

# **CEGSS' approach to capacity building**

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# Key concepts

- **Capacity building:** Long and integrated process to build the capacities of citizens' organizations around rights claiming
- **Knowledge transfer:** the specific transfer of knowledge and tools to other organizations (national and international NGOs) that already have an established capacity

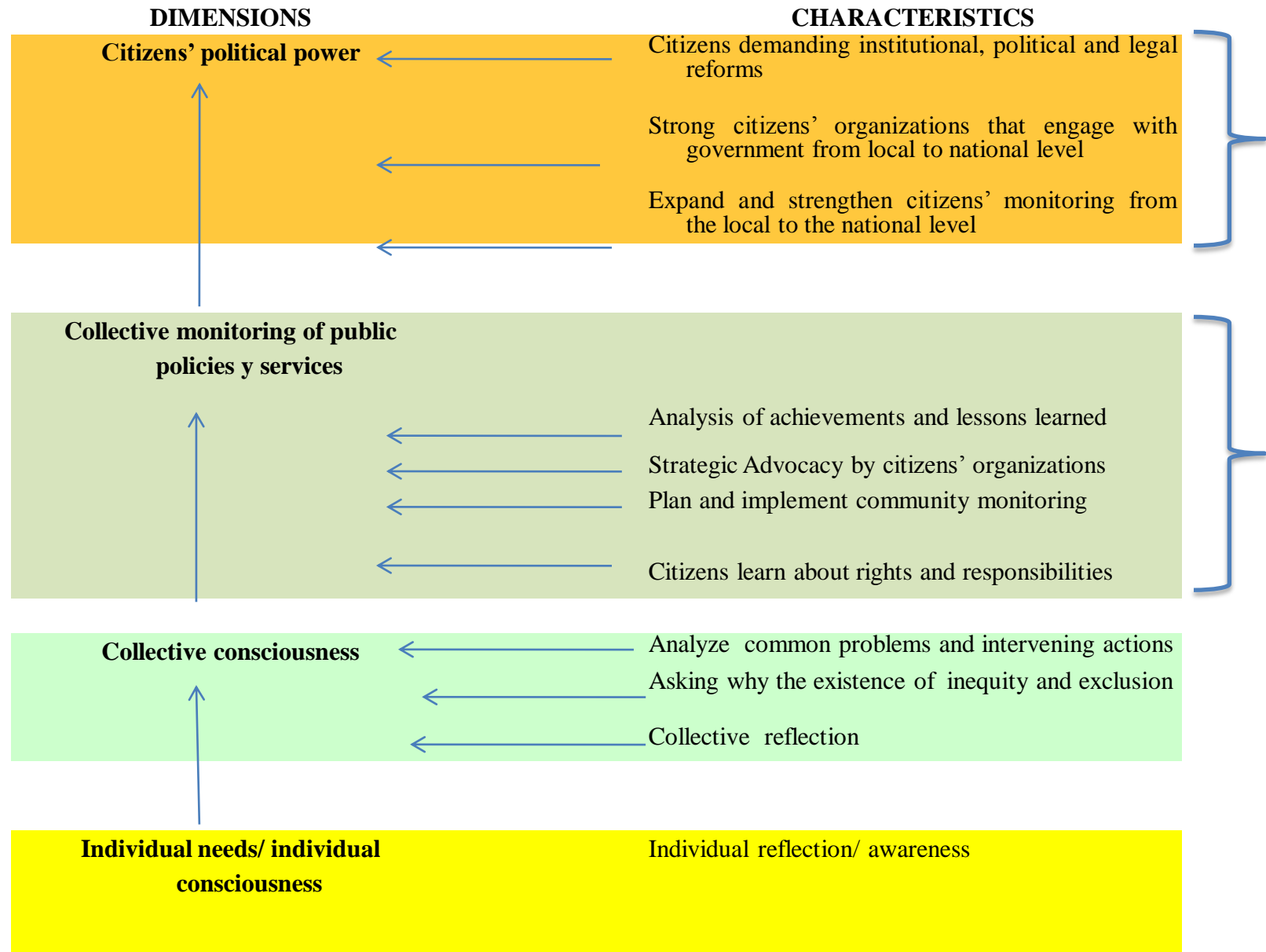
# Capacity building to whom?

- **Full capacity building cycle:**
  - Community based organizations (from rural indigenous municipalities)- 7 years experience
  - NGOs working at provincial/municipal level- 1 year experience
- **Knowledge transfer:**
  - International NGOs: Bolivia & South Africa- 6 months experience

# Capacity building aimed to CEGSS

- CEGSS implement constant reflection and assessment of its own capacity building needs
- Common activities to build CEGSS' own capacity:
  - Learning workshops
  - Temporary consultants (i.e. gender, legal protocols)
  - Technical degrees and short courses (i.e. documentary & cinema production; accounting for non-profit)

# A PROCESS IN CITIZENS' EMPOWERMENT TO CLAIM RIGHTS



# Methods used by CEGSS

- Full capacity building:
  - Training workshops; study guides at home; field-practice; cross-visits; reflection meetings
- Knowledge transfer:
  - Learning workshops; