

ANNUAL ACTIVITY REPORT 2021



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Message from the Chief Executive

We concluded 2021 with great expectations toward the future. Although it was another year of adaptation and resilience to the COVID-19 pandemic, it was also a time of great lessons, achievements, and challenges overcome. I am pleased to say that the ProDESC team continues to advance firmly in its mission of promoting and defending economic, social and cultural rights.

The pandemic brought no respite for human rights defenders—quite the contrary. In Latin America in particular, unrestrained violence against human rights defenders persisted, and the interests of wealthy corporations continued to prevail over the collective interest. This suggests that, despite an organized civil society, there remain many obstacles to enjoyment of the most basic human rights.

In this context, both ProDESC and the communities and assisted collectives reiterate our commitment to demanding respect and security in all the appropriate channels and institutions. This year we considered it crucial to continue fortifying our networks in Mexico and in the world at large. The bonds we have forged with defenders, allies, academics, and decision-makers have been fundamental for casting light on the cases in which we have assisted, and for cross-disciplinary, trans-national construction of sustainable proposals for a more just world.

In addition to serving as a significant exercise in transparency and accountability, these annual reports are essential institutional records outlining new strategies and objectives for a more dignified life. This good practice will also yield far-reaching lessons by which we can improve our defense efforts. This year's report is no exception, and I am confident that it will open up new windows of opportunity.



Alejandra Ancheita
Founder and Executive Director

ABOUT THE INSTITUTION



About the institution

ProDESC is a non-governmental organization founded in 2005 by Alejandra Ancheita, a renowned defender of human rights in Mexico. Since its first years of action, ProDESC has worked to defend and promote both the human labor rights of workers' collectives and the rights to land and territory of agrarian communities and indigenous peoples, holding the State and private enterprise responsible for violations of these rights.

ProDESC is open to requests for assistance throughout the year, which may be submitted by e-mail, phone call or in person. Upon receiving such a request, ProDESC analyzes the information and reaches an agreement with the interested parties on the type of assistance they may receive.

To provide the most effective assistance possible, ProDESC works according to a methodology of comprehensive defense. After reviewing the request and needs of each collective, community or people, ProDESC begins its strategic activities of legal defense, organizational strengthening, national and international advocacy and publication of key messages in relevant spaces, to change the hegemonic narrative regarding human rights.

Today, ProDESC is a consolidated organization with a multi-disciplinary team and a strong institutional base. Its growth has been fueled by the commitment, hard work and dedication of its founder and team, who have built significant relationships of trust with the communities, peoples and collectives they assist.

Our mission and vision



Mission

To adopt a comprehensive approach in defending and promoting the economic, social and cultural rights of collectives that are at a disadvantage with respect to the full enjoyment of such rights.



Vision

For communities and workers to enjoy a dignified life through collective organization and the understanding and exercise of their human rights, specifically their economic, social and cultural rights.

Our assisted processes in 2022



Escuela de Justicia Transnacional

Space for collective organization of women workers and defenders to generate advocacy, organization and participation proposals that strengthen the comprehensive defense of women's labor human rights.

Implementation scope



RADAR Program

Program established to contribute to the eradication of labor human rights violations that occur against migrant workers during the recruitment processes for temporary work in the United States under the HS-A and H2-B visa system.

Implementation scope



Community Safety

The Community Security methodology aims to accompany communities and towns in the design of security strategies, taking into account their particular contexts.

Implementation scope



2021 PROGRESS REPORT



Escuela de Justicia Transnacional (EJT)

The EJT, or School of Transnational Justice, was created to strengthen human rights defenders working at the community level, with an emphasis on human rights doctrine, the framework of transnational justice, and the positioning of collective and community subjects. Every year since 2017, ProDESC has invited Mexican human rights defenders to join the EJT. Including the participants that joined in 2021, ProDESC has graduated five classes from the EJT and more than 120 human rights defenders have had their work strengthened by this space.

ProDESC's comprehensive defense method is the basis on which EJT sessions are organized. This guarantees a strong theoretic and academic foundation for participants, while providing them with concrete tools and experiences they can apply in defending the human rights of their communities.

The academic structure of the EJT is designed in conjunction with the Academic Department, headed by [Ricardo Ortega](#), chairman of the law department at Universidad Iberoamericana.

For more information on assisted processes, click [here](#).

Progress and achievements in 2021

The EJT academic year usually runs from June to November. Unfortunately, due to the COVID-19 pandemic, the fourth EJT graduating class began in November 2020 and finished in April 2021. This was due to adjustments to the school's pedagogical program to shift it to online education mode. For example, an online platform had to be developed to store information and permit interaction, and to bring in tutors to assist participants. In April 2021, participants submitted their final project as a team to the Academic Department, based on a practical case study on defense of educational, social and cultural rights (ESCR). On April 16 the virtual commencement ceremony was held for the fourth EJT graduating class.



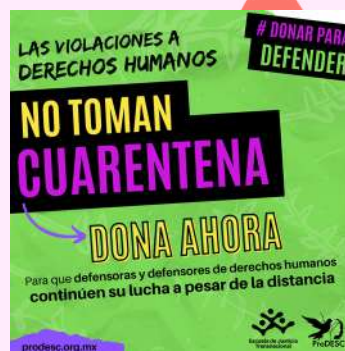


Escuela de Justicia Transnacional

Defender en comunidad

Digitalizing the EJT also meant revisiting the need for a distinctive graphic identity for the space. After reviewing various proposals from the ProDESC communications team, the Academic Department voted for a logo that represents human rights defenders opening their arms to teaching and sharing. The blue color range transmits security, confidence and calm, in tune with what the school's space wants to be for participants.

In September, ProDESC organized a fundraising campaign on the HIPGive platform to collect money from individuals for the EJT. The campaign goal was to raise 12,000 Mexican pesos to purchase 5 broadband, to be shared with 5 participants who reported being unable to keep up with the virtual classes because of internet connection problems. This need emerged from the school's digitalization process and the determination not to let any human rights defenders be left behind by technical problems. ProDESC's social media accounts published a total of 69 posts with the hashtag #DonaParaDefender (donate to defend), involving the Academic Department and EJT alumni in the campaign. At the end of the campaign, on September 30, 5,643.23 Mexican pesos had been raised, with which we were able to buy 3 of the 5 broadband needed.



From October 30 to November 28, ProDESC opened a call for applications to the 5th class at EJT. After reviewing the documents and questionnaires that had been completed, the Admissions Committee selected a total of 32 human rights defenders (21 women and 11 men) to join the new class. The average age of the incoming participants was 36, and 90% of them were backed by a community or a civil society organization. Fourteen states of Mexico are represented in this class, as well as three other Latin American countries: Colombia, Bolivia and Peru. On December 10 the first virtual EJT session was held; the academic year is expected to conclude in June 2022.



Challenges in 2021

ProDESC had planned two activities for last year that we were unable to complete because of the pandemic. The first was to hold at least one face-to-face session with participants in Mexico City. Although the rate of contagion declined in the spring of 2021, many states that were home to our human rights defenders continued to report a very high number of new cases, which posed a greater risk for all the people that would attend. The second activity, which was planned since 2020, was to hold an in-person EJT event in which various graduating classes would come together to meet and share experiences in Mexico City. Once again, because we were unable to guarantee the safety of everyone, we decided to postpone the activity. ProDESC is very serious about the overall safety of all the human rights defenders it works with, and in a situation like this global pandemic, in-person activities had to be suspended.

One of the goals of the EJT is to bring together human rights defenders to interact and forge ties in their struggle. Organizing the school on a virtual basis made achieving this goal more complicated. With this in mind, ProDESC invited human rights experts to serve as tutors of small groups of participants. Among other lines of action, these tutors encourage interchange and identify common struggles or issues among EJT participants to build the desired synergies.

2022 Outlook

ProDESC expects the 5th EJT class year to be held on a hybrid basis, with at least two in-person sessions in Mexico City. It also plans for an event bringing together various graduating classes in the third quarter of the year. ProDESC is convinced that face-to-face interaction allows for more and better agreements between participants, on the understanding that such meetings are essential for carrying out coordinated nationwide struggles.

ProDESC is designing a methodological proposal for 2022 to organize a Transnational School of Justice especially for Latin American human rights defenders. This proposal arose from the awareness that many members of Latin American communities and collectives face the same difficulties and risks as those in Mexico. This EJT would be conducted in parallel to the Mexican school, with spaces where both groups could meet and share experiences. This would not only provide the foundations for an alumni network in Mexico but would also include representatives of Latin American countries as well..



RADAR Program

ProDESC created the RADAR Program in 2015 to combat abuses that occur in the process of recruiting temporary migrant workers under the H2 visa system. These visas allow their holders to work temporarily in the United States under one of two schemes: the H-2A visa, for farm work, and the H-2B visa, for non-farm work (construction, landscaping, food processing, and others). The RADAR program holds employers in the United States responsible for the abuses committed by their recruiters in Mexico. It also encourages transparency and business accountability throughout the labor and production chains.

For more information on this assisted process, click [here](#).

Progress and achievements in 2021

ProDESC has been working to strengthen the RADAR Program's strategy in order to promote a legal recruitment process and discourage improper practices from the United States. We designed five strategic lines: identifying instances of human labor rights violation in the recruitment process, tracking of cases and victims, presenting the case before US authorities or the USMCA rapid response mechanism, legal follow-up on cases, and ensuring enforcement of the ruling. To successfully carry out these activities, ProDESC has worked on building new strategic alliances in Mexico and the United States, with, for example, [North Bay Jobs with Justice](#), [Dignidad Obrera](#) and the [California Rural Legal Assistance Foundation](#). With similar aims, the RADAR Program has verified the incorporation of cases involving migrant workers from Guatemala, who also report violations of their labor rights.



