
2014 ANNUAL REPORT



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EMPOWERING DISPLACED WOMEN THROUGH EMPLOYMENT

EXECUTIVE SUMMARY

Previously the Bogota Wage Subsidy Project, the Bogota Employment Project is the second generation of our efforts to empower displaced women in Bogota through employment. Due to a legislative change by the Government of Colombia, we are no longer allowed to provide subsidized wages. The legislative change was made by the Colombian government (as part of the 2011 U.S./ Colombia Labor Action Plan) in order to combat abusive sub-contracting practices by businesses in Colombia. The legislative change affected all business entities as well as non-profits and international NGO's. We talked extensively with the Ministry of Labor in Colombia to find a solution but found there was no viable legal means to provide subsidized wages without being in non-compliance with the new laws. Given that our organization is also a registered non-profit in Colombia, we felt it would be best to modify our services to continue to support displaced women. Nonetheless, we are proud of the work we accomplished during the project's first two years; five displaced women completed the full 13 weeks of on the job trainings, six received transportation assistance and three received micro-loans to help kick-start their businesses. THANK YOU for your support of these achievements!

After several months of conversations with our local partners about how we could continue to empower displaced women through employment; transportation became the obvious choice.

By keeping the project's goals simple and achievable, we believe we are better positioned for modest growth in 2015 and expect to serve between 15 - 20 women with transportation assistance. Along with the assistance, we will use the data that we collect to demonstrate the positive effects that our assistance has on the daily working lives of displaced women and helping them stay employed. Furthermore, we intend to publish our findings and recommendations and share them with our stakeholders, research organizations and decision makers in the Colombian government.

STAFF



Ana Maria Villa Navas started as an intern in April of 2013. She continues to be the coordinator in Bogota. Ana meets with and recruits participants, conducts outreach to local organizations and maintains relationships with our partners in Colombia. The project could not survive without the successful efforts of Ana. A special THANK YOU to Ana for her dedication to the project.

PARTNERS

Centro de Atencion al Migrante (CAMIG) Migration Attention Center

CAMIG provides case management and basic needs assistance to internally displaced persons in Bogota. They are affiliated with the Archdiocese of Bogota, Colombia.

Centro Pastoral y de Capacitacion (CEPCA) The Pastoral Training Center

The Pastoral Training Center provides trainings such as textiles, baking and small business entrepreneurship classes to displaced women.

Camapana Colombiana Contra Minas Anti-Personal - Colombian Campaign Against Landmines (CCAL)

CCAL raises awareness and helps victims and their families rebuild their lives after being injured by a land mine. Many of the victims of landmines have also suffered some form of displacement.

WHAT DISPLACEMENT LOOKS LIKE



They hung Daria and her husband from a tree by their feet and shot them both in the head. Daria's husband was killed instantly, but Daria survived by crawling to a neighbor's house to receive medical assistance.

5:00 a.m. every morning to work from 7 am to 5 pm. Her commute adds another three hours to her day with a 1.5 hours of travel each way.

Prior to receiving assistance from the Bogota Employment Project, Daria traveled on the less secure informal buses that are prone to robberies, pick pocketing and other crimes. Unfortunately women are at greater risk of becoming victims to these types of crimes. With the Bogota Employment Project's assistance, she will now be able to take the formal municipal buses that Daria says "are faster and safer for me when traveling early in the morning and in the evening." When she's not working in the laundry factory, Daria sews clothing for her neighbors out of her home and hopes to expand her business. Thank you for supporting Daria!

Daria, is a 35-year-old mother of two from Central Colombia. Daria and her husband witnessed a murder conducted by paramilitaries. The paramilitaries returned to Daria's house two days later to kill her and her family. They hung Daria and her husband from a tree by their feet and shot them both in the head. Daria's husband was killed instantly and Daria fainted so they thought she was dead. She survived by crawling to a neighbor's house to receive medical assistance. Thankfully, Daria's children were with her parents at the time of the attack.

"SITP buses are faster and safer for me when traveling early in the morning and in the evening" - Daria

She fled to Bogota and then returned a week later to retrieve them. She says she will never return to her town because she continues to receive threatening phone calls from a man who says "I know where you and your cute kids live, I'm watching you." Daria filed a complaint with the police but nothing has happened as of this printing.

Daria has been studying cooking and sewing for the past two years. She recently began working in a laundry factory in Southern Bogota. Daria leaves her home at

BOARD OF DIRECTORS

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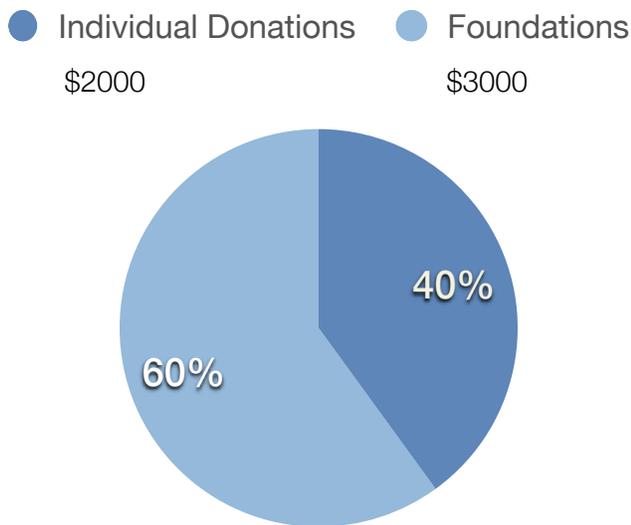
2014 CONTRIBUTORS

AMOUNT	NAME
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50	Sherrlyne Teslow
50	Monica Kvamme
50	Scott Smith
50	Cathy Grisham
50	Michael Haggar
100	Hungry Dog Designs
100	David Grigg
100	Erin Ruegg
225	PLL
500	James and Julie Haggar
600	Robinson Cook

Total Contributions \$2190

2015 ORGANIZATION BUDGET

REVENUE



Total Revenue \$5000

EXPENSES

EXPENSES

Salaries	\$900
Client Transportation	\$830
Staff Travel	\$1,800
Banking Fees	\$150
Telephone	\$600
Office Supplies	\$160
Accounting	\$60
Marketing	\$300
Internet	\$200

Total Expenses \$5000