos Representante Legal y Contador de Pact Inc., certificamos que los Estados Financieros, al 31 de diciembre de 2024 y 2023, han sido fielmente tomados de los libros y que antes de ser puestos a su disposición y de terceros hemos verificado las siguientes afirmaciones contenidas en ellos:

- a) Todos los activos y pasivos, incluidos en los Estados Financieros de Pact Inc. al 31 de diciembre de 2024 y 2023, existen y todas las transacciones incluidas en dichos estados se han realizado durante los años terminados en esas fechas.
- b) Todos los hechos económicos realizados por la Pact Inc. durante los años 2024 y 2023, han sido reconocidos en los Estados Financieros.
- c) Los activos representan probables beneficios económicos futuros derechos y los pasivos representan probables sacrificios económicos futuros obligaciones, obtenidos o a cargo de Pact Inc. al 31 de diciembre de 2024 y 2023,
- d) Todos los elementos han sido reconocidos por sus valores apropiados, de acuerdo con los principios de contabilidad generalmente aceptados en Colombia.

Todos los hechos económicos que afectan a la Pact Inc. han sido correctamente clasificados, descritos y revelados en los Estados Financieros.



PATRICIA HENAO SAAVEDRA
Representante Legal
C.C.52.385.231




MÉRIDA I. ORTIZ PADILLA
Contador Público
TP: 169943 - T



PACT INC
NIT 900.666.624-9
ESTADO DE SITUACION FINANCIERA
(EXPRESADO EN MILES DE PESOS COLOMBIANOS)
PERÍODO TERMINADO EL DICIEMBRE 31 DE 2024

	NOTA N°	AÑO		PARTICIPACIÓN		VARIACIÓN 2024 - 2023	
		2024	2023	2024	2023	\$	%
ACTIVO							
Efectivo y Equivalentes de efectivo	4	393.537,00	1.108.665,00	98,07%	97,60%	(715.128,00)	-181,72%
Anticipos y Avances	5	-	7.855,00	0,00%	0,69%	(7.855,00)	N/A
Cuentas por Cobrar Empleados	6	188,00	-	0,05%	0,00%	188,00	100,00%
Deudores Varios	7	7.556,00	19.360,00	1,88%	1,70%	(11.804,00)	0,00%
TOTAL ACTIVO CORRIENTE		401.281,00	1.135.880,00	100,00%	100,00%	(734.599,00)	-183,06%
						-	
Activo por Impuesto Diferido		-	-	0,00%	0,00%	-	0,00%
TOTAL ACTIVO NO CORRIENTE		-	-	0,00%	0,00%	-	-
TOTAL ACTIVO		401.281,00	1.135.880,00	100,00%	100,00%	(734.599,00)	-183,06%
PASIVO							
Obligaciones Financieras		-	-	0,00%	0,00%	-	N/A
Proveedores	8	-	-	0,00%	0,00%	-	N/A
Cuentas por Pagar	9	1.930,00	3.487,00	0,17%	0,15%	(1.557,00)	-80,67%
Impuestos, Gravámenes y Tasas	10	48.104,00	62.382,00	4,15%	2,67%	(14.278,00)	-29,68%
Beneficios a empleados	11	324.152,00	408.587,00	27,95%	17,47%	(84.435,00)	-26,05%
Ingresos recibidos por anticipado	12	-	1.153.087,00	0,00%	49,31%	(1.153.087,00)	N/A
Otros Pasivos		-	-	0,00%	0,00%	-	N/A
TOTAL PASIVO CORRIENTE		374.186,00	1.627.543,00	32,27%	69,60%	(1.253.357,00)	-335,0%
PASIVOS LARGO PLAZO							
Beneficios a empleados	13	785.533,00	710.894,00	67,73%	30,40%	74.639,00	9,50%
Pasivo por Impuesto Diferido		-	-	0,00%	0,00%	-	N/A
TOTAL PASIVO NO CORRIENTE		785.533,00	710.894,00	67,73%	30,40%	74.639,00	9,5%
TOTAL PASIVO		1.159.721,00	2.338.439,00	100,00%	100,00%	(1.178.718,00)	-101,64%
PATRIMONIO							
Capital Social		-	-	0,00%	0,00%	-	N/A
Revalorización del Patrimonio		-	-	0,00%	0,00%	-	N/A
Resultados del Ejercicio	14	444.119,00	(331.740,00)	-58,56%	27,59%	775.859,00	174,70%
Resultados de Ejercicios Anteriores	15	(1.201.829,00)	(870.089,00)	158,46%	72,35%	(331.740,00)	27,60%
Ajustes por convergencia a NIIF	16	(730,00)	(730,00)	0,10%	0,06%	-	0,00%
TOTAL PATRIMONIO		(758.440,00)	(1.202.559,00)	100,00%	100,00%	444.119,00	-58,56%
TOTAL PASIVO + TOTAL PATRIMONIO		401.281,00	1.135.880,00	100,00%	100,00%	(734.599,00)	-183,06%
		0,00	-				

LAS NOTAS QUE SE ACOMPAÑAN SON PARTE INTEGRANTE DE LOS ESTADOS FINANCIEROS


PATRICIA HENAO SAAVEDRA
REPRESENTANTE LEGAL
(Ver certificación adjunta)


MÉRIDA I. ORTIZ PADILLA
CONTADOR PÚBLICO
TP: 169943 - T
(Ver certificación adjunta)



PACT INC
NIT 900.666.624-9
ESTADO DEL RESULTADO INTEGRAL Y GANANCIAS ACUMULADAS
(EXPRESADO EN MILES DE PESOS COLOMBIANOS)
PERÍODO TERMINADO EL DICIEMBRE 31 DE 2024

	NOTA N°	AÑO		% / INGRESOS		VARIACIÓN
		2024	2023	2024	2023	\$
Transferencia de Pact World Washintong DC a Pact World Colombia	17	9.186.555,00	19.722.018,00	100,00%	100,00%	-10.535
INGRESOS DE ACTIVIDADES ORDINARIAS		9.186.555,00	19.722.018,00	100,00%	100,00%	-10.535
						0
Costos Operativos	18	(1.909.900,99)	(12.923.378,00)	-20,79%	-65,53%	11.013
GANANCIA BRUTA		7.276.654,01	6.798.640,00	79,21%	34,47%	478
						0
						0
Gastos de Personal	19	(6.497.768,00)	(6.515.042,00)	-70,73%	-33,03%	-300.269
Gastos operativos	20	(323.703,00)	(610.060,00)	-3,52%	-3,09%	-236.513
GASTOS OPERATIVOS		(6.821.471,00)	(7.125.102,00)	-74,25%	-36,13%	-536.782
						0
GANANCIA OPERATIVA		455.183,01	(326.462,00)	4,95%	-1,66%	-876.611
						0
EBITDA		455.183,01	(326.462,00)	5,0%	-1,7%	-876.643
						0
Gastos Financieros	21	(12.507,00)	(13.759,00)	-0,14%	-0,07%	5.137
Ingresos Financieros	22	1.443,00	8.481,00	0,02%	0,04%	2.065
EXCEDENTE ANTES DE IMPUESTOS		444.119,00	(331.740,00)	4,83%	-1,68%	-869.400
						0
AJUSTES DE CONVERSION		-	-	0,00%	0,00%	0
IMPUESTO A LAS GANANCIAS DIFERIDO		-	-	0,00%	0,00%	0
EXCEDENTE NETO	14	444.119,00	(331.740,00)	4,83%	-1,68%	-870.130

LAS NOTAS QUE SE ACOMPAÑAN SON PARTE INTEGRANTE DE LOS ESTADOS FINANCIEROS


PATRICIA HENAO SAAVEDRA
REPRESENTANTE LEGAL
(Ver certificación adjunta)


MÉRIDA I. ORTIZ PADILLA
CONTADOR PÚBLICO
TP: 169943 - T
(Ver certificación adjunta)



PACT INC
NIT 900.666.624-9
ESTADO DE CAMBIOS EN EL PATRIMONIO
(EXPRESADO EN MILES DE PESOS COLOMBIANOS)
PERÍODO TERMINADO EL DICIEMBRE 31 DE 2024

PATRIMONIO	NOTA	Capital	Ajustes por convergencia a NIIF	Resultado del Ejercicio	Resultado de Ejercicios Anteriores	Total Patrimonio
SALDO A 31 DE DICIEMBRE DE 2019		-	(730)	(282.908)	51.286	(232.351)
CAPITALIZACIÓN		-	-	-	-	-
PRIMA EN COLOCACIÓN DE ACCIONES		-	-	-	-	-
AUMENTO DE RESERVA LEGAL		-	-	-	-	-
UTILIDAD DEL PERÍODO		-	-	215.893	-	215.893
TRASLADO UTILIDAD DEL PERÍODO		-	-	282.908	(282.908)	-
SALDO A 31 DE DICIEMBRE DE 2020		-	(730)	215.893	(231.621)	(16.458)
CAPITALIZACIÓN		-	-	-	-	-
PRIMA EN COLOCACIÓN DE ACCIONES		-	-	-	-	-
AUMENTO DE RESERVA LEGAL		-	-	-	-	-
UTILIDAD / PÉRDIDA DEL PERÍODO		-	-	(1.556.805)	-	(1.556.805)
TRASLADO UTILIDAD DEL PERÍODO		-	-	(15.728)	15.728	-
REPARTO DE UTILIDADES		-	-	-	-	-
SALDO A 31 DE DICIEMBRE DE 2021	17	-	(730)	(1.356.640)	(215.893)	(1.573.263)
CAPITALIZACIÓN		-	-	-	-	-
PRIMA EN COLOCACIÓN DE ACCIONES		-	-	-	-	-
AUMENTO DE RESERVA LEGAL		-	-	-	-	-
UTILIDAD / PÉRDIDA DEL PERÍODO		-	-	702.444	-	702.444
TRASLADO UTILIDAD DEL PERÍODO		-	-	(1.572.533)	1.572.533	-
REPARTO DE UTILIDADES		-	-	-	-	-
SALDO A 31 DE DICIEMBRE DE 2022	17	-	(730)	(2.226.729)	1.356.640	(870.819)
CAPITALIZACIÓN		-	-	-	-	-
PRIMA EN COLOCACIÓN DE ACCIONES		-	-	-	-	-
AUMENTO DE RESERVA LEGAL		-	-	-	-	-
UTILIDAD / PÉRDIDA DEL PERÍODO		-	-	(331.740)	-	(331.740)
TRASLADO UTILIDAD DEL PERÍODO		-	-	(870.089)	870.089	-
REPARTO DE UTILIDADES		-	-	-	-	-
SALDO A 31 DE DICIEMBRE DE 2023	17	-	(730)	(3.428.558)	2.226.729	(1.202.559)
CAPITALIZACIÓN		-	-	-	-	-
PRIMA EN COLOCACIÓN DE ACCIONES		-	-	-	-	-
AUMENTO DE RESERVA LEGAL		-	-	-	-	-
UTILIDAD / PÉRDIDA DEL PERÍODO		-	-	444.119	-	444.119
TRASLADO UTILIDAD DEL PERÍODO		-	-	(1.201.829)	1.201.829	-
REPARTO DE UTILIDADES		-	-	-	-	-
SALDO A 31 DE DICIEMBRE DE 2024	17	-	(730)	(4.186.268)	3.428.558	(758.440)

LAS NOTAS QUE SE ACOMPAÑAN SON PARTE INTEGRANTE DE LOS ESTADOS FINANCIEROS


PATRICIA HENAO SAAVEDRA
REPRESENTANTE LEGAL
(Ver certificación adjunta)


MÉRIDA I. ORTIZ PADILLA
CONTADOR PÚBLICO
TP: 169943 - T
(Ver Certificación Adjunta)



PACT INC
NIT 900.666.624-9
ESTADO DE FLUJOS DE EFECTIVO
(EXPRESADO EN MILES DE PESOS COLOMBIANOS)
PERÍODO TERMINADO EL DICIEMBRE 31 DE 2024

	2024	2023
FLUJO DE EFECTIVO POR ACTIVIDADES DE OPERACIÓN:		
Utilidad/Pérdida neta	444.119	(331.740)
Ajustes a los resultados que no requieren utilización de efectivo:		
Depreciación	-	-
Provisión de Renta	-	-
+ Provisión Cartera		
+ Movimientos Patrimoniales		
Amortización Impuesto Diferido	-	-
Utilidad Ventas Activos	-	-
EFFECTIVO (UTILIZADO) GENERADO POR ACTIVIDADES DE OPERACIÓN	444.119	(331.740)
 (Disminución) Cartera	19.471	156.572
(Aumento) Disminución Inventarios	-	-
Aumento (Disminución) Proveedores	-	(42.047)
(Disminución) Cuentas por Pagar	(1.557)	(2.424)
(Disminución) Ingresos recibidos x Anticipado	(1.153.087)	(78.410)
(Disminución) Aumento Impuestos x Pagar	(14.278)	27.864
(Disminución) Obligaciones Laborales	(84.435)	(146.384)
Aumento Obligaciones Laborales L/P	74.639	(67.504)
VARIACION CUENTAS OPERACIONALES	(1.159.247)	(152.333)
 EFFECTIVO (UTILIZADO) GENERADO POR ACTIVIDADES DE OPERACIÓN	(715.128)	(484.073)
 FLUJO DE EFECTIVO POR LAS ACTIVIDADES DE INVERSIÓN :		
Inversiones en propiedad, planta y equipo (Compras)	-	-
Venta de propiedad, planta y equipo	-	-
Activo por Impuesto Diferido	-	-
Pasivo por Impuesto Diferido	-	-
EFFECTIVO UTILIZADO EN ACTIVIDADES DE INVERSIÓN	-	-
 FLUJO DE EFECTIVO DE LAS ACTIVIDADES DE FINANCIACIÓN		
Capitalización	-	-
Reparto de Utilidades	-	-
Adquisición de Obligaciones Financieras	-	-
Pago de Cuentas por Pagar a Socios y Canc. Ant. Recibidos	-	-
EFFECTIVO GENERADO POR ACTIVIDADES DE FINANCIACIÓN	-	-
 (UTILIZACIÓN) GENERACIÓN DE EFECTIVO NETA	(715.128)	(484.073)
 Saldo de efectivo al principio del año	1.108.665	1.592.738
SALDO DE EFECTIVO Y EQUIVALENTE DE EFECTIVO AL FINAL DEL AÑO	393.537	1.108.665
	0	(0)

LAS NOTAS QUE SE ACOMPAÑAN SON PARTE INTEGRANTE DE LOS ESTADOS FINANCIEROS


PATRICIA HENAO SAAVEDRA
REPRESENTANTE LEGAL
(Ver certificación adjunta)


MÉRIDA I. ORTIZ PADILLA
CONTADOR PÚBLICO
TP: 169943 - T
(Ver Certificación Adjunta)

Type text here



PACT INC
NIT: 900.666.624-9

NOTAS A LOS ESTADOS FINANCIEROS BAJO IFRS 2024 Y 2023

(Expresados en miles de pesos colombianos)

NOTA 1

INFORMACIÓN GENERAL DE LA ORGANIZACIÓN

Pact Inc., es una Organización No Gubernamental internacional con sede principal en la ciudad de Washington DC constituida de acuerdo con las leyes y disposiciones de la District of Columbia Nonprofit corporation Act (ley de sociedades sin fines de lucro del distrito de Columbia, Title 29, Chapter 10, D.C. Code) en los Estados Unidos mediante Documento Privado el 10 de junio de 1971.

En Colombia la Organización fue registrada legalmente bajo escritura pública N.2859 el 9 de octubre de 2013, Notaria 19 de La Ciudad de Bogotá-Colombia, como ESAL (Entidad sin ánimo de lucro), con el Acta LIBRO: V ESADL inscripción 00000003, fue registrada ante Cámara de Comercio del Aburra Sur 17 de octubre de 2013 y posteriormente inscrita en la Cámara de Comercio de Medellín para Antioquia por Escritura Pública 2828 del 27 de abril de 2017.

Tributariamente le fue adjudicado el Número de Identificación Tributaria (NIT) 900.666.624-9 de la Dirección de Impuestos y Aduanas Nacionales (DIAN), personas Jurídicas (Régimen Tributario Especial) para efecto de las obligaciones tributarias de Colombia.

Representación Legal

Pact Inc. se encuentra legalmente representada por la Sra. Patricia Henao Saavedra, elegida para este cargo tal y como consta en el certificado expedido por la Cámara de Comercio de Medellín para Antioquia.

La organización tiene como Objeto Principal en alianza con organizaciones locales, empresas y gobiernos, construir soluciones sistémicas para que las comunidades más vulnerables sean prósperas y resilientes, y las personas a quienes se sientan escuchadas, aumenten sus capacidades y sean vibrantes.

Pact Inc. en Colombia se encuentra domiciliada en la Ciudad de Medellín Cra 49B # 64c- 35 oficina 111 Edificio Brasilia 3. su duración es indefinida.

Pact Inc. maneja en la actualidad el sistema contable llamado Dynamics 365 Business Central.

NOTA 2

BASES DE PREPARACIÓN

Los Estados Financieros presentados corresponden al periodo terminado al 31 de diciembre de 2024 bajo Normas Internacionales de Información Financiera por disposición de la Ley 1314 de 2009, Decreto Reglamentario 3022 de 2013 emitido por el Ministerio de Hacienda y Crédito Público, institución que pone en vigencia dichas normas en su versión de 2009 y que del mismo modo la enmarca dentro del Grupo 2 para la aplicación de la norma en mención.

Los Estados Financieros se presentarán en pesos colombianos, unidad monetaria que corresponde a la moneda funcional y de presentación de la entidad.

Las normas que se aplicaron a estos Estados Financieros son las versiones que se encontraban emitidas al 31 de diciembre de 2015 y que estaban vigentes para aquellos periodos que comienzan a partir del 1 de enero del 2013. Aquellos estándares emitidos, pero no efectivos a la fecha no han sido aplicados en la elaboración de estos informes. Las NIIF comprenden las Normas e Interpretaciones adoptadas por el IASB.

Las principales políticas contables que se describen a continuación son:

EFFECTIVO Y EQUIVALENTES DE EFFECTIVO

Los saldos presentados de estas cuentas en el balance general incluyen el efectivo y los equivalentes de efectivo y los depósitos a corto plazo; valorados para su medición inicial al valor razonable y para su medición posterior al valor nominal.

ACTIVOS FINANCIEROS

Los activos financieros alcanzados por la sección 11 y 12 se clasifican como inversiones a valor razonable con cambios en resultados, préstamos y cuentas por cobrar, inversiones a costo amortizado, inversiones a valor razonable con cambios en patrimonio.

La empresa determina la clasificación de los activos financieros al momento de su reconocimiento inicial valorados al valor razonable.

Los activos financieros de la entidad incluyen efectivo y colocaciones a corto plazo, deudores comerciales, préstamos y otras cuentas por cobrar, instrumentos financieros.

Medición posterior

La medición posterior de los activos financieros depende de su clasificación:

Inversiones a valor razonable con cambios en resultados

Las inversiones a valor razonable con cambios en resultados incluyen los activos mantenidos para negociar y los activos financieros designados al momento de su reconocimiento inicial como al valor razonable con cambios en resultados. Los activos financieros se clasifican como inversiones a valor razonable con cambios en resultados si se adquieren con el propósito de venderlos o recomprarlos en un futuro cercano.

Las inversiones a valor razonable con cambios en resultados se contabilizan en el balance general por su valor razonable y los cambios en dicho valor razonable son reconocidos como ingresos o costos financieros en el estado de resultados.

La empresa no posee inversiones valoradas a valor razonable con cambios en resultados a la fecha de realización del balance a diciembre de 2024

Préstamos y cuentas por cobrar

Los préstamos y las cuentas por cobrar son activos financieros no derivados con pagos fijos o determinables que no cotizan en un mercado activo.

Después del reconocimiento inicial, estos activos financieros se miden al costo amortizado mediante el uso del método de la tasa de interés efectiva, menos cualquier deterioro del valor. El costo amortizado se calcula tomando en cuenta cualquier descuento o prima en la adquisición y las comisiones o los costos que son una parte integrante de la tasa de interés efectiva. La amortización de la tasa de interés efectiva se reconoce como ingreso financiero en el estado de resultados. Las pérdidas que resulten del deterioro del valor se reconocen en el estado de resultados como costos financieros.

Inversiones a costo amortizado

Los activos financieros no derivados con pagos fijos o determinables y vencimientos fijos se clasifican como inversiones a costo amortizado, cuando la entidad tiene la intención y la capacidad de mantenerlos hasta su vencimiento. Después del reconocimiento inicial, las inversiones clasificadas dentro de esta categoría se miden al costo amortizado mediante el uso del método de la tasa de interés efectiva, menos cualquier deterioro del valor.

El costo amortizado se calcula tomando en cuenta cualquier descuento o prima en la adquisición y las comisiones o los costos que son una parte integrante de la tasa de interés efectiva. La amortización de la tasa de interés efectiva se reconoce como ingreso financiero en el Estado de Resultados. Las pérdidas que resulten del deterioro del valor se reconocen en el Estado de Resultados como costos financieros.

La Organización no cuenta con inversiones valoradas a costo amortizado a la fecha de realización del balance a diciembre 31 de 2024.

Inversiones a valor razonable con cambios en Patrimonio

Las inversiones a valor razonable con cambios en patrimonio incluyen títulos de patrimonio y de deuda. Las inversiones en patrimonio clasificadas en esta categoría son aquellas que no se clasifican ni como costo amortizado ni como valor razonable con cambios en resultados. Los títulos de deuda en esta categoría son aquellos que se espera mantener por un tiempo indefinido, pero que se pueden vender ante una necesidad de liquidez o ante cambios en las condiciones del mercado.

Después del reconocimiento inicial, las inversiones a valor razonable con cambios en patrimonio se miden por su valor razonable, y las ganancias o pérdidas no realizadas se reconocen en el Patrimonio, hasta que la inversión se da de baja. En ese momento, la ganancia o pérdida acumulada se reconoce como una ganancia operativa o se considera como un deterioro del valor de la inversión, en cuyo caso, la pérdida acumulada es reclasificada en el Estado de Resultados en la línea de costos financieros y eliminada del Patrimonio.

La Organización no cuenta con inversiones valoradas a valor razonable con cambio en resultados a la fecha de realización del balance a diciembre 31 de 2024.

Baja en cuentas

Un activo financiero se da de baja en cuentas cuando:

- Expiren los derechos contractuales sobre los flujos de efectivo del activo.
- Se transfieran los derechos contractuales sobre los flujos de efectivo del activo o se asuma una obligación de pagar a un tercero la totalidad de los flujos de efectivo sin una demora significativa.

- Se hayan transferido sustancialmente todos los riesgos y beneficios inherentes a la propiedad del activo.
- No se hayan ni transferido ni retenido sustancialmente todos los riesgos y beneficios inherentes a la propiedad del activo, pero se haya transferido el control de este.

Deterioro del valor de los activos financieros

Al final de cada periodo sobre el que se informa, la entidad evalúa si existe alguna evidencia objetiva de que un activo financiero o un grupo de activos financieros se encuentran deteriorados en su valor.

Un activo financiero o un grupo de activos financieros se considera deteriorado en su valor solamente si existe evidencia objetiva de deterioro del valor como consecuencia de uno o más acontecimientos que hayan ocurrido después del reconocimiento inicial del activo (un “evento que causa la pérdida”), y que dicho evento que haya causado la pérdida tiene un impacto sobre los flujos de efectivo futuros estimados del activo financiero o del grupo de activos financieros, que se pueda estimar de manera fiable.

La evidencia de un deterioro del valor podría incluir indicios de que los deudores o un grupo de deudores se encuentran con dificultades financieras significativas, el incumplimiento o mora en los pagos de capital o intereses, la probabilidad de que entren en quiebra u otra forma de reorganización financiera, y cuando datos observables indiquen que existe una disminución medible en los flujos de efectivo futuros estimados, tales como cambios adversos en el estado de los pagos en mora o en las condiciones económicas que se relacionan con los incumplimientos.

OTROS ACTIVOS

Incluyen los anticipos y avances, los activos intangibles o diferidos adquiridos en forma separada se miden inicialmente al costo. Después del reconocimiento inicial, los activos intangibles se contabilizan al costo menos cualquier amortización y cualquier pérdida acumuladas por deterioro del valor.

Las vidas útiles de los activos intangibles pueden ser finitas o indefinidas.

Los activos intangibles con vidas útiles finitas se amortizan a lo largo de su vida útil económica y se evalúan para determinar si tuvieron algún deterioro del valor siempre que exista un indicio de que el activo intangible pudiera haber sufrido dicho deterioro. El período y el método de amortización para un activo intangible con una vida útil finita se revisan al menos al cierre de cada período sobre el que se informa. Los cambios en la vida útil esperada se contabilizan al cambiar el período o el método de amortización, según corresponda, y se tratan como cambios en las estimaciones contables. El gasto de amortización en activos intangibles con vidas útiles finitas se reconoce en el estado de resultados en la categoría de gastos que resulte coherente con la función de dichos activos intangibles.

La entidad no cuenta con activos intangibles a la fecha del balance diciembre 31 de 2024.

PROPIEDAD PLANTA Y EQUIPO

Las partidas de propiedad, planta y equipo son valoradas al costo menos depreciación acumulada y pérdidas por deterioro.

El costo incluye gastos que son directamente atribuibles a la adquisición del activo. El costo de activos construidos por la propia entidad incluye lo siguiente:

- El costo de los materiales y la mano de obra directa.
- Cualquier otro costo directamente atribuible al proceso de hacer que el activo sea apto para trabajar en su uso previsto.
- Los costos por préstamos capitalizables.

Cualquier ganancia o pérdida de la venta de un elemento de propiedad, planta y equipo (calculada como la diferencia entre el valor recibido por la venta y el valor en libros del elemento) se reconoce en resultados.

Las partidas de propiedades, planta y equipo se miden inicialmente por su valor razonable, y posteriormente utilizando el método del costo, el cual reconoce importes por depreciación acumulada y cualquier pérdida por deterioro del valor acumulada.

Los siguientes desembolsos se reconocerán como activos fijos:

- Elementos de propiedad, planta y equipo que cumplan el criterio de reconocimiento.
- Adiciones o mantenimientos mayores. Estos desembolsos serán reconocidos como activos fijos si el efecto de ellos aumenta el valor y la vida útil del activo, o proporciona una reducción de los costos. En los casos que no se cumpla lo anterior, serán reconocidos como gastos.
- Reemplazos de activos fijos. El componente reemplazado se dará de baja en los libros.

Los siguientes desembolsos se reconocerán como gastos en el periodo en que se incurran:

- Costos de mantenimiento y reparación. El mantenimiento es preventivo y su propósito es mantener el activo en condiciones apropiadas para el uso. Las reparaciones son correctivas y su propósito es restituir las condiciones del activo apropiadas para el uso.
- Reemplazos de activos fijos parciales, cuya intención es mantener el uso normal del activo hasta el final de su vida útil.

La entidad no posee propiedades, planta y equipo a la fecha del balance a 31 de diciembre de 2024, debido a que todos los activos fijos que se compran se llevan directamente al gasto, porque en el momento en que se disuelva la Organización, estos activos se donarán, sin embargo, se tiene control de los activos en uso por la organización siendo estos activos parte de este informe.

IMPUESTOS

Impuesto a las ganancias

El gasto por impuestos a las ganancias representa la suma del impuesto corriente por pagar y del impuesto diferido. El impuesto corriente por pagar está calculado según la ganancia fiscal del periodo y según la normatividad del ente fiscalizador del país, la Dirección de Impuestos y Aduanas de Colombia (DIAN).

El impuesto diferido se reconoce a partir de las diferencias entre los valores en libros de los activos y pasivos en los Estados Financieros y sus bases fiscales correspondientes (conocidas como diferencias temporarias).