The RADAR program was mentioned in an analysis by the [Migrant Justice Institute](#) called Migrant Workers' Access to Justice for Wage Theft (see text [here](#)). The document points to the RADAR Program as a technological tool for building a database of recruitment violations. It also mentions that because of this good practice, enough information has been collected for lawyers in Mexico and the United States to collaborate in a process for recognizing the rights of migrant workers in the United States.

On August 13, ProDESC was invited to be interviewed on an IMER radio news program commenting on the rise in migrants' labor rights violations during the COVID-19 pandemic. The interview can be heard [here](#). The organization highlighted the work of the RADAR Program during the pandemic and the increase in the number of cases reported in the database. Follow-up on these cases is now under way in order to file them with the appropriate US courts.



On November 9, ProDESC presented its own analysis entitled Una perspectiva mexicana sobre el Sistema de Visas H2 (Mexican perspectives on the H2 Visa System) (see document [here](#)). The virtual presentation was given by the ProDESC Department of Analysis and Advocacy, who worked on preparing the document. The talk focused on a comparative analysis of industries and corridors along the four main migration routes between Mexico and the United States.

ProDESC's Strategic Communication area created a series of infographics about the RADAR Program for publication in social media, in the hopes of attracting new migrants who had experiences to those reported in the Program's database. These infographics were also shared with allies in the United States so they could also get the word out to migrant populations on their side of the border regarding the existence of this program.



Challenges in 2021

It has been a year of deep internal reflection for the RADAR Program. Its sphere of action has broadened to include other cases of violations and other countries in order to become a benchmark beyond Mexico. With this, it hopes to obtain enough support to be able to use this as a basis for filing cases with US jurisdictions. This reflection involved much time and effort for the team in charge of the Program, and many meetings with strategic actors in the United States.

Migrants who agree to provide their information and share their accounts of human rights violation are wary of making their cases known beyond the Program, much less to file charges with Mexican or US authorities. Aware of this reluctance, the RADAR Program developed a strategy of assisting victims in order to build their confidence and inform them more clearly of the individual and collective benefits of taking the case beyond the database.

The Mexican and US governments still have not come up with a viable plan for reducing such violations in the recruitment of temporary migrant workers. ProDESC will continue its advocacy and collaboration in binational products to ensure that decision-makers are aware of this pressing need

2022 Outlook

ProDESC plans to carry out a pilot program with a recruitment agency in one US state in order to assess the possibility of having a recruitment process that is regulated and executed by a government agencies. The result of this collaboration will enable us to formulate proposals on the creation of a binational recruitment process that prevents human labor rights violations.

The RADAR Program seeks business accountability across the entire supply chain, stressing that there are clearly agents who benefit from the human labor rights violations of temporary migrant workers. With this in mind, we will continue to urge corporations to investigate and discover who these agents are in their supply chains. We will also generate advocacy strategies to build awareness of this problem among the consumers of companies who fail to respect human labor rights.



Community Security

Throughout ProDESC's work in defense of human rights, particularly defending the right to land, territory and natural resources, we have observed with concern the realities and challenges that human rights defenders encounter within and beyond their communities. ProDESC has worked to build pedagogies and forms of organization that can assist collectives and communities in building their own options for defending their rights. In this framework, community security has become a crucial component of our organizational assistance, building the conditions necessary for people to demand respect for their economic, social and cultural rights (ESCR).

For more information about the assisted process, click [here](#).

Progress and achievements in 2021

On January 27, ProDESC organized an event together with [FIDH](#), [Les Amis de la Terre](#) y [Mary Lawlor](#), Special UN Rapporteur on the situation of human rights defenders, titled The rocky road to application of France's Due Diligence Law (see details on the event [here](#)). The event was attended by Alejandra Ruiz, human rights defender in Unión Hidalgo, and Maxwell Atuhura, human rights defender in Uganda. With the testimonials of these two defenders, who have had to face violence merely for defending their territory against corporations, the virtual event achieved considerable visibility and global reach. At the end of the webinar, a joint declaration was published, signed by more than 50 civil society organizations in the Americas, Europe and Africa, demanding the eradication of violence against human rights defenders.



WEBINAR

El camino accidentado hacia la aplicación de la Ley del Deber de Vigilancia de Francia:
Una mirada desde los riesgos para las personas defensoras de los derechos humanos

27 de enero | 10:00-11:30 CMT-6 **zoom**
Traducción inglés - español Inscripciones: bit.ly/3qyzBKp

Participantes:

Mary Lawlor
Relatora Especial de las Naciones Unidas sobre la situación de los defensores de derechos humanos

Raphaël Glucksmann
Miembro francés del Parlamento Europeo

Verónica Vidal
Subdirectora de ProDESC

Juliette Renaud
Coordinadora de campaña, Amigos de la Tierra Francia

Maxwell Atuhura
Defensor de los derechos humanos, NAVODA (Uganda)

Alejandro Ruiz
Defensor de derechos humanos, Unión Hidalgo (caso de EDF en México)

Maddalena Neglia
Directora de Globalización y derechos humanos, FIDH

ProDESC ECCHR Les Amis de la Terre France fidh

ProDESC, together with [Consortio Oaxaca](#) y la [Red Global de Abogadxes de Movimientos Sociales](#), organized two webinars, on February 16 and April 13, to share tools for protecting and securing human rights defenders in Latin America. In these events, Alejandra Ancheita had the opportunity to share the comprehensive defense methodology that ProDESC designed and implemented in various communities of Mexico and Latin America. The presentation was augmented by a talk by Yésica Sanchez of Consortio Oaxaca explaining how security and protection actions are put into practice through the Comprehensive Feminist Protection initiative. Both webinars were joined by human rights defenders from the Americas, Africa and Europe.

In order to broaden the distribution of the Guide to Community Security (see document [here](#)) prepared by ProDESC, at the request of human rights defenders in Brazil, we had this document translated into Portuguese. On June 30 a virtual event was organized for Brazilian human rights organizations, but open to the rest of the public, in which these document was introduced in Portuguese. Thirty Portuguese-speaking human rights defenders linked in to the event, and requested a subsequent work meeting to apply the methodology to their specific context of violence.

WEBINAR

HERRAMIENTAS PARA NUESTRA SEGURIDAD Y PROTECCIÓN:
Medidas de Seguridad Comunitaria y Protección Integral Feminista para Defensor@s de Derechos Humanos

Tema: Profundización práctica de los conceptos de Protección Integral Feminista (PIF) y Seguridad Comunitaria

PANELISTAS
Alejandra Ancheita | ProDESC
Yésica Sánchez | Consortio Oaxaca

Moderadora: Meena Jagannath GNML

HORARIO
8AM CDMX 5PM Kampala
9AM Miami 9PM Jakarta
11AM Buenos Aires 10PM Manila
4PM Johannesburg

Transmisión por:
zoom
Para confirmar tu participación
puedes registrarte aquí:
<https://bit.ly/3ixd9Gc>

Logos: ProDESC, CONSORCIO OAXACA, RED GLOBAL DE ABOGADXS DE MOVIMIENTOS SOCIALES

Apresentação e Lançamento em Português
Presentación y lanzamiento en portugués

Seguridad comunitaria y territorio:
Apuntes metodológicos desde la defensa integral

Segurança comunitária e território:
Apuntes metodológicos desde la defensa integral

PARTICIPANTES:
Ivel Oliveira
Coordinadora de Protección para las Américas, IJD (moderadora)
Ana Lidia Quiróz
Coordinadora de proyectos del Instituto Políticas Alternativas para el Cono Sur (IPAES), investigadora y educadora popular
Layda Quiróz
Coautora en seguridad, abogada popular miembro del Colectivo Margarita, Aves de Asesoría Popular
Verónica Vidal
Subdirectora operativa ProDESC

Traducción simultánea / Tradução Simultânea
30 de junio / 14 hrs. Brasil / 12 hrs. México
30 junho / 14 hrs. Brasil / 12 hrs. México

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Con la participación de: **RACS** **FRONTLINE DEFENDERS**



On July 10 and 11 the Fifth Latin American Community Security Meeting was held virtually. Representatives from 27 human rights organizations in more than 8 countries attended, with the aim of creating the Latin American Community Security Network. Work commissions were formed on organization-building, training, strategic communication, advocacy and alliance, and the proposed roadmap of action for the Network was approved. ProDESC is convinced that by creating strong alliances between human rights defenders in the region we can work together to reduce violence against activists and join forces in common struggles. Among the organizations that joined in this first effort were [Centro de Estudios Legales y Sociales](#), [Front Line Defenders](#) y el [Centro de Derechos Indígenas A.C.](#), among others. The report on the Meeting can be viewed [here](#).

Challenges in 2021

Being unable to gather in person due to the public health risks brought on by COVID-19 remains a daunting challenge. But despite the distance, ProDESC is confident that we have taken the first steps toward building a network of human rights defenders in the region..

2022 Outlook



ProDESC will continue to support the formation of this network by organizing the Sixth Latin American Community Security Meeting. In upcoming meetings the goal will be to create a structure by which the Network and its commissions will operate. In late 2022 there will be an opportunity to publicly launch the network in at least a hybrid event.

A Guide to Community Safety for Women Human Rights Defenders will also be introduced online in March. This document will be a companion guide for building a network of human rights defenders, incorporating a gender perspective into the analysis of contexts of violence.

Coalición de Trabajadoras y Trabajadores Migrantes Temporales Sinaloenses

The Coalición de Trabajadoras y Trabajadores Migrantes Temporales Sinaloenses (Coalition of Sinaloan Temporary Migrant Workers) is made up of workers who emigrate or have emigrated temporarily to the United States under the H2-A or H2-B visa system. Workers who use this migratory system are at constant risk, from the time they are recruited until they return, of having their human labor rights violated by recruiters, bosses, employers or authorities. With the Coalition, ProDESC promotes a strategy of comprehensive defense that encompasses organizational assistance and lawsuits in emblematic cases, in order to encourage the US and Mexican governments to create a mechanism for regulating this temporary work visa system. In October 2018, the Coalition and ProDESC opened the first Center for the Assistance, Guidance and Attention to Migrant Workers (CAAATM), in Topolobampo, Sinaloa.

For more information on the assisted process, click [here](#).
To visit the Coalition's Facebook page, click [here](#).

Progress and achievements in 2021

In 2021 progress was made in serving justice against people accused of committing fraud at the time of recruitment. ProDESC was notified of a ruling in the case of "El Machurro," in which the accused person was sentenced to four years' prison, and to pay a fine for the amount of the fraud committed. This establishes a precedent for reparation of damage to migrants working under temporary visas.



In February, the Coalition and ProDESC participated in a discussion panel with [Migrantes Unidos en Caravana A.C.](#), called Make your voice heard! Migrant work in the Sierra Gorda of Querétaro (more information on the event [here](#)). In this forum, Coalition spokeswoman Olivia Guzmán shared her experiences in creating the coalition, and its work and strategies in recent years. It was an animated discussion that helped encourage other workers to come together in the defense of their human labor rights.

In March, the Coalition, ProDESC, Migrantes Unidos en Caravana A.C. and [Conexión Migrante](#) organized an online chat on the subject of How to avoid fraud in work visas. The talk was aimed at people looking for work under H-2 visas in the United States, and dealt with how to avoid falling prey to fraud during the recruitment process. There was strong attendance by people interested in H-2 visas, who later got in touch with the Coalition.

Helping to commemorate International Workers' Day, on May 2, the Coalition posted a video on its Facebook page about the worker struggle that gave rise to this event celebrated every year on May 1. The video was made possible by communication training the Coalition has been receiving from ProDESC. On a similar note, on May 4, spokeswoman Olivia Guzmán participated in a discussion panel called #PregúntaleAUnaDefensora (ask a human rights defender), representing the Coalition. In this event, Olivia shared testimonials on the main human labor rights violations experienced by temporary migrants in the United States.

In May, ProDESC and the Coalition were invited to participate in the radio program Justicia y Dignidad Translocal (Justice and Translocal Dignity) on Radio Jornalera El Salvador (more information about its participation [here](#)). The event gave the Coalition an opportunity to share the work it does in Mexico and the need for more collectives of migrant workers in Mexico and Central America in order to become a force against human labor rights violations by companies and recruiters.

In August, ProDESC took part an online seminar entitled Fair hiring of migrant workers in Mexico and Canada: Good practices and opportunities, organized by [FairSquare](#) and the [Centro de Investigaciones sobre América del Norte](#), part of the Universidad Nacional Autónoma de México. In the first segment, participants addressed the problems affecting the fair hiring of migrant workers from Mexico. The second segment identified good practices, challenges and solutions, to be shared with the Mexican authorities and other civil society organizations, employers and recruitment agencies.

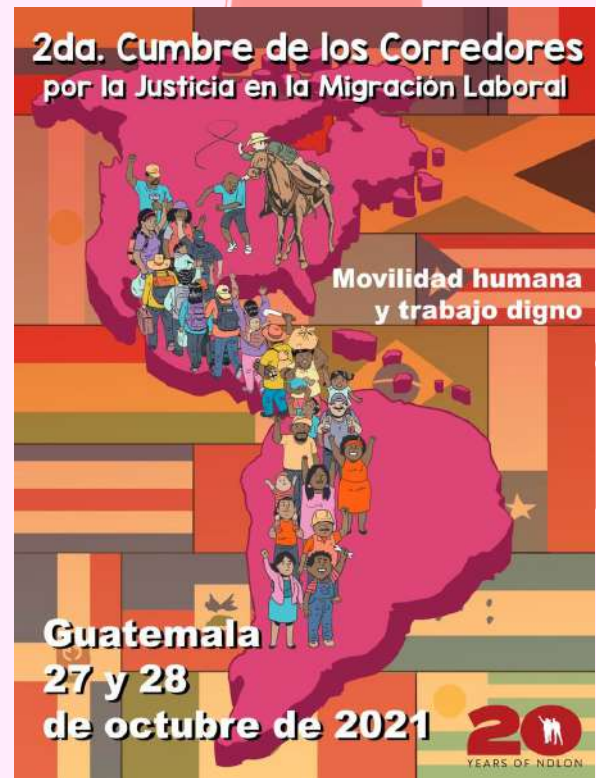


In the third quarter of the year, the Coalition worked on its multi-year advocacy route to strengthen its positioning as a benchmark in the defense and promotion of human labor rights for temporary migrant workers. The first strategy that was incorporated into this route was to celebrate the Coalition's 8th anniversary. A meeting was organized to go over the organization's achievements in this time, using as support material the Coalition's online photo gallery. Dr. Mary Yanik from the [Immigrant Rights Clinic](#) and Alejandra Ancheita were also invited to speak on their experiences in labor migration and the need to respect human rights in this process. Along the same order of ideas, in October a press conference was held entitled "We're still fighting for dignity and labor rights! In which it was announced that two members of the Coalition had received humanitarian visas from the United States in compensation for the violation of their human labor rights in that country.

Within the framework of the project on migration corridors between Central America and the United States, ProDESC has supported the formation of migrant workers' centers in Mexico to assist people in transit toward the United States with labor issues. ProDESC began a collaboration with the Colectivo Rosa Luxemburgo and the Centro de Derechos Humanos San Óscar Arnulfo Romero, both in Ciudad Juárez. The activities were aimed primarily at strengthening organizational processes at both centers, and setting up work desks to analyze the contexts in which each center work and the most pressing issues they must address.

In October, civil society organizations in Central and North America organized the Second Summit on Corridors for Justice in Labor Migration, in Guatemala City. Temporary migrant Fausto García represented the Coalition at this event, offering his personal testimonial on his experiences as a migrant worker, and introducing the work carried out at the CAAATM. ProDESC participated in Panel 3 on human labor rights violation in supply chains. Its contribution featured a mapping of supply chains of companies that hire temporary migrant workers, in order to advocate for workers' rights with companies that sell the products or participate in their manufacture.

As part of their communication work, ProDESC and the Coalition organized a social media campaign early in the year in order to share valuable information for workers who wanted to apply for an H-2 visa. The Coalition proposed creating a campaign to alert migrants about the possible fraud they might encounter in the H-2 application process. They also drafted a set of tips and good practices for ascertaining whether the job offerings were in fact part of a legal H-2 visa process.



Hoja de Datos #2: Recomendaciones para trabajadoras y trabajadores con visas H-2
Coalición de Trabajadoras y Trabajadores Migrantes Temporales (CAATM)

Como trabajadora temporal migrante es muy importante que conozcas todos los **derechos** a los que tienes acceso antes de irte, en el camino y en el destino.

Acceso a la información: Pregunta a tu contratista, empleador, o persona que te está ofreciendo el trabajo, todas las dudas que tengas sobre cómo aplicar los mencionados derechos básicos:

- El **empleador** tener claro el nombre de la empresa, la ubicación y la manera de contactarlos.
- El **pago**: el salario por hora o cantidad es importante, pero MUCHO OJO Hay que preguntar también las deducciones por gastos o impuestos, y el pago de horas extras o trabajo en días festivos.
- Las **condiciones de seguridad y salud**: ¿Cuál pasa si te enfermas o accidentas?
- La **vivienda y alimentación**: ¿quién los gastos por el trabajo que realices en una condición básica. Deben asegurarte un lugar para descansar, asear y alimentarte de manera digna y suficiente.

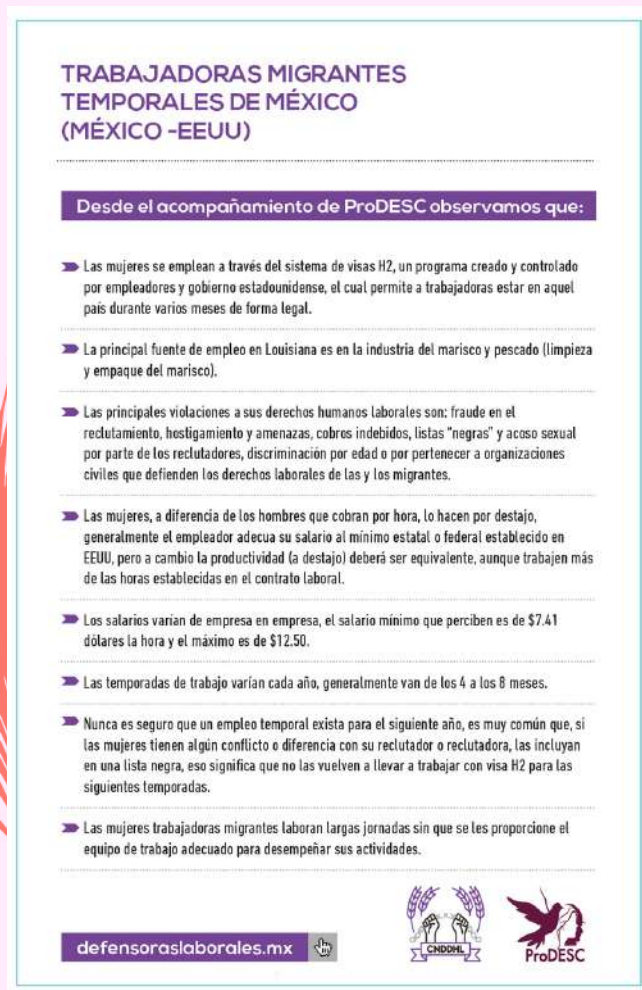
Si ya has tomado la decisión de aceptar la oferta de trabajo, te recomendamos:

Antes de irte

- **Consulta y comparte las experiencias** de personas que ya han trabajado con esa contratista y empleador. Pregunta lo que tengas que saber sobre el trabajo, pero también el ambiente laboral y de convivencia: la seguridad, los riesgos, los gastos, los problemas más comunes.
- Si el reclutador te cobra por sus servicios pregunta que te sobre este monto.
- **Registra toda la información que recibas.** Guarda todos los documentos: volantes, correcciones, contratos, hojas informativas, recibos de pago. Apunta en un cuaderno todo lo que te ofrezcan o comenten de manera verbal.
- **Haz una copia de los documentos importantes** que has utilizado para estos trámites y dáselos a un familiar o persona de confianza.
- **Infórma a tus familiares más cercanos.** Los procesos de migración no sólo te involucran a ti, también a tus seres queridos. Comparteles información sobre tus empleadores y contratistas, el lugar donde estarás, las fechas de salida y retorno y un teléfono o referencia en caso de emergencia.
- **Solicita información sobre el trabajo.** Lo primero es que viajes hacia el lugar de trabajo, la empresa que generará ese trabajo, la ruta que seguirá, la duración y los descuentos.

ADOLFO LÓPEZ MATEOS #18 TOPOLABANQUE, SANJULÓ, C.A. #8720 | TEL: (502) 688 0021021
CAAATM@GMAIL.COM

Throughout the year, ProDESC also shared infographics on the status of temporary migrant workers. This material was prepared based on information from the National Coordinator of Human Labor Rights Defenders (CNDDHL), a collective in which women Coalition members participate..



One of the Coalition's more successful communication campaigns was a series of posts in ProDESC and Coalition social media with the hashtag #ExcesoDeViolaciones (excess violations). The idea of the campaign was to expose human labor rights violations, equating them graphically with the warning labels Mexican food manufacturers must apply to products with excess sugar, fat or sodium. The posts targeted agricultural products that are grown or processed in industries where human rights violations are more frequent, for instance, frozen crawfish labeled for violations of temporary migrants' rights in the seafood industry, berries labeled for dangerous content of child labor, and strawberries marked for violations of the rights of women who work in their fields in the United States.



In strategic communications, there were two important interviews of Coalition members during the year that were published in national and international media. The first was on the news site Altavoz de Sinaloa in October, describing a series of activities marking the Coalition's anniversary. That publication can be consulted. The second interview was given by Olivia Guzmán and Fausto García in the United States, to journalist Susan Ferriss of Washington D.C., in which they explained the objectives of the Coalition and their motivations as temporary migrant workers.

Challenges in 2021

Despite the difficulties imposed by the COVID-19 pandemic, ProDESC and the Coalition made significant progress in strengthening organizational processes in the communities they work with, and in creating new workers' centers in Mexico.

At the end of the year a generational change took place within the Coalition, as young human rights defenders joined the organization, committed to continuing the long-term work begun by the Coalition's founders. ProDESC intends to continue assisting the Coalition in strengthening these new representatives and defending the human labor rights of temporary migrant workers.

2022 Outlook

Building on the experience of opening and operating the CAATM, ProDESC and the Coalition will continue to support the creation of more migrant workers' centers on the border with the United States. In 2022 two more centers are planned for opening by organizations based in Ciudad Juárez and Tijuana.

In March of 2022, ProDESC and the Colectiva Rosa Lumberg Center for Workers will be organizing a fundraising campaign within the context of International Women's Month. The campaign will seek donations to support the Center in beginning to operate and offer assistance starting in June 2022.

With two members of the Coalition now working in the United States after receiving humanitarian visas in compensation for the human labor rights violations they suffered, ProDESC saw an opportunity to continue expanding the Coalition's work not just to other states of Mexico but to the United States as well. This vision is aligned with another ProDESC strategy, which is to explore ways to use the USMCA Rapid Response Labor Mechanism to defend the human labor rights of Mexicans, among them temporary migrants.



Coordinadora Nacional de Defensoras de Derechos Humanos Laborales

In June 2013, ProDESC supported the foundation of the National Coordinator of Human Labor Rights Defenders (CNDDHL) as a space for collective political organization of women human rights defenders, whose aim was to develop proposals for advocacy, organization and participation to strengthen the comprehensive defense of human rights for working women. This organization's work in forming an articulated network of support is important given that: i) women are usually paid less than men; 2) women face discrimination and a lack of credence when reporting violations of their labor rights; 3) there are persistent obstacles to the exercise of collective rights, like the formation of independent unions and the election of representatives to defend women's labor interests.

For more information on the assisted process, click [here](#).
The CNDDHL Multimedia platform can be visited [here](#).

Progress and achievements in 2021

The CNDDHL once again followed a calendar of monthly meetings in 2021, most of which were conducted virtually. In these meetings, participants: 1) received training on strengthening the defense and promotion of women's human labor rights; 2) organized communication campaigns and public events or drafted joint communiqués to expose violation of human labor rights in Mexico's most underprivileged workspaces; and 3) fine-tune and follow up on the organization's political agenda. The meetings were held on February 9 and 23, April 21, May 6, June 25, July 20, August 27, October 1 and 21, and November 24 and 25, 2021.



In the February meetings, the CNDDHL incorporated a new organization, called the Red Binacional de Mujeres Artesanas (Binational Craftswomen's Network). Although this group is headquartered in Puebla, it also incorporates craftswomen's committees from the states of Oaxaca, Chiapas and Hidalgo. ProDESC had the opportunity to meet with some of these in Puebla in late July in order to learn more about their expectations in joining the organization, and their future needs.

On April 21, CNDDHL joined in solidarity with the global vigil #JusticiaParaJeyasre, remembering Jeyasre Kathrivel, a worker in India's garment industry who was murdered after suffering months of sexual harassment by her supervisor at the factory where she worked. The CNDDHL, ProDESC and allied international organizations like the [Movement Law Lab](#) and the [International Labor Rights Forum](#), among others, joined in the global call for justice for the slain worker.



On May 4, the CNDDHL organized a discussion panel called Ask a Human Rights Defender, involving the various organizations that make up the Coordinator: the Colectivo Ollin Calli, the Centro de Derechos Humanos San Óscar Arnulfo Romero, the Colectiva Rosa Luxemburgo, the Red Binacional de Mujeres Artesanas, the Coalición de Trabajadoras y Trabajadores Migrantes Temporales Sinaloenses, and Jade. This space gave participants a chance to talk with CNDDHL members about their labor experiences and their demands in terms of human labor rights.

The last two meetings, on November 23 and 24, were able to go forth in person in Mexico City, because the rate of COVID-19 contagion was low both in the capital and in the states where participants lived.

After taking the time to reflect and design advocacy strategies for 2022 on day 1, on the second day participants took part in the march commemorating International Day for the Elimination of Violence against Women. On the same day, the CNDDHL announced that the update of its [multimedia platform](#) for working women would be released in December. The purpose of this platform is to expose violations of women's human labor rights in Mexico by presenting statistics and testimonials from women involved in the organization.



The CNDDHL worked closely with ProDESC on producing communication campaigns throughout the year. One of the first tasks was to continue the campaign begun in 2020 on working conditions in the garment industry. The result was a set of 10 graphic support materials and an explanatory video with the hashtag @ModaATodaCosta (fashion at any cost). The purpose of the campaign was to expose the history of exploitation behind the apparel made by women working in Mexico's maquiladora industry.



On May 28, the CNDDHL and ProDESC launched a campaign for International Day of Action for Women's Health. The campaign focused on the conditions of workplace violence, discrimination, invisibility, lack of social security, unfair wages and workplace harassment that damage the physical and psycho-social health of women workers in Mexico.





Every year, ProDESC publishes information on social media about the goals and importance of the CNDDHL. This campaign has two overarching goals: the first is to raise awareness about the space and its dedication to supporting human labor rights in Mexico; and the second is to attract organizations of working women interested in joining the Coordinator. This latter goal is part of the strategic vision by which the CNDDHL seeks to become an international benchmark for such spaces.

In 2021, ProDESC began a new fundraising strategy aimed at individual donors. The first fundraising campaign was launched on the HIPGive platform during International Women's Month, under the hashtag **#GoMujeres** (go women). ProDESC and the CNDDHL created a fundraising campaign with the goal of raising 20,000 Mexican pesos to support training needs identified by the organization. This experience yielded valuable lessons for the ProDESC team as well as CNDDHL members.

After evaluating the results of the campaign, ProDESC decided to provide a communications and fundraising workshop to the Coordinator.



Challenges in 2021

Although by the second year of the pandemic it became evident that CNDDHL members were adapting to the online environment, face-to-face meetings remain important for making decisions and for strengthening the space. Being able to meet in person in Mexico City in November made the coming together of various organizations stronger, not just in terms of teamwork, but at the level of personal interaction between members.

The CNDDHL grew stronger in 2021. But there are still tasks ahead, such as:

- 1) strengthening internal organization in order to be able to increase the number of advocacy and communication actions; and
- 2) providing the necessary training for organizations to have the tools and know-how to defend human labor rights.

2022 Outlook

ProDESC and the CNDDHL are convinced that more advocacy actions will be possible in 2022. The reactivation and reopening of activity throughout Mexico will allow CNDDHL members to gather and work on their strategies together, and to travel to other parts of the country where working women require support and assistance



Dziuché Ejido

In 2011, the state government of Quintana Roo published a decree declaring the Chichankanab Lagoon System a protected natural area. The decree covered an area of 11,610 hectares, approximately 8,407 of which lie within the boundaries of the Dziuché Ejido. Following a legal appeal, the decree permitted the illegal use of community land by private companies offering eco-tourism services, without consulting the community for its opinion. Through various legal actions brought the ProDESC, at the request of the Dziuché community, on February 13, 2019, the courts granted a writ of constitutional protection (amparo) against the state decree. On July 12, 2019, the Collegiate Court upheld the amparo. With this, ProDESC supported the Dziuché ejido in defending the community's right to the use and enjoyment of this land.

For more information on this assisted process, click [here](#).

Progress and achievements in 2021

In March 2021, the Transnational Justice team traveled to the Dziuché ejido to report on the scope and effects of the claim filed with the District Court and to ensure that the protective order granted to the ejido would remain effective. It succeeded in doing so, as the Quintana Roo State Ministry of the Environment once again included the ejido in the Municipal Territorial Organization Program as a natural protected area. The process was completed on July 20 with a ruling in the Dziuché ejido's favor. Based on its visit to the ejido, the Transnational Justice team prepared a diagnosis on the legal and agrarian status of Dziuché to decide on other possible protective actions that could be taken in court to defend the community's right to land and territory.

In the March meeting, the Transnational Justice and Organizational Process teams learned that a number of defenders from the Dziuché ejido had been targeted with threats and harassment, suggesting the need for an incident log to track such events. The teams responded to this situation by sharing strategies and community security guidelines to protect ejido members.

The Organizational Process team has been present at ejido meetings, and also organized meetings with Dziuché authorities to identify needs and propose assistance in various actions to defend and promote the right to land and territory. The team attended a total of 8 ejido assemblies. Between August and October, as the number of COVID cases waned, various face-to-face meetings were held with the ejido council and the Laguna Defense Committee, so that together they could analyze the contexts, risks and ways to organize the various decision-making bodies of the ejido. These meetings also led to a number of agreements on the assistance that could expect for the purpose of strengthening their decision-making spaces.



On June 10 and 11, the Fifth Latin American Community Security meeting was held in virtual form. In that member, Alberto Burgos, a member of the Laguna Defense Committee attended the event and was able to share experience with other persons engaged in the defense of land and territory in various Latin American countries and representatives of organizations that defend Mexican and international human rights.

Challenges in 2021

With a member of the ProDESC team assigned to this region, we expect to strengthen on-site community assistance. Although a clear victory was won in the courts, the community remains on the alert because there continue to be outside interests that threaten to dispossess them of their land and territory.

2022 Outlook

ProDESC will work to augment the rolls of Dziuché ejido members by encouraging the incorporation of women into the ejido assembly. Another crucial step will be formally establishing a committee of men and women ejido residents (established in the Agrarian Law as an advisory body) in order to ensure that the community is represented in all decisions.

The Organizational Process team will begin working with women of the community encouraging them to join the defense committee and subsequently the ejido assembly. Having women represented in these spaces is crucial for considering the different conditions in which they live. To achieve this, ProDESC is planning to prepare an analysis of cultural patterns regarding territory, to be able to work from the community itself in defending its land and territory. Furthermore, given the past security incidents, ProDESC may work with the community to develop a community security methodology as a way to collectively protect themselves and prevent violence against human rights defenders.

Community of Unión Hidalgo

The Isthmus of Tehuantepec is a region of Oaxaca state that possesses climatic conditions ideal for installing wind farms. The energy potential of the Isthmus is estimated at between 5,000 and 7,000 MV of electricity a year, enough to supply the needs of 18 million inhabitants. Since 2004 private companies have been coming to the community of Unión Hidalgo asking to rent their land. They offered economic benefits and assured the community that it would be able to continue using the land to grow sorghum and corn. But since they arrived the territory of Unión Hidalgo has suffered environmental damage from the wind farms and members of the community have been subject to constant intimidation and obstruction. ProDESC assisted the Unión Hidalgo Resistance committee in preventing construction of the Gunaa Sicarú wind farm by the French company Electricité de France (EDF). This would add to the number of existing wind farms that would ultimately surround Unión Hidalgo, with a serious impact on community life.

For more information about the assisted process, click [here](#).

Progress and achievements in 2021

ProDESC was able to resume its monthly visits to Unión Hidalgo in 2021. In the early months of the year, it provided information to the Comuna Members' Assembly regarding a possible resumption of the consultation on the Gunaa Sicarú project, so that they would be aware of the consequences and importance of participating in that process. We also visited the homes of local residents to assist them with the inheritance of agrarian rights, particularly by grandchildren of comuna members. Other talks took place to analyze the context and possible opportunities, such as ratification of the Escazú Agreements.



In July, ProDESC attended Comuna Members' Day at Unión Hidalgo where a commemorative mural was unveiled at the local assembly house, created in conjunction with the Binni Cubi collective and commemorating the 57-year struggle of comuna members in Unión Hidalgo. The purpose was to bring the community together, share experiences in Unión Hidalgo's struggle and strengthen collective organization against violations of their land and territorial rights.

During monthly meetings with the Resistance Committee, the team worked to draft a set of security practices by and for community members, and thus to prevent acts of violence against human rights defenders in Unión Hidalgo.

Throughout the year, ProDESC has conducted various home visits in order to begin the probate of comuna inheritance rights and ensure these rights are relayed to new generations in Unión Hidalgo. Various comuna members' descendants approached ProDESC, some of them women, seeking to have their inheritance recognized and thus participate in the Comuna Members' Assembly. The Assembly is where all important community decisions are made, and bringing in new generations is essential for addressing the needs of younger residents.

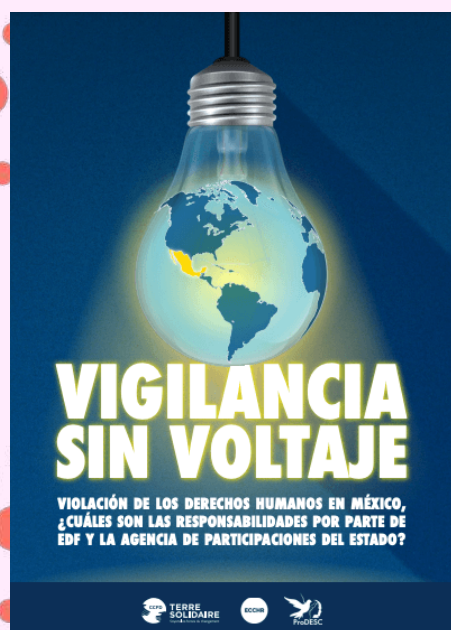
Although the French company pushed for a swift resumption of the consultation at the start of the year, ProDESC filed two objections, arguing that given the COVID-19 pandemic, the necessary sanitary conditions could not be assured for an event of this size. In court it also followed up on the lawsuit filed in France on October 13, 2020. The first hearing was set for February 2021, but at the express request of EDG lawyers and because of the pandemic, the hearing was delayed until September 7 and October 26. The judge expressed considerable interest in the arguments brought by the community's legal representatives and said that a ruling would be handed down on November 30. On that date, the judge established that the tribunal was competent to hear the case and that the demands presented were admissible in French court.

Five young lawyers from ProDESC are part of the Fundación Bertha Justice Program. Two of these were interviewed by the foundation in order to include ProDESC's work in Unión Hidalgo in a book about legal cases involving climate and climate change.



On March 24, ProDESC and the [Global Initiative For Economic, Social And Cultural Rights \(GI-ESCR\)](#) sent letters of allegation regarding the impact of the Gunaa Sicarú project to the Special Rapporteur on extreme poverty and human rights, the Special Rapporteur on right to development, the Special Rapporteur on the situation of human rights defenders and the Special Rapporteur on the rights of indigenous peoples. In August, those Rapporteurs sent a formal letter to Mexico, France and the company EDF expressing their concern over violations of the right to land and territory of the Unión Hidalgo community, as well as the violence that threatens community defenders.

It is unusual for rapporteurs to send such letters, particularly to private companies; it is a sign of that the defense mounted in favor of the Unión Hidalgo community is solid, legitimate and has international support.



In June, [the European Center for Constitutional and Human Rights \(ECCHR\)](#) and [CCFD-Terre Solidaire](#) published a report entitled *Vigilance Hors Tension* (diligence switched off) about the specific case of Unión Hidalgo: the context, the human rights violations and legal breaches committed by the company as well as the State. The report was published in Spanish, French and English. Along with its publication, Change.org launched a campaign called [SENERAtoALaConsulta](#) inviting the public to sign a petition against resumption of the consultation process because public health conditions were highly unfavorable. It also sent mockups of light bills to the French Ministry of the Economy listing the violations being committed at the Gunaa Sicarú project.

ProDESC published an analysis of the regulation on Prior consent as an instrument for interaction between states and indigenous peoples (view document [here](#)). The document discusses the interaction between states and indigenous peoples, then analyzes the consultation process as an instrument for interaction that significantly influences the balances of power between communities and states. The report was published on open networks on October 8. The official presentation was given by author Rafael Ponce, the Executive Director of [Serapaz](#), Diana Lepe, Executive director of [Oxfam México](#) Alexandra Haas, Jorge Fernández Mendiburo of [Indignación A.C.](#) and Eduardo Villarreal from ProDESC.

In May, ProDESC organized a discussion panel on energy colonialism, extractivism and socio-environmental transitions. The event was attended by Guadalupe Ramírez, human rights defender and spokesperson for the community of Unión Hidalgo, and Kiro Eufemio Felipe Jiménez of the [Universidad Autónoma Comunal de Oaxaca](#), Luis Bolonio of [Alianza Energía y Territorio](#) and María Fielheim of [Norway's Center for Sami Studies](#).

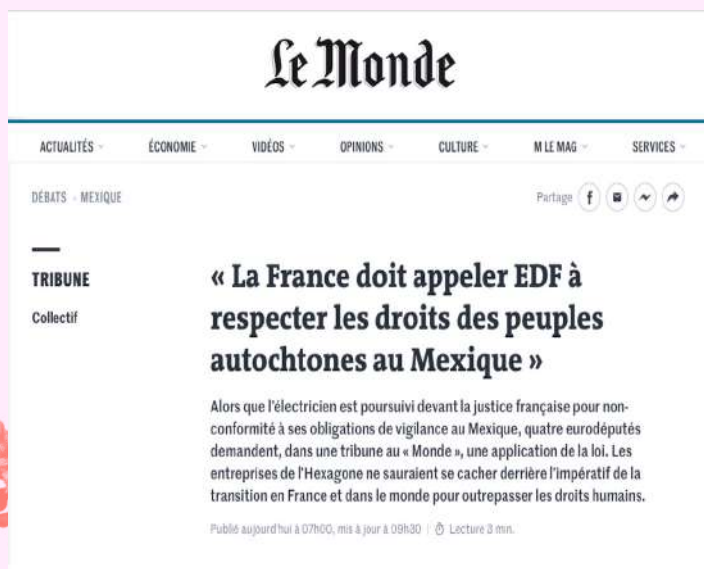


Between February and April 2021, Alejandra Ancheita and Miriam Saage (of ECHHR) presented the Unión Hidalgo case at various European Universities. Among other spaces, they shared information on the case with students and professors at the Oxford University [Bonavero Institute of Human Rights](#), [the University of Essex](#) and [the Université Paris Nanterre](#). In all of these virtual spaces participants expressed considerable interest and the issue was widely aired in academic circles.

Another important event regarding the Unión Hidalgo case was presentation of the report [Private Utility, Public Disposal](#), on October 14, via virtual media. The report, which was supported by various Latin American organizations, deals with public utility and analogous concepts related to mining and energy activities, based on analysis of cases in Bolivia, Brazil, Chile, Colombia, Ecuador, Honduras, Mexico and Peru. The presentation was attended by Nobel Lopez, comuna resident of Unión Hidalgo.



ProDESC has worked on a project together with [Front Line Defenders](#) and [Business and Human Rights Resource Center](#) to draft an analytical document providing valuable information for decision-makers in the European Union now working on a directive on business due diligence. The project brought together around 40 Latin American organizations, companies and investors, human rights defenders and specialists in due diligence in member countries of the European Union. The final document was sent to the European Commission in December 2021.



Communication and advocacy activities were successful in urging French assemblyman Jean Luc Reitzer to send a message to the French Ministry of Foreign Relations and the French Embassy in Mexico sharing his concerns over human rights violations in the Unión Hidalgo community. Later, in October, French parliamentarians of the European Union signed a joint petition, published in the French newspaper [Le Monde](#), urging the French government to take action against the violations committed abroad by EDF. In 2021, seven communication campaigns were organized in order to expose violations and air the community's claims. Various strategies were deployed to reach different audiences,

with hashtags such as #GlosarioDelDespojo (Glossary of Dispossession), #EnergiasVerdesVemosDespojoNoSabemos, (Seeing Green Energy, Ignoring Dispossession), #¿QuéPasaría? (What Could Happen?), #SinNosotrosNoEsConsulta (It's not a Consultation Without Us), and other. A total of 517 posts were published on ProDESC's Facebook, Twitter and Instagram accounts.



The Unión Hidalgo case was reported in national and international media. Mexican newspaper Proceso wrote an article entitled La comunidad zapoteca logra primera audiencia en Francia contra parque eólico Gunaa Sicarú (Zapotec community wins first hearing in France against Gunaa Sicarú wind farm, see article [here](#)) and Caso inédito en la Corte de París: Comuneros zapotecos llevan a juicio a EDF (Unprecedented case in France: Zapotec comuna residents take EDF to court, see article [here](#)). El Universal Oaxaca also reported on the community's lawsuit in France in its article Por violar sus derechos humanos, zapotecos de Unión Hidalgo demandan en París a eólica francesa (Zapotec people of Unión Hidalgo take French wind farm to court over human rights violations, see article [here](#)). Internationally, the case made the Business and Human Rights Review with the article Unión Hidalgo: An indigenous community's legal journey to defend their rights and resist the irresponsible wind power industry (see article [here](#)) and in El País, with an article entitled Una septuagenaria mexicana frente a las eólicas internacionales (Seventy-year-old Mexican woman takes on international wind farm companies, see article [here](#)).

ProDESC also produced a documentary called Resistencia al Viento (Wind Resistance), about Unión Hidalgo's battle against the Gunaa Sicarú wind farm, in the voices of community members themselves.



The video was highly successful and ProDESC was invited to show the film at the [Human Rights Film Festival Berlin](#). The video was well received and widely shared among those attending. Alejandra Ancheita had the opportunity to open a discussion table after the video was shown and was invited to be a member of the festival's jury.

Challenges in 2021

Violence against human rights defenders from Unión Hidalgo and against the ProDESC team continues to raise concern in the field of human rights. The threats, thefts and intimidation continued throughout the year, proving once again the importance of having community protection measures to prevent serious acts of violence.

Additionally, both the company and state and municipal stakeholders are still pressuring for a swift construction of the wind farm, regardless of human rights violations against the community. The courts have shown themselves receptive to the arguments of human rights defenders, but they must take more concrete action to protect the community against the outside economic interests.

2022 Outlook

The lawsuit against EDF in France is being filed at a propitious time, because a number of countries, and even the European Union itself, are drafting legislative bills on corporate due diligence. Human rights activities hope to continue working with institutions in the European Union to enact a directive on business due diligence. And if these regulations are properly drafted, they could have a significant impact on the struggles of communities and collectives in the Global South against European multinationals that violate their human rights. The example of Unión Hidalgo, first as a community defending its land and territory, and later as an entity now seeking justice under these laws in France, sets a solid precedent for subsequent lawsuits from the Global South in multinational spaces.

ProDESC will continue strengthening community spokespersonship, particularly for women of the community, to position themselves in the battle for defense of their lands and territory. In parallel, new activities must be undertaken with community leaders to strengthen their ties with comuna residents

INSTITUTIONAL STRENGTHENING



Institutional strengthening is a highly important area of growth for the organization. ProDESC believes that institutionalization is an ever-evolving pathway toward proper implementation of strategies and the success of assisted processes.

In 2021, ProDESC continued to monitor the evolution of the COVID-19 pandemic through its Safety and Hygiene Committee, made up of 4 team members. Every month, during the team meetings, a committee member would analyze the status of the pandemic and share the measures the organization needed to carry out. Travel was more frequent than in 2020, while respecting preventive measures at all times (COVID-19 testing before and after the trip, priority on travel by car or secure transport, minimizing face-to-face meetings and the concentration of people in offices, among others). This enabled us to avoid any contagion of our staff in the workspace. And as in 2020, we provide psycho-social counseling for the entire team.

ProDESC has grown a great deal over the past year. We have not only welcomed new people into existing positions, but also created new jobs and duties. This was due primarily to new commitments reached with communities, peoples, collectives, strategic alliances, and donors. Juan Zeferino joined the team as lawyer for the Bertha Justice Initiative network; David Bravo and Laura Alvarado joined us as organizers for land and territory and human labor rights, respectively; Estefanía Díaz in the newly created Strategic Communication Department, and Gabriel Rocha in another new position, organizer in charge of the right to defend human rights. In our field team, we welcomed Efrén Lugo in Topolobambo, Sinaloa, as the new head of the Coalition process.



Although starting a new job in times of pandemic is a particular challenge, ProDESC has enabled a series of online tools that give incoming personnel access to the basic documentation, and methodological, analytical, training and descriptive resources on ProDESC's assisted processes. The Department of Institutional Development created a shared file containing all of the material generated by the organization. During the onboarding process, the Coordinator is responsible for specifying the documents that must be read in order to join the area appropriately.

