



The SiKanda Team

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Who are we?

Sianda means "**in motion, in transformation**"
in Mixteco, one of the indigenous languages
spoken in the state of Oaxaca.



Oaxaca

Despite its cultural and natural diversity, **Oaxaca is one of the states with the greatest conditions of inequality, poverty and marginalization in Mexico****. This context vulnerates the rights of many Oaxacan families, particularly those who live in areas around garbage dumps such as the one located in the municipality of Villa de Zaachila.

(** 61.7% in 2020 according to CONEVAL data.)



Analyzing SiKanda's gender pay gap

As part of SiKanda's commitment to gender equality, in 2021 we calculated the gender pay gap, taking into account all the people in the team under direct wage and salary contracts. When applying the formula, if the salary gap has a positive percentage, it means that women have lower pay rates than men; if the percentage is negative, women have higher pay rates than men.

SiKanda's team is composed by 65% women and 35% men



At SiKanda women have higher pay rates than men.

AVERAGE WAGE GAP:

Definition: Difference between the mean hourly rate of pay received by male and female full-wage employees.

Formula: $(\text{Men's Pay Rate} - \text{Women's Pay Rate}) / \text{Men's Pay Rate} \times 100$.

Result: SiKanda has an average male hourly pay rate of 112.26 mxn and an average female hourly pay rate of 119.87 mxn, so the average gender pay gap is -6.77%.

MEDIAN WAGE GAP:

Definition: Difference between the median hourly rate of pay received by male and female full-wage employees.

Formula: $(\text{Men's Pay Rate} - \text{Women's Pay Rate}) / \text{Men's Pay Rate} \times 100$.

Result: SiKanda has a median male hourly pay rate of 104.01 MXN and a median female hourly pay rate of 121.54 MXN, so the median pay gap is -16.85%.

Our motto, **Moving for a more equitable world!**, is a reminder that social justice and a better world are built by moving together.

Alliance with Puente a la Salud Comunitaria

Since December 2021 we have established a strategic alliance with Puente a la Salud Comunitaria, an organization that has promoted food sovereignty and the strengthening of communities for sustainable change in Oaxaca for almost 20 years. Puente and SiKanda have been joined by friendship, collaboration and mutual learning for several years. We share core values and aspirations, as well as an understanding

of the challenges we face as organizations committed to the people of Oaxaca. From this alliance, it is our desire to take advantage of the existing resources of both organizations to have a greater impact, where the benefits for the people with whom we collaborate are greater than those generated by our individual efforts.

This exercise helps us to advance as an organization in terms of our commitment and responsibility towards gender equity and justice.



Friends and SiKanda community:

For SiKanda, 2021 in short could be defined in terms of patience and endurance. Twelve years after our foundation, we are certain that each new challenge is a chance to keep our goals in sight.

No one expected the pandemic to last this long, but we are thankful for the scientific efforts that allow us a glimpse for an optimistic future. Adapting to the situation, we hope to resume more and more face-to-face activities alongside digital work.

This year, and despite the physical distance, SiKanda redoubled efforts

in projects that could help mitigate the negative effects that the pandemic has on the development of the people and communities with whom we collaborate. Without losing sight of the risks and prevention measures, we kept our spirits up building for the future with the conviction that gives us meaning: contributing to a more inclusive, equitable world, with justice and rights for all people.

Through the projects we participated in initiatives to improve education access for children and adolescents, mainly from migrant communities; we held

violence prevention workshops, artistic activities, and reading spaces where youth could express themselves and accompany each other. In addition, we consolidated the experience of Women in Entrepreneurship WAVE (Acting, Linking and Empowering).

After four years, Polo for Participatory Citizenship project came to an end, but EQUAL and Youth Compass began a cycle that keeps us moving with new ideas and collaborations in more regions of Oaxaca.

We acknowledge the people, networks, associations and groups that have generously shared their experiences with us and have relied on the collaboration with SiKanda to continue

advancing in our common goals.

We thank the foundations, international agencies, organizations, and donors for trusting our team to implement actions that last year directly involved 5,000 people from the Costa, Mixteca, Sierra Norte, Sierra Sur, and Valles Centrales regions of Oaxaca.

As part of our commitment to transparency, we present this overview of the actions we carried out in 2021. We hope to continue on this path with stronger alliances, deeper impacts, and greater solidarity and horizontality in all our processes.

Thank you for being part of SiKanda.



Collaboration Agreements

Through collaboration with government entities, organized civil society and the private sector, we seek to strengthen the impact of our actions and accompany a greater number of Oaxacan families. In 2021 we formalized agreements with:

Oaxaca Secretariat of Welfare (Sebien) to promote actions that contribute to the fulfillment of the 2030 Agenda in Oaxaca.

Oaxaca Secretariat of the Environment, Energy and Sustainable Development (Semaedeso) to improve working conditions and favor actions that allow the social and labor inclusion of recyclers in urban solid waste management systems.

People's Hospital Clinic "Anna Seethaler" A.C. to promote access to decent health services for girls, boys, adolescents, and women who live around the metropolitan garbage dump in the eastern area of Villa de Zaachila.

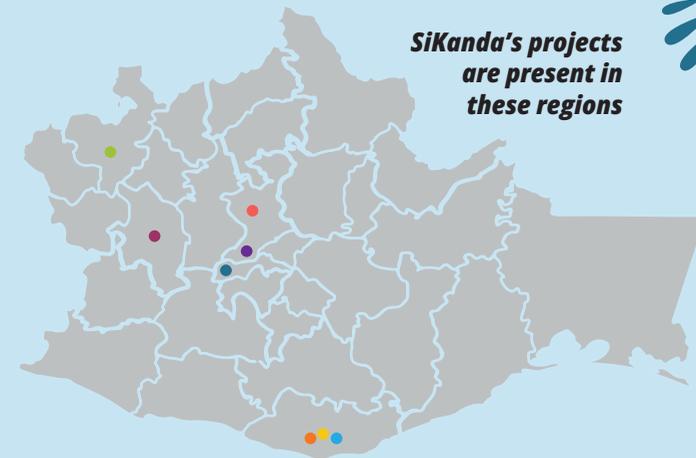
Moving for a more equitable world!

Accompaniment: the essence of our projects

Collaboration is at SiKanda's core. Our projects are based on the interests, needs and challenges identified by those who inhabit the territories. In this way we can accompany and strengthen the initiatives for change that already exist in the locality.

Through participatory processes, respectful of people's ways of life, we seek that the participants take ownership and find meaning in each project.

We are convinced that through the awareness and collaboration of different sectors of society, we can achieve a fair and equitable world, which guarantees access and enjoyment of rights to all human beings.



SiKanda's projects are present in these regions



Moving for a more equitable world!

During 2021, we developed 10 projects and components in 5 programmatic areas that have as cross-cutting perspectives:



SiKanda, winner of the Eugenio Garza Sada Prize

In September 2021, we received this award from the Tecnológico de Monterrey University and FEMSA, in the **Social Entrepreneurship** category, which recognizes non-profit associations with a solid permanence and proven work methodologies that promote sustainable development in Mexican communities, through education, the channeling of economic resources and entrepreneurship. This is recognition for the SiKanda team and for all the people who are part of our work.

Technological Institute of Tlaxiaco: to promote training, specialization, research, technological and academic development of the student body.

Municipality of San Pedro and San Pablo Teposcolula, to promote sustainable development, the exercise of rights and social justice at the local level, particularly within the framework of the "Compás Joven" project.

CIEM Arcobaleno, an association formed by recyclers from Huajuapan who are part of the Inclusive Recycling project, established work agreements with 5 neighboring municipalities to increase the volume of waste recovery and make up for lost income during the pandemic. (Municipalities: Santa María Camotlán, Santa María Tutla, Santiago Huajolotitlán, Santiago Cacaloxtotec and Santiago Ayuquihilla.)



INCLUSIVE RECYCLING

Donors: Merced Foundation, Toyota Mexico, Nacional Monte de Piedad, Terra Tech Förderprojekte e.V., Federal Ministry for Economic Cooperation and Development (BMZ), ADO Foundation, Fomento Social Citibanamex, Recycling Centers

Recupera S.A. de C.V.
Alliances: Municipality of Huajuapán de León, Oax.
Municipality of San Lorenzo Cacaotepec, Oax.,
CIEM Arcobaleno A.C., Technological University of Central Valleys, ENACTUS Group at the Technological University of the Mixteca Region, ECCOS School of Social Economy.

Find more information about SiKanda's projects <https://sikanda.org/en/home/>

Labor inclusion and recognition of rights

This project has established itself as a benchmark in terms of the recognition and defense of the labor rights of informal recyclers, as well as their inclusion in municipal solid urban waste management systems.



The project trained 78 recyclers from the Municipalities of San Lorenzo Cacaotepec and Huajuapán de León on issues of social and solidarity economy.



We designed the "Training Program for recyclers with a social, economic and environmental focus", the first of its kind in Mexico. The program is certified by the Technological University of the Central Valleys of Oaxaca (UTVCO)



We also provided advice and support for the creation of the "Municipal Waste Management Program with an inclusion and circular economy approach" for the municipality of San Lorenzo Cacaotepec.



The 2nd. Forum on Inclusive Recycling, virtually connected more than 1,300 people, recyclers, members of civil society organizations, academia and government agencies, to share experiences and knowledge about the importance of including recyclers in municipal solid waste management systems.

Sustainable practices + circular economy = better salaries

The Worm-Power Center team collaborated with Inclusive Recycling to implement and accompany strategic circular economy actions that strengthen the income of the recyclers from San Lorenzo Cacaotepec. In the sanitary landfill of said municipality, organic waste was processed to generate vermicompost, open-air and tunnel orchards were improved, and chicken coops were implemented for the production of organic eggs. The commercialization increments the income of the recyclers, improving their quality of life and that of their families.

Production generated:

- Vegetables such as tomato, radish, cilantro, onion, pumpkin, lettuce, green bean, carrot.
- Sunflowers, marigold and tassel or rooster comb.
- 2,100 organic eggs per month with 90 hens.
- Local knowledge is integrated and preserved in the circular economy.

Scan the QR and discover more about the "Municipal Program for the Management of Waste with an Inclusion Approach and Circular Economy"



Watch a playlist with worm compost tutorials in our YouTube channel



COMMUNITY HEALTH FOR INTEGRAL DEVELOPMENT

In the easternmost area of Zaachila, the lack of basic services hinders the development of the population. The presence of the garbage dump and institutional abandonment, generate serious negative impacts on the well-being and health of children, and their families, as documented in our recent assessment.



In collaboration with families and the school community, we undertook actions aimed at improving the context that guarantees children and adolescents access to their rights.



We maintained 3 school gardens to practice the basic principles of planting and harvesting vegetables, strengthening both gender equity and collaborative work. Also, we shared knowledge and training in hygienic food handling with 20 members of community school kitchen committees.



In addition, we renewed the agreement with health services provider: People's Hospital Clinic "Anna Seethaler" A.C. and Biodent Dental Clinic, to facilitate access to medical care.

Check out the Assessment of nutritional health amongst schoolchildren and families of Zaachila oriente in the "Library" section of our website www.sikanda.org

WATER, HYGIENE AND SANITATION (WASH)

Having clean water reduces absenteeism due to gastrointestinal infections, and provides decent conditions for girls who experience menstruation at this stage. In addition, it is essential for the prevention of COVID-19.

The soil pollution and the lack of water infrastructure prevent the population of Zaachila oriente from enjoying the right to water in a sufficient, healthy, acceptable and affordable way.



We collaborate with school communities to install rainwater harvesting systems (gutters, pipes, filters, storage) capable of holding at least **6 months of liquid for 250 students** and teachers in two primary schools.

These systems will allow each school community to save \$1,200 pesos per month during the rainy season.



Video: Rainwater Harvesting System for a Primary School in Zaachila.

Donors: EMpower, Terra Tech Förderprojekte e.V, Vámonos Riendo Mezcal, and S.A.C.R.E.D.

Alliances: People's Hospital Clinic "Anna Seethaler" A.C. and Biodent Dental Clinic



SUSTAINABLE HABITAT



Donor: Terra Tech Förderprojekte e.V.

Alliances: Techamos Una Mano, Music School Santa Cecilia, Neighbors of La Cuesta and Vicente Guerrero in the eastern zone of Villa de Zaachila.