Los pasivos por impuestos diferidos se reconocen para todas las diferencias temporarias que se espere que incrementen la ganancia fiscal en el futuro. Los activos por impuestos diferidos se reconocen para todas las diferencias temporarias que se espere que reduzcan la ganancia fiscal en el futuro, y cualquier pérdida o crédito fiscal no utilizado.

Los activos por impuestos diferidos se miden al valor máximo que, sobre la base de la ganancia fiscal actual o estimada futura, es probable que se recuperen. El valor en libros neto de los activos por impuestos diferidos se revisa en cada fecha sobre la que se informa y se ajusta para reflejar la evaluación actual de las ganancias fiscales futuras. Cualquier ajuste se reconoce en el resultado del periodo.

El impuesto diferido se calcula según las tasas impositivas que se espera aplicar a la ganancia (pérdida) fiscal de los periodos en los que se espera realizar el activo por impuestos diferidos o cancelar el pasivo por impuestos diferidos, sobre la base de las tasas impositivas que hayan sido aprobadas o cuyo proceso de aprobación esté prácticamente terminado al final del periodo sobre el que se informa. El impuesto diferido relacionado con las partidas reconocidas fuera del resultado se reconoce fuera de éste. Las partidas de impuesto diferido se reconocen en correlación con la transacción subyacente, ya sea en el otro resultado integral o directamente en el patrimonio.

Se exige la compensación de activos y pasivos por impuestos diferidos de la misma sociedad o sujeto fiscal sí, y sólo si, se relacionan con impuestos a las ganancias correspondientes a la misma administración fiscal, siempre y cuando la Sociedad tenga reconocido legalmente los activos corrientes por impuestos diferidos con los pasivos corrientes de la misma naturaleza. Por tal razón los saldos por activos y pasivos por impuestos se presentan compensados en los estados financieros.

La Organización no tuvo diferencias temporales para la fecha de elaboración del balance a diciembre 31 de 2024.

PASIVOS FINANCIEROS

Reconocimiento y medición inicial

Los pasivos financieros alcanzados por la sección 11 y 12 se clasifican como pasivos financieros al valor razonable con cambios en resultados, préstamos y cuentas por pagar, o como derivados según corresponda. La entidad determina la clasificación de los pasivos financieros al momento de su reconocimiento inicial.

Todos los pasivos financieros se reconocen inicialmente por su valor razonable más los costos de transacción directamente atribuibles, para los préstamos y cuentas por pagar. Los pasivos financieros de la entidad incluyen cuentas por pagar comerciales, préstamos y otras cuentas por pagar, descubiertos en cuentas corrientes bancarias, contratos de garantía e instrumentos financieros derivados.

Medición posterior

La medición posterior de los pasivos financieros depende de su clasificación, de la siguiente manera:

Pasivos financieros al valor razonable con cambios en resultados

Los pasivos financieros al valor razonable con cambios en resultados incluyen los pasivos financieros mantenidos para negociar y los pasivos financieros designados al momento de su reconocimiento inicial como al valor razonable con cambios en resultados.

Los pasivos financieros se clasifican como mantenidos para negociar si se contraen con el propósito de negociarlos en un futuro cercano. Esta categoría incluye los instrumentos financieros derivados tomados por la entidad, que no se designan como instrumentos de cobertura en relaciones de cobertura según la define la NIC 39. Los derivados implícitos separados también se clasifican como mantenidos para negociar las ganancias o pérdidas por pasivos mantenidos para negociar se reconocen en el Estado de Resultados.

Préstamos que devengan interés

Después del reconocimiento inicial, los préstamos que devengan intereses se miden al costo amortizado utilizando el método de la tasa de interés efectiva. Las ganancias y pérdidas se reconocen en el Estado de Resultados.

El costo amortizado se calcula tomando en cuenta cualquier descuento o prima en la adquisición y las comisiones o los costos que sean una parte integrante de la tasa de interés efectiva. La amortización de la tasa de interés efectiva se reconoce como costo financiero en el Estado de Resultados.

Baja en cuentas

Un pasivo financiero se da de baja cuando la obligación especificada en el correspondiente contrato haya sido pagada o cancelada, o haya expirado.

Cuando un pasivo financiero existente es reemplazado por otro proveniente del mismo prestamista bajo condiciones sustancialmente diferentes, o si las condiciones de un pasivo existente se modifican de manera sustancial, tal modificación se trata como una baja del pasivo original y el reconocimiento de un nuevo pasivo, y la diferencia en los importes respectivos en libros se reconocen en el Estado de Resultados.

BENEFICIOS A EMPLEADOS

A la fecha la entidad solo cuenta con beneficios a empleados con características de corto plazo.

Los beneficios a empleados de corto plazo son aquellos beneficios (distintos a los beneficios por terminación) cuyo pago será totalmente atendido en el término de los doce meses siguientes al cierre del periodo en el cual los empleados han prestado sus servicios. Estos beneficios se encuentran reconocidos por la entidad en una base no descontada y son reconocidos como gastos a medida que el servicio es recibido.

PROVISIONES Y CONTINGENCIAS

Las provisiones se reconocen cuando la entidad tiene una obligación presente (legal o implícita) como resultado de un suceso pasado, es probable que la entidad tenga que desprenderse de recursos que incorporan beneficios económicos para cancelar la obligación, y cuando pueda hacerse una estimación fiable del importe de esta. El gasto correspondiente a cualquier provisión se presenta en el Estado de Resultados, neto de todo reembolso.

Pasivo contingente

Un pasivo contingente surge cuando existe una obligación posible surgida a raíz de sucesos pasados, cuya existencia ha de ser confirmada sólo por la ocurrencia, o no ocurrencia, de uno o más sucesos inciertos en el futuro, que no están enteramente bajo el control de la entidad, o cuando existe una obligación presente surgida a raíz de sucesos pasados, para la que no es probable que se vaya a requerir una salida de recursos que incorpora beneficios económicos para cancelar la obligación o cuyo importe no pueda medirse con suficiente fiabilidad.

Las obligaciones que cumplen con los criterios de reconocimiento de pasivos se clasifican como provisiones, las que no cumplen se clasifican como pasivos contingentes. En los pasivos contingentes también se incluyen las obligaciones posibles. La clasificación de obligaciones es importante porque las provisiones deben reconocerse en el balance general de la entidad, mientras que los pasivos contingentes no.

Activo contingente

Un activo contingente es un activo de naturaleza posible, surgido a raíz de sucesos pasados, cuya existencia ha de ser confirmada sólo por la ocurrencia, no ocurrencia, de uno o más sucesos inciertos en el futuro, que no están enteramente bajo el control de la entidad. Los activos contingentes no se reconocen en el balance general. Sin embargo, en ciertas circunstancias, se revela información sobre estos en las notas.

Para el balance a diciembre 31 de 2024 la entidad no tiene demandas y litigios ni a favor ni en contra.

INGRESOS

Ingresos de actividades ordinarias

Los ingresos de actividades ordinarias se reconocen en la medida que sea probable que los beneficios económicos fluyan a la entidad y que los ingresos se puedan medir de manera fiable, independientemente del momento en el que sea realizado el pago. Los ingresos se miden por el valor razonable de la contraprestación recibida o por recibir, teniendo en cuenta las condiciones de pago definidas contractualmente y sin incluir impuestos ni aranceles.

Ingresos por la prestación de servicios

Los ingresos de actividades ordinarias correspondientes a la prestación del servicio se reconocen cuando puedan estimarse con fiabilidad y se determine su grado de terminación.

Intereses ganados

Para todos los instrumentos financieros medidos al costo amortizado y para los intereses que devengan los activos financieros clasificados como a valor razonable con cambios en patrimonio, los intereses ganados o perdidos se registran utilizando el método de la tasa de interés efectiva.

Los intereses ganados no se reconocen como ingresos en los Estados Financieros, sino que se incluyen en las cuentas por pagar como un dinero recibido para terceros, ya que realmente pertenece a los Financiadores quienes giran el dinero para el desarrollo de las actividades en Pact inc. Posteriormente el dinero puede ser reinvertido en otros proyectos.

NOTA 3

MATERIALIDAD

Las NIC 1 define el término “material” así: “Las omisiones o inexactitudes de partidas son materiales (o tienen importancia relativa) si pueden, individualmente o en su conjunto, influir en las decisiones económicas tomadas por los usuarios con base en los Estados Financieros. La materialidad dependerá de la magnitud y las naturalezas de la omisión o inexactitud, enjuiciadas en función de las circunstancias particulares en que se hayan producido. La magnitud o la naturaleza de la partida o una combinación de ambas, podría ser el factor determinante”.

Las evaluaciones y decisiones necesarias para la preparación de Estados Financieros deben basarse en lo relativamente importante, para lo cual se necesita emplear el buen juicio profesional. El concepto de materialidad está estrechamente vinculado con el de revelación completa, que solamente concierne a la información relativamente importante.

Los Estados Financieros deben revelar todas las partidas que son de suficiente importancia para afectar evaluaciones o toma de decisiones.

CÁLCULO DE LA MATERIALIDAD (2024):

Concepto	Saldo	%Materialidad	Valor de Materialidad	Alcance de Ajuste	Alcance de Materialidad
Ingresos	9.146.705.801,48	0,50%	45.733.529,01	10%	4.573.352,90

a) La materialidad para la Entidad se determinó de acuerdo con los ingresos.

b) La materialidad se obtiene de la suma de todos los errores individuales, si llega a superar este valor será considerado material.

c) El alcance de ajuste es utilizado para todas las cifras de los Estados Financieros (activos, pasivos, gastos, ingresos etc.) individualmente y servirá de base para establecer la materialidad.

Luego, la materialidad se obtiene de la suma de todos los errores individuales, lo que supere este valor será considerado material

NOTA 4

EFFECTIVO Y EQUIVALENTES AL EFFECTIVO

El efectivo y equivalentes al efectivo correspondientes a los años 2024 y 2023 son recursos disponibles para la ejecución de los proyectos en el corto plazo y basado en la planeación presupuestal del año 2024, los recursos

reposan en la entidad Financiera Bancolombia, al cierre no tiene partidas conciliatorias, lo señalado se encuentra soportado con el estado de cuenta al 31 de diciembre de 2024.

La caja menor cuenta con políticas de uso, las cuales son verificadas de manera frecuente para validar su correcta ejecución; para el año 2024, se procedió al cierre de la cuenta de caja menor correspondiente a Bogotá, como consecuencia de la finalización del proyecto denominado "Conectando Caminos". Asimismo, se efectuó el cierre de la caja menor de Medellín, motivado por la ausencia de actividad.

Detalle	2024	2023
Cuenta de ahorros Bancolombia 1914820088	387.557.732,98	1.107.554.976,20
Cuenta Corriente Bancolombia 1921264583	5.979.001,40	159.155,60
Cuenta de ahorros Bancolombia 420-000016-68	-	950.543,23
Caja Menor Medellín	-	-
Caja Menor Bogotá	-	-
Total Efectivo y Equivalentes al Efectivo	393.536.734,38	1.108.664.675,03

NOTA 5

ANTICIPOS Y AVANCES

Los anticipos y avances corresponden a los recursos entregados a las entidades socias o aliadas con las que la organización tiene subcontratos para la ejecución de los proyectos, estos dineros son controlados mediante informes mensuales, los cuales dan cuenta del adecuado manejo, la cifra que a continuación se detalla son recursos a 31 de diciembre de 2024 y 2023.

Los recursos señalados al finalizar el año 2024 serán realizados en el año 2025 de acuerdo con el plan de trabajo pactado con cada Organización.

Tercero	Detalle	2024	2023
Diversidad Rural S.A.S.	Avances Subvenciones Socios	-	7.855.283,98
	Avances Subvenciones Socios	-	-
Total Anticipos y Avances		-	7.855.283,98

NOTA 6

CUENTAS POR COBRAR EMPLEADOS Y AVANCES A PROYECTOS

Las cuentas por cobrar a los empleados corresponden a anticipos otorgados para la ejecución de las actividades de los proyectos, por control son los responsables de estos recursos hasta su legalización, no corresponden a anticipos salariales o sujetos a renta, estos recursos son legalizados bajo los procedimientos de compras avalados por la Organización y quedan registrados en los terceros correspondientes.

Los Avances a Proyecto que se detallan, hacen parte de la ejecución del Proyecto Pilares / Building the Capacity of Civil Society a los actores de la sociedad civil o la organización de la sociedad civil bajo las condiciones pactadas en los acuerdos de adjudicación principal IL-31477-17-75-K se legalizaron durante el año 2024 de acuerdo con la planeación del proyecto.

Tercero	Detalle	2024	2023
Erika Gomez	Event-ErikaG Actividades Diciembre Dic17-18	188.400,00	-
Cuantias Menores	Cuantias menores	-	-
Total Avances empleados		188.400,00	-

NOTA 7

DEUDORES VARIOS

El saldo de los deudores varios al 31 de Diciembre de 2024 y 2023 se detallan a continuación:

Tercero	Detalle	2024	2023
Viajes éxito	Anticipo Viajes Exito para viajes de terrero	7.555.802,00	15.741.658,21
Henry Augusto Marin Larsen	Impuestos por Cobrar	-	60.935,00
Bancolombia SA	Error Cobro en Cheque	-	3.500.000,00
Alambique Medellin SAS	Impuestos por Cobrar	-	56.745,00
Total Deudores Varios		7.555.802,00	19.359.338,21

Los recursos correspondientes al año 2023 se ejecutaron en el en año 2024; los anticipos entregados al 31 de diciembre 2024 son entregados se ejecutarán de acuerdo con la planeación de los proyectos en los primeros meses del año 2025.

NOTA 8

PROVEEDORES

Al cierre de año 2024 la cuenta se encuentra conciliada, indicando que no tenemos obligaciones con proveedores.

Tercero	Detalle	2024	2023
Cuantias Menores	Cuantias Menores	-	-
Total Proveedores		-	-

NOTA 9

CUENTAS POR PAGAR

para el cierre del año fiscal 2024 se indica un saldo de cuentas por pagar, los cuales corresponden principalmente a cuentas por pagar a empleados por conceptos de reembolsos de actividades de terreno y administrativas las cuales se aplicará su pago en los primeros meses del año 2025; de igual manera al 31 de Diciembre 2024 se observan las causaciones de saldos con la Casa Matriz que corresponden a provisiones de gravámenes o rendimientos financieros de las cuentas bancarias, estas cuentas se cancelarán durante el año fiscal 2025 de manera oportuna.

Tercero	Detalle	2024	2023
Madona Katherine Zapata Bolivar	Reembolso gastos de viaje	-	108.000,00
Madona Katherine Zapata Bolivar	Gastos de viaje Terreno	-	800.000,00
Maria Siomara Martinez Herrera	Ajuste Cta Ah Pilares Extarcto Nov'23	-	950.573,23
Yoide Susuna Perez Monroy	Reembolso gastos de Terreno	542.700,00	-
Pact Casa Matriz	Intereses por Pagar - Donante Federal (USA)	1.386.892,49	1.627.591,42
Total Cuentas por Pagar		1.929.592,49	3.486.164,65

La organización en su política de pagos considera pagos inferiores a quince (15) días, por lo general los pagos a los proveedores son de contado, respetando el proceso interno tesorería.

NOTA 10

IMPUESTOS, GRAVAMENES Y TASAS

Las cuentas por pagar de impuestos corresponden a las retenciones practicadas por conceptos de salarios y a proveedores durante el mes de diciembre 2024, estas obligaciones tienen programación de pago en mes de enero 2025 de acuerdo con el calendario tributario establecido por la Dirección de Impuestos.

Tercero	Detalle	2024	2023
DIAN	Retencion en la fuente por pagara salarios	43.508.000,02	59.211.748,98
DIAN	Retencion en la fuente por pagar proveedores	4.595.734,07	3.169.608,00
Total Cuentas Impuestos, Gravámenes y tasas		48.103.734,09	62.381.356,98

NOTA 11

BENEFICIOS A EMPLEADOS

Basados en la normatividad vigente para temas salariales y beneficios a empleados, Pact Inc. se acoge a las disposiciones que señala el Código Sustantivo del trabajo (CST) para el cálculo de los beneficios a empleados, realizando los pagos de manera oportuna como lo señala el CST.

Al finalizar el año 2024 la Organización adeuda a los empleados conceptos de Vacaciones, los cuales son disfrutados de acuerdo con la programación de descansos acordada con cada empleado.

Los pagos de Cesantías e Intereses a las Cesantías serán pagados durante el año 2024 en las fechas señaladas para tal fin, cesantías antes del 14 de febrero y los Intereses antes del 30 de enero.

Por política contable de la casa Matriz, la Organización realiza estimaciones salariales que permiten demostrar con más precisión los valores por salarios durante la vigencia, estos valores son ajustados mensualmente con propósitos financieros.

Tercero	Detalle	2024	2023
Empleados	Estimados salarios	-	150.736.932,81
Empleados	Provision Vacaciones	173.033.311,26	138.144.428,60
Empleados	Cesantias e Intereses a las cesantias	151.118.407,63	119.706.666,01
Empleados	Aportes AFC y Pensión Voluntaria	-	-
Total beneficios a Empleados		324.151.718,89	408.588.027,42

NOTA 12

INGRESOS RECIBIDOS POR ANTICIPADO

Al cierre del ejercicio 2024, los ingresos recibidos por anticipado corresponden a recursos asignados para la ejecución de proyectos programados para la vigencia 2025.

Tercero	Nombre del Proyecto	2024	2023
Pact World	USAID "Basiki ni Tagne Kunafoni" Activity	-	3.060.044,33
	CSM-STAND- Asia, Eurasia, LAC- CORE	-	3.337.717,30
	USAID/CSM-STAND El Salvador Citizens Empowered	-	18.445.486,83
	USAID Civil Society Strengthening Activity	-	186.135,05
	Building Resilience	-	2.173.031,87
	Building the Capacity of Civil Society	-	262.241.122,86
	Equal Access to Quality Jobs for Women&Girls-EQUAL	-	741.365.812,73
	HRSM Colombia Associate Award	-	2.224,88
	General and Administrative - Inc.	-	121.070.063,33
	Pact Staff Morale	-	-
	GIZ NAP Implementation Extension Sierra Leone	-	1.205.169,82
Total Transferencia de Pact World Washintong DC a Pact World		-	1.153.086.809,00

NOTA 13

BENEFICIOS A EMPLEADOS LARGO PLAZO

Las provisiones de indemnización permiten a la organización estimar el valor de una posible indemnización por la finalización de los proyectos y la terminación de contratos sin justa causa.

Tercero	Detalle	2024	2023
Empleados	Provisiones Indemnización Acumulada (USA)	785.532.602,46	710.893.625,99
Total beneficios a Empleados LP		785.532.602,46	710.893.625,99

NOTA 14

RESULTADO DEL EJERCICIO

La organización presenta una utilidad contable basada en la disminución de los costos operativos y administrativos. Las provisiones salariales ya sea de estimaciones o provisiones de retiro que no afectan en el corto plazo los recursos recibidos, las provisiones tales como cesantías e intereses las cuales serán efectivamente pagadas durante el año 2025 se encuentran reservadas en las cuentas bancarias.

Los recursos utilizados en las operaciones del año se demuestran de la siguiente manera para el año 2024 y 2023 visto desde el flujo de caja

	2024	2023
(Aumento) Cartera	19.471,00	156.572,00
Aumento (Disminución) Proveedores	- -	42.047,00
Aumento Cuentas por Pagar	- 1.557,00 -	2.424,00
Aumento Ingresos recibidos x Anticipado	- 1.153.087,00 -	78.410,00
(Disminución) Aumento Impuestos x Pagar	- 14.278,00	27.864,00
Aumento Obligaciones Laborales	- 84.435,00 -	146.384,00
Aumento Obligaciones Laborales L/P	74.639,00 -	67.504,00
VARIACION CUENTAS OPERACIONALES	- 1.159.247,00 -	152.333,00
asido efectivo	-	-
EFFECTIVO EJECUTADO VIGENCIAS ANTERIORES	- 715.128,00 -	484.073,00
Utilidad año	444.119,00 -	331.740,00

NOTA 15

RESULTADO DE EJECICIOS ANTERIORES

Los resultados de ejercicios anteriores corresponden a saldos contables por temas de registros ya sean por estimaciones o ajustes contables.

Desde la perspectiva del programa, la organización ejecuta los recursos recibidos en su totalidad

Para el cierre del año 2024 se presentan la siguiente información.

Tercero	Detalle	2024	2023
Pact Inc	Resultado de ejercicios anteriores	- 1.201.829.000,00	- 870.089.000,00
Total Resultados de ejercicios anteriores		- 1.201.829.000,00	- 870.089.000,00

NOTA 16

AJUSTES CONVERGENCIA NIIF

Tal como se indica en el apartado de Bases De Preparación de las presentes notas, los Estados Financieros presentados corresponden a 31 de diciembre de 2020 bajo Normas Internacionales de Información Financiera por disposición de la Ley 1314 de 2009, Decreto Reglamentario 3022 de 2013 emitido por el Ministerio de Hacienda y Crédito Público, institución que pone en vigencia dichas normas en su versión de 2009 y que del mismo modo la enmarca dentro del Grupo 2 para la aplicación de la norma en mención.

Para lograr este propósito de conversión, se analizaron las cifras llegando al siguiente ajuste el cual, es una partida contable informativa de este proceso de convergencia a NIIF realizado en el año 2017.

Tercero	Detalle	2023	2022
Pact Inc	Convergencia Niif 2017	730.000,00	730.000,00
Total ajustes por convergencia NIIF		730.000,00	730.000,00

NOTA 17

TRANSFERENCIA DE PACT WASHINTONG DC A PACT COLOMBIA

Pact World en su misión, provee recursos con fines específicos para los programas liderados desde la oficina en Colombia, los cuales para el año 2024 y 2023 son los siguientes:

Tercero	Nombre del Proyecto	Fund	2024	2023
Pact World	Asia Religious and Ethnic Freedom (Asia REF)	P1001	404.038,82	-
	PROGRESS Human Rights Support Mechanism (HRSM)	P1769	-	3.721.031,95
	MOMENTUM Latin America & Caribbean STTA	P2154	1.591.328,24	-
	CSM-STAND Lesotho Khutlo Activity	P2305	- 27.522,60	186.135,05
	USAID "Basiki ni Tagne Kunafoni" Activity	P2306	27.835.330,35	-
	CSM-STAND- Asia, Eurasia, LAC- CORE	P2351	11.591.989,19	-
	USAID/CSM-STAND El Salvador Citizens Empowered	P2352	158.573.182,07	98.421.380,60
	USAID Civil Society Strengthening Activity	P2355	196.900.758,51	15.703.781,34
	USDOL Reducing Child Labor in Mica-ProducingCommun	P3084	8.877.458,69	-
	REFRESH	P3890	2.708.228,45	-
	SDVCA-Service Delivery for Vulnerable Children/Ado	P3945	-	1.566.136,12
	Building Resilience	P5001	89.013.854,82	-
	Building the Capacity of Civil Society	P5813	2.411.131.436,06	1.976.533.117,10
	Strengthening the Capacity of Indigenous Organizat	P5827	4.789.083,66	1.178.846.251,10
	Equal Access to Quality Jobs for Women&Girls-EQUAL	P5902	4.840.439.703,30	3.726.823.566,62
	HRSM Colombia Associate Award	P5919	1.425.572,21	12.210.228.907,48
	General and Administrative - Inc.	PGA00	1.407.994.140,05	501.293.544,73
	Country Office Unfunded Activity	PU400	5.085.765,51	-
	Pact Staff Morale	PU902	4.081.011,81	8.693.611,94
	M2M Personal Protective Equipment (PPE)	Z1804	- 11.013,47	-
	GIZ NAP Implementation Extension Sierra Leone	Z3128	2.952.444,38	-
	Women Included: Nuturing Growth & Security (WINGS)	Z4917	11.198.008,13	-
Total Transferencia de Pact World Washintong DC a Pact World Colombia			9.186.554.798,18	19.722.017.464,03

NOTA 18

COSTOS OPERATIVOS

La ejecución de los programas de la organización demanda la inversión de unos costos directos señalados a continuación:

DETALLE	2024	2023
Subvenciones	811.133.723,00	10.862.223.423,49
Costos Terreno	895.358.208,63	1.549.232.220,27
Alquiler y Gastos de oficina	110.122.319,66	274.996.161,82
Consultoria	18.864.190,00	136.444.731,00
Comunicaciones, Redes Sociales e Internet	61.014.873,01	56.308.398,04
Papeleria	7.156.590,00	153.000,00
Franqueo y Entrega Mensajería	2.038.042,65	2.941.013,13
Gastos Varios	918.300,33	2.501.539,75
Costos Legales	3.295.156,10	5.634.599,96
Diferencia en Cambio	- 39.848.998,13	33.017.294,45
Total Costos Operativos	1.870.052.405,25	12.923.452.381,91

NOTA 19

GASTOS DE PERSONAL

Los rubros señalados a continuación dan cuenta de los conceptos de pago por salarios y prestaciones sociales realizados en el año 2024 y 2023 basado en las normas laborales vigentes en Colombia bajo el Código Sustantivo de Trabajo.

La finalizar el año 2024 la organización en Colombia cuenta con 38 empleado activos.