Following assistance in the areas of financial resilience and institutional strengthening in 2020 and 2020, provided by [Spring Strategies](#) (at the invitation of the Ford Foundation in Mexico), ProDESC buttressed its regulatory and practical foundations for mobilizing resources and administering funding. The progress was so remarkable that Spring Strategies proposed that ProDESC tell its story of change on their page, through a [blog](#) dedicated to the organization. For that virtual space, a brief video was prepared in February 2021 in which the ProDESC team was interviewed. The experience gave our organization fresh wind as we continue growing in our defense and promotion of economic, social and cultural rights.



Every year, ProDESC prepares an Annual Training Program, establishing a timeline for the training modules the team will be given. The modules that appear in that document are the result of a survey on needs, answered by the entire team, and a rigorous analysis of organizational resources and needs, to ensure that the institution achieves its goals. In 2021, eight training modules were given, seven externally and one internally (in the Under-Department for strengthening leadership by women human rights defenders on the team). The average rating given by the team to the training they received was 4.5 out of 5, which signals a high level of satisfaction with the courses.



**INSTITUCIONALIDAD
Y TRANSPARENCIA**

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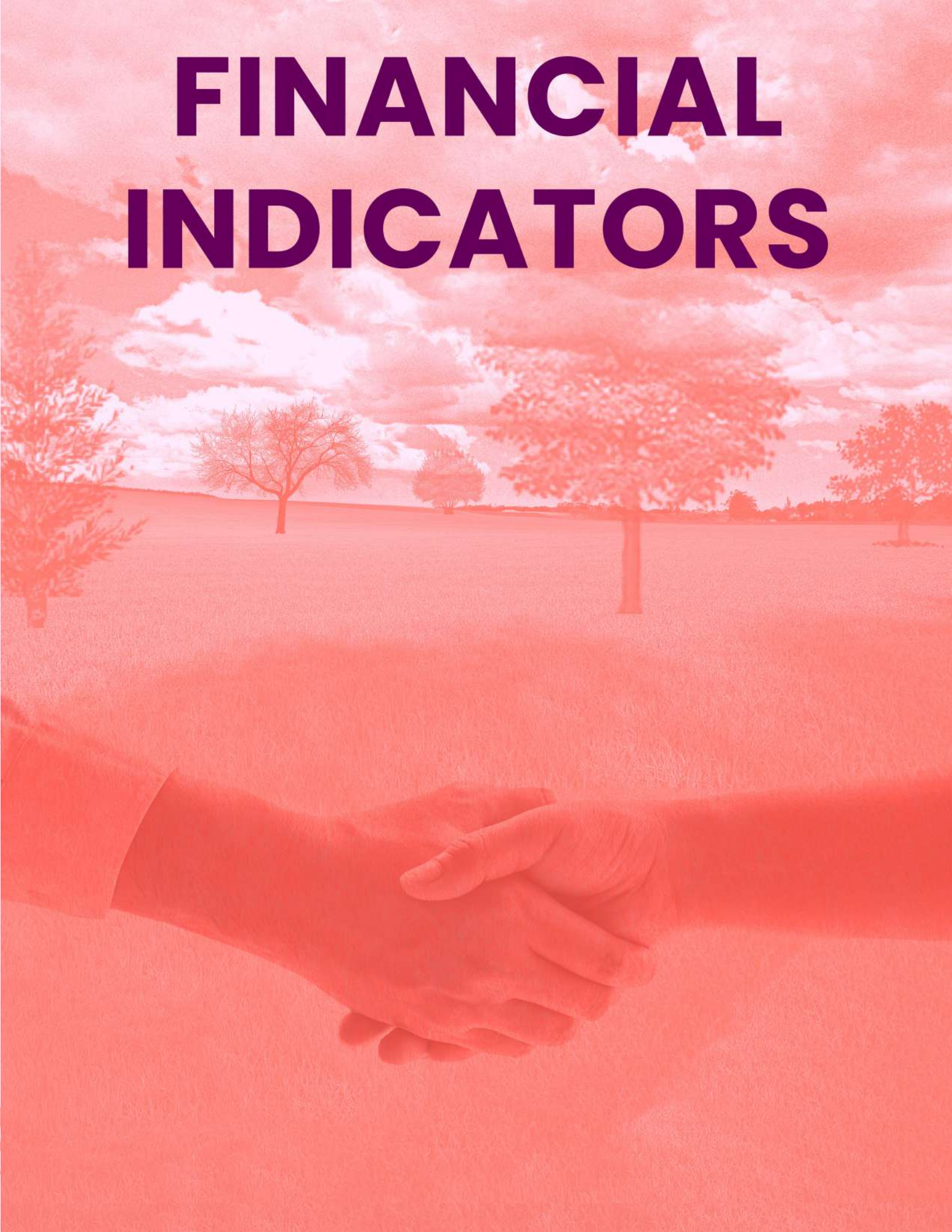
After an application process that lasted several months, in November ProDESC earned the highest-level Accreditation in Institutional and Transparency (see information [here](#)) 2021. The distinction is awarded by the [Centro Mexicano para la Filantropía, A.C.](#) (Mexican Center for Philanthropy) and is awarded to civil society organizations that have achieved a superior level of institutional development based on 10 regulatory and practical criteria. ProDESC will continue to keep its documents and institutional practices up to date to maintain this distinction over time.

ProDESC tries to carry out at least one teambuilding activity each year with the entire staff of the organization. Because the pandemic prevented us from gathering in doors during the year, the organizing team decided in an outdoor teambuilding event at the end of the year. The activity focused on inspiring cooperation, empathy and solidarity by solving games or puzzles as a team.



In December, at the mid-point of its 10-year strategic plan (2017-2027), ProDESC began an ambitious review and design of implementation. After painstakingly evaluating its targets and indicators we devised an inter-area action plan for the next five years in order to meet the 10-year goals. The entire team participated in the exercise, contributing innovative ideas from their sphere of execution. The final document was reviewed in early 2022 and will be translated into English to share with alliances and donors.

FINANCIAL INDICATORS



The financial health of the organization is crucial for supporting the operation of assisted processes, and to this end ProDESC constantly monitors and adapts in order to optimize its resources and ensure optimum outcomes. The following financial analysis of ProDESC contains information of value to donors.

In 2021, ProDESC worked on seven assisted processes. The organization's resources were divided up among those processes according to the needs identified for the fiscal year.

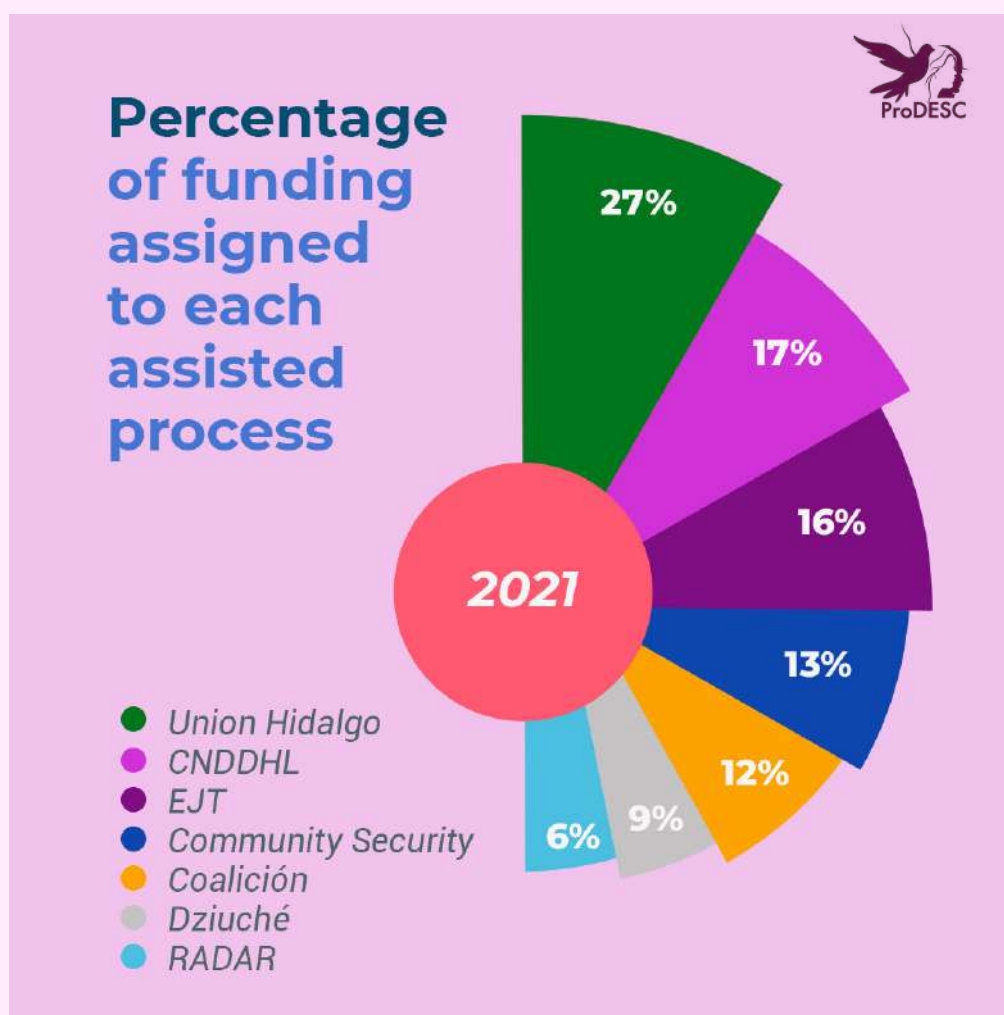


Figure 1. Percentage of funding assigned to each assisted process (2021)