Donors of #MiBotellaConstruye and #AChristmasLibrary campaigns, and Editing and reading promotion associations: Dirección General de Publicaciones y Fomento Editorial UNAM, Brigada Cultural para leer en libertad A.C., Fondo Ventura A.C., Fundación Alfredo Harp Helú Oaxaca

GREEN LIBRARIES

Taking advantage of the temporary closure of school campuses due to COVID-19, we added two Green Libraries to our network, where girls, boys, adolescents and youth develop learning activities and enjoy reading. The libraries are built using water bottles and milk cartons.

These clean, safe and suitable spaces for reading, studying, artistic expressions, and for meeting and weaving community, also offer a place to promote violence prevention and self-care.

During construction, the community appropriates the spaces by participating in the traditional practice of “tequio”, or community labor, which encourages its conservation and care.



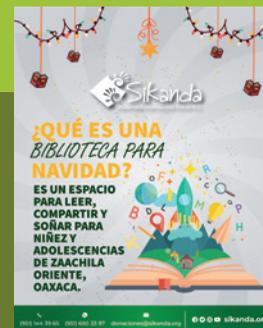
“There are no libraries around here, and going to the Municipality of Zaachila is very far. The books that I like the most are fantastic stories. It is very nice to read, it is essential for knowledge. There are scientists who say that you have to read to think fast, reading helps us to exercise the mind like a muscle and to have a good memory.”

Endri, a student from the eastern zone of Villa de Zaachila.



Thousands of PET bottles and Tetra Pak are used the construction of a library, and thus, spared from the final disposition of residues.

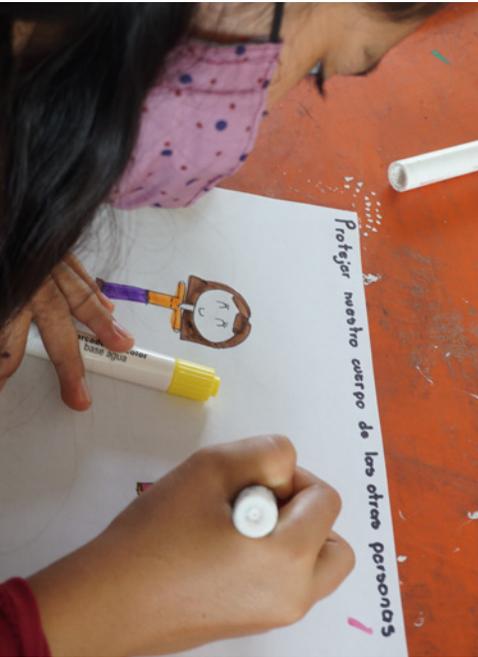
QR: Watch the community build a Green Library.



To build and equip two new libraries, we made a pledge to local and international solidarity through the campaigns: **#MiBotellaConstruye (A bottle a brick) and #ALibraryforChristmas.**



VISIBLE YOUTH



Youth is transforming, reflecting, proposing...

Visible Youth focuses on violence prevention for children, adolescents and youth, promoting the exercise of their rights, gender equality, and youth participation as agents of change in the community.

PREVAIL

The recognition of rights and sexual violence prevention are the core of the Prevail project, which seeks to strengthen individual, group and community protection factors among girls, adolescents and women.

Donors: EMpower, The Canada Fund for Local Initiatives 2021.

Alliances: State Attorney's Office for the Protection of the Rights of Children and Adolescents of the State of Oaxaca (PRODENNAO), Municipal Women Agency of Villa de Zaachila, Municipal Family Agency (DIF), Collectives and CSOs from the Coast, Mixteca and Central Valleys, Hijas de la Luna A.C.

This year, 105 women and men between the ages of 10 and 15 joined the activities. 75% of the participants recognize areas and characteristics of gender inequality, know the mechanisms and routes of protection against violence and launched prevention and care actions against sexual and emotional violence.

To support children, adolescents and youth, we formed an intergenerational protection committee with 10 adult women and 8 adolescents who live in the eastern part of Zaachila. In addition, we trained 80 mothers, fathers, and teachers.