Detalle	2024	2023
Personal local - Pago regular	4.298.239.582,34	4.388.847.404,30
Gasto de Pension e Indemnizaciones	713.513.643,13	675.596.699,42
Personal local - Otras Cesantías, Intereses y Prima	346.979.193,00	396.491.201,98
Personal local - Indemnizaciones	-	-
Gasto Parafiscales (SENA, ICBF, Caja C) (Col)	353.407.300,00	378.679.508,70
Seguro Salud (EPS y ARL) - Personal local	331.321.747,00	320.818.151,76
Personal local - Vacaciones	451.288.607,38	349.797.756,23
Transporte - Personal local	1.890.000,00	3.744.806,00
Uniformes y Dotación - Personal local	1.128.050,00	1.066.707,89
Otros beneficios: personal local	-	-
Total gastos de Personal	6.497.768.122,85	6.515.042.236,28

NOTA 20

GASTOS OPERATIVOS

Los gastos operativos ejecutados durante el año 2024 y 2023 que se han registrado, son necesarios para el funcionamiento eficiente de la organización. La gestión responsable de estos recursos busca garantizar la continuidad y el desarrollo sostenible de nuestras operaciones, asegurando al mismo tiempo una administración eficaz de los

fondos destinados a las actividades operativas esenciales. Estos gastos comprenden una variedad de rubros tales como:

Detalle	2024	2023
Gstos de viaje	193.064.467,65	376.548.310,37
Servicios Profesionales	73.641.791,99	166.274.965,98
Suminitros y papeleria	180.000,00	8.033.403,03
Servicios de Software	-	5.400.000,00
Mantenimiento y reparaciones	5.894.728,00	12.325.037,12
Mobiliario / Equipo de oficina	50.920.505,00	41.477.899,00
Alquileres	-	-
Total Gastos operativos	323.701.492,64	610.059.615,50

NOTA 21

GASTOS FINANCIEROS

Los gastos incurridos durante el año 2024 y 2023

corresponden a los servicios transaccionales ofrecidos por la entidad financiera donde reposan los recursos de la Organización, al cierre de los periodos señalados indican los siguientes valores:

Tercero	Detalle	2024	2023
Bancolombia	GMF Bancarios	12.506.651,86	13.758.993,17
Total Gastos Bancarios		12.506.651,86	13.758.993,17

NOTA 22

INGRESOS FINANCIEROS

El saldo reflejado en este rubro indica los rendimientos financieros de la cuenta de ahorros durante el año 2024 y 2023

Tercero	Detalle	2024	2023
Bancolombia	Ingresos Financieros P5813	-	1.505.621,27
Bancolombia	Ingresos Financieros P5827	23.755,67	587.939,28
Bancolombia	Ingresos Financieros P5902	-	2.054.997,60
Bancolombia	Ingresos Financieros P5919	-	4.331.828,52
Bancolombia	Ingresos Financieros PU400	1.419.006,50	-
		1.442.762,17	8.480.386,67

NOTA 23

ACTIVOS EN CONTROL

Tal como se indican en las bases de Preparación La entidad no posee propiedades, planta y equipo a la fecha del balance a 31 de diciembre de 2024, debido a que todos los activos fijos que se compran se llevan directamente al gasto, en el momento en que se disuelva la Organización, estos activos se donarán, sin embargo, se tiene control de los activos mediante plaquetas y ubicación de acuerdo con los proyectos, en resumen, encontramos lo siguiente:

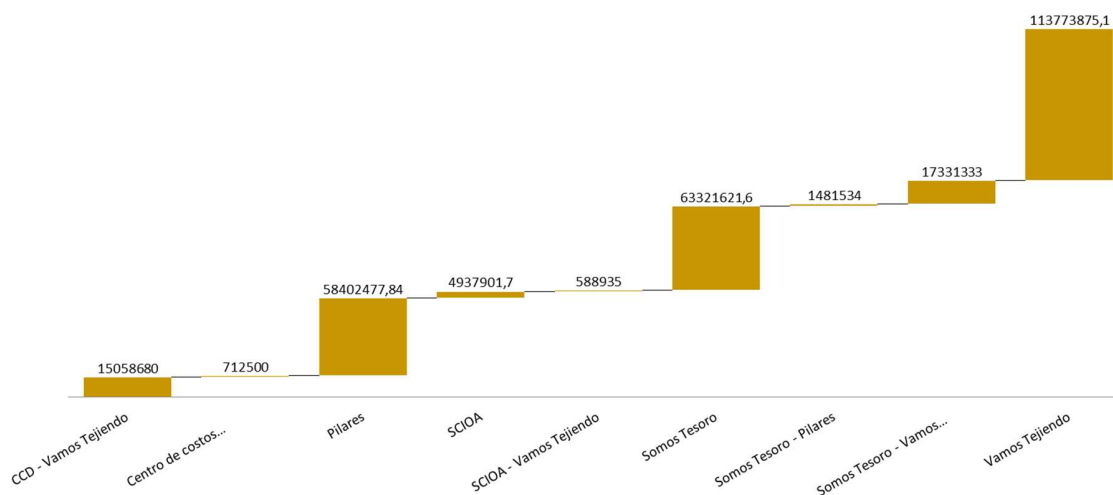
Valor Razonable Activos

Proyecto	Medellín	San Roque	Sur Bolívar	Facatativá	San Martín de Loba	Madrid	Bogotá	Bucaramanga	Total general
CCD - Vamos Tejiendo	3.627.000					5.703.680	5.728.000		15.058.680
Centro de costos compartidos	712.500								712.500
Pilares	28.913.559		7.827.650		18.293.079			3.368.190	58.402.478
SCIOA	4.937.902								4.937.902
SCIOA - Vamos Tejiendo						588.935			588.935
Somos Tesoro	61.252.622						2.069.000		63.321.622
Somos Tesoro - Pilares	1.481.534								1.481.534
Somos Tesoro - Vamos Tejiendo	8.643.678	2.099.000				3.895.000	2.693.655		17.331.333
Vamos Tejiendo	84.407.879	3.627.000		8.523.498		4.005.500	13.209.998		113.773.875
Total general	193.976.673	5.726.000	7.827.650	8.523.498	18.293.079	14.193.115	23.700.653	3.368.190	275.608.858

Cantidad Activos por Proyecto

Proyecto	Cantidad activos	% Asignación
CCD - Vamos Tejiendo	3	1%
Centro de costos compartidos	1	0%
Pilares	94	19%
SCIOA	8	2%
SCIOA - Vamos Tejiendo	3	1%
Somos Tesoro	207	42%
Somos Tesoro - Pilares	5	1%
Somos Tesoro - Vamos Tejiendo	44	9%
Vamos Tejiendo	130	26%
Total general	495	100%
Ceduladas	218	44%
Por cédular	108	22%
Por cédular verificar	12	2%
No aplica	153	31%
Verificar	4	1%
Total general	495	100%

Inversión AF



Informe Anual Pact - 2024

Resumen de resultados y logros de los proyectos implementados en Colombia

Este documento presenta un resumen ejecutivo del avance en 2024 de los proyectos implementados por Pact en Colombia, Pilares, Vamos Tejiendo, financiados por el Departamento de Trabajo de Estados Unidos-USDOL. La implementación los primeros, Pilares y Vamos Tejiendo se consolidó y fortaleció, y ambos están programados para cerrar en 2025.

La organización recibió \$ 9.186.555.000 pesos en el año 2024, esto es menos del 50% de lo recibido en 2023 y obedece al cierre definitivo de los proyectos Conectando Caminos por los Derechos y SCIOA en 2023. Por el contrario el proyecto Pilares recibió una extensión en tiempo y recursos, y en este documento se presentan los informes de los dos proyectos que se encontraban vigentes en el 2024 Pilares y Vamos Tejiendo. Los informes detallados en inglés de ambos proyectos se encuentran a partir de la página 3.

Pilares - Proyecto para la Prevención y Disminución del trabajo infantil en minería de oro en el Sur de Bolívar.

El proyecto Pilares centró su trabajo en 2023 en cuatro municipios de Bolívar, San Martín de Loba, Barranco de Loba, Altos del Rosario y Hatillo de Loba. Trabajando con y fortaleciendo a 9 organizaciones de la Sociedad Civil para que estas a su vez, con el fin de prevenir el trabajo infantil y otras violaciones a los derechos laborales, coordinen acciones entre ellas, gestionen recursos a nivel municipal, departamental y de diferentes fuentes que les permitan continuar ejerciendo su labor y a su vez formen y apoyen a otras organizaciones locales.

El proyecto culminó exitosamente el trabajo con 10 de las 12 pequeñas subvenciones a lo largo del 2024 que permiten fortalecer el proceso y apalancar recursos adicionales. Así mismo apoyó el fortalecimiento de Corpilares como corporación ancla de trabajo de las organizaciones de la red para que esta a su vez pueda replicar las buenas prácticas alcanzadas en temas de monitoreo, identificación de casos de Trabajo Infantil, actividades del tiempo libre con niños niñas y adolescentes, entre otros. Este trabajo permite la sostenibilidad de Corpilares a largo plazo.

Se incluye como anexo 1 el informe de actividades de octubre de 2024, en inglés, con información detallada de las actividades.

EQUAL/ Vamos Tejiendo - Proyecto para el empoderamiento económico y el acceso a trabajo de calidad para las mujeres y las adolescentes en los sectores de las flores y de la panela.

En el año 2024 el proyecto Vamos Tejiendo consolidó gran parte de sus actividades, alcanzó nuevas alianzas, y comenzó actividades en los municipios del oriente antioqueño con empresas de flores principalmente en La Ceja, las mujeres que habían comenzado a trabajar con el proyecto en años anteriores fortalecieron los círculos de mujeres para mantener sus agendas y propuestas y realizar veedurías a los compromisos de las alcaldías, de tal forma que continúan buscando formas para que su voz y sus necesidades alcancen los espacios de toma de decisiones a nivel municipal. Igualmente,

el proyecto continuó implementando actividades con jóvenes y con hombres en la búsqueda de mayor equilibrio para hombres y mujeres en los territorios.

Las actividades productivas y emprendimientos comenzaron a tomar fuerza, las mujeres tuvieron la primera cosecha de jengibre y obtuvieron ingresos que reconocían en particular la mayor disciplina y la calidad del producto. Los aliados públicos y privados reconocen cada vez más la importancia y los beneficios de reflexionar e incluir políticas con equidad de género y de prevención y atención de violencias contra las mujeres. Las empresas floricultoras de Antioquia reconocen en particular que hablar de equidad de género repercute en el bienestar de las empleadas y de los empleados del sector y sus familias.

Se incluye como anexo 2 el informe en inglés del proyecto de octubre del año 2024, siendo este el informe más reciente enviado a la organización donante.

PILARES

PROJECT PERFORMANCE AND NARRATIVE

Outcome 1. Increased capacity of civil society to share knowledge and skills to address CL and Other Unacceptable Working Conditions (OUWC) among Civil Society Organizations (CSOs) (network members) through a peer-to-peer approach in the mining sector.

During the reporting semester, 6 reports were shared. One report focused on identifying the risk factors related to child labor (CL), while the other five addressed the conditions of Occupational Safety and Health (OSH) in the municipalities where the project is being implemented. These reports were shared with the relevant authorities at the regional or local level, such as the Mining and Environmental Secretariat, the Social Management Secretariat, the Education Secretariat, and the Family Commissions, among others.

Two of these reports present the data collected by the project in the Sur de Bolívar region between 2019 and 2024. In total, CSO leaders conducted 169 surveys (54 on child labor and 115 on OSH). 32 reports have been submitted to local, regional, and national public entities, such as the National Institute for the Wellbeing of Children and the Ministry of Labor.

The main risks associated with child labor identified during these years were: the lack of economic resources, limited opportunities for continuing academic training at higher levels, and the absence of suitable activities for the creative use of free time for children and adolescents. Additionally, 63% of the surveys indicated that children begin working between the ages of 12 and 14. The main recommendations were: to formulate income-generating programs for vulnerable families, improve educational infrastructure, create and promote alternative cultural programs, and increase the presence of regulatory entities for child labor in the four municipalities.

Regarding OSH conditions, it was found that 57% of respondents confuse OSH with basic medical care, 77% of mining units do not provide training on OSH issues, and 56% of communities lack a nearby health center. The recommendations made in this regard were to coordinate with local health entities and the National Mining Agency to create programs that promote and ensure workers' enrollment in social security and the Occupational Risk Administrator (ARL, by its acronym in Spanish), implement ongoing training programs on occupational risks, and collaborate with local governments to adequately equip mining units and communities with the necessary resources to handle emergencies.

Sub-outcome 1.1. Improved ability of CSOs to mentor peer organizations in CL and OUWC.

During this period, Diversidad Rural conducted 13 training sessions (31% in-person and 69% virtual) for mentors to strengthen the following main topics: facilitation and mentoring techniques (group dynamics and assertive communication) and activity schedules (planning and implementation of activities).

During the previous semester, 22 mentors registered, and 82% of them (11 women and 7 men) demonstrated exceptional commitment by achieving a participation rate above 90% in the training sessions. As a result, 18 mentors earned a certificate for 120 hours of training.

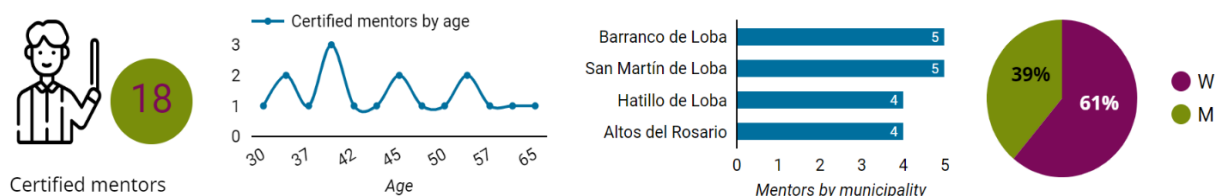


Figure 2. General information about Pilares' certified mentors

Additionally, 8 mentors received specific training in Occupational Safety and Health (OSH) in the mining sector to carry out knowledge transfers to mining units in their territory as part of the subaward implementation. This training was provided by two expert entities: Secretariat of Environmental of San Martín de Loba and the National Mining Agency.

Sub-outcome 1.2. Civil Society Organizations increased knowledge in CL and OUWC because of a peer-to-peer program.

During the semester, 12 organizations from the municipalities of Hatillo de Loba and Altos del Rosario participated in training sessions based on a peer-to-peer knowledge transfer strategy developed by the mentors with support from Diversidad Rural. This strategy included 8 sessions designed to address the topics of CL and OUWC. The in-person sessions employed a participatory approach, while virtual activities involved communication and awareness-raising efforts conducted via WhatsApp. The strategy outlines the objectives, sequence, and methodologies for the transfer sessions, the work schedule, and the team of facilitators, among other key elements.

At the training end, a final knowledge assessment on CL and OUWC was conducted (OTC 1.2. Percentage of CSOs with increased knowledge in CL and OUWC), using a 16-question test. As a result, 83% of the organizations (10 CSOs) increased their knowledge on CL and OUWC by scoring above 55% on the test (the minimum required score).

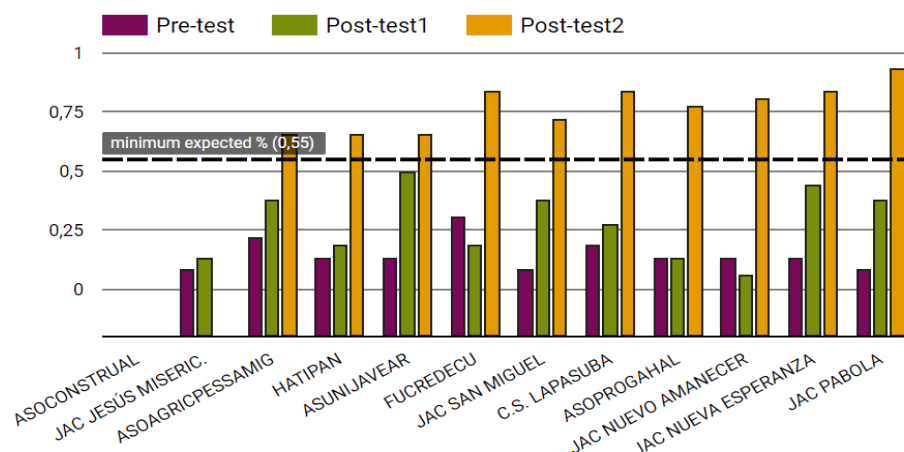


Figure 3. Score in the pretest vs post-test assessment on CL and OUWC of the CSOs from Hatillo de Loba and Altos del Rosario.

The average score was 25 points out of a possible 32. Approximately 69% of the questions were answered correctly by most of the organizations. The concepts with the highest levels of understanding included the causes related to child labor (CL), the minimum age and conditions under which a child or adolescent (NNA) can legally work, the basic concepts of public policy for the prevention and eradication of child labor (including the functions of CIETI and SIRITI), the main considerations of the emergency plan, and the importance of Occupational Safety and Health (OSH).

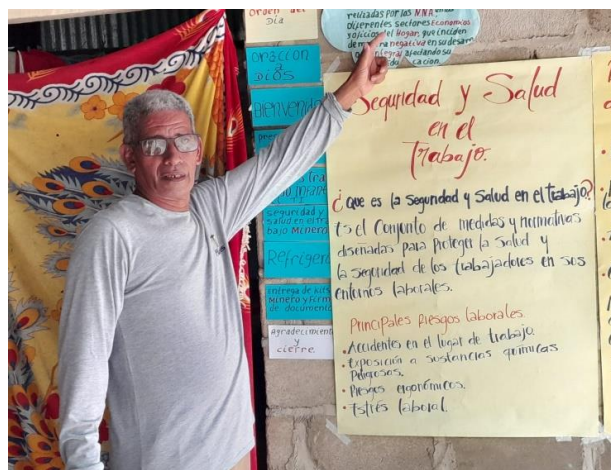


Photo 1. Mentor developing a day of Occupational Safety and Health Knowledge Transfer.

In addition to the previously mentioned training sessions, the mentors conducted four sessions to transfer knowledge to seven organizations in Hatillo de Loba and Altos del Rosario as part of the certification process for mentors. These sessions focused on two main topics: the importance of women in addressing child labor (CL) and the use of free time (OUWC), and beekeeping to strengthen the economy of vulnerable families.

Some of the lessons learned identified by the mentors included:

“Women play a key role in leading change in their communities, which is why it is important to include them in leadership and empowerment spaces” (Sayda Vásquez, leader of C.S. LAPASUBA).

“As a mentor, I learned that addressing a topic as sensitive as child labor requires a deep understanding of the cultural and economic context of the communities. It is not enough to provide information about the consequences; it is important to recognize the local realities that lead families to depend on child labor and adapt strategies to make them viable in these contexts” (Maurys Fernández, leader of ASOAGRICPESSAMIG).

Outcome 2. Increased sustainability of CSOs to address CL and OUWC in the mining sector through small grants.

At the end of the reporting period, 21 organizations remained active because they participated in more than 60% of the organizational capacity-strengthening activities carried out by Pact and Diversidad Rural. Two organizations became inactive due to changes in their leadership, which led

to internal communication problems and affected their participation in virtual and in-person activities. The active CSOs are composed as follows:

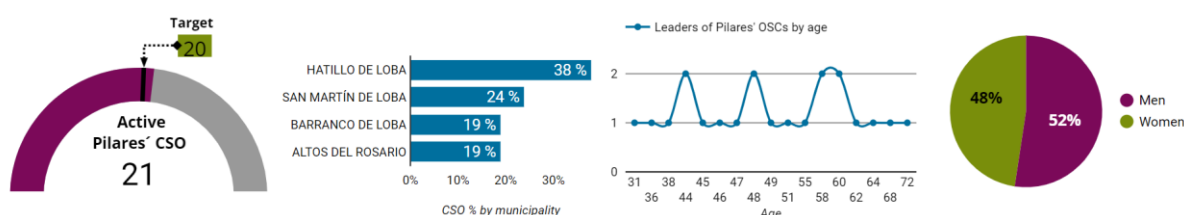


Figure 4. General information about active Pilares' CSOs

Currently, Hatillo de Loba has the highest proportion of active CSOs at 38%, followed by San Martín de Loba at 24%, Barranco de Loba at 19%, and Altos del Rosario at 19%. 11 organizations in Altos del Rosario that began with the project are no longer active. These organizations have faced several challenges, such as internal restructuring, lack of interest in the project, and low willingness to participate in activities due to diverging expectations from the main objectives. Regarding the age of the leaders of the active CSOs, most are between 45 and 59 years old, and the gender distribution is 48% women and 52% men.

During the period, 12 grants were implemented, focusing on the following topics: Creative use of free time, Strengthening and expansion of beekeeping projects, Knowledge transfer on OSH to mining units, Knowledge transfer on CL and OSH to CSOs, Strengthening communication strategy, Empowerment of women and rice crop.

Between April and September, the indicator (OTC 2. The percentage of CSOs that reached at least two sustainability indicators) was measured, focusing on the following areas: 1. Engagement, 2. Innovation and management, 3. Alliances, and 4. Finance.

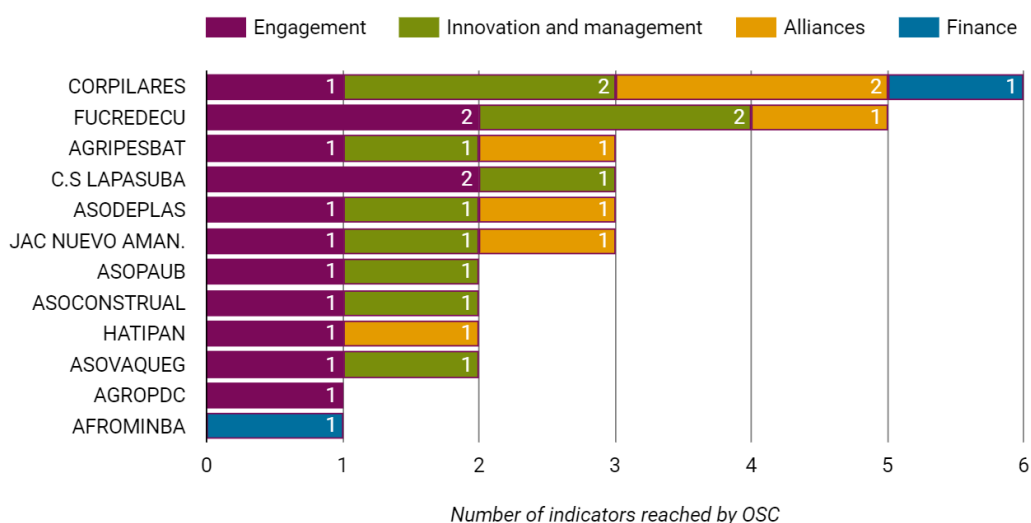


Figure 5. Sustainability indicator reached by OSC in each area.

Results analysis of indicator OTC 2:

- 83% of the implementing organizations achieved at least two sustainability indicators (mostly related to Engagement and Innovation and management). For example, the organization C.S. LA PASUBA worked with 18 organizations to raise awareness about the role of women in addressing CL and OUWC. The organization FUCREDECU reached 72 children through accordion classes. Likewise, the CSOs ASOVAQUEG and AGRIPESBAT improved their perception as relevant actors in their communities, and CORPILARES submitted applications to three calls to implement social projects.
- However, only 19% was achieved in Alliances and 6% in Finance, indicating that there is still a need to strengthen the organizations' capacities to formulate and achieve sustainability actions, particularly those involving external actors and securing resources that would allow them to self-manage their activities in the long term.

Sub-outcome 2.1. Improved CSO capacity to mobilize resources from different sources to address CL and OUWC.

During the reporting period, Pact and Diversidad Rural team implemented 46 capacity-building interventions directed at the organizations involved in the project, aiming to strengthen and increase skills related to organizational management. These interventions were primarily conducted in person (72%), with only 28% virtually.

The support from Pact and Diversidad Rural focused on the following topics:

1. Strategic plan development
2. Target population identification
3. Organizational communication
4. Project formulation and implementation
5. Grant management
6. Monitoring
7. Leadership and personal development
8. Teamwork and sustainability



Photo 2. CSO receiving training from Diversidad Rural

The main difficulties encountered by Project staff were due to a lack of understanding of key concepts, such as organizational planning and indicators use. This affected the participation of some members who showed little interest in these topics. Additionally, limitations in the technological tools used hindered access to educational resources and participation in virtual sessions, which impacted the overall activities development

During this reporting semester, the final evaluation of the indicator (OTC 2.1. The percentage of CSOs with improved capacity to mobilize resources from different sources to address CL and OUWC) was conducted. The project used the Organizational Performance Index (OPI) to measure this indicator. The OPI assesses organizational performance in four key categories: effectiveness, efficiency, relevance, and sustainability. These categories are divided into eight subcategories: successful activities, standards, delivery, reach, commitment, learning, resources, and external relationships. Each subcategory is rated on a scale from 1 to 4, with level 1 indicating the most basic performance and level 4 representing the most advanced.

In January 2023, 36 CSOs participated in an initial self-assessment using the OPI, where they, on average, rated themselves at level 1 in all subcategories. Based on these results, a collective strengthening plan was aimed at addressing the identified challenges faced by the project's CSOs.

The OPI final evaluation was carried out during August and September, with the 21 active organizations in the project. It was found that 100% of these CSOs increased by at least one point in some of the evaluated subcategories. The subcategories with the highest performance were successful activities, reach, and external relationships, indicating that most organizations advanced in defining a strategic plan with a mission, vision, and strategic objectives, and have identified and delineated their target population. They have also increased their engagement with external actors, achieving partnerships and involvement with other CSOs and relevant public and private entities.



Photo 3. Measurement of the OPI led by the M&E area with 5 CSOs in San Martín de Loba.

However, the subcategories where CSOs still face the greatest challenges are standards, delivery, learning, and resources, indicating that they need to acquire skills to develop work plans, resource mobilization strategies, and monitoring and evaluation processes.

Anexo 1. Informe Actividades Pilares. Octubre 2024

Additionally, through the exercise conducted for the OPI measurement, it was determined that all organizations consider it relevant to continue working on strengthening these capacities. They also expressed motivation to apply the knowledge acquired to develop actions for their sustainability.

Subawards

For this semester, 10 of the 12 initiatives were successfully finalized. Below is a summary of these subawards, and the main results achieved.

CSO implementer	Name of initiative	Municipalities Reached	Goals Achieved	% Achieved
ASODEPLAS	Strengthening and Expansion of Beekeeping Project	San Martín de Loba	<ul style="list-style-type: none"> 88 families sensitized on CL/OUWC. 2 knowledge transfers to beneficiary families on apiary maintenance and sustainability. 8 beehives installed. 1 strategy developed for technical assistance in apiary management. 	100%
JAC NUEVO AMANECER	Strengthening and Expansion of Beekeeping Project	Hatillo de Loba	<ul style="list-style-type: none"> 7 families sensitized on CL/OUWC. 2 knowledge transfers were provided to beneficiary families on apiary maintenance and sustainability. 17 functional beehives at the project end. 1 technical assistance program developed. 1 updated apiary inventory. 	100%
ASOCONSTRUAL	Strengthening and Expansion of Beekeeping Project	Altos del Rosario	<ul style="list-style-type: none"> 8 families sensitized on CL/OUWC. 4 knowledge transfers were provided to beneficiary families on apiary maintenance and sustainability. 15 functional beehives at the project end. 1 technical assistance program developed. 	75%
ASOPAUB	Strengthening and Expansion of Beekeeping Project	Barranco de Loba	<ul style="list-style-type: none"> 8 families sensitized on CL/OUWC. 4 knowledge transfers were provided to beneficiary families on apiary maintenance and sustainability. 15 functional beehives at the project end. 1 technical assistance program developed. 	100%

Anexo 1. Informe Actividades Pilares. Octubre 2024

AGRIPEBAT	Knowledge Transfer on SST to Mining Units	Hatillo de Loba, Altos del Rosario, Barranco de Loba, San Martín de Loba.	<ul style="list-style-type: none"> • 3 specific OSH training sessions were organized for mentors by two experts. • 8 mining units sensitized on OSH. • 8 kits of personal protective equipment (PPE) were delivered to mining units. • 2 reports were submitted to municipal governments. 	100%
ASOVAQUEG	Knowledge Transfer on CL and OUWC to New CSOs	Altos del Rosario-Hatillo de Loba	<ul style="list-style-type: none"> • 1 pedagogical strategy created for knowledge transfer. • 100 people sensitized through the knowledge transfer strategy on CL and OUWC. • 22 new organizations received knowledge transfer. • 5 in-person meetings for knowledge transfer. • 1 WhatsApp group was created for sensitization on CL and OUWC virtually. • 9 virtual activities were developed. 	100%
HATIPAN	Strengthening the Communication Strategy of the Network to Sensitize Civil Society on CL and OUWC	Hatillo de Loba, Altos del Rosario, Barranco de Loba, San Martín de Loba.	<ul style="list-style-type: none"> • 7 radio programs produced and aired on local stations. • 24 posts created and shared on Facebook. • 4 film forums held to raise awareness on CL and OUWC. • 404 people reached. • 5 Facebook advertising campaigns contracted. • 6 communication equipment acquired. 	100%
C.S. LAPASUBA	Empowerment of Women for Addressing and Preventing CL and OUWC.	Hatillo de Loba, Altos del Rosario, Barranco de Loba, San Martín de Loba	<ul style="list-style-type: none"> • 1 event for women's empowerment. • 40 women sensitized on the prevention route for CL and OUWC. • 18 CORPILARES-BOL organizations impacted. • 4 women participating in meetings with public coordination instances. • 4 meetings with local institutions. 	75%
FUCREDECU	Promote Creative Use of Free Time as a Prevention Strategy for CL among Children and Adolescents	Hatillo de Loba, Altos del Rosario, Barranco de Loba, San Martín de Loba	<ul style="list-style-type: none"> • 121 children received a vocational session. • 72 children trained in accordion use. 	100%

Anexo 1. Informe Actividades Pilares. Octubre 2024

			<ul style="list-style-type: none"> • 60 children trained in <i>tambora</i>¹ and dance. • 118 children benefited from sports sessions. 	
CORPILARES-BOL	Strengthen the Management of CORPILARES-BOL through Activities of the Management Team.	Hatillo de Loba, Altos del Rosario, Barranco de Loba, San Martín de Loba	<ul style="list-style-type: none"> • 74% of CSOs were characterized. • 53% of team members were trained in organizational topics. • 10 grants supervised by the management team. • 3 projects were presented to external actors according to the characteristics of the CSOs. • 8 entities engaged in relational activities. • 3 joint activities with relevant external actors. • 2 self-sustainability activities were conducted. 	86%

Table 1. Main Results of the Subawards Successfully Implemented

Some notable results are:

- In Barranco de Loba, the number of families sensitized to child labor (CL) and the use of free time (OUWC) significantly exceeded the target (5 families expected and 16 achieved).
- In Altos del Rosario, the beekeeping team managed to double the planned knowledge transfers on beekeeping, conducting 4 sessions.
- The film forums reached and sensitized 404 people, achieving 202% of the initial objective.
- The training sessions in *tambora*, accordion, and dance exceeded planned participation by more than 200%.

¹ **Tambora** is a traditional percussion instrument commonly used in various Latin American and Caribbean music styles, particularly in Colombia, the Dominican Republic, and Panama. It typically consists of a cylindrical body with a drumhead on one or both ends. The tambora is played by striking the drumhead with the hands or with sticks, producing a rhythmic sound that is essential in genres like cumbia, vallenato, and merengue.

- A total of 118 children participated in the sports sessions, representing 246% of compliance with the proposed target.



Photo 4
safe



Photo 5. Exchange of beekeeping experiences in AGROSAVIA



Photo 6. Strengthening of occupational health and safety aimed at children and adolescents on raising

During the implementation of the beekeeping sub-awards, an apicultural consultant made approximately 50 visits to provide support and strengthen capacities in the five established apiaries (approximately two visits to each apiary per month from May to September). This support was vital to strengthen the activities of families and leaders, as it offered specialized technical knowledge and ongoing assistance to manage and ensure the sustainability of their operations. Through this guidance, families were able to improve their practices in caring for hives, optimize the use of resources, and maintain the health of bees. In addition, the advisor facilitated the transfer of knowledge on appropriate techniques and tools for beekeeping. This not only improved local capacities but also empowered community leaders to manage their apiaries independently, contributing to the productive projects' long-term sustainability.

Additionally, to strengthen capacities focused on beekeeping production, experience exchanges were conducted with beekeeping entities such as Apícola Fray, COOAPOMIEL, and AGROSAVIA. The goal was to learn about honey transformation processes through beekeeping facilities and the production of honey-derived products. For example, techniques for making soaps and lip balms, as well as honey and propolis production, and the fermentation of beverages like mead were shared. Furthermore, alternatives for industrialization and best beekeeping practices necessary for certification and marketing were explored. These meetings were essential for enhancing the technical capacities of beekeepers, generating new business opportunities, and improving the quality of beekeeping products, thereby ensuring their sustainability in the market.

However, two sub-awards that began during the reporting semester could not be completed. First, the initiative aimed at strengthening the beekeeping plant in the municipality of Barranco de Loba

did not meet any of the initially proposed indicators due to health issues affecting the coordinator. On the other hand, the rice crop sub-award was extended until November of this year due to climatic reasons.

Sub-outcome 2.2. Increased Perception of CSOs as Relevant Actors to Address Child Labor (CL) and Occupational Health and Safety (OHS)

In July, August, and September of 2024, the community's perception of the CSOs implementing the subawards during the reporting period was evaluated. A survey was conducted to gather opinions about the CSOs' actions within the framework of the subawards, with participants selected randomly. As a result of this exercise, it was found that 10 CSOs (100% evaluated) improved their standing as relevant actors. Community participants recognized that the activities of the CSOs, supported by the Pilares project, contributed to the well-being of children and adolescents.

“CORPILARES has become very popular among associations and their members due to its interest and work in favor of community interests. When we talk about Pilares, we talk about support, promotion, inclusion, and training.” (Francisca del Carmen Pallares, Beneficiary of the Women’s Empowerment Event, Altos del Rosario)



[Photo 6. Screenshot of Facebook post by CORPILARES-BOL.](#)

During the reporting period, the CORPILARES-BOL communications team carried out 35 communication activities, most of which were social media posts, and four film forums held to raise community awareness about the prevention and risks of CL and OUWC in their territories. In this way, 31 outreach publications were developed on social media, covering the following topics: the results of progress and the completion of the previously mentioned sub-awards, the radio programs created under the communication strengthening

sub-award, and participation in events that helped showcase the corporation's actions, such as experience exchanges and meetings with local, national, and international entities.

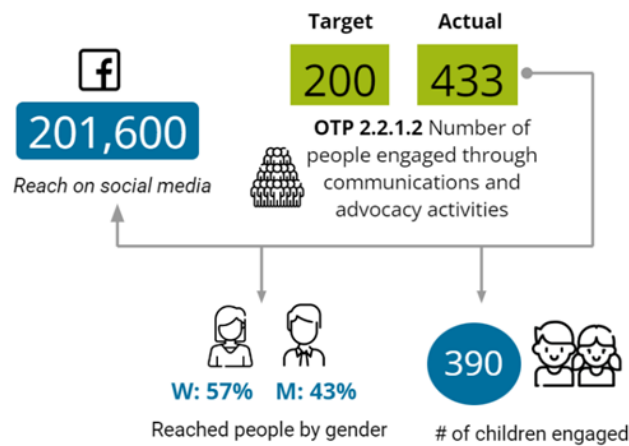


Figure 1. Population reached through the corporation's communication activities.

Through the communication sub-award, paid posts achieved 201,600 interactions on social media (19.7% more than figures from the previous semester). The communications team at CORPILARES-BOL managed to engage 433 people through film forums, communication activities, outreach, and awareness-raising related to addressing CL and OUWC.

During this period, Pact provided in-person training to seven organizations aimed at improving communication skills and enhancing internal cohesion. Additionally, a specific training session

on sound production and audio equipment management was conducted for CORPILARES-BOL communications team to be able to produce podcasts.

Alliances

During the reporting period, three alliances were formed between CORPILARES-BOL and external actors to support actions in the fight against CL and OUWC. These alliances were:

Name of the Alliance	Objective	Partner Institution	Institution Sector
Alliance Agreement between CORPILARES-BOL and Agents for Sustainable Change	Establish a cooperation and mutual working agreement between the CORPILARES-BOL and the Corporation Agents for Sustainable Change, to strengthen local economies and social processes through joint project management and development, aiming to create a mutually beneficial relationship.	Agentes para un cambio sostenible	Private

Anexo 1. Informe Actividades Pilares. Octubre 2024

Alliance Agreement between the Corporation Pilares Sur de Bolívar and the San Martín de Loba Mayor's Office through the Environmental Secretariat	Establish a cooperation relationship between CORPILARES-BOL and the San Martín de Loba Mayor's Office through the Environmental Secretariat, to enhance knowledge in Occupational Safety and Health (OSH) in mining activities and social processes with an environmental focus as a strategy to mitigate and address child labor and other unacceptable working conditions.	Secretaría de medio ambiente de San Martín de Loba	Public
Commitment Agreement for Training in Artificial Intelligence and Reduction of Child Labor	Strengthen teachers' skills in AI and its integration into current pedagogical processes to contribute to addressing child labor.	INETAM School	Public

Table 2. Summary of Alliances to address CL and OUWC

Outcome 3. Improved performance of solidarity network to implement the CI approach and foster actions to work with government and other stakeholders to address CL and OUWC.

The corporation's leadership structure continues to be formed by a board of directors that includes the positions of president, vice president, treasurer, secretary, and auditor. The corporation has five working committees dedicated to communications, monitoring and evaluation, mentoring, projects, and beekeeping. In total, 13 people have held leadership roles (5 women, representing 38%, and 8 men, representing 62%).

Sub-outcome 3.1: Increased capacity of anchor groups and management to strengthen the sustainability of solidarity network using the collective impact approach.

The Pact team carried out four types of interventions aimed at building the capacities of the CORPILARES-BOL board members. These support sessions included:

- **Leadership Self-Perception:** Fourteen individual ontological coaching sessions were conducted with five board members to strengthen their self-perception as corporation leaders and their ability to continue leading after the project's conclusion. These sessions addressed personal aspects influencing their performance as leaders.
- **Management:** A group coaching activity was held with 14 leaders from CORPILARES-BOL organizations, establishing a shared strategic vision for the Corporation focused on its sustainability. Key goals set for 2027 include



Photo 7. Coaching session for Corpilares leaders.

expanding the Corporation to other territories, forming partnerships, and implementing a child-centered approach. Additionally, the corporation's sustainability plan was updated through two working sessions for the board leaders.

- **Project Leadership:** This component strengthened the capacity to monitor grants executed during the semester. A meeting was organized with coordinators, supervisors, and the monitoring team responsible for the grants, raising awareness among leaders about the importance of meeting reporting deadlines and maintaining continuous follow-up on results. A mentoring activity was also conducted with the board, reviewing and adjusting strategies for grant supervision and support.
- **Communications:** Two workshops were held to strengthen the skills of the corporation's communications team members.

In the individual coaching process, participants attended an average of four sessions each. Upon completion, they filled out a survey to assess their perception of the process.

Survey results show significant improvements in both personal and professional lives for the leaders supported. Notable insights reported by participants included the development of self-leadership, listening skills, and the importance of prioritizing oneself. The exercises and coaching questions helped participants recognize the importance of delegating tasks, managing anger, and working as a team. Most expressed that coaching had a positive impact, enabling them to reach personal and professional goals, such as improved organization, patience, and confidence. Some participants highlighted coaching as an innovative tool and suggested that more people should have access to this experience.

Sub-outcome 3.2 Strengthened alliances between the Solidarity Network of Sur de Bolivar and key stakeholders to address CL and OUWC.

During this reporting period, the corporation's sustainability plan (2024-2025) was reviewed and updated in collaboration with four external stakeholders: Diversidad Rural, Heartland Alliance International, Corporación Agentes para un Cambio Sostenible, and Save the Children Colombia. Reviewers highlighted positive aspects, such as the commitment of community leaders who act as change agents in their regions and the productive projects implementation, like beekeeping, aimed at preventing child labor and emphasizing long-term sustainability. However, they noted the need for impact indicators and long-term goals (over a year). The corporation will work on adjustments and plan implementation in the coming semester.

Anexo 1. Informe Actividades Pilares. Octubre 2024



Photo 8. Participation of Corpilares in the Agro-entrepreneurship festival in partnership with INETAM school in the municipality of San Martín de Loba.

Over the last six months, the corporation has met with 24 external entities to establish partnerships and carry out joint actions to ensure its medium- and long-term sustainability. Among these entities, 11 are public, including the municipalities of Altos del Rosario, San Martín de Loba, Barranco de Loba, and Hatillo de Loba; the Social Management, Mining, and Planning Departments of Barranco de Loba; the Environmental Department of San Martín de Loba; the National Mining Agency; UMATA of San Martín de Loba; and the INETAM school.

The 13 private entities include: Colectivo Baúl de Medios, World Vision, Cartagena's Channel, El Universal newspaper, Agentes para un Cambio Sostenible organization, Atlántico's University, Apícola Fray beekeeping project, USAID, GOYN Bogotá project, COOPOMIEL cooperative and AGROSAVIA institute, University Pontificia Bolivariana (UPB) of Bucaramanga, and Verité organization.

During the semester, the corporation established three alliances with private actors to support its sustainability. These were:

Alliance name	Objective	Partner Institution	Institution Sector
Strategic alliance for the development of a regenerative agriculture model and beekeeping where CORPILARES-BOL has influenced.	Join technical, financial, and administrative efforts between CORPILARES-BOL and Agrooriental Export and Elixir Floral to develop a new model of regenerative agriculture and beekeeping in the region.	AGRO ORIENTE EXPORT S.A.S. and ELIXIR FLORAL S.A.S.	Private
Alliance to disseminate network messages on gender issues and new masculinities as factors contributing to CL and OUWC in Sur de Bolívar,	Disseminate messages on gender and new masculinities with CORPILARES-BOL to promote social transformation and inclusion, contributing to reducing CL and OUWC.	DANNA MARCELA LÓPEZ NARVÁEZ (Influencer)	Private
Cooperation agreement between Monda Link and CORPILARES BOL	Provide technical resources for the training of CORPILARES-BOL in teamwork and conflict management tools.	Monda Link	Private

Table 3. Summary of Alliances to support the Sustainability of CORPILARES-BOL

Additionally, CORPILARES-BOL strengthened its relationship with local municipalities, particularly with the governments of Barranco de Loba and San Martín de Loba, achieving significant progress in various areas. Key accomplishments include:



Photo 9. Pact for children developed between CORPILARES and the 4 local governments.

- The Planning and Public Works Secretary of Barranco de Loba allocated COP 36,221,791 for the adaptation and maintenance of the beekeeping plant, located on premises granted to CORPILARES-BOL under a lease in 2023. This project will benefit families involved in productive initiatives.
- Development of the "Pacto por la Niñez" event, a collaborative space between public entities and social organizations to promote the

development of policies benefiting children, with representatives from the municipalities of Barranco de Loba, Hatillo de Loba, Altos del Rosario, and CSOs from the four municipalities.

- Participation in the Farmer's Day and Agro-entrepreneurship Festival in San Martín de Loba, alongside the municipality and INETAM school.
- Commemoration of the World Day Against Child Labor in Barranco de Loba, with training on child labor for local mothers, in partnership with the Municipal Child Development Center.
- Celebration of Children's Day in Barranco de Loba, in collaboration with the Social Management Department, to raise community awareness on preventing child labor.
- Participation in the First Farmers' Market and Entrepreneurship Festival of Hatillo de Loba, aimed at strengthening the local economy.
- Participation in sessions of the Municipal CIETIs (Child Labor Eradication Committees) in Hatillo de Loba and Barranco de Loba, as well as meetings to promote the development of these committees in Altos del Rosario and San Martín de Loba.

Outcome 4. Increased application of the CSO collective impact model and other global best practices from the Pact-Colombia projects (Pilares, Somos Tesoro) by other countries and sectors.

Output 4.1. Strategic dissemination strategy to share Pact-Colombia best practices created.

During this semester, progress was made in the project's communications strategy, based on the collective impact methodology. The goal was to strengthen both internal and external communication, ensuring they were solid, well-planned, and sustainable. To achieve this, multiple outreach activities were conducted on social media, highlighting the objectives, scope, and impacts of the Corporation and Pact at the national and international levels.

Output 4.2. Best practices from Pact-Colombia projects are strategically disseminated at the local, regional, national, and international levels.

Between April and September, Pact team organized 15 experience-sharing sessions with 11 strategic partners, including the Collective Impact Action Summit, World Vision, Canal de Cartagena, El Universal newspaper, GOYN Bogotá, Diversidad Rural, USAID, COOAPOMIEL, AGROSAVIA, Universidad Pontificia Bolivariana de Bucaramanga, and Verité. These sessions facilitated mutual learning, the exchange of best practices, and the strengthening of skills in key areas such as data analysis and project management. These meetings contribute to organizational growth, knowledge exchange, and fostering collaboration with entities at various levels.

A survey was conducted with three organizations (Diversidad Rural, World Vision, and Verité) that participated in more than two experience-sharing sessions. All of them (100%) integrated elements of the Collective Impact model into their practices and projects, applying lessons shared by Pact on topics such as grants, monitoring and evaluation, partnerships, and communications. Participant feedback included:

“We have applied the Looker Studio tool to visualize the results of other processes we carry out at Diversidad Rural. Everything we learned has been extremely useful in presenting our work in a more pleasant and innovative way.” (Yudy Peña, Diversidad Rural)

During the reporting period, Pact produced 46 communication pieces, including audiovisual and written content, to address issues related to child labor and unacceptable working conditions (OUWC), as well as to disseminate best practices from the Pilares project. Publications on platforms like YouTube, Facebook, and Twitter focused on four main thematic areas:

- Grants and ongoing projects: Communication about the progress of sub-awards related to beekeeping, rice cultivation, women's empowerment, creative use of free time, knowledge transfer, and Occupational Safety and Health Administration (OSHA).
- Participation in events and forums: Documentation of CORPILARES-BOL's participation in festivals, film forums, farmers' markets, collective impact forums, and events such as the Pacto por la Niñez and an international exchange in Mexico.



Photo 10. Visit of CORPILARES-BOL to TV Channel- Canal de Cartagena within the framework of the exchange of experiences in communications.

- Strengthening communication capacities: This includes training, interviews, media visits (such as El Universal newspaper and Canal de Cartagena channel), and the development of radio and audiovisual programs.

Monitoring and Evaluation (M&E) Issues

A. PROGRESS TOWARDS COMPLETING M&E DELIVERABLES (REQUIRED AS APPLICABLE)

The information system of the Pilares project includes the collection and analysis of information on a biweekly basis, achieved through the work of the project staff and social organizations.

For the indicator regarding reports of risk identification in safety and health at work, surveys were conducted in 8 mining units to identify working conditions. Based on the collected information, four reports were prepared—one for each municipality impacted by the project. The leaders of the grant on safety and health at work administered the surveys, supported by the project's M&E team for the preparation and delivery of the reports.

During the semester, the M&E team collected information on more than 20 project indicators, primarily using the following methodologies:

- Post-test: Applied to 18 civil society organizations (CSOs) in Hatillo de Loba and Altos del Rosario to measure the increase in knowledge about CL and OUWC.
- Google Forms: Used to measure community perceptions regarding the work of the organizations through grants and to assess the application of shared knowledge through experience exchanges.
- Collective evaluation by organizations: Facilitated discussions among members about their learnings.
- Phone calls and surveys via WhatsApp: Conducted by the M&E team to assess the perception of the relevance of the organizations.

M&E team m&e CHALLENGES (as applicable)

Each semester presents challenges and opportunities for achieving the indicators. The main challenge this semester was to monitor the indicator system for each of the 12 subawards implemented during this period, ensuring the reliability and validity of each verification method for the deliverables.

The strategy for this semester focused on conducting individual and collective training sessions, both in-person and by phone, allowing for tracking the progress of grant activities, the submission of reports, and attendance lists, thus providing timely feedback. Between July and August, six in-person sessions were held, facilitating the appropriation of the monitoring system and its continuous improvement. Joint working sessions helped identify areas where the M&E leaders at CORPILARES needed more support, allowing for deeper engagement in these activities.

A reporting system was also managed through Google Drive, where M&E responsible parties uploaded evidence of completed activities, and the central team reviewed and validated the verification methods to update the indicator figures achieved per grant.

With the entire Pact team, biweekly meetings were held to identify the support needed for each grant and to make fact-based decisions when necessary.

EXPERIENCES, innovations AND SUGGESTIONS (as applicable)

The M&E team created a dashboard in Excel to monitor each of the 150 activities outlined in the grants, tracking their progress in terms of compliance dates, report submissions, indicator progress, and financial advancement. Using this information, a visualization was designed in Looker Studio to display the subawards along with their progress in financial terms, execution time, and indicator compliance, as well as whether the grant was in implementation, closed, successful, or unsuccessful.



Figure 7. Snapshot of tracking subawards through Locker Studio

Project Highlights

Exchange of Experiences on the Success of the Pilares Project in Addressing Child Labor and Forced Labor in Colombia

Exchanges organized by the Local project, funded by the U.S. Department of Labor (USDOL) and implemented by the organization Verité in Mexico. The main objective of these exchanges was to share the intervention process for addressing Child Labor and Forced Labor using the Collective Impact methodology. Pact and CORPILARES-BOL led two sessions: Moment of inspiration and a practical exercise to identify common problems among different actors and sectors, more than 35 people participated.



Photo 11. Yaneth Martínez at the experience exchange presentation.

María Canchola, director of the Local project, stated: “It was what we expected. The effort we made to bring them from Colombia to hear their experience was worth it; it was totally motivating and inspiring. We realized that, although we are different countries, we have many things in common, especially regarding Child Labor and Forced Labor.”



Photo 12. Participants of one experience exchange event.

During the last week of September 2024, Pact and CORPILARES-BOL participated in two in-person e For her part, Yaneth Martínez, president of CORPILARES, emphasized: “We discussed the importance of having a common agenda (among different stakeholders) and how the organizational strengthening we have received has been key in developing effective actions against Child Labor and other unacceptable working conditions. We highlighted the importance of generating partnerships with all sectors from the outset of the project, which allows us to access more resources and achieve greater impact.”

Participants story

Coaching as a Comprehensive Strengthening Strategy for Campo Elías, Member of CORPILARES-BOL

Campo Elías, a farmer and social leader from the municipality of Altos del Rosario, has been an active member of CORPILARES-BOL since 2022. Since being appointed as inspector (local authority) of his community at the beginning of 2024, he has faced multiple personal and community challenges.

Thanks to a partnership facilitated by the Pilares project, Campo Elías was invited to participate in ontological coaching sessions. The goal of these sessions was to strengthen some participants of CORPILARES-BOL in a comprehensive manner.

During the coaching, Campo Elías worked with his coach to identify his strengths and areas for improvement. These sessions allowed him to develop key skills such as active listening, clear communication of his ideas, and assertive management of his emotions. Additionally, he acquired tools for negotiation and conflict resolution, enabling him to successfully navigate complex situations in his community and in his role as inspector.

Today, Campo Elías is an example of leadership in his community. The tools and skills acquired through coaching have not only enhanced his capacity as a member of CORPILARES-BOL but also contributed to positive change in his environment.

Campo Elías stated, “I didn’t realize that these coaching sessions could uncover many unknown aspects of myself, behavioral patterns that negatively affect my life, and areas where I have great potential. I feel that everyone should have these sessions; they truly change lives in a positive way.”



Photo 13. Campo Elías participating in a project Pilares outreach activity.

Vamos Tejiendo

PROJECT PERFORMANCE AND NARRATIVE

During this period, the project received a cost extension of \$250,000, extending the end date to February 2025. The primary goal of the extension is to strengthen partnerships for sustainability and maximize the project's impact. The team intensified the activities in which it needed to increase targets and those that promise a greater chance of sustainability. In particular, the training of public officials (including those of neighboring municipalities in Cundinamarca and Antioquia) on incorporating a gender perspective into the planning and implementation of municipal priorities. VT continued to support women ginger producers through Molienda Real, with significant market prospects, and women producers of panela juice derivatives with a more local market.

During this period, the project began to work in La Ceja, Antioquia with new cut flower sector companies, boosting the work in this sector.

A. Outcome 1. Improved economic participation in quality jobs within the agricultural sector by women and adolescent girls identified as vulnerable to child labor, forced labor, and/or other violations of labor rights.

In this outcome VT highlights economic autonomy on Panela and women autonomy in the women's circles connected to their agenda, particularly how this is important for women in both value chains.

Panela

Especially in sub-outcomes 1.3 and 1.4 the project reports on the tools and skills provided to women in the panela value chain (including ginger and other products) and commercial links for their, many times newly, economic autonomy.

Flowers

While the women's circles are generating impact in both regions and value chains, the project highlights that in Facatativá for example, women in the circle are lobbying for their rights, for vulnerable women and for labor rights in women working in the cut flower value chain.

Sub-Outcome 1.1 Vulnerable women and girls have an improved understanding of their rights.

In this section, VT presents several campaigns and communications products worked directly with participants and the private sector, strengthening messages related to the projects objectives. In this period the training processes on co-responsible and non-violent masculinities was very successful among men panela producers.

Output 1.1.1 Participants trained as "promoters in labor citizenship" in target municipalities.

- 1.1.1.1 Conduct awareness raising activities on women's and girl's rights, labor violations, gender discrimination in the workplace, GBV, harassment, access to protection services, violation reporting systems and child labor through a variety of media customized based on the audience (i.e., communication campaigns; focus groups; workshops, social media, bulletins).

Communication campaigns:

During the reporting period, VT developed six campaigns using digital and in-person formats to promote issues such as maternal mental health, prevention of child labor, and raise awareness of care pathways for women, among others. These initiatives impacted directly and indirectly around 10,000 people in social networks integrating the two agricultural chains in the process:

Digital sorority campaign:

On April 26, the project implemented the campaign "Turn around and embrace relationships with other women" on social networks, with the intention of promoting the recognition and value of women coming together and the possibility of finding inspiration among themselves. ([See campaign here](#))

May 8 - Mother's Day:

VT designed a digital campaign to commemorate Mother's Day, which included three live broadcasts (lives) focused on key issues such as maternal mental health, vicarious violence, and co-responsibility and non-violence in parenthood, with the aim of raising awareness and providing tools to mothers and families to manage situations of violence and improve their overall well-being. ([See the campaign here](#))

June 12 - Prevention of child labor:



Figure 1: Socialization on the prevention of child labor at the El Rosal Mayor's Office.

As part of the World Day against Child Labor, VT participated in the campaign promoted by the Mayor's Office of Yolombó, titled "*I Show a Red Card to Child Labor.*" As part of the campaign, four videos, starring members of the team, were made and disseminated, highlighting the main achievements in the prevention of child labor in both value chains. In addition, the project led a presentation on the same topic at the El Rosal Mayor's Office, aiming to strengthen local and regional

commitment to the fight against child labor. The partnerships with the mayor's offices and the continuous dissemination of achievements through digital channels reinforce the short and long-term contribution to the eradication of child labor. ([See the campaign here](#)) ([See video here](#))

The project also contributed to the printing of flyers with messages on the prevention and eradication of child labor for the MOL. *See Annex H1 (Ministry of Labor flyer for the prevention of child labor).*

Care Pathways Awareness Campaign:

In partnership with the mayor's offices of Facatativá and San Roque, VT launched a campaign to raise awareness of the available support services for GBV. By creating open dialogue spaces, the campaign provided crucial information to the community on protection and assistance services. This initiative increased public awareness and promoted better access to and use of care pathways ([See video here](#)).

August 12 - International Youth Day:

On International Youth Day, VT designed and published graphic content through social media to raise awareness and promote the rights of young people, focusing on their role as agents of change in their communities and territories. Additionally, the publication highlighted the achievements made through the CreArte participatory methodology in Antioquia and Cundinamarca, promoting youth leadership for the prevention of child labor. ([See pieces here](#)).

Route for Inclusion - Business Campaign:



Figure 2: Campaign "Route for Inclusion" in La Ceja, Antioquia.

In collaboration with local businesses and government entities, the project launched the "Route for Inclusion" campaign, aimed at raising corporate awareness about labor inclusion and non-discrimination in La Ceja, Antioquia. Through these events, VT continued to advocate for corporate social responsibility, highlighting the importance of fostering inclusive work environments that uphold stronger guarantees of inclusion. ([See video here](#)).

Flowers

The project conducted a workshop to raise awareness of GBV in the workplace in Facatativá, for a mixed group of 21 public accounting students from the University of Cundinamarca. Through case studies, the participants received relevant information on the specific forms of labor violence based on gender, attention mechanisms and support routes in case of experiencing such rights violations. This allowed strengthening circular knowledge, empathizing with the victims, and recognizing their role in the transformation of society. The aim of the workshop was for the students to share this information and inspire the creation of initiatives that contribute to the mitigation of GBV.

- 1.1.1.2 Design the contents and didactic material for a training program in "Promoters in Labor Citizenship" aimed at participant women and girls (ENS). Training will focus on

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

knowledge of labor rights standards, child labor, prevention and reporting forced labor, with gender perspective adapted to targeted supply chains.

This activity can be considered complete, as the team made no further adjustments to the Labor Citizenship methodological designs during the reporting period.

1.1.1.3 Deliver training program in "Promoters in labor citizenship" in three levels (basic, intermediate, and advanced).

Both sectors

During this period, the project provided raising awareness sessions in promotion of labor citizenship to 190 people from both sectors, the main topics of the sessions were labor rights and Prevention of Child Labor.

Panela

During the reporting period, VT collaborated with 75 workers from La Siberia, a company located in Yolombó and the first formal entity in the panela value chain, to implement a curriculum focused on the operational personnel of private companies. Regarding labor rights, the team conducted a workshop on citizenship and rights, emphasizing social dialogue as an opportunity for meaningful communication between employers and workers.

As a result of the training, workers recognized social dialogue as a mechanism to establish actions that promote welfare policies, training opportunities, and salary negotiations. This understanding fosters good labor relations and strengthens conflict management mechanisms, such as coexistence committees, leading to a better working environment grounded in the rights and welfare of those who contribute to the company's development and the overall value chain.