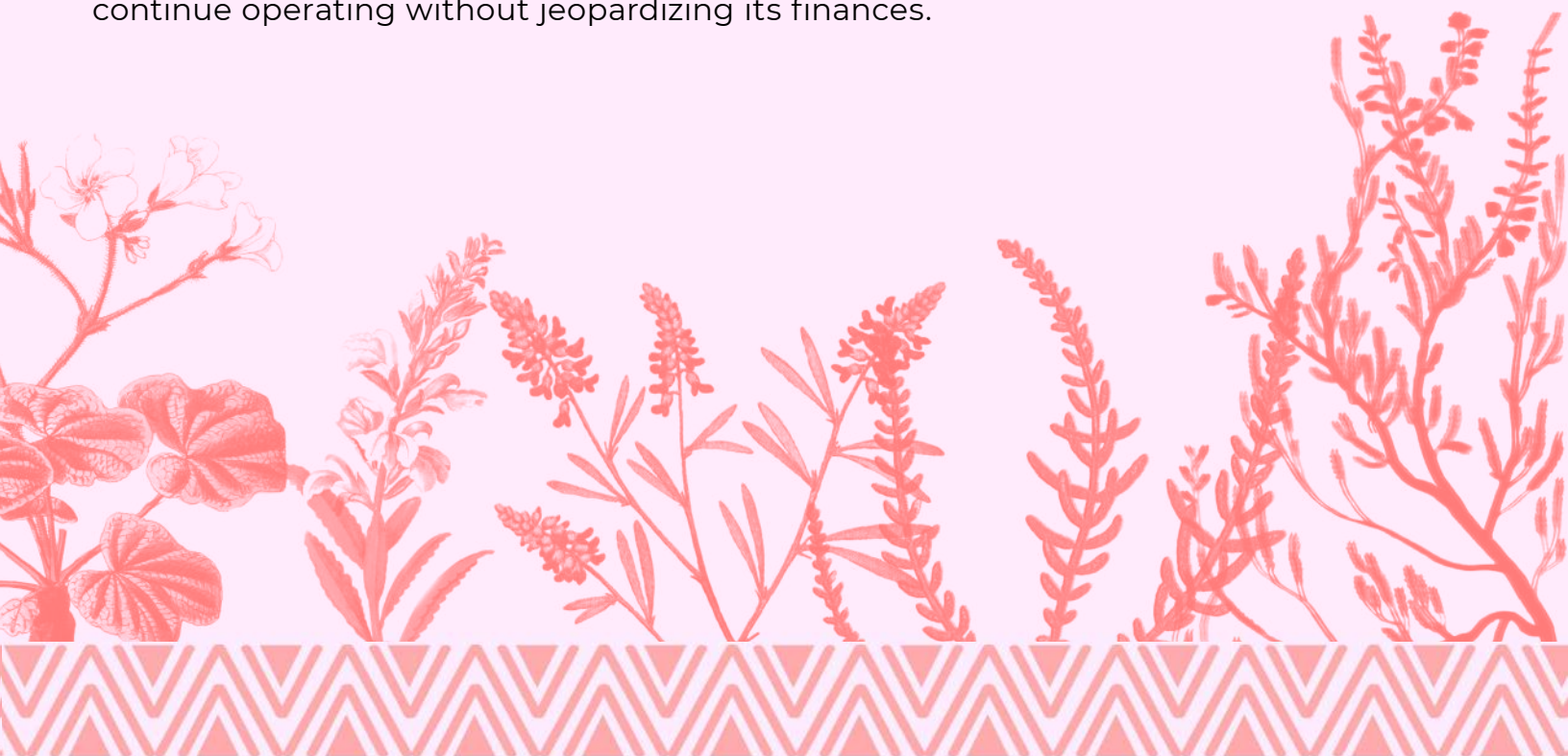
The proportional allocation of funding to each process was not based on a hierarchy of processes but on the cost of the strategies defined to achieve the goals set by ProDESC and each community or collective. For this reason, the allocated percentages may vary from year to year

The assisted process that received the most funding this year (see figure 1) was Unión Hidalgo. This was mainly because the filing of the lawsuit in France required analysis, advocacy and communication activities both in Mexico and abroad. It also entailed a resumption of our frequency of travel to the Zapotec community in order to report on our progress and continue bringing in more people to strengthen the process. Note that ProDESC ensures a diversification of funding sources in each assisted process to avoid depending on a single source for any given process.

The resources assigned to the assisted processes of the CNDDHL (17%), School of Transnational Justice (16%), Community Security (13% and the Coalition (12%) were proportionally similar. In all of these processes we have followed strategies in each of the four comprehensive defense areas, although this year we have to adapt to the uncertainties of safe work in the field. Operating expenses have risen for number of these processes as they have taken on new and more ambitious activities. For example, the EJT will be working now not only in Mexico City but in other parts of Latin America, with the plan to have participants meet at least once a month in Mexico City. In the community security project, ProDESC wants to become a benchmark for assistance of at-risk human rights defenders.

An analysis of the use of total funding received shows that in 2021, 8 out of 10 Mexican pesos went to the operating expenses of the assisted processed. The remainder went to maintenance and organizational strengthening expenses necessary to sustain ProDESC's program work.

Another key indicator for measuring the financial health of an organization is the level of dependency it has on each of its donors. Ideally, there should be a balance between the amount of funding received and the number of individuals or institutions donating, so that if one or more of these decides to withdraw its support the organization can continue operating without jeopardizing its finances.



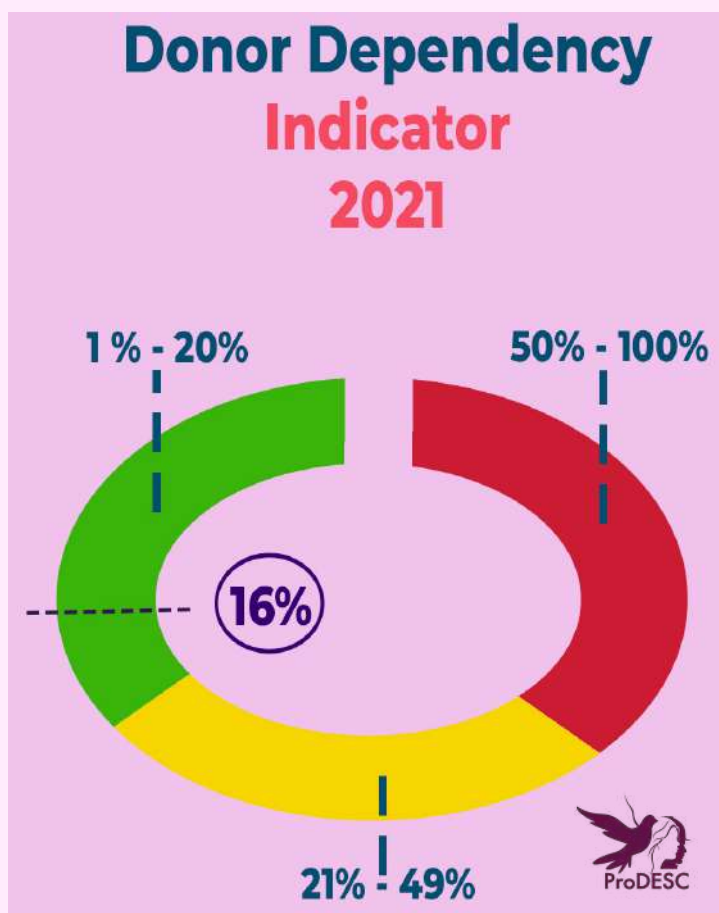


Figure 2. Donor Dependency Indicator

To measure donor dependency, we divided the size of the largest donation by the organization's total resources. As figure 2 shows, ProDESC has a relatively low level of dependency on individuals and institutions who supply its funding. The largest donation received by ProDESC accounted for 16% of its total revenues. Although ProDESC considers this percentage "healthy," we will continue to pursue strategies to mobilize resources in coming years to maintain and improve this indicator.

For further information, please write to us at prodesc@prodesc.org.mx.

Recognitions

ProDESC has always had worked toward a long-term structural change so that the most vulnerable members of our society can freely enjoy their economic, social and cultural rights. Having long-range goals requires strategic flexibility and innovation, as well as rigorous planning and a responsible, transparent administration of funding. ProDESC has worked steadily to remain financially stable and to rigorously analyze and allocate its resources. This has been clearly reflected in far-reaching results for each assisted process.

We cannot close out this 2021 report without expressing our gratitude to the agrarian communities, indigenous peoples and workers' collectives who have approached our organization to embark on a shared path toward recognition of their most basic rights. These collaborations offer highly valuable lessons not only for the specific struggles of these peoples, collectives or communities, but for a broader movement for the defense of human rights. The challenges are admittedly great, but the strength that human rights defenders bring to their struggle enables us all to continue building innovative solutions for a better future.

We must also recognize the invaluable support we receive from our donors, year after year. There are many challenges before us, more still considering the context of violence and impunity prevailing in Mexico today. But there are contributors, foundations and philanthropic organizations that have pinned their faith to ProDESC in the hope of building a more just and dignified world for all.

Also worthy of mention are all the human rights organizations, committed journalists and academics who have made room for collaboration and construction to address human rights violations. ProDESC has always been aware of the importance of support networks in achieving more and better results.

Finally, the organization thanks its employees for their tireless and invaluable work, day after day. ProDESC is proud of the committed professionals it has brought together, motivated individuals who have given their time and energy to the pursuit of social justice.



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