To expand the scope of work in the area of sexual violence prevention, we launched a pilot of Prevail in the Central Valleys, Coast and Mixteca regions, aimed at sharing experiences and strengthening networking with other civil society organizations for violence prevention.



"What prompted us to participate in the Prevail workshops was to create networks, because we know that we cannot do everything alone. We came to be more united, more connected, to complement each other, share the similarities and differences in the work we do so that girls, boys, adolescents and women of the Afro-descendant community of the coast know their rights and can exercise them.

They shared with us policies that we were not aware of and that we need to investigate further, as well as other laws that exist but are not implemented. We reflect on the fact that those of us who work with children and youth must include them, ask them and validate their opinion in what we do."

Damaris (Castañeda Juárez), Civic Alliance Association, Pinotepa Nacional

Todo Cambia

GUÍA PARA PERSONAS DE 10 A 12 AÑOS DE EDAD



Solidaridad Internacional Kanda A.C.

todo cambia cuadernillo de menstruación

GUÍA PARA PERSONAS DE 13 A 18 AÑOS

Esperanza Cardenas Salcido y Alejandra Maldonado Esquer
Ilustraciones de Brandi Adams

We create a series of 3 manuals "Everything is changing" to accompany the transformations in physical and psychoemotional aspects experienced by adolescents in different stages:

- Age 10 to 12
- Age 13 to 18
- Menstruation



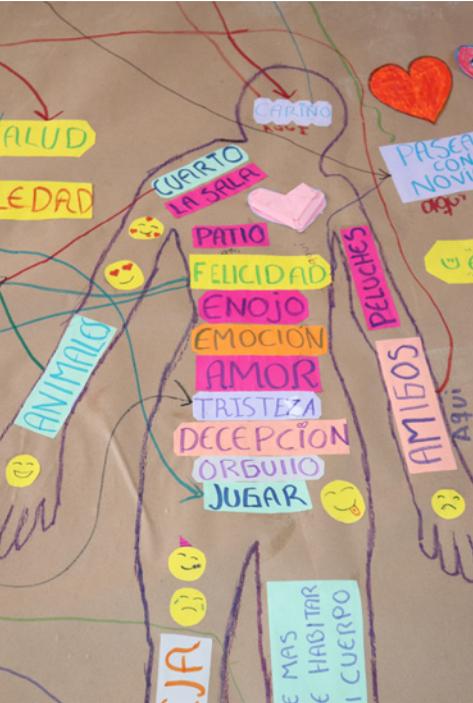
VISIBLE YOUTH

COMMUNITY YOUTH LEADERS

This project promotes transformative community leadership of adolescents in Zaachila oriente, who play a fundamental role in building a culture of peace, and strengthen the knowledge and exercise of youth rights.

In 2021, 38 women and men between the ages of 13 and 20 participated in activities such as photography, dance, sculpture or graphic workshops, for the exploration and expression of emotions, as well as to question the world and their place in it. Through the values promoted by the Ultimate Frisbee team sport, the youth formed bonds of trust and respect.

In addition, the group held a community meeting aimed at the prevention of Sexually Transmitted Infections (STIs) and the promotion of sexual and reproductive health.



GIRLS ON BIKES

Safety and the cost of public transportation are amongst the obstacles for the development of adolescent women in Zaachila oriente. By promoting urban cycling, adolescents strengthen their autonomy, self-esteem and health.

This year, **20 teens received bikes and safety kits**, as well as training to learn or improve their cycling skills. To gain confidence on two wheels, we planned and launched dissemination and sharing rounds, which we took advantage of to **promote sexual and reproductive health** among the population of the area.



"What I like about the group is sharing with different people, that we are open to ideas and opinions, that we respect each other for who we are. I think that we come to the group to demonstrate what we feel, what we think. Before, I was more shy, but now I talk with my family and express my points of view. I didn't know how to ride a bike, but I learned in the group and I lost my fear of it. Now I use it to run errands and long trips with my brothers. It feels free and it feels good to know that you alone can do it!" - Clara

When evaluating the results of participation in the project, we identified that between 60% and 75% of the participating youth:

Carry out self-care practices learned in the workshops, such as (1) healthy eating, 2) hygiene, 3) physical activity.

Recognize strategies for their sexual and reproductive health.