1.1.1.4 Facilitate interactive sessions to engage participants women, girls, men and boys as change agents to formulate localized messages and design awareness-raising activities to be implemented in their communities.

Flowers

During the reporting period in Facatativá and Madrid, the project provided training spaces in communication tools for social mobilization and the approach of narratives that strengthen the discursive line of the different projects and strategies led by women and youth in the territory. In these spaces, 42 women and 17 young people participated. Among the highlights were a series of five training workshops aimed at the Women's Circle of Facatativá to develop their own communication plan focusing on social mobilization, a workshop on communication tools for the Madrid Women's Circle, two



Figure 3: School training in podcasts and school broadcasting for youth at IED Juan XXIII.

virtual workshops for the approach and strengthening of communications for the Popular Network of Women of the Sabana, training in communication with a gender perspective for officials from the Mayor's Office of La Ceja and Jardines San Nicolás company and the beginning of the training cycle in podcast and school radio station with young people from the Educational Establishment (EE) Juan XXIII. Strengthening these opportunities enables communities to take ownership of creating communication products and content, fostering their independence in showcasing their initiatives and trajectories, with a particular emphasis on their identities.

Panela

During this period, VT conducted a series of communication workshops in Yolombó and San Roque, Antioquia, reaching 59 women and 25 young people and promoting the adoption of tools for creating and disseminating multichannel content. Among the activities carried out were a radio production and podcast training workshop for women in Yolombó, two radio production workshops for the San Roque Women's Circle, and a communication for advocacy workshop for community managers. Additionally, a mural painting workshop for young people in Yolombó and a marketing workshop for rural enterprises and panales companies. These initiatives continue to advance the objective of empowering women and youth in these areas as the narrators of their transformative initiatives.

- 1.1.1.5 Support change agents (project participants) to carry out these activities (e.g., roundtables, discussion groups) on labor exploitation, child labor, and gender norms tailored to the specificities of their communities.

Flowers

During this period, the project reinforced the organizational foundations of the women's circles in Facatativá and Madrid. In Facatativá, the focus was on enhancing knowledge management through the development of a communications plan and the creation of tools for systematizing their experiences. This effort has helped consolidate the circle as a platform for knowledge sharing and political advocacy in the region, ultimately contributing to improved living conditions for the women of Facatativá.

Regarding the women's circle of Madrid, the process focused on life skills training such as empathy, teamwork, and sisterhood, which are key tools for women's political advocacy in the region.

Panela

With the women's circles of Yolombó and San Roque, the project implemented training in life skills with a particular emphasis on personal finances and local development planning. This training enabled women to make informed decisions about managing their available resources, fostering greater autonomy and confidence in their abilities. It also made them aware of their potential to influence decisions affecting their communities and to lead initiatives that address local issues identified in public policy, promoting more sustainable and equitable development (see more in activities 1.3.1.2., 1.3.2.2., and 2.1.1.1.3).

Between May and June, the project and the women's circle of Yolombó led a strategy to influence the formulation of the development plan of Yolombó. To do this, one of the representatives of the circle was elected as a member of the Territorial Planning Council (TPC)². As a result, the women's circles delivered and presented a document with recommendations based on the proposals developed in the citizen agenda to the TPC and to the Municipal Council³. During this exercise, council members commended the women for their proposal, describing it as thorough and easy to implement. This success demonstrates that the women effectively utilized the communication tools they had been trained in and recognized the importance of communication in social transformation processes, as well as in ensuring that their demands were acknowledged by both citizens and local authorities.



Figure 4: Training in responsible and non-violent masculinities with men from Ecodula, San Roque, Antioquia.

The training processes on co-responsible and non-violent masculinities continue to be in high demand among project partners. Between July and August, the project conducted workshops with 12 men from the Sina2 trapiche in Yolombó, and in September, with 13 men from the Ecodula community trapiche in San Roque. Through these workshops, participants were able to identify real situations involving various forms of violence against women in family,

work, and social contexts, among others. They also discussed actions that men can take to create

² These are territorial planning bodies, created by constitutional provision to guarantee citizen participation in the construction and monitoring of public policies at the territorial level, by virtue of the principle of participatory planning. They are made up of citizens who have been nominated by the community itself to represent their interests and ensure that the governments and mayors' offices provide a service with continuity, quality and coverage in each of the aspects considered in the Development Plan. They are responsible for giving a favorable or unfavorable concept to the Development Plan Project to be presented to the Municipal Council.

³ Political-Administrative and Public Corporation, popularly elected for periods of four (4) years, integrated by no less than 7 nor more than 21 members, called Councilmen, who fulfill constitutional functions of Political Control over the Municipal administration. (Art. 312. Constitution). The Municipal Council is the entity in charge of approving the Development Plans and overseeing their execution.

protective environments for women, such as reporting incidents to authorities, advising others about potential violations or risks of violence, and making both individual and collective commitments to promote women's economic autonomy (see activities 1.4.2.1, 1.4.2.2. and 2.2.2.2.1) ([See video here](#)).

- 1.1.1.6 Collaborate with these change agents to partner with one another and share communication material to communities.

Flowers

During this period, VT designed posters and graphic content to promote artistic training schools for the youth of the EE Juan XXIII and created an Instagram account for the women's Circle of Facativá, Cundinamarca. Also, in La Ceja, Antioquia, the project collaborated with various stakeholders in the territory, including municipal mayors' offices, compensation funds such as Comfenalco, and related companies like Jardines de San Nicolás, Jardines del Sol and Lolita Flores, to facilitate the coordination and dissemination of communication actions and content within the communities. These actions strengthen the agency in managing communications and the capacity of local agents to share their stories and projects with their communities.

Panela

During this period, VT promoted the first four episodes of the podcast "Un tintico con panela por los derechos de las mujeres," produced by the Women's Circle of Yolombó in the previous period, on Spotify and the radio station 89.4 F.M. Furthermore, four additional episodes are being produced with the Women's Circle of San Roque, set to launch in November 2024 as part of the second season. Other activities include a mural painted by the youth of "Jóvenes Campistas" in Yolombó and the recording of videos featuring community managers from San Roque, aimed at raising visibility and advocating for women's participation rights in the veredas and townships of this municipality. ([Listen to the podcast here](#))

Sub-Outcome 1.2 Vulnerable women and girls have access to protections against child labor, forced labor, and other violations of labor rights.

The progress reported under this sub outcome is in many cases work in progress from previous periods. In Antioquia and in La Ceja, however it is a novelty and a great opportunity for the project. The project would like to highlight the interest presented by different cut flower companies in these areas, in working with VT to establish and strengthen gender committees and policies and the work with women in this region.

Output 1.2.1 stakeholders trained on access protections against labor violations and GBV.

Between April and September, the project team continued to lead strategies to ensure prevention and timely attention to women in the face of labor rights violations and GBV. The project carried out two awareness-raising sessions on the referral pathways utilizing methodologies designed to facilitate the effective dissemination of information. One session was held in Cundinamarca, and one session in La Ceja.

- 1.2.1.1 Develop the capacities of stakeholders through training (including civil society organizations - CSOs) who conduct awareness-raising activities (multipliers) under Output 1.1.1 to identify vulnerable cases among participants attending the activities, understand and share principles of safe and ethical data collection, and learn protection referral pathways or linkages to community-based organizations (CSOs) that can support access to services.

Currently, the project is focused on providing technical assistance to strengthen institutional coordination, implement the "Do No Harm" approach, and promote the principles of care pathways in scenarios responsible for activating these pathways. This includes collaboration with the Eradication of Violence Against Women Roundtable and the Articulating Mechanism for the Integral Approach to Address Sexual and GBV against Women, Children, and Adolescents. See Activity 2.1.5.2

- 1.2.1.2 Develop and disseminate information on referral pathways for support, and the access to referrals for promotoras (change agents and project participants as relevant) and CSOs, emphasizing a commitment to confidentiality and Do No Harm.

Flowers

In September, as a part of the health week, VT disseminated the comprehensive support pathway for violence against women with students from the University of Cundinamarca. The activity aimed to raise awareness of the institutional services that safeguard the rights of women survivors of gender violence in Facatativá. Through the information provided, 21 students acquired a digital tool to revisit concepts, roles, and the responsible institutions' locations for ensuring the rights of survivors of GBV. This tool also equips them to educate themselves and share what they learned with those in need, recognizing the importance of continuing to raise awareness in the broader community about the prevention of gender violence. Some attendees expressed knowing women who have been victims of violence.



Figure 5: Socialization of Gender-Based Violence response pathways with the company Jardines de San Nicolás, La Ceja, Antioquia.

In September, in coordination with the flower company Jardines de San Nicolás in La Ceja, the project held a workshop with three women and two men members of the labor coexistence committee to raise awareness of the care pathways for GBV. In this workshop, the VT team talked and interacted with the participants about the importance of preventing GBV and sexual harassment in the workplace, raising awareness about social co-responsibility in the mitigation of this scourge through the explanation of the route provided by the Governor's Office of Antioquia and updated by the project. This session

emphasized the forms of violence against women and the entities responsible for the comprehensive care of survivors of gender violence, from the sector of health, justice, and protection.

Panela

In San Roque, as part of the inclusive governance training for public servants conducted in May, June, and September, VT facilitated the dissemination of the updated care pathway, now available on the municipal mayor's office website. Additionally, in conjunction with the technical assistance provided to the Violence Eradication Board, significant emphasis was placed on raising awareness of the care pathway among board members, marking the first time this information has been introduced to them.

- 1.2.1.3 Following any awareness-raising activity and only with the participants' consent, Pact and ENS will accompany CSOs to collect contact information of vulnerable cases and will coordinate with relevant institutions according to the particular situation (e.g., family commissaries, attorney general, Ombudsman, police) to follow up with these cases, ensure their uptake of services, and troubleshoot challenges in access, such as illiteracy, discrimination, and lack of trust.

This activity is completed. The activities with CAL and ENS ended last year, and the support of the activation of care pathways is being carried out in activity 1.2.2.1. The project does not anticipate having access to particular information on vulnerable cases on labor rights but will continue supporting women vulnerable to GBV.

[Output 1.2.2 Participants have access to protections against labor violations and GBV.](#)

- 1.2.2.1 Refer girls and women workers under severe situations requiring action for the protection and or restoration of rights at work, under agreed protocols of care and

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

referral to institutional services available in each sector (panela and cut flowers) and region, through the CAL (worker's rights center)

In September, the project received a request for support from one of the women participants in Yolombó regarding the activation of the GBV care pathway. This request involved a case of attempted femicide concerning her niece, who had a documented history of physical violence against her and her five minor children. In response, VT undertook the following actions:

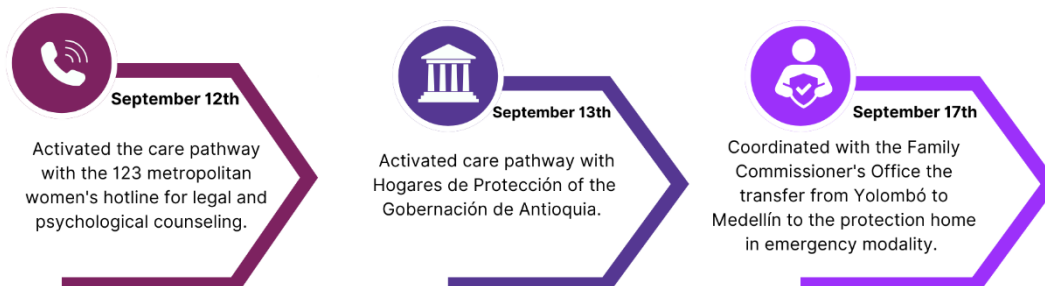


Diagram 1: Actions that VT undertook to address the case of gender violence in Yolombó, Antioquia.

1. Coordinated with the Family Commissioner's Office the transfer from Yolombó to Medellín to the protection home in emergency modality⁴ (September 17).

Currently, the woman is receiving a support plan from the home protection services of the Antioquia Government, which includes assistance in psychology, social work, legal aid, and pedagogy for her one-and-a-half-year-old child, as well as labor empowerment to ensure comprehensive care and reduce her risk. Following a recent nutritional assessment that revealed low weight, she has also been evaluated by a nutritionist and provided with a food plan tailored to her needs.

- 1.2.2.2 Follow up on the status of legal actions carried out through the CAL, both administrative and judicial.

There are no reports for this period. The project concluded its activities with the ENS in October 2023, and the CAL project ended in September 2023.

- 1.2.2.3 Coordinate through facilitation of working committees with international organizations, such as UNICEF and International Labor Organization (ILO) and Colombian CSOs to offer trainings on protection services case management.

No committees with different stakeholders were held during the reporting period.

Sub Outcome 1.3 Vulnerable women and girls have enhanced skills.

In this sub-outcome, the project wants to highlight the work with youth through CreArte, work with women NGOs in Cundinamarca, life skills in the flower sector continued and entrepreneurial support

⁴ The emergency modality applies when a woman is in imminent danger, with support provided for a period ranging from one week to one month. Following this period, the woman may transition to the temporary modality, which lasts for three months and can be extended for an additional three months based on the assessed level of risk

to women in Antioquia. In both regions VT continues to support women to participate in the public agenda.

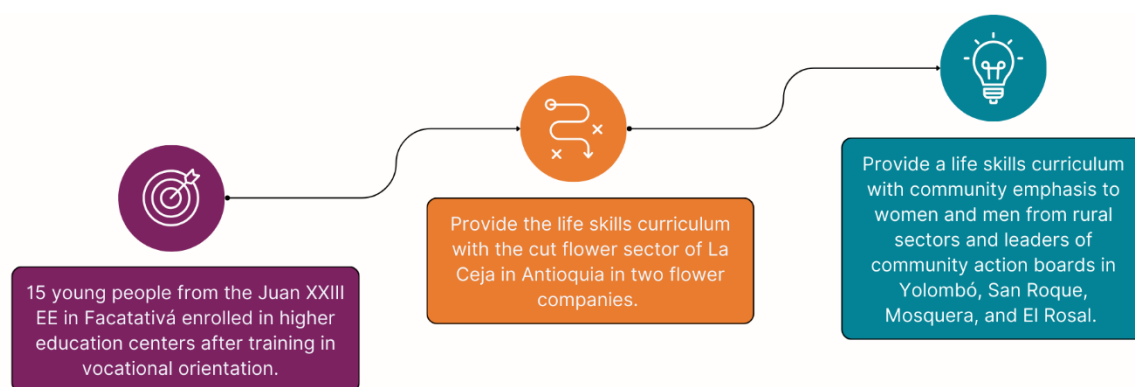


Diagram 2: Project highlights in Sub Outcome 1.3 Vulnerable women and girls have enhanced skills.

Output 1.3.1 Participants trained in soft skills in target municipalities.

1.3.1.1 Co-develop or integrate demand-driven soft skills and information on labor rights with different actors and into SENA's existing agricultural training curricula.

During the reporting period, VT transferred the CreArte methodology in both Antioquia and Cundinamarca to 15 public school teachers, 12 young leaders, and 27 officials of the municipalities.

The methodological transfers were carried out in the following institutions:

- Municipal Institute for Sport and Creation of Madrid
- El Rosal Inter-institutional Committee for the Eradication of Child Labor (CIETI)
- Laboratorio lunario youth group -Madrid Political and Leadership School
- Gimnasio Moderno los Andes Educational Institution
- Eduardo Aguilar School and Floresta Rural Educational Establishment.

The project highlights that the rural educational establishment La Floresta de Yolombó is applying the methodology as a tool to strengthen the school's coexistence committees. Likewise, for Cundinamarca, the methodology was installed as a classroom project⁵ in the Juan XXIII EE in Facatativá.

1.3.1.2 Link participants to unions, cooperatives, and NGOs to receive soft skills training.

⁵ A classroom project is an educational plan that is structured with specific learning goals that may be oriented to address issues that the academic community has previously identified. It is led by the teacher of the course, with the participation and accompaniment of the students for its effective development, encouraging the involvement of young people in the learning process.

Life skills

Flowers



Figure 6: Implementation of a community-focused curriculum for women in Madrid, Cundinamarca.

During the reporting period, VT worked with 48 women from Madrid, Mosquera and El Rosal implementing the life skills curricula that aimed at fostering social cohesion among women. For these groups, it is important to highlight the relevance of the conflict management session, as, in this session, the women opened up to share their testimonies about the different conflicts they have experienced in various areas of their lives and then reflected on the importance of communicating fluently with other people in order to find points of agreement to resolve the conflicts they face. They also mentioned that strengthening this skill is necessary to

participate in grassroots organizations, work as a team, and strengthen leadership to effectively start an enterprise or make decisions regarding their family, productivity, or community dimensions.

On the other hand, during the session on rights and labor rights, the women workers identified a lack of information regarding the importance of formalizing the employment of individuals within their entrepreneurial ventures. Additionally, as entrepreneurs, they were unaware of the significance of contributing to their own social security.

In July, work began with the operating personnel of the companies Jardines de San Nicolas and Jardines Sol, cut flower companies in La Ceja, Antioquia. With these groups, the team implemented the life skills curricula centered on labor rights with 29 men and 56 women, respectively.

Although all employees in these companies benefit from excellent working conditions such as permanent contracts and wellness activities, it was important for workers to recognize their labor rights in the framework of the fundamental labor rights and the Colombian substantive labor code. For example, for the women, it was crucial to learn that pregnant women cannot be dismissed during pregnancy or until the first 18 weeks after childbirth. It was also important for workers to become familiar with the regulations of Law 1010 on Labor Harassment and its updates regarding sexual harassment in the workplace.

Panela

During the reporting period, the VT team worked with different mixed community groups in Yolombó, specifically 29 women and 16 men, and completed life skills training. In San Roque, VT, implemented the life skills curriculum with 24 women from Vereda Cristales. It also worked with the Gestoras Comunes group, an initiative led by the mayor's office of San Roque, where 65 women participated in sessions on teamwork.

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

By conducting activities in the veredas of Argentina, Brazuelos, San Nicolás, Buenos Aires, and El Comino, the VT team engages with residents from the most remote areas of Yolombó. The enthusiastic reception of the project highlights the importance of the life skills meetings within this community, where entire families, including their children, participated. These gatherings fostered discussions on the prevention of child labor and reflections on women's economic autonomy.

The teamwork session aroused the interest of the community, people reflected on the importance of the active participation of the community in decision-making and working in a more dynamic way in the community action boards, and how this allows them to be aligned in the projects and goals for the welfare of their veredas.

The VT team discovered that participants from the villages of Brazuelos, Argentina, San Nicolás, Buenos Aires, and El Comino have limited or no income and rely mainly on their partners for financial support. To encourage these women to pursue economic autonomy, the VT team facilitated brainstorming sessions for productive and service-oriented project ideas. Currently, VT is following up with these women to help them turn their ideas into reality by guiding them through applications for proposals from public and private entities.

Implementing the life skills community curriculum in mixed groups encouraged men to reflect on the importance of women having their own resources. It also highlighted the need for balancing household income, where both men and women can contribute economically and achieve autonomy in managing their earnings.

CreArte

Cundinamarca

During the reporting period, the project strengthened the relationship with the teachers of Juan XXIII EE, by integrating the CreArte methodology as a classroom project. This ensures the sustainability of the methodology after its transfer since the teachers are now equipped with tools that enhance students' life skills. These skills are essential for preventing child labor and GBV in the classroom. The teachers enable the students to become agents of change in their schools and communities.

Since September, as a classroom project, the first student initiative focused on media communication, ICTs (Information and Communication Technologies), and environmental education. VT guided and supported a group of 16 students in the creative development of different podcasts on the following topics: Prevention of GBV, Care and protection of the environment, Prevention of Child Labor, and School Broadcasting. The results of the podcasts will be in the next reporting period. The results of the podcasts will be reported in the next TPR.

Antioquia

During the reporting period, the team finalized the CreArte methodology with a group of "Jóvenes Campistas" (young campers) from Yolombó. Jóvenes Campistas is a national out-of-school education program for young people between the ages of 13 and 28. It is based on experiential learning, which promotes social and community development through recreational practices.



Figure 7: Mural created by youth from Yolombó as part of the CreArte methodology.

As a result, the Jóvenes Campistas created an initiative for change focused on the prevention of child labor where they raised their voices through a mural with the following phrase: *"Young people, let your dreams be the wind that carries you, not the work that holds you back."* Currently, the Jóvenes Campistas are replicating CreArte methodology with an emphasis on life skills and prevention of child labor in the vereda of Villanueva in Yolombó. This vereda is located more than two hours from the town of Yolombó and has limited educational and cultural resources placing youth at risk. The replication of the CreArte methodology in this vereda not only contributes to the sustainability of the process but also serves as an educational and cultural offer for these young people.

Prevention of child labor

During the reporting period, the project implemented various initiatives to raise awareness among youth communities in the intervention municipalities about the prevention of child labor. The team conducted targeted training with 112 young people from Cundinamarca on vocational orientation in order to identify skills, personalities and interests, and to be able to link young people's skills and values with their professional future and opportunities to continue their studies.

In May, VT conducted a workshop on child labor prevention with mothers and fathers from San Roque. The session facilitated a dialogue between adults and young people regarding the cultural patterns of child labor in rural families. Young people often face a dual dilemma: the risks associated with certain farm work and the threat of recruitment by illegal groups. This exchange of perspectives led to the realization that preventing child labor is a shared responsibility that involves the family, school, and community. Each stakeholder has a crucial role to play in ensuring young people have access to better educational and recreational opportunities.

- 1.3.1.3 Create spaces for exchange experiences participants of different municipalities and sectors such as workshops, meeting exchanges, communication activities to connect women who successfully complete soft skills training to other women in their communities and their value chain, so that they bring good practices and lessons learned to their communities can transfer thereby amplifying reach, impact, and sustainability.

Nothing to report in this period. Activity completed.

Output 1.3.2 Participants trained in technical skills based on market demands in target value chains.

- 1.3.2.2 Through contracts, small grants or partnerships support technical training providers to tailor their existing training offering, making them more responsive to market demands and skills gaps in the target value chains, and deliver training to participants.

In August, VT renewed the contract with Molienda Real in order to continue the technical assistance and follow-up processes for the panela and ginger crops to ensure market connections. The development of the activities of this contract is mentioned in outcomes 1.4.1 and 1.4.2 below.

- 1.3.2.3 Provide technical skills based on market demands and skills gaps in target value chains through SENA and other organizations offering training.

Both sectors.

Personal finance and savings methods

In both sectors, VT implemented training in personal finance and savings strategies with 104 women and 22 men in Cundinamarca and 149 women and 82 men in Antioquia. The objective of these workshops is for participants to become more aware of their income by planning their expenses to achieve savings that will allow them to reach a personal or family goal.

Through this training, people recognized their most common mistakes in managing their income, such as small and frequent expenses, “gastos hormiga” and their cumulative impact on their finances when calculated annually. Both rural and urban people also recognize the importance of finding an additional source of income (occupation) to enable savings. It is important to note that participants in both value chains appreciate the value of organizing their resources and are now more focused on future financial planning.

In Antioquia, rural women reflected on the importance of growing essential foods in home gardens that are easy to manage. For example, in Buenos Aires vereda of Yolombó, one participant initiated a vegetable garden for her family's self-consumption. She found that the cost of maintaining her garden was lower than the expense of buying vegetables from the municipality's markets.

In the vereda of El Comino of Yolombó, a family conducted a market study on broiler chickens to generate additional income for the family; they initially bought four chickens and gradually increased their production, achieving additional income for the family.

SENA courses in Antioquia

In July, the fourth cohort of women completed the Panela Entrepreneurship training in partnership with SENA in Yolombó. 45 women enhanced their skills in the transformation of sugarcane honey, reinforcing the importance of the transformation of this product for the development of economic initiatives. As a result of this training, the women developed the following products: guava snacks using pulverized panela, cane honey dressings, and snacks.

The project will continue supporting with women interested in developing their economic initiative based on these products.

In August and September, 42 women from Yolombó participated in the SENA food handling training course, which complements the Panela Entrepreneurship Training. This course broadens the women's knowledge of topics such as food hygiene and cleanliness, food contamination and knowledge of the regulations required to produce food products.



Figure 8: Basic cooking course conducted by SENA for women in San Roque, Antioquia.

Also, 15 women from the Cristales Vereda in San Roque, started the SENA basic cooking course, this training is focused on the needs of women to strengthen and expand their knowledge, as women generate income from the sale of food products and at the community level work in the school canteens of their villages.

Cundinamarca

Youth vocational guidance:

During the reporting period, VT designed a mentoring program for young people in the last grades of school, aimed at supporting them in their decision-making process. The mentorship provided them with tools such as analyzing university programs with the highest demand in the labor market, understanding the requirements for university applications, and identifying scholarship opportunities. 112 students participated in this mentorship. With this information, the students are better equipped to choose their vocational and professional paths considering their capabilities and the opportunities available in their municipalities.

This mentorship was carried out in three stages:



Diagram 3: Stages of vocational guidance mentoring for young people in Cundinamarca.

As a result of this vocational orientation, 10 young people have enrolled in public universities and technical and technological education institutions such as SENA.

It is important to mention that although the educational fair (third stage) will be held in October 2024, this is the first university fair to be held in a public school in Facativá, where young people will have access to educational offerings from public and private universities, SENA, technical and technological training institutions in the municipalities of Sabana de Occidente. The results are reported in the following report.

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

- 1.3.2.4 Connect soft skills trained participants to technical training institutions, other EQUAL training options, platforms to access work-based learning opportunities, financial services to grow their businesses, or job linkage services.

As a result of the course on entrepreneurial behavior held in Madrid and reported in the previous report, the women of the Salgamos de la Rutina collective and the Red Popular de Mujeres de la Sabana participated in the Economic, Environmental, and Rural Development Services Fair in Madrid. The fair aimed to connect with the ecosystem of social organizations in the municipality, promote the ventures of some of the women, and raise awareness about environmental issues.

Output 1.3.3 Women and girls have strengthened capacity in self-employment and/or entrepreneurship.

- 1.3.3.1 Develop the capacity of participants in business organization and planning, marketing strategy, communication and negotiation, management of micro- and small enterprises (MSE), and financial management (for participants interested in establishing their own businesses in entrepreneurship).

During the reporting period, VT worked with 34 women to strengthen their capacities in the development of digital marketing strategies under commercial management, with the purpose that participants know the digital platforms for the promotion and sale of their products. As well as expanding knowledge on how to enhance the commercial image of products through social networks, recognizing that each social network has a specific audience and how to reach the consumer, taking into account their territory, culture, and tastes, among other conditions. Women mainly use Facebook, as it is the platform most used by the communities in San Roque and Yolombó.

- 1.3.3.2 Support participants to develop and submit business plans pertinent to activities in the target value chains.

No new business plans were developed during the reporting period; the team continued working with the economic initiatives of the municipalities of San Roque and Yolombó in a follow-up stage, strengthening business associations and connections to potential markets. This information is reported in activity 1.3.3.3 and 1.4.2.2.

- 1.3.3.3 Strengthen selected business plans, in some cases connecting to market actors (e.g., purchasers, packagers, etc.) to help implement these plans and create linkages with actors that may help implement them.

The project followed up on the six economic initiatives that have continued the process of consolidating and improving their products. During the follow-up stage, the women analyzed the variables involved in the production process of their products and also how, based on the initial recipes of their products, they could innovate in the creation of new product profiles.

It is important to highlight that the economic initiatives Kafelicia, which produces cereal bars, and Eden, which produces fruit wine, have generated a total sales revenue of approximately 100 USD between May and July. While this may seem modest, it is important to recognize that for many of

the women involved, this marks the first time they have earned income from their own work, making it a significant milestone in their journey toward economic empowerment.

VT is also working to strengthen the Yolombó women's store, which sells handcrafted products made by women in the municipality. The women's store is a fixed space open to the public, making it the first and only commercial window created for local women entrepreneurs to promote economic autonomy. Currently, the store comprises 3 formalized women's organizations, with an average of 64 women.



Figure 9: Women's Store in Yolombó, Antioquia.

The women of the Yolombó Women's Store and the associative group Las San Rocanas received training in packaging, window dressing, product rotation, and inventory control. Additionally, the women of the Yolombó Women's Store focused on commercial identity and the importance of product placement, determining product lines—such as separating food products from handicrafts, jewelry, and handcrafted items for therapeutic use that they produce from natural elements. The San Rocanas women's group received training in developing a new flavor for powdered panela using natural flavorings.

The evolution of the San Rocanas women's associative group exemplifies how the women participating in the project have strengthened their capacities through various project processes. This group comprises eight women from San Roque who are connected to the company Ecodula. They participated in life skills services and received training from SENA on creating products from sugarcane honey, which helped them structure their business ideas. Subsequently, the project provided training in product costing, business model development, branding, and image creation.

During the reporting period, they participated in training covering topics such as formalization, administrative management, commercial management, and accounting practices. The project also supported them in managing their participation in commercial spaces and agreements, overseeing the delivery of uniforms for the group, obtaining the sanitary permit for their product, and creating a new natural flavor.

- 1.3.3.4 Work with SENA and sub-granted training service providers to tailor their existing training offerings, making them more responsive to market demands and skills gaps in the target value chains, and deliver training to participants.

This activity is already completed and VT does not anticipate working further on it

Sub Outcome 1.4 Vulnerable women and girls have increased opportunities for economic advancement.

In this sub outcome VT wants to highlight the progress with Ecodula and women in the panela and ginger value chain as the participants are cultivating, producing and selling. Not without obstacles

and challenge this is a process that has shown to be in the right direction of connecting women with commercial opportunities.

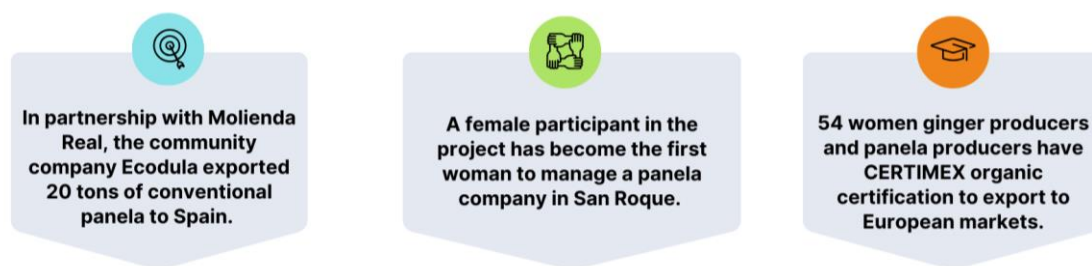


Diagram 4: Project highlights in Sub Outcome 1.4 Vulnerable women and girls have increased opportunities for economic advancement.

Output 1.4.1 Participants have on the job technical assistance and access to material support.

- 1.4.1.1 Engage with SENA and universities to provide on the job TA to participants already engaged in the target value chains on good agricultural practices, financing, marketing, association/cooperative formation.

VT continued the partnership with Molienda Real to give continuity to the strengthening of the 47 productive units focused on panela and ginger planting.

Molienda Real continues to strengthen the technical and environmental capacities of producers through technical assistance, where it implements the Internal Monitoring and Control methodology. This program is key to maintaining the integrity of the organic system and ensuring that products meet the quality standards required by the market. Additionally, it guarantees the long-term sustainability of agricultural and production practices in the production units. Activity 1.4.1.2 describes the technical assistance provided during the reporting period.

- 1.4.1.2 Facilitate connections with extension officers within municipal agricultural units of the Ministry of Agriculture to meet participants' needs and offer participants on the job technical assistance (e.g., better production processes to facilitate certification, access to markets and finances).

Molienda Real's environmental technical team continued with technical assistance (TA) visits to the productive units of the Ecodula organization linked to the project. The objectives of the visit are follow-up and monitoring, updating the calculation of production estimates, updating sketches of production units based on risks, determining the presence of substances prohibited by the organic standard, and the implementation of recommendations by CERTIMEX external inspections.

Between June and September, Molineda Real made recommendations to each production unit specifically according to the conditions evidenced during the crop monitoring. Maintaining a permanent dialogue with the producers is fundamental, and knowing their expectations regarding the continuity of the process is key to planning the replanting phase of the ginger crop. The growers say that they have increased their knowledge of organic crops and regulations, which is evident in their increasingly fertile and suitable land for cultivation.

The TAs focused on the following topics:

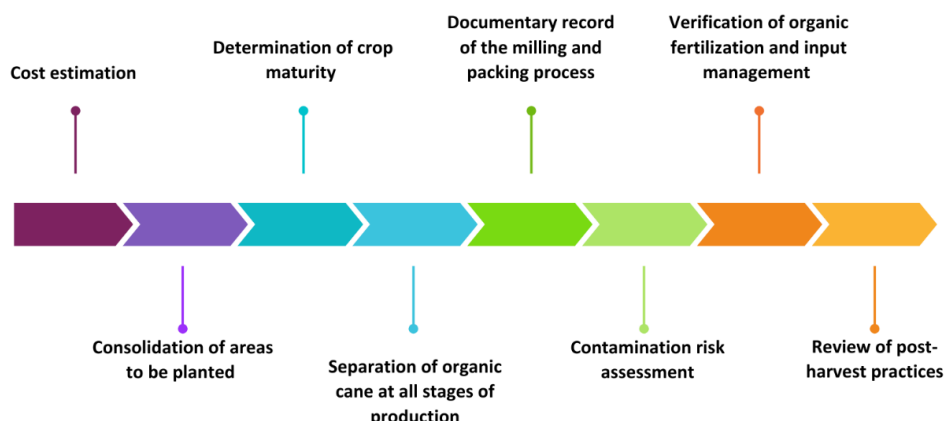


Diagram 5: Topics of technical TAs to the productive units of the Ecodula organization linked to the project.

As part of the follow-up and crop monitoring strategy, Molienda Real took samples from four ginger production units to conduct laboratory tests. These tests included the detection of pathogenic microorganisms that could be affecting the crops, and analysis to accurately determine the properties of the organic ginger. In general, the monitoring shows a high degree of compliance with the recommendations generated by the Molienda Real environmental technical team, which is corroborated by the improved general appearance of the crops. Also, the monitoring revealed that the cultivation areas above 500 m² receive greater investment in labor from the producers and their families. According to the monitoring of the crops, Molienda Real estimates that the ginger harvest will begin in October, which is crucial to ensure the same harvest cycle in the next period. This timely harvest is critical to optimizing crop production and profitability.

- 1.4.1.3 Grant subawards to support on the job technical assistance providers or local organizations to provide on the job TA to participants engaged in small-scale livelihoods deliver training to participants.

During the reporting period, no subawards were delivered to local organizations; the strengthening is described in the activities (1.4.1.2 and 1.3.3.3).

Output 1.4.2 Associations, cooperatives, small enterprises, and unions in the panela and cut flowers value chains trained in technical or soft skills related to targeted value chains.

- 1.4.2.1 Facilitate and accompany local organizations to manage subgrants to provide capacity building through workshops, mentoring and training (e.g., conflict management; offered through 1.3); governance, technical assistance on production processes in panela, access to market information, cost-effective information-sharing with members, bargaining power, access to finance) to small businesses, associations, cooperatives and unions, across panela and cut flower sector.

Flowers

VT continued with the internal strengthening plan for the Red Popular de Mujeres de la Sabana (Popular Women's Network of La Sabana), which is structured into three stages: the first stage of diagnosis and group self-care practices, the second stage on strategic and operational strengthening, and the third stage on projection and sustainability. The objective of revitalizing the network's practices has been pursued through the renewal of its mission and vision, the updating of its strategic objectives, and the evaluation of its impacts over the past 14 years of its existence.

During the reporting period, VT carried out the following strengthening stages:

Strategic and operational strengthening stage.

Objective: To update the organization's mission, vision, work areas, and strategic objectives.

Impact result: The mission, vision, work areas, and strategic objectives were successfully updated. This process also empowered the team to engage in a memory exercise, gathering valuable information to build a comprehensive timeline of the organization's history.

Projection and sustainability.

Objective: Strengthen the network's dynamic team by organizing a management committee and a communications committee to strengthen the projection of the women's network for the next ten years.

Impact result: Design of a web page that will allow gathering and synthesizing the strengthening exercise of the network, increasing its visibility and recognition of a long-term work trajectory, and at the same time will increase its management capacity by contributing to the organization of its organization and information.

Panela

To continue to strengthen the economic initiatives groups, VT designed a support process called Fortalecimiento Empresarial Asociativo (Associative Business Strengthening), which will continue to be implemented through the end of 2024. The participating organizations included Las San Rocanas, Raíz Dorada, Tiendas de las Mujeres, and Corpofeem. The topics covered during the reporting period were:

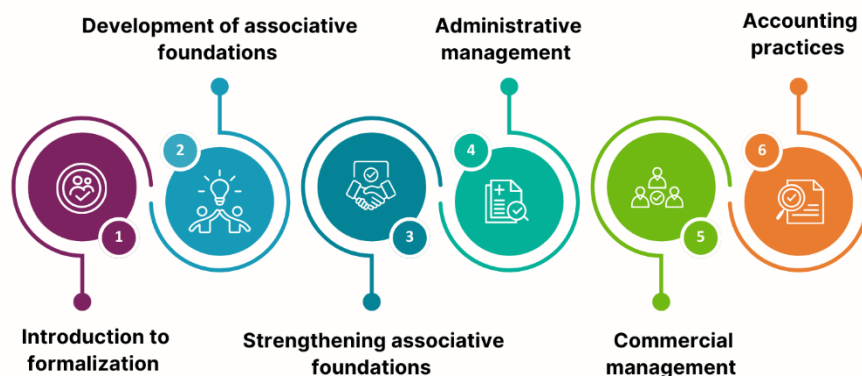


Diagram 6: Topics addressed in the process of Associative Business Strengthening in San Roque, Antioquia.

1.4.2.2 Support existing cooperatives, associations, women's organizations and groups in the target value chains to strengthen their relationships and collective power by providing individual training to members of current cooperatives, associations, organization, soft skills (e.g., conflict management;); offered through output 1.3.1, And hard skills (in organizational capacity e.g., formalization and registration as entity, human resources, management, financial) Additional strengthening activities may include technical assistance on production processes in panela and sugarcane, access to market information, cost-effective information-sharing with members, membership expansion to include women and girls, bargaining power, access to finance for members.



Figure 10: Support for Diana Pulgarín, the current manager of Ecodula, San Roque, Antioquia.

In August and September, VT supported Ecodula's current manager in preparing a work plan for her candidacy after the resignation of the previous manager. Her appointment marks a significant milestone, as she is the first woman in the project to hold a managerial position in the panela value chain. This achievement underscores the project's ongoing efforts to empower women in leadership roles within traditionally male-dominated sectors.

As part of the alliance with MR, VT continued providing socio-business support to Ecodula, focusing on formalizing regulations, protocols, and manuals. These efforts aim to improve the company's efficiency, enabling the administrative team to better manage plant operations, order planning, and workflow. Clear procedures are necessary to meet customer orders, and the formalization process plays a critical role in achieving this.

Additionally, in September, VT conducted a workshop on masculinities with Ecodula workers, aiming to strengthen life skills in the workplace. The topics covered included:

- The effects of machismo on the lives of men, women, the family, and the work environment.
- References from critical reflections compile along the years on masculinities in Colombia.
- The history of women's struggles, experiences of local women's organizations, and their outcomes. An introduction to feminist movements and their role in sparking reflections among men
- The possibility of embracing alternative masculinities, with a focus on daily actions men can take in their families and workplaces to combat machismo.

The workshop sparked a deep reflection on the need to question traditional masculinities. It highlighted the previous efforts of women and organizations, encouraging active and thoughtful participation. Many men expressed a desire for more workshops like this to be held, emphasizing the importance of involving more men and recognizing the value of continuing this process of change.

1.4.2.3 Support associations, cooperatives, groups, etc. in certifying and developing links with markets and external economic and policy actors, such as governments (as possible vendors during fairs) and the research community (e.g., universities); and link cooperatives for knowledge-sharing.

In June, 54 panela and ginger producers were certified as organic producers by the certifier CERTIMEX. This certificate enables them to sell to European Union markets with the EU seal (848/2018).

Maintaining certifications is a challenge for all producers, so it has been key to consolidate the internal control system for both the sugarcane and ginger crops. Therefore, the MR team verifies through monthly internal inspections that the following evaluation criteria are met:



Diagram 7: Evaluation criteria used by MR in monthly internal inspections.

1.4.2.4 Support associations, cooperatives, small enterprises, and unions access finance and credits (e.g., linkages to micro-finance institutions [Bancamía] and projects such as USAID's Colombia Agribusiness Fund, proving necessary training to establishing community saving groups such as WORTH⁶ methodology)

⁶ <https://www.pactworld.org/worth-program>

VT, considering the maturity level of the economic initiatives or ventures and applying the Do No Harm (DNH) approach, has determined that these initiatives are not yet ready or sufficiently developed to acquire loans or financial commitments with banking institutions. Such commitments with banking institutions could potentially create unsustainable debt for the entrepreneurs in the short term. Therefore, VT is focused on linking them to other social organizations to ensure the continued strengthening of their economic initiatives.

Output 1.4.3 Trained participants receive job placement in the target value chain.

- 1.4.3.1 Secure commitments by cut flower sector actors to employ participants who graduate from training program or receive required technical training. Based on needs identified by private cut flower sector.

In partnership with the employment office of Madrid, the team developed a workshop on occupational orientation for the world of work aimed at strengthening job search skills. The workshop was open to interested municipality residents, where 26 women and 1 man participated. Topics covered included resume building, occupational profile/ recognition of technical and soft skills, interview techniques, personal branding and style for job retention, and effective networks for job searches.

VT is currently following up with the attendees to monitor potential employment placements after the workshop according to the vacancies available through the municipality employment office.

Output 1.4.4 Trained participants receive market linkages in the target value chains.

- 1.4.4.1 Link trapiches or panela producers interested in improving production capacity or certifications to private sector investment or participation in additional market. In output 1.4.1

WORTH is an award-winning micro-banking program that empowers women to lift themselves and each other out of poverty. WORTH's unique model brings women and older girls together in groups of 20 to 25 to save money, access credit and start small businesses. Unlike, micro-lending and many other development programs, WORTH provides no capital or seed money. Members are required to make small savings deposits at weekly meetings, and when groups' funds grow large enough, members may begin taking loans, which they use to start small businesses



Figure 11: Strengthening of production units focused on ginger cultivation.

MR is in constant communication with representatives of Germany's Import Promotion Desk (IPD), who have expressed a strong interest in the process with the ginger producer group. IPD representatives have indicated that their priority during the October visit to Colombia will be to learn in detail about the ginger preparation process at Ecodula's facilities and to ensure that the minimum quantities required for the export process can be met.

On the other hand, the MR team conducted a price validation in the international market for organic ginger, establishing a reference range between 2.5 USD and 3 USD per kilogram. This analysis is essential to determine the economic viability of the export process, ensuring that prices are competitive and that the expectations of the producers and the associative model are met.

- 1.4.4.2 Identify and connect the groups from output 1.4.2 and project participants to events that bring together cooperatives, agricultural investors, and the private sector (e.g., Nutresa Group, Molienda Real) to facilitate market linkages and encourage transactions between the different groups.

Since June, MR has made recurring purchases of panela from Ecodula for the domestic market, with an average of four tons of organic panela per month. This limit has been determined by the number of certified production units and the availability of harvest-ready sugarcane. The alliance between MR and Ecodula, promoted by VT secured the purchase of the first 20 tons of panela for the international market in August, specifically for Spain, in a conventional format (round panela). This agreement represents a significant opportunity for the company, providing the possibility of establishing a recurring client, which would greatly improve cash flow, a critical issue that has previously affected the organization. Currently, the first 20 tons of panela are undergoing validation by the client, with negotiations underway for a potential supply of 28 tons every two months.

Regarding economic initiatives, the women's group Las San Rocanas, under their brand D'Panelarte, currently has a space in the weekly farmers' market in San Roque where they sell flavored powdered panela.

B. Outcome 2: Improved practices by government and private sector actors to reduce vulnerability of women and girls of legal working age to child labor, forced labor, and other violations of labor rights within the agricultural sector.

Panela

Gestoras Comunes program was established as part of the strategies established in the 2023-2027 development plan and in response to the recommendations of VT, the Mayor's Office of San Roque

established a group of 65 community women leaders' representatives of the Community Action Boards as an initiative that aimed to highlighting women's leadership in their territories and providing them with tools to bring women's voices into different decision-making spaces.

The Gestoras Comunes program is a good practice in San Roque because combines the technical and financial efforts of VT, Gramalote (private sector company), and the municipal government to support women's leadership and decision-making.

The participation of women and the public-private articulation is a successful model that will be replicated in Mosquera, Cundinamarca (more information on activities 1.3.1.2 and 2.1.1.3).



Diagram 8: Scheme used for the "Gestoras Comunes" process in San Roque.

Sub outcome 2.1: Improved practices by government actors to reduce women's and girls' vulnerability to labor violations and improve economic participation in the agricultural sector.

Flowers

In June 25 VT renewed the MOU that formalizes the operational framework to implement actions for economic empowerment and defense of women's rights in Sabana de Occidente in Cundinamarca. It is important to highlight that this new version of the MOU articulates the participation of four municipal governments: Madrid, El Rosal, Facatativá, and Mosquera, who are committed to coordinating initiatives to promote better working conditions for women, especially in the cut-flower sector, and to facilitate the VT's implementation in the region. In turn, the Cundinamarca government reaffirms its commitment to act as a coordinator and facilitate spaces for dialogue between VT and the department's public sector.

Flowers and Panela

VT advances the training of public officials in gender mainstreaming in public management

During the reporting period, VT has trained 242 public officials, breaking down myths and stereotypes that represent barriers to guaranteeing women's rights in the municipalities of influence of VT. Public officials have recognized training as a novel strategy that provides them with tools to adopt a gender focus in areas that they did not consider could have a relevant impact on women's lives (more information activity 2.1.1.2).

Output 2.1.1 Women and girls participate in local development planning.

- 2.1.1.1 Identify necessities of municipal/ departmental actors around assurance of participation of women and girls in design and implementation of inclusive development plans.

Flowers

Diagnosis of women's groups that are leaders in the defense of their rights

During the reporting period, VT conducted two diagnoses: the first with eight women members of the Women's Advisory Council and the second with 23 leaders of the Community Action Boards (JAC) along with a delegate from the civic, social, community, and community organization ASOCOMUNAL of Mosquera (Gestoras Comunes group). The objective of these diagnoses was to identify gaps and needs that these groups face in their efforts to engage with public and private institutions and develop actions that promote women's interests.

The findings highlighted the areas in which each requires further strengthening to ensure they can consolidate themselves as a community strategy that guarantees women's participation in local development:

- **Areas to be strengthened in community action boards:** Create gender committees, design gender-based violence prevention protocols, establish communication bridges with local government, create solidarity agreements and strengthen public-private collaborations.
- **Areas to be strengthened in the Women's Advisory Council:** Improve communication channels with community, promote council visibility, strengthen relationships with local government, become a reference point for a women's consultation, enhance knowledge of public development planning and improve project management skills.

The project's proposal to address these areas is to replicate the model of community managers.

- 2.1.1.2 Implement trainings on inclusive governance for local officials. Provide TA through structured assessments and planning for the departmental and municipal government actors to ensure information, public meetings, and budgetary planning processes are accessible to participants and that systems for reviewing and continuously improving engagement processes exist.

Flowers and Panela

Training of public officials in inclusive governance

During the reporting period, VT continues to implement the training program for public officials to ensure the mainstreaming of the gender approach in public management and, therefore, translate the needs of women into projects and programs to close gender gaps.

Based on the project's experience in the territory and especially in working with public officials, two priority needs were identified: the importance of acquiring tools to mainstream the gender

approach, since most public officials are not familiar with it and do not know how to address it in their daily work, and also to work on issues related to the prevention of child labor with officials who have a direct relationship with children and adolescents.

In this order of ideas, VT oriented the strategy in two ways with the following results:

1. Inclusive governance training for all public officials

- a. 117 officials trained in San Roque and Yolombó in Antioquia and Mosquera and Facatativá in Cundinamarca, including members of local government such as the municipal government, municipal councils, ombudsmen, and gender authorities.
- b. In September, VT and the Governor's office of Antioquia held a meeting where the gender authorities and social managers from the municipalities of northeastern Antioquia established a collaborative network for consultation of cases, formulation of strategies for the prevention of violence, and replication of good practices such as Women Community Leaders (gestoras comunales) and affirmative actions for women.
- c. Some of the commitments of the public officers were:

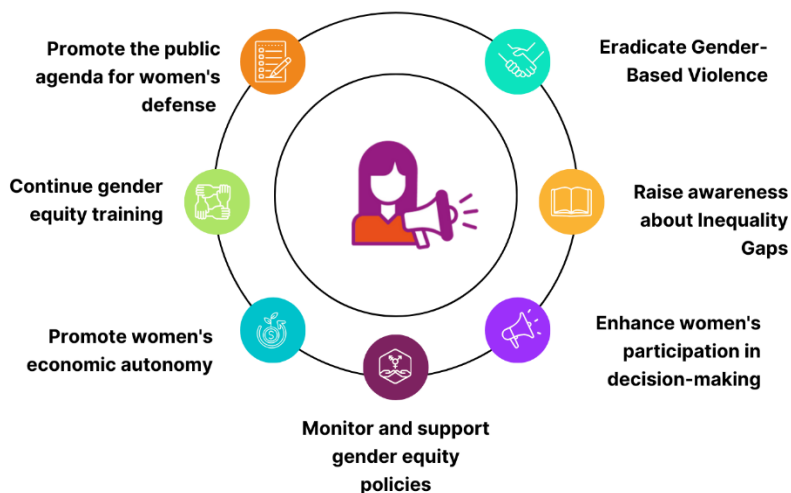


Diagram 9: Public Officers Commitments to Mainstream Gender Approach.

2. Training in inclusive governance and child labor for public officers who have a direct relationship with children and adolescents:

- a. VT trained 125 officials in San Roque, Yolombó, and Madrid. Among them were public officials of the Colombian Institute of Family Welfare (ICBF) and public officials of the municipal Institute for Sports and Recreation of Madrid (both key institutions for the implementation of actions to prevent child labor proposed by the CIETI).

b. Some strategies proposed by the public officials include:



Diagram 10: Public officers strategies to prevent Child Labor and Mainstream Gender Approach.

2.1.1.3 Mentor members of civil society, youth councils, cooperatives in target value chains, and legal and women's groups on local development planning at the municipal/departmental levels, gender-sensitive budgeting principles, communication strategies, advocacy for participants' needs, and demanding accountability on investment plans and public expenditures.

Panela

Gestoras Comunes in San Roque

VT, in partnership with the Mayor's Office of San Roque and Gramalote, implemented the Gestoras Comunes program as a strategy to make visible and strengthen women's leadership and promote their economic autonomy. Two groups of around 65 Gestoras Comunes had the following results:

- Strengthened their capacity to influence territorial development planning in the municipality and identified the channels and mechanisms for participation.
- Proposed a roadmap to establish gender committees in each of their veredas: As none of the Community Action Boards in the municipality has one.

Roadmap to establish gender commissions

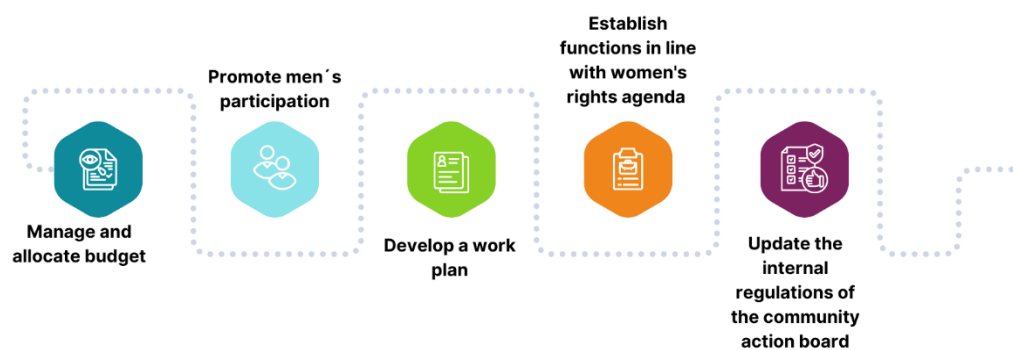


Diagram 11: Roadmap to establish gender commissions.

San Roque Women's Circle

In April, VT developed two additional sessions with San Roque Women's Circle around social control as a reinforcement strategy to guarantee their rights and the inclusion of women's priority according to the women's agenda to build the development plans as a scenario for advocacy in territorial development planning.

The Women's Circle proposed three key actions to promote their rights as a route map:



Diagram 12: Key actions proposed by the San Roque Women's Circle to promote their rights.

2.1.1.4 Monitor application of new skills of officials and citizenry in inclusive development planning through tools like Hagamos Control Ciudadano, a social oversight audit model.

Identification of new skills in public servants for the mainstreaming of the gender approach

As part of the training sessions with public officials, VT measured the increase in knowledge of the participants of the training in inclusive governance and inclusive governance and child labor with the following results:

Inclusive governance:

In Cundinamarca, public officials from Facatativá (Municipal Council and Ombudsman's Office) and Mosquera attended two training courses on inclusive governance. A total of 96 officials participated, with 14 completing both the pre- and post-test. Of these, 13 officials (93%) improved their knowledge, recognizing gender gaps, understanding the relevance of affirmative measures, the importance of designing gender-neutral policies, and incorporating a gender perspective in project formulation. The remaining 7% (1 person) identified gender gaps but require further reinforcement on the other topics.

The low completion rate for both tests is attributed to participants' willingness to take the time to access and complete the online platform, as well as irregular attendance by officials. Due to their numerous responsibilities, public institutions did not send the same officials to both sessions, representing a primary challenge.

In Antioquia, of the 87 officials from the Municipal Council, mayor's offices, and gender authorities in San Roque and Yolombó, the project highlights that 43 completed both the pre- and post-test. Of these, 37 (86%) increased or reinforced their knowledge, recognizing the importance of affirmative

measures, defining gender gaps, and understanding the significance of designing and formulating public policies with a neutral approach. For this training, the most thoroughly understood topics were the integration of gender perspectives in public project formulation and the identification of gender gaps.

Inclusive governance and child labor:

In Cundinamarca, ten participants from the IDRM in Madrid completed both the pre- and post-test. Of these, 90% (9 people) improved their knowledge, recognizing the definition of gender gaps, the importance of preventing child labor by addressing its causes and consequences, and the need for gender-neutral public policies and gender-focused project formulation aimed at preventing child labor.

In Antioquia, 115 officials from the ICBF offices in Yolombó and San Roque participated in the training. Of these, 61 officials completed both the pre- and post-test, with 51 (84%) demonstrating increased or reinforced knowledge. They recognized the significance of defining child labor, understanding its causes and consequences, designing gender-neutral policies, and integrating a gender perspective in project formulation.

In both regions, the most thoroughly understood topics were child labor and the definition of gender gaps.

- 2.1.1.5 Pursue institutional commitments to ensure the participation of women in monitoring roundtables and key spaces on labor rights and targeted value chains.

Nothing to report in this period. Activity completed.

Output 2.1.2 Government officials integrate gender mainstreaming approaches into relevant value chain (including implementing local program or enforcement of labor laws in the agricultural sector)

- 2.1.2.1 Provide technical assistance to departmental and municipal government actors (e.g., municipal councils) to translate priorities determined as part of local planning processes into strategic actions that empower and protect participants, equity, and effectiveness of social programs for women and girls in the target value chains (i.e., Training in planning with gender budgeting approach).