They report feeling part of a co-responsible learning community among peers.

Apply life skills such as creative thinking, empathy, assertive communication, conflict resolution, among others.

Actively participate in the design of materials and training sessions.

Alliances: Aids HealthCare (AHF Oaxaca), Vixi Escuela.

Special acknowledgment to: Ultimate Frisbee Association Jaguarundis, Community Ecotourism La cumbre Ixtepeji, Nómada Despacho Creativo Association.



COMMUNITIES IN MOTION



Donor: European Union in Mexico
Partner: Educaci A.C.

Acknowledgment: Colectivo Tilcoatle,
Piña Palmera A.C., Colectivo Pelota
Mixteca, Colectivo Mujer Saavi,
Colectivo Armarte Oaxaca.

YOUTH COMPASS

Incidence and transformation for a life with full labor rights

The project seeks to strengthen civil society organizations to generate conditions of social and labor inclusion for youth, as well as their recognition as subjects of rights. It is implemented in collaboration with Educación y Ciudadanía AC (EDUCIAC), which carries out parallel activities in the state of San Luis Potosí.

Youth Compass recognizes a debt that as a society we owe to youth, who are rarely recognized as active members of society. As if that were not enough, youth, particularly young women, continue to suffer the effects of the pandemic: unemployment, layoffs, violation of labor rights and uncertain expectations for the future.



The first year of the project we focused on a participatory assessment that allowed us to listen and share with more than 220 young people from the Costa, Mixteca and Central Valleys regions, through 30 focus groups and 58 interviews.

We established collaboration networks with 36 groups and civil society organizations in the three regions.



To promote and recognize the work that youth collectives do locally, we invited them to organize artistic workshops to promote social and labor inclusion, and to open spaces for exploration and expression of other youth.

The assessment addresses the experience of young people in terms of work, as well as their participation in the social life of their communities and territories. For the process we have the participation of the "Youth Advisory Council", made up of six representatives of the three regions included in the project.



"In my community, Juxtlahuaca, people are very friendly and everyone greets each other in the street. It is a quiet place to grow up, but without many opportunities for young people. I have always believed that we are agents of change, that is why I will try to find solutions to contribute to my generation, my community and my region."

Óscar Domínguez, Representative of Mixteca Region – Youth Consulting Board (CA)





COMMUNITIES IN MOTION

Child labor shows us one of the most negative faces of economic activity because, under the gaze of society, it truncates the access and enjoyment of the rights of girls and boys, with permanent effects on their lives as young people and adults.

The Campos de Esperanza and EQUAL projects will collaborate on several fronts to promote the eradication of child labor and to improve the working conditions of families from migrant farming communities in Oaxaca and Veracruz, who work mainly in the sugar cane and coffee sectors.

Donor: United States Department of Labor, USDOL

Partners: World Vision Mexico, Fondo para la Paz A.C. (Veracruz).

FIELDS OF HOPE

#International Year for the Elimination of Child Labour

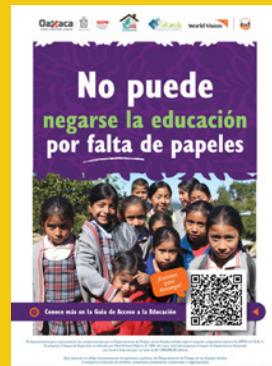
We focus our efforts on promoting access to the right to education for children, and the training of officials and authorities directly related to said right.

299 members of the public sector at the state level were trained (of which 223 are women and 79 men) in prevention and eradication of child labor, and educational inclusion in contexts of migration and/or child labor. Also at the state level, 1,450 members of the educational system received the Guide for Access to Education for Children and Adolescents in Contexts of Migration and Child Labor.

In collaboration with rights enforcement and educational agencies in Oaxaca, we published 4 specialized manuals to train in various problems faced by children who develop in this particular context:

- Non-discrimination.
- Prevention of sexual violence.
- Prevention of bullying.
- Detection and action against possession of drugs or weapons.

Together, these actions contributed to the prevention and care of risk situations for 1,085,196 girls and boys who attend basic education. (of which 553,979 are women and 561,506 are men)



EQUAL

Equal Access for Women and Girls

The project seeks, with a strong gender component, to reduce the risk of child labor, forced labor and other violations of the labor rights of women and adolescents in the agricultural sector.