Flowers

Technical assistance to the Coordinating Committee for Addressing Sex and GBV in Facatativá

The change in government teams at the municipal level also brought changes to the members of the Articulation Committee in Facatativá. The new committee members expressed a complete lack of knowledge about Decree 196 of 2021, which regulates the implementation of the Articulation Committee; in response, VT provided technical assistance to 19 of its members.

Some of the key achievements of the process were:

- Recognition by the committee members of the importance of maintaining the permanent participation of the institutions at the roundtable sessions to ensure its legitimacy and positioning, as well as to prevent the revictimization of the women presenting their cases.
- VT provided guidelines for developing an action plan which will be constructed with the support of the Cundinamarca Governor's Office. This will enable effective planning and monitoring of the actions of the roundtable.
- The commitment of the participants to update the telephone directory of the entities and their competencies related to the care of victims of GBV.

Technical assistance to Public Policy on Women and Gender in Facativá

VT continues to provide technical assistance for the consolidation of the public policy document on women and gender for Facativá. In April, the project, in partnership with the councilwoman sponsoring the policy and the formulation team, reviewed the document to determine the necessary changes to avoid further delays in its approval.

The recommendations from technical assistance to public policy included:

- Aligning the policy's objective with the identified public issue.
- Strengthening the participatory component of the formulation process.
- Adjusting the financing plan to guarantee the budget for the development of actions within the framework of the public policy.

- 2.1.2.2 Engage with the MOL, ILO, civil society, and other national institutions to advocate for the inclusion of a gender focus in national labor policy (e.g., inspection procedures for discriminatory hiring practices, GBV and harassment in the workplace, exploitative/discriminatory working conditions).

Flowers

Interinstitutional Working Group for the Cundinamarca Flower Growing Sector

In response to the request from participants in the cut-flower sector workers' forum held during the previous period, to deepen labor rights and strengthen skills to enforce them and improve the working conditions. VT, in collaboration with the MOL, Civil Society Organizations such as Red Popular de Mujeres de la Sabana, unions such as Sinaltraflor, and other projects promoting good labor practices in the cut flower sector, created a workshop schedule with workers to address the following issues:

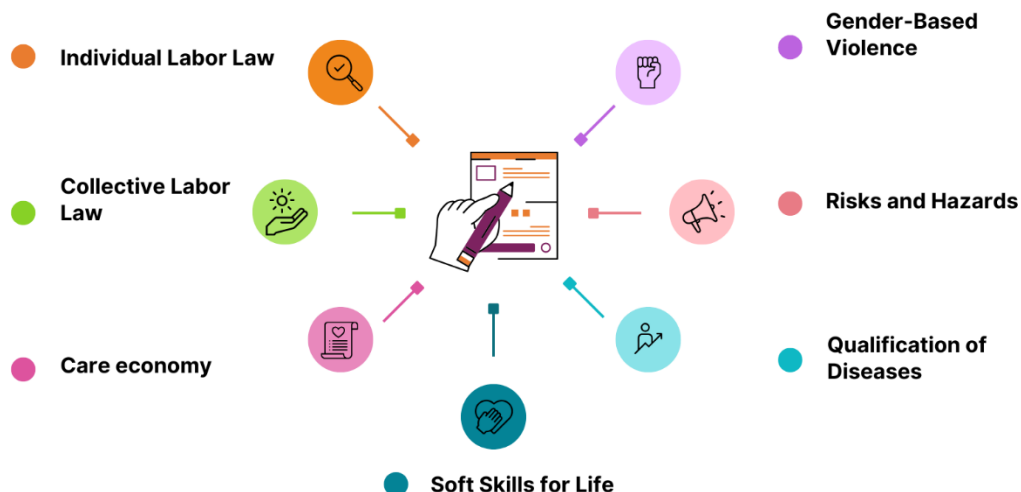


Diagram 13: Topics to be addressed in the work plan to promote good labor practices in the cut flower sector.

Due to the strike at the MOL, the schedule was delayed, and during the reporting period, sessions 1 to 5 were held, generating the following achievements:

- Recognition of the work overload experienced by women in the workplace and caregiving tasks allows companies and workers to propose strategies to redistribute tasks.
- Increasing workers' knowledge of their rights and conflict management to generate assertive labor conciliations.
- Participants acquired knowledge for the recognition and detection of occupational diseases, reducing the risk of errors in the classification of diseases, and ensuring compliance with labor standards.

2.1.2.3 Facilitate coordination between the MOL and ESAP to co- create a training module on gender equity in labor for government employees, including labor inspectors.

There are no reports for this period. The specific training modules for officials are being addressed in activity 2.1.1.2. The work sessions with labor inspectors will be addressed based on the ABCs of protected youth labor guide produced in partnership with the MOL.

2.1.2.4 Conduct awareness campaign for inspectors on developments, updates to child labor and gender equity policies, laws rules and regulations in target departments and municipalities.

There are no reports for this period. The campaign with inspectors is planned to be carried out once the protected adolescent work booklet is generated.

2.1.2.5 In collaboration with government (e.g., Inspectors, ICBF and SENA) and other actors (e.g., USG projects, UN initiatives, etc.), map supporting existing methods to report

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

labor violation incidents in each department, pilot new methods, review results and scale.

Nothing to report in this period. Activity completed.

[Output 2.1.3 Recommendations with emphasis on good practices for different stakeholders on labor conditions and decent work based on research on supply chains.](#)

- 2.1.3.1 Conduct research working conditions and social protection of women and girls, with gender and generational approaches, and on situations where child labor, forced labor, or other situations of violation of labor rights exist. Including both value chains.

The two research products referred to in this activity were designed early during the implementation of the project, after the COVID-19 pandemic as it became possible to directly interview different stakeholders. The project started designing the cut flower research and designed the instruments with USDOL review. ENS started contacting different stakeholders and looking for access to different cut flower companies. The reality is that most companies are not open to answering or open spaces for their employees to answer questions about working conditions. While the project looked out of the companies, the interviewed employees were either workers of one company (Sunshine Bouquet) or members of Unions. These workers in general have long-term contracts and benefits, compared to the understanding of academics that is not the case in other companies. After several rounds of reviews and additional refinements, these research products reached finalization and were submitted during this reporting period.

In the pana case, the tools and the process needed to be adapted to the conditions of pana, particularly informality and its opportunity to include decent work considerations even in an informal context. The document was presented in the previous TPR and to ILAB during this period.

- 2.1.3.2 Research. to map the behaviors, mechanisms of resolution of labor conflicts (friendly and judicial), that involve the rights of the parties, particularly of the workers of the pana and the cut flowers. And a map of the most recurrent labor transgressions to determine how to make visible the situations, ways of connection to mechanisms of access to labor justice, results, and advances in the conditions of women and girl workers toward overcoming labor violations.

This research was part of the one presented in 2.1.3.1 as the research purpose was combined to the previous one.

- 2.1.3.3 Disseminate the recommendations of the two research products to key stakeholders.

The conclusions and recommendations from the two research products, along with insights from other project processes and outputs, were shared through various platforms and events, as outlined below.

To maximize impact, VT utilized diverse mechanisms to promote the findings and recommendations within the cut flower and pana sectors across four strategic scenarios:

- Best Practices Webinar with the Rainforest Alliance (RA) held in May
- An Inter-institutional roundtable for the cut-flower industry
- Training in good labor practices and gender equality for the private sector
- VT Inclusive governance training for public sector officials.

Flowers

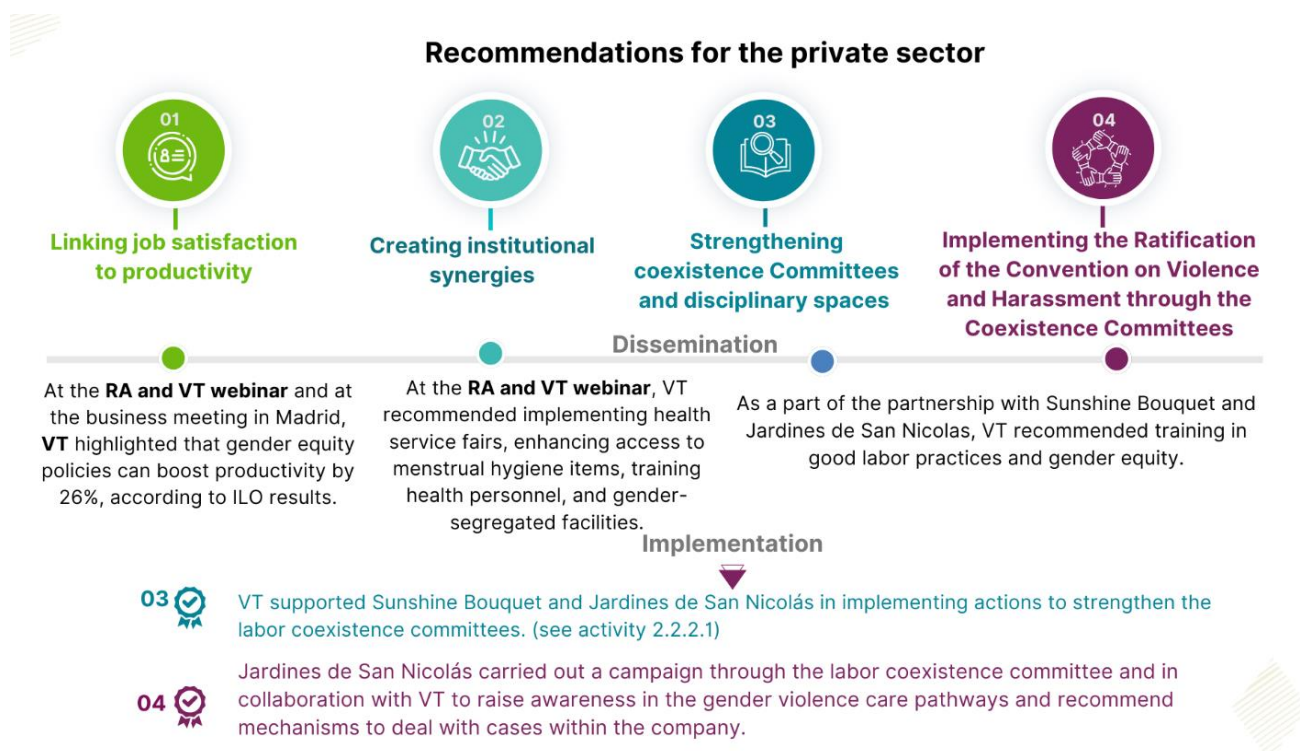


Diagram 14: Dissemination and implementation of recommendations in the cut flower research for the private sector.



Diagram 15: Dissemination of recommendations in the cut flower research for the public sector.

Panela

Recommendations for the private sector



Diagram 16: Dissemination and implementation of recommendations in the panela research for the private sector.

Recommendations for the public sector

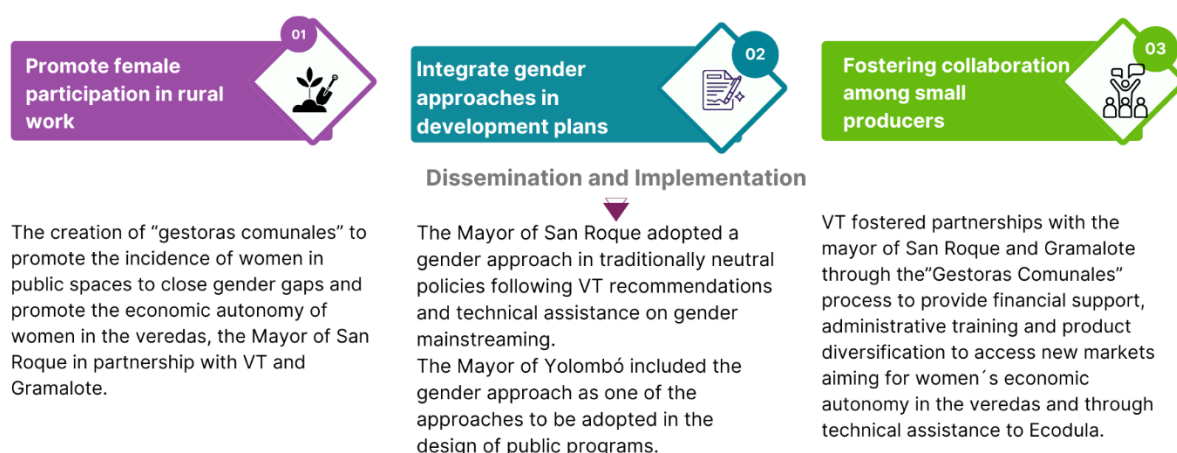


Diagram 17: Dissemination and implementation of recommendations in the panela research for the public sector.

Output 2.1.4 Resource map of protections services available per department and municipality.

2.1.4.1 Support (Facilitate, conduct joint activities, and build partnerships with government agencies and relevant organizations) in reviewing and updating pathways for referring participants to protection services and labor authorities (including legal and GBV referral pathways and reciprocal referral mechanisms between labor authorities and social services).

Nothing to report in this period. Activity completed,

2.1.4.2 Create a dynamic resource map of protection services in each department and develop action points for resolving challenges to effective referrals of GBV and to improve coordination between labor authorities and social services providers.

Nothing to report in this period. Activity completed.

Coordinate with universities or other academic institutions to house, update, and regularly share EQUAL's resource map.



Figure 12: Covers of the Gender-Based Violence Response Pathways for Facatativá and San Roque.

VT coordinated the publication of the care pathways to protection against GBV on the official websites of the municipalities of [Facatativá](#) and [San Roque](#).

The project also worked with the Universidad de Cundinamarca to socialize and publish the care route (see activity 1.2.1.2).

Identify and collect trends/ feedback/ recommendation on processes for access to justice and protection services and communicate back to institutional authorities through round tables and other events.

There are no reports for this period.

Output 2.1.5 Governmental coordination to reduce labor exploitation in value supply chains strengthened.

2.1.5.1 Pact will work with MOL to develop resources, such as La Ruta to identify and follow up on instances of child labor, forced labor and other labor violations, including GBV, within the target value chains. Pact's teams will receive a methodology transfer from Somos Tesoro's field teams through accompaniment during activities or through workshops.

Flowers and Panela

Progress on ABC Guide of Protected Youth Labor

Due to a workers' strike and changes in the personnel responsible for overseeing the publication of the *ABC of Protected Youth Labor Guide* within the MOL, both the release of the document and the implementation of the project's recommendations initially established were delayed.

In August, the MOL resumed work on the document, producing a shorter version to facilitate the reading and consultation of labor inspectors and mayors, who are the primary users of the guide. However, this new version omitted some of the project's earlier recommendations, particularly those regarding agricultural labor, coordination with the CIETI, and information on the SIRITI platform.⁷

⁷ Integrated Information System for the Identification of Child Labor of the MOL

To finalize the document, VT has proposed to include a section that considers the gender approach in preventing and addressing child labor, as well as in the considerations for Protected Youth Labor. Following a final review expected in November, the Ministry of Labor will begin the design phase, aiming to start printing and distribution between December 2024 and January 2025.

2.1.5.2 Strengthen or activate the CIETIs and other existent mechanisms on social protection at the departmental and municipal levels.

Panels

CIETI in San Roque and Yolombó

During May and June, VT participated in the CIETI roundtables in Yolombó and San Roque to keep this consultation platform active. To this end, the project team provided the following inputs during the meetings:

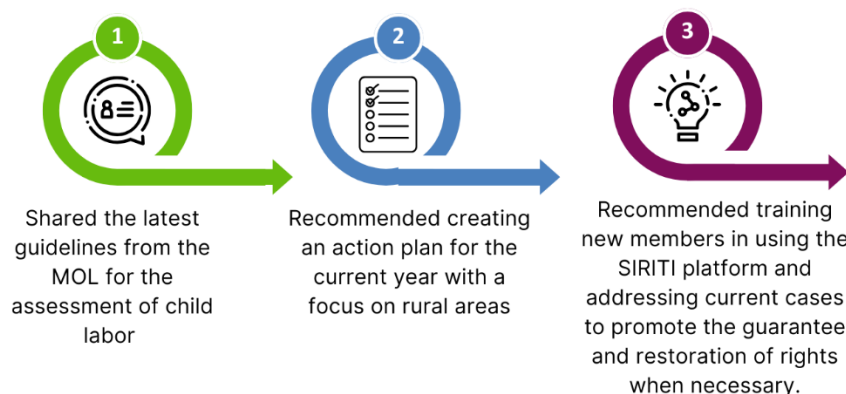


Diagram 18: Inputs provided by VT at the CIETI work roundtables in Yolombó and San Roque.

Articulating Committee and Municipal Roundtable for the Eradication of Violence Against Women

In July, VT facilitated a workshop with two sessions as part of its technical assistance to the Articulating Committee for the Prevention and Response to Sexual and Gender-Based Violence (GBV) and the Roundtable for the Eradication of Violence Against Women in San Roque. The first session consisted of explaining to the new committee members what its fundamental objective is, the national and municipal decrees that created it and the work plan built in April with VT support.

In the second session VT distributed the brochure on the GBV care pathway in the municipality, focusing on victims' rights and the importance of each institution understanding its role in the pathway. It also highlighted the responsibilities of institutions to create an adequate user referral system and prevent institutional violence. VT also stressed the significance of disseminating the care pathway. 21 people from the following institutions participated: Family Police Station, Police Inspection, Health Secretariat, Municipal Hospital, Women's Network, Child Development Centers, and National Police.

Some of the key achievements of the process were:

- The attendees identified the importance of articulation scenarios to generate actions for prevention, detection, care and protection.

- The participants reflected on the commitment of each institution to comply with the committee's work plan and, therefore, with the actions to provide timely attention to women victims of violence.
- The participating institutions committed to more active participation in the committee, to the appropriation of the care pathways, and the recognition of their responsibility and of other institutions.
- Finally, the VT recommended to the Municipal Administration and the National Police the implementation of the Purple Patrol in the municipality.

Flowers

CIETI in Madrid and El Rosal

During the reporting period, VT participated in the CIETI of Madrid and El Rosal, achieving the following impacts:

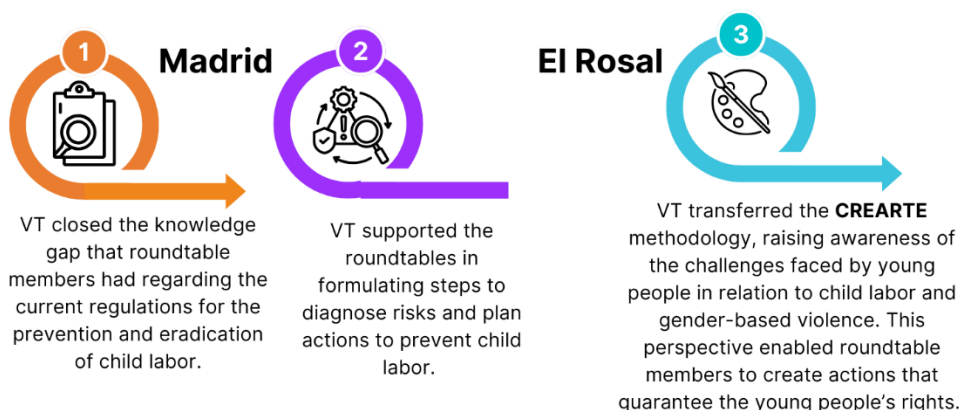


Diagram 19: VT achievements at the CIETIs of Madrid and El Rosal.

2.1.5.3 Facilitate issue-specific roundtables that bring together the CIETIs and other coordinating bodies at the departmental and municipal levels to strengthen vertical and horizontal communication, share experiences, and strategize around recommendations for policy reform and enforcement to the national and sub-national governments.

No reports for this period

Sub-Outcome 2.2 Improved practices by private sector actors to reduce vulnerability of women and girls of legal working age to labor violations within the agricultural sector.

Flowers

Partnership with Comfenalco



Figure 13: Collaborative work with Comfenalco for economic autonomy and better working conditions for women in the flower industry in La Ceja, Antioquia.

VT signed an MOU with Comfenalco⁸ as a strategic partner to develop actions to promote economic autonomy and better working conditions for women in the cut flower sector in eastern Antioquia. Through this partnership, VT established alliances with three companies in the sector, Jardines de San Nicolás, Jardines del Sol, and Lolita Flores⁹. Comfenalco and VT continue identifying key common actions to promote gender equity and decent work.

Good practices in the cut flower sector in eastern Antioquia

As a result of the partnership with Comfenalco, VT began activities in the company Jardines de San Nicolás, a cut flower producer and exporter with more than 400 employees. As a part of VT and Jardines de San Nicolás partnership, the project carried out the training on good labor and gender equity practices with the leadership team, in which made some recommendations, of which the company implemented two good practices: two campaigns within the company, an awareness campaign for the labor coexistence committee and a campaign to prevent GBV with female workers (more information activity 2.2.2.1).



Diagram 20: Good practices implemented by Jardines de San Nicolás on workplace coexistence and GBV prevention.

Panela

Good practices to ensure safe workplaces for women in panela trapiches

In response to the VT recommendations shared with the trapiches in the panela sector in Antioquia during the previous period, three of them have adopted good practices that guarantee women's

⁸ Comfenalco is a non-profit family benefit fund that provides services such as tourism, credit, housing, among others, that improve the quality of life of workers.

⁹ Jardines del Sol (producer of cuttings and raw materials for the cut flower sector), Jardines de San Nicolás (cut flower producer and exporter), and Lolita Flores (flower trader and exporter).

labor rights and create environments conducive to their economic autonomy. The trapiches Sina 2 and Ecodula implemented training in co-responsible and non-violent masculinities, and the Labor Coexistence Committee at Trapiche La Siberia launched a campaign aimed at preventing workplace harassment and sexual harassment (See activity 2.2.2.1).

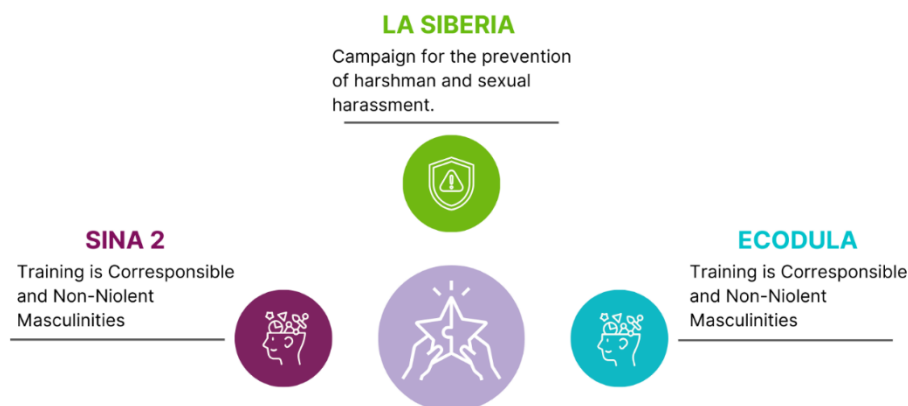


Diagram 21: Good practices implemented in trapiches in response to the VT recommendations.

Output 2.2.1 Private sector actors' understanding and application of protections against labor violations among women and girls working in the agricultural sector is improved.

2.2.1.1 Design and roll out training for private sector¹⁰ on labor rights; the prevalence and forms of labor rights violations and discrimination against women specific to each value chain; protections against labor exploitation within the agricultural sector and violation reporting mechanisms; grievance mechanisms and certifications in the target value chains; potential for business growth as a result of improved practices; and procedures for conducting due diligence activities.

Flowers

Implementing training in good labor practices and gender equity in the cut flower sector of Antioquia.

During the reporting period, VT began implementing training in good labor practices and gender equity in three cut flower companies in eastern Antioquia: Jardines del Sol, Jardines de San Nicolas, and Lolita Flores.

Although this process ends in November, the project has already gathered the following findings:

Training dimensions	Preliminary achievements		
	Jardines del Sol	San Nicolas Gardens	Lolita Flores

¹⁰ As the panela private sector maybe small and less formal than the flower private sector, for panela sector the project will carry out this activity to the extent it is feasible according to panela sector needs.

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

Introductory notions of the gender approach	Leaders and supervisors acquired tools to identify basic gender concepts, enabling them to collect disaggregated data and recognize women's gaps.		
Selection, retention, and hiring processes	Companies seek to ensure that their selection processes are free from gender biases.		
	Women are concentrated in the operational area, so proposes to create career plans for women to assume leadership positions.	Women are distributed in leadership positions and operational roles allowing them to strengthen their career plans.	Women are concentrated in leadership positions.
	The company proposes to raise awareness about gender biases among external suppliers to prevent discriminatory situations against women who currently occupy traditionally male roles in the value chain.		A woman leads the logistics area. This experience could be replicable in other companies.
Worklife balance and personal life integration	The company has implemented some work-life balance actions focused mainly on personal development. They propose including additional measures that recognize and redistribute caregiving responsibilities.	This company has robust work-life balance activities and proposes consolidating and raising awareness among the staff about the work-life balance plan.	The company has the opportunity to consolidate a work-life balance plan. Caregiving responsibilities are recognized but no specific actions have been established.
Prevention of GBV	The three companies acknowledge the need to establish a care protocol to mitigate GBV. They propose developing a directory of local institutions that outlines the steps for accessing assistance.		
		The company has other practices associated aimed at reducing GBV, such as psychosocial care for workers at the company's facilities in collaboration with the municipal mayor's office. This is a replicable practice	
		The company proposes awareness-raising campaigns on GBV as part of its prevention strategy.	
Prevention of workplace harassment and sexual harassment in the workplace	The three companies recognize the need to strengthen the knowledge and skills of the workplace coexistence committee to address cases of workplace harassment and sexual harassment.		

Completion of training on good labor practices and gender equity at Sunshine Bouquet and Agrícola Lumer

During the reporting period, VT completed the training program with the gender committee of Sunshine Bouquet and the leadership team of Agrícola Lumer.

As a result of the process, the organizations proposed the following actions:

Proposals of the gender committee of Sunshine Bouquet	
Training dimensions	Intervention strategy
Gender equality policies	<p>Integrate this policy into the company's environmental and social sustainability strategy to establish it as a key issue within the organization.</p> <p>The organization developed the following manifesto, which will serve as the foundation for further enhancing its gender equality plan: "Sunshine Bouquet believes that gender equality and zero tolerance to discrimination will foster the personal and professional growth of the staff".</p>
Selection, retention, and hiring process of women	Sunshine recognizes that there is no gender parity in the company's leadership positions and proposes to strengthen career plans.
Reconciliation of work, family and personal life	The organization identifies two key strategies in its work-life balance plan that benefit women: bachiller Sunshine ¹¹ and service fairs.
Welfare activities with a gender focus	The organization has already begun to develop work wellness activities with a gender focus such as: sexual and reproductive health week, mental health day. It also proposes to continue with the strategies of new masculinities by assigning a day of listening to men.

In addition, the gender committee proposes the following work plan:

¹¹ Training program for Sunshine Bouquet employees to complete their high school education.

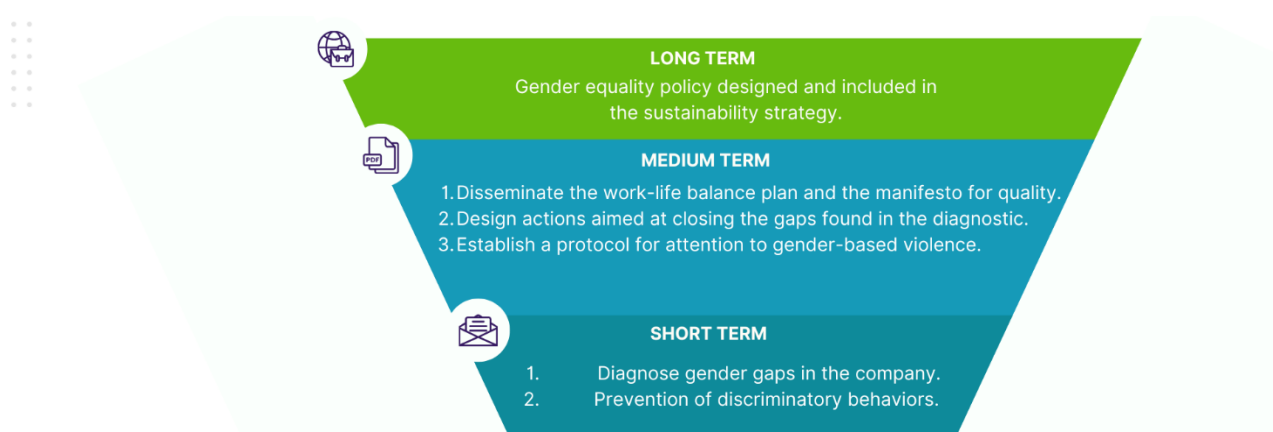


Diagram 22: Gender Equality Policy Work Plan.