During the first year we trained a total of 437 public servants (of whom 329 are women and 108 are men) to address the causes of gender inequality and labor rights violations against women and adolescents vulnerable to child labor and forced into the sugarcane and coffee supply chains.

We developed and strengthened strategic alliances for the incorporation of the gender perspective in public policies linked to the guarantee of labor rights of female adolescents in agricultural contexts, in addition to training state government inspection personnel on gender and labor rights.



Scan the QR or visit the Resources section on our website

<https://sikanda.org/en/resources/>

The different sectors of society must unite to guarantee that no girl or boy is deprived of their basic rights: health, care, education, play, opportunities.

Donor: United States Department of Labor, USDOL

Partners: World Vision Mexico, Verité Inc.(Veracruz).



PATHS TO EQUALITY

On Demand: Watch the recording of the Virtual Fair on our YouTube channel.



Report: Download the document Report 2021



Donors: Trafigura Foundation, Cherie Blair Foundation for Women, Oxfam Mexico, European Union in Mexico, Madre Mezcal, The Lost Explorer Mezcal & Voice for Nature Foundation.

Alliances: ECOOS School of Social Economy, Educational Community Center Vicente Guerrero, Oaxaca in a Box, Fojuve.

Women in Entrepreneurship WAVE

MUJERES A.V.E.

Actuando. Vinculando. Emprendiendo

In its third year of pilot implementation, WAVE continued with the strengthening of micro-businesses and support networks for women who live in the eastern zone of the Municipality of Villa de Zaachila, under a gender and social and solidarity economy approach.



During the last year, 80 women were to strengthen the management of their micro-businesses and enterprises.



80% of the participating women perceive an increase in their income thanks to the project.



The women participated and organized fairs, where they not only promoted the sale of their products, but also shared bonding spaces and learned from other experiences.



The "Women's Market Christmas Edition" brought together 26 groups of women entrepreneurs in the heart of Oaxaca.



We carried out the First Local Fair on Information and Detection of HIV and other Sexually Transmitted Infections, in collaboration with the Mobile Unit for Comprehensive HIV Care of Aids Healthcare Foundation (AHF) Mexico and Coesida Capasits Oaxaca.





#JoinTheMovement DONATE TODAY!

Donate from anywhere in the world



through Paypal. Make a one-time donation or become a monthly donor at paypal.me/sikanda

Every donation adds up!



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SOLIDARIDAD INTERNACIONAL KANDA A.C.

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Branch no.: 3503
Bank Address: Calzada Porfirio Díaz 307, Colonia Reforma, 68050, Oaxaca de Juárez, Oaxaca, México
CLABE: 072-610-00629051135-2
SWIFT: MENOMXMTXXX

Donations are tax-deductible in Mexico!



omprakash

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*Omprakash is a non-profit organization registered under section 501 (c) (3) of the United States Internal Revenue Code.
Omprakash tax code no. 20-8655418*



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Donations in Italy are Tax Deductible.

Sikanda Italia APS: Intesa San Paolo SPA Perugia (ex Banca Prossima)
IBAN: IT34 J033590 16001 00000133868

Further inquiries WhatsApp +529516503379



In Germany through Terra Tech Förderprojekte e.V.
(Tax deductible in Germany)

www.sikanda.org/en/donate-today/



For every Mexican
Peso you give,
SiKanda's projects
generate **\$138.65**
in social benefits.

Source: Filantrofilia
Evaluation, 2017-2019

Your support is vital so that we can continue collaborating with people who face the violation of their rights, through projects that promote harmonious and sustainable development in their communities.



Foundations
35%

Private Companies
1%

Individual Donors
1%

International Agencies
63%

FINANCE DONATIONS 2021

Sikanda is an authorized organization to issue Tax deductible receipts in Mexico and is audited annually by Santillán Jiménez & Company S.C. Further inquiries regarding balance sheets and financial statements can be addressed to: info@sikanda.org

DONORS AND PARTNERS



ALLIANCES AND COLLABORATION AGREEMENTS



SIKANDA APPRECIATES THE COLLABORATION AND SUPPORT OF:

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