Agrícola Lumer faced significant challenges due to the impact of the El Niño phenomenon in the Sabana Occidente region during the first half of 2024. Because this climatic event has more severe impacts on small companies, the organization had to incur additional expenses that affected the productive development of the organization and represented a restructuring of human talent. For this reason, for the time being the company has modified its strategy for the implementation of good practices:

Proposals from Agrícola Lumer	
Training dimensions	Intervention strategy
Prevention of GBV	Publish the violent meter in cultivation and post-harvest areas as a mechanism to raise awareness and denaturalize violent behavior in the work environment. Expand measures to address cases of GBV.

- 2.2.1.2 Host informational sessions, roundtables, and discussion groups with ANDI and trained members, and support other platforms for private sector actors to raise awareness on the importance of improved practices for business expansion and encourage business dealings with actors who are certified.

Flowers

Awareness-raising for the inclusion of gender equality policies in the agricultural sector

As part of the strategy implemented by the Mayor's Office of Madrid to strengthen the municipality's business fabric, the first discussion for entrepreneurs in the agricultural sector was held in September. VT participated in this initiative and raised awareness among 33 agricultural entrepreneurs about the importance of incorporating gender equality policies into their business creation and expansion processes. This awareness-raising session led to the following results:

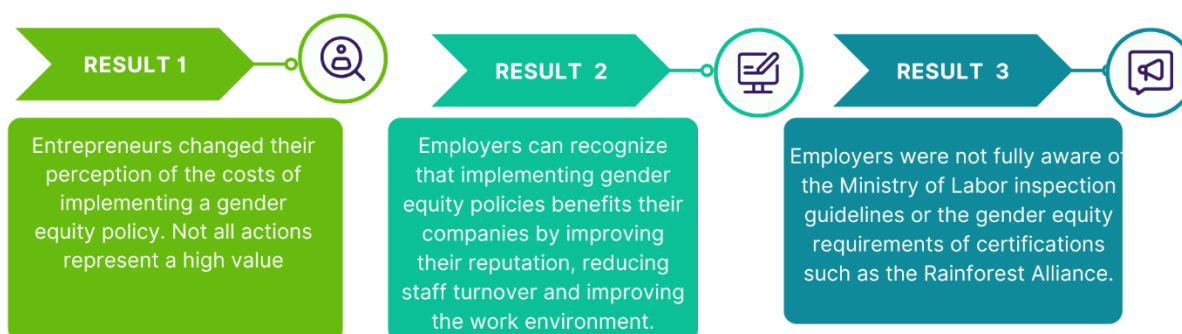


Diagram 23: Results of the Awareness-raising process for the inclusion of gender equality policies in the agricultural sector.

2.2.1.3 Facilitate co-creation of actions to improve practices and due diligence in line with MOL regulations.

This activity was addressed in the Webinar sessions with the Rainforest Alliance (see activity 2.2.1.4).

2.2.1.4 Identify and disseminate best practices and success stories in panela and flower value chains to showcase improved labor practices, empowerment of women and adolescents and other related labor rights successes to share with businesses. Nicolás, Maria Camila- (Amalia support)

Flowers

Webinar on gender equality and decent work

As part of the partnership with the Rainforest Alliance, VT held two virtual sessions with agricultural enterprises certified by the Rainforest Alliance standard. The objectives of these sessions were divided into three parts:



Diagram 24: Objectives of the Webinar on gender equality and decent work.

Some results of these sessions are as follows:

- 74 individuals from around 50 companies in the agricultural sector learned about experiences and obtained tools to include gender equality plans in their organizations.
- The project identified that the contents of the working sessions are aligned with the requirements of the Rainforest Alliance gender standard and therefore it is in the interest of the companies to learn strategies to obtain the standard or resolve non-conformities.
- VT introduced virtual training on good labor practices and gender equity, and 30 participants from 7 organizations (including 24 individuals from a flower sector company) have begun to conduct these sessions independently.

Output 2.2.2 Private sector actors in targeted value chains enable access to labor rights protection processes (prevention, mitigation, and remediation)

2.2.2.1 Raise the private sector's awareness of their role/ social responsibility in their communities and participation, involvement in referral pathways and violations reporting systems (Prevention and mitigation)

Panela

Co-responsible and Non-violent Masculinities: creating more inclusive work environments for women in panela trapiches

In July, August, and September, VT accompanied the trapiches Sina 2 in Yolombó and Ecodula in San Roque in their strategy of Non-violent and Responsible Masculinities. This initiative arose from the project's recommendations suggested to the trapiches in the context of training in good labor and gender practices. The strategy positively impacts the working lives of women in the panela sector across three key areas:

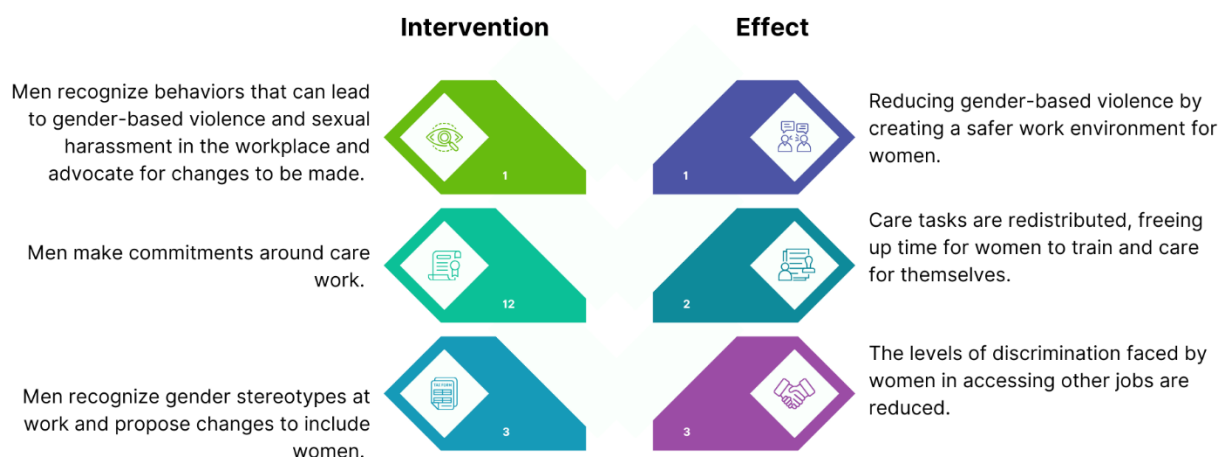


Diagram 25: Impact of the Co-responsible and Non-violent Masculinities strategy on the working life of women in the panela sector.

At the end of the day, the participating men make commitments to replicate and disseminate the message in their homes, community spaces and work environments.

Campaign to prevent workplace harassment and sexual harassment in the workplace

As a result of VT support provided to the Labor Coexistence Committee of Trapiche La Siberia in Yolombó during September, the labor coexistence committee acquired sufficient tools to convene all the company's personnel and develop a campaign to prevent workplace harassment and sexual harassment in the workplace. The committee used the materials provided by VT and presented to the trapiches' employees the protocol it designed in conjunction with the project to address cases of workplace harassment.

At the end of this year, the committee will hold new elections, and the project expects to accompany the transition process with the new committee members to ensure the continuity of the actions carried out.

Flowers

Jardines de San Nicolás launches campaigns against workplace harassment and GBV

As part of the training on good labor practices and gender equity, the management team of Jardines de San Nicolás recognized that actions aimed at preventing workplace harassment and GBV have a direct impact on the well-being of workers and on the company, as they significantly reduce staff turnover. As part of the training, the company recognized/mentioned that some behaviors within and outside the company are naturalized and represent a risk of violence and harassment.

To mitigate risk, the company implemented two best practices in conjunction with VT:

- **GVBV Prevention Campaign in the cultivation of crops:** The human resources team and VT held micro-talks to sensitize staff on GBV and introduce the violentometer and the amorometer tool.
- **Prevention routes with the Labor Coexistence Committee:** The committee members recognize which routes they can take into account to articulate their protocol for dealing with cases of workplace harassment and sexual harassment in the workplace.

Awareness-raising on workplace harassment for the Plazoleta Bassani Labor Coexistence Committee.

Plazoleta Bassani is a company in the flower sector located in Facatativá, Cundinamarca, that has engaged in conversations with the VT to review the feasibility of implementing the project's actions within the company. Among the priority actions that the project and the company identified was strengthening the knowledge and strategies of the labor coexistence committee.

VT held the first pilot session with the committee in which it clarified the modalities of harassment, presented the legal framework within which the coexistence committee must act, and, together with its members, analyzed the protocol for dealing with cases of workplace harassment. As part of the recommendations, the project suggests that the committee expand the communication channels with workers and include in the protocol actions to mitigate sexual harassment at work, following the recent Law 2365 of 2024.

As the next steps, Plazoleta Bassani will share with VT the results of the work climate survey to propose joint actions to mitigate the negative impacts on the company's work environment.

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

2.2.2.2 Promote the inclusion and participation of the private sector in CIETIs (Mitigation).

There are no reports for this period. Activity Completed.

2.2.2.3 Convene private and public sector actors to identify, assess and strengthen existing platforms to promote the rights of the women and girls within the target value chains (Drawing on successful initiatives, including Colombia Network against Child Labor) (Prevention).

No reports for this period

2.2.2.4 Share information on due diligence processes and make recommendations to eradicate labor violations, leveraging identified platforms and through individual engagement with private sector actors (companies, but also co-operatives). (Prevention and mitigation).

No reports for this period

C. [Integrated Communications Strategy](#)

- Design a communications strategy that contains audiences, messages, channels and media to position Vamos Tejiendo as a project that contributes to the economic empowerment of women and reduces economic vulnerability, child labor, forced labor and the violation of labor rights.

This activity has already taken place.

- Develop 2 digital bulletins every six months to make the activities developed by the project visible to women and their partners (public and private sectors and allied NGOs)



Figure 14: Bulletin No. 8 corresponding to each of the chains: flowers and panela.

VT designed and published Bulletin N°8 for each of the chains: flowers and panela. Through this process it is possible to make visible the project's management, achievements and trajectories that enriched the value audiences, communities and territory. The bulletins can be consulted by [clicking here](#).

- Publish information related to the project on the website, social networks and other digital media related to the interest to the project.

Through the campaigns and digital content published on the website, social networks and other digital channels, VT had a reach of approximately 13,000 views. On [Instagram](#) and [Facebook](#), around 60 publications were made, increasing, in addition, the number of followers to 1,060 people in total.

- Design a six-monthly campaign that aims to raise awareness of issues associated with child labor, prevention of GBV, forced labor and other labor rights violations as well as the empowerment

of rural women.

Based on the actions mentioned in activity 1.1.1.1, VT carried out two significant campaigns to commemorate Mother's Day and World Day Against Child Labor. For Mother's Day, a digital campaign was carried out that included three live broadcasts focused on topics such as maternal mental health, vicarious violence and co-responsibility in non-violent parenthood, and for the World Day against Child Labor, graphic and audiovisual content was designed and published to promote awareness of the issue and highlight the most relevant actions carried out by the project in the prioritized territories. Partnerships with the municipalities and the continuous dissemination of achievements through digital channels make it possible to promote collective awareness of issues associated with child labor, the prevention of GBV, forced labor and other labor rights violations, providing accessible content for valuable audiences.

- Develop workshops to transfer communication skills (radio, podcast, writing, storytelling, social networking, wall newspaper) to women, interest groups or civil society NGOs.

VT implemented a series of workshops aimed at transferring communication skills to value audiences were implemented, to strengthen their capacity to narrate and disseminate their own transformation initiatives. Among the actions carried out, we highlight the development of 5 workshops which reached 100 people. These activities not only had a direct impact on improving the capacities of the participants but also contributed to the sustainability of their initiatives by providing them with practical tools for the creation and dissemination of content through different media, thus promoting the visibility of their causes and projects. Activity 1.1.1.4 describes each of the workshops carried out by the project.

- Designing posters, factsheets, network banners, videos, audios and support material to make the project activities visible.

Anexo 2. Informe Actividades Vamos Tejiendo. Octubre 2024

During this period, VT designed approximately 70 communication contents, including posters and videos, which have been fundamental to making visible the management carried out in each of the components. Among the outstanding videos are: "Vamos Tejiendo Cundinamarca," produced for the signing of an agreement with the Mayor's Office of Facatativá, Mosquera, Madrid, and El Rosal and the video about the women creators of La Melonada in Yolombó. In addition, we have disseminated the first four episodes of the podcast *"Un tintico con Panela por los derechos de las mujeres"*, which has been a space for sharing inspiring stories and learning. VT produced 30 videos with "gestoras comunales" from San Roque, highlighting their work and capabilities in the leadership processes within the Community Action Boards in their territories. These efforts reflect VT's commitment to empower and give voice to the communities.

- Design material such as infographics, visual and interactive reports in alliance with monitoring to present the information to strategic partners.

VT designed an infographic to present the results of the research conducted on decent work for women and adolescent girls in the cut flower sector in the Sabana de Occidente, Cundinamarca. This piece incorporates the objective, methodology, context, areas of study, results, and VT research recommendations.

- Collaborate in the design of forums, performances, fairs, meetings, symposiums and spaces where women can share their experiences.

Flowers

As part of the cut flower value chain, VT participated in the first "Sowing Sustainability" fair held by the Madrid Municipal Mayor's Office, to promote the productive initiatives of the women who are part of the project, such as the Madrid Women's Circle and the Environmental School, to build future alliances for the sustainability of their projects aimed at female empowerment and care for the environment. In addition, VT attended Health Week at the Universidad de Cundinamarca's Facatativá campus to publicize the Care Pathways for Supporting Women Victims and Survivors of Violence. Finally, VT accompanied the Services Fair in El Rosal as part of the commemoration against child labor on June 12.

- Design a final publication that collects the memories and the systematization of the project.

This activity will be carried out at the end of the Project.

RESEARCH

During this period, the project presented the final version of the research on labor conditions in the panela industry to the ILAB team and scheduled the presentation of the cut flower report for the month of Nov. In both cases, the project's actions in relation to the research recommendations are highlighted in the suboutcome 2.1.3.3. The project is grateful for the comments and contributions of the GORs in both cases. ([Find the infographic on panela here](#)).

MONITORING AND EVALUATION (M&E) ISSUES

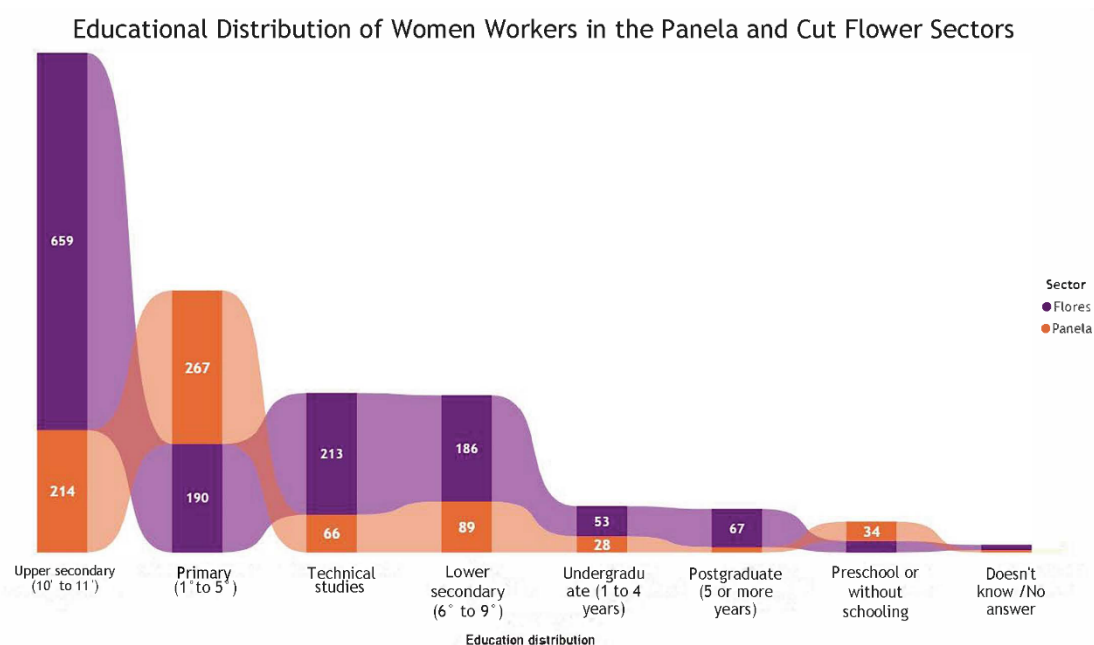
PROGRESS TOWARDS COMPLETING M&E DELIVERABLES

Cmep implementation in the context of the CheVeRe campaign

During this period, the VT team continued conducting the intake form, reaching 3,161 individuals, 1,788 people in the cut flower sector and 1,373 in the panela sector. This meant an increase of 583 people, 386 women and 197 men. Of these 3,161 individuals, 79,3% (2,509) have participated in at least one project activity.

- A brief update of the information collected in the intake form.

For this report, VT analyzed the women's access to education in the panela and cut flower sectors, considering that the project has reached a total of 1397 women in the cut flower sector, in contrast to 711 women in the panela sector. For the purpose of this analysis, adolescent women and girls (under 18 years of age) were not considered.



The graphic presents the educational distribution of the women workers who answered the intake form in both sectors, panela and cut flower. Significant differences can be identified, reflecting the socioeconomic and geographical characteristics of each women's sector.

Regarding primary and lower secondary education, women in the panela sector have much higher percentages, with 38% (267) and 13% (89), compared to those in the cut flower sector, 14% (190)

and 13% (186). This shows that although many rural women in the pana sector access basic education, fewer of them progress to higher levels.

Regarding upper secondary education, the cut flower sector has a higher percentage of women who have completed upper secondary education at the highest level, representing 47% (659), compared to 30% (214) in the pana sector. This reinforces the trend that women in urban areas (like the cutflower sector) have greater opportunities to continue their education.

Likewise, there is a disparity in technical and higher education between the two sectors. In the cut flowers sector shows a higher percentage of women workers with technical education, 15% (213), and university education (including undergraduate and postgraduate), 9% (120). While in the pana sector it was 9% (66) were women workers with technical education, and 5% (37) had a university education. This could reflect the availability of educational opportunities and technical studies in urban areas dynamics.

The cut flower shows a lower percentage of women without schooling, 1% (20), compared to the pana sector, which rises to 5% (34).

This analysis reflects the differentiated contexts of each region, with the flower sector being in a more urban environment, where educational opportunities are more extensive. While the pana sector is mostly rural, with less access to educational opportunities. Rural women face more barriers to accessing higher education levels, which may limit their participation in more technical or better-paid roles within the sector.

- Measuring Women's Perception Indicator

The team started this process with the SB Workplace Coexistence Committee. In this initial exercise, VT administered the survey to three workers, of which two were women. Both women reported improved working conditions after participating in the project activities. They acknowledged changes across the project's selected Decent Work and Acceptable Working Conditions categories (*Safe working environment, work-life balance, equality of opportunities and treatment in employment, social dialogue, and workers representation*). For instance, they noted improvements in the *Safe working environment* after using tools like the "violence meter" in both work and family settings. Women also mentioned enhancements in *work-life balance*, such as the benefits of public service fairs in the workplace, improved communication within teams through soft skills workshops, and increased awareness of their labor rights and how these differ from others in their household.

Additionally, as part of the new partnership with three companies in La Ceja, Antioquia, the project conducted a pre-test survey to 17 employees (6 men and 11 women). Following the training and the technical assistance, a post-test will be administered, and results will be shared. Preliminary findings from the pre-test reveal limited awareness of tools to identify violence types as the "violence meter" and persistence of gender role stereotypes. There is also a lack of knowledge regarding labor rights and protocols for preventing and addressing workplace violence and harassment. This highlights the relevance of VT's intervention, particularly in gender-focused training and strengthening the role of each company's Workplace Coexistence Committee, as the participants had a limited understanding of its function.

- Vamos Tejiendo End Line

The project designed and published the terms of reference for VT Endline. The purpose is to assess the incidence of VT in participants and their communities and review the effectiveness and sustainability of the project intervention. To address this, the project will conduct an end-line assessment using the Outcome Harvesting (OH) methodology, which does not require a baseline and allows for open-ended exploration. This approach will help assess the effectiveness and sustainability of interventions, identifying both expected and unexpected positive and negative outcomes influenced by the project. Among the six candidates, the selected organization is PIAC (Palabra y Acción), and the expected level of effort is 2.5 months, starting at the beginning of November.

Ficha reloj (brief analysis of the households and participating children) – Labor status of children and adolescents.

During the reporting period, the project implemented the CreArte Methodology in Antioquia and Cundinamarca, where it monitored the labor status (Ficha Reloj) of Jovenes Campistas and some adolescents participating in soft skills training. The second follow-up on the labor status in Antioquia and the third follow-up at Juan XXIII EE in Cundinamarca involved 205 participants. It is important to note that the Ficha Reloj is not applied to individuals who have turned 18 during the project's duration, which accounts for the variation in numbers compared to the initial Ficha Reloj. The follow-ups revealed that 14 women and 5 men are engaged in activities related to Child Labor while still regularly attending school and actively participating in VT activities. These labor activities include working with their parents on farms during weekends and serving as waiters in local restaurants. However, most adolescents involved in child labor primarily perform household chores. In these regions, which are often far from municipal centers, access to local services is limited. For instance, schools only operate three days a week. Although the girls do not engage in household responsibilities while studying, the days they do not attend school are typically spent on chores or working on family farms. This leads to exceeding the maximum household chores allowed of 14. Such situations are recurrent and deeply rooted in the local culture.

As part of the child labor prevention strategy, the project continued with the follow-up team committees by region, and carried out activities related to child labor prevention to bring the institutional offerings closer to the adolescent participants, such as the invitation of the youth to participate in different local activities, forums, cultural and sports events, workshops on the prevention of child labor with the CreArte participants, and technical assistance to the CIETIs, and CreArte Methodology transfers.

Concrete Actions for the Prevention of Child Labor

Dissemination and Engagement with Institutional Support Services:

VT shared information on support services and training opportunities through networks and coordination with the school principal, focusing on enabling at-risk students to access vocational guidance programs, training, and emotional support offered by the mayor's and governor's offices.

Engagement of At-Risk Youth in Educational and Preventive Activities:

VT integrated students at risk of child labor into an ICT research group, including specific activities such as creating a podcast on child labor prevention. This allowed youth to develop skills and receive guidance on mental health and prevention topics.

Vocational Guidance and Life Project Development:

Through vocational guidance sessions, VT promotes self-awareness and life planning based on students' interests, skills, and aptitudes, helping youth envision alternatives to child labor. This guidance also includes awareness of educational opportunities, such as the "zero tuition" initiative.

Collaboration with CIETI:

VT has encouraged the co-responsibility of CIETI members in child labor issues, strengthening their role in identifying and preventing cases through dynamic activities and awareness-raising efforts. Although some CIETI groups are currently paused, VT continues to actively participate and provide training to officials when possible.

M&E CHALLENGES

Challenges in Administering Pre- and Post-Tests to Assess Knowledge Improvement

Administering pre- and post-tests to assess participants' knowledge improvement has been a challenge for the project. For women working in the flower sector, the companies provide limited time for collect means of verification, administering pre- and post-tests, and delivering course content.

Public officials face similar challenges, as their responsibilities often prevent them from attending multi-day or lengthy training sessions. For extended training, public institutions typically send different individuals to each session, and scheduling sessions on different dates makes it difficult for participants to attend every necessary session. As a result, many do not complete the full training or both the pre- and post-tests.

To address these challenges, the team has opted to organize one-day training sessions with extended hours, enabling participants to acquire all necessary knowledge and complete the training in a single session. Additionally, the team has promoted shorter pre- and post-tests and, where possible, the use of more interactive tools or platforms, such as Kahoot! to encourage participants to complete both assessments.

EXPERIENCES, INNOVATIONS AND SUGGESTIONS

During this period the M&E team provided guidance and training of the women's circle in Facatativá on monitoring practices. The M&E and GESI team collaboratively designed a form to document the experiences of the women's circle, enabling participants to maintain a detailed and organized record of their activities and achievements. The design of this form was based on the needs identified

through various assessments conducted with the women's circle, as well as recommendations made following these assessments. After completing the design phase, the M&E team validated this tool with the circle, made the necessary adjustments, and finally provided training to ensure its proper use. This participatory monitoring approach encourages women's active self-management in collecting key information about their progress, enhancing their ability to manage and evaluate their own processes.

Additionally, VT will complement this action with specific training on monitoring topics, including understanding indicators, designing objectives, creating a work plan, and using tools to document their stories of change. Through these activities, VT and the women's circle aim not only to strengthen and promote the women's circle knowledge management and the initiatives it carries out but also, to equip women with tools to enable them to take on leadership roles within the group and their communities. This, in turn, reinforces and promotes their autonomy and leadership in the social development of their territories.

PROJECT HIGHLIGHT AND/OR PARTICIPANT STORY

From partner to leader: Diana Pulgarin's inspiring career at Ecodula

When a woman recognizes herself in her abilities, struggles and strengths, she is capable of turning utopias into new realities. All she needs is to surround herself with opportunities and people who believe in her.

After the surprising resignation of the manager and legal representative of Ecodula, a community organization focused on the production and commercialization of panela in different presentations and its derivatives in San Roque, Antioquia, and formed mostly by men, uncertainty settled in the mill. The pressing question became: who would rise to lead in this changing moment?

In the midst of this situation, Diana Pulgarín, a committed partner of Ecodula for over nine years and vice president of its board of directors, felt compelled to step up and run for the vacant position. Aware of the significant challenges ahead, she recognized the need to craft a solid proposal that addressed the organization's needs. Her motivation was bolstered by the support from the VT team, which had empowered her with opportunities and a belief that leading her organization was an attainable dream. She reached out for guidance from the project, seeking assistance in formulating a work plan to present to the board.

In response, VT organized a meeting as part of the Training and Employment component. Through a collaborative effort in coordinating production processes and value chains, the organization's needs and conflicts were identified, paving the way for an associative business development model that would be crucial in structuring Diana's plan.



Figure 15: Diana Pulgarín, new manager of Ecodula, San Roque, Antioquia.

Diana presented her proposal to the board of directors. Her presentation was so clear and convincing that she was able to motivate the members, who decided to give her their vote of confidence and support to run before the assembly. The decision was unanimous: Diana was selected as the new manager and legal representative of Ecodula.

It is important to highlight that Diana was already the first and only woman to hold the position of vice-president of the board of directors. Her election as manager not only marked a significant milestone in her personal journey but also represented a critical advancement for women's participation in decision-making roles within organizations.

Diana Pulgarín's success stands as a testament to the significant transformations realized in Ecodula and the prioritized territories through the project's technical and training assistance. This progress is reflected not only in the increased representation of women in leadership positions but also in the enhancement of their economic autonomy, effectively contributing to closing gender gaps. Diana's journey inspires countless other women to pursue their ambitions with determination and conviction, demonstrating that their ideals and goals can lead to new and better realities—not just for themselves, but also for their communities and territories.

To learn more about Diana Pulgarín's story click on the following link:
<https://www.youtube.com/watch?v=hXEgB1uZv1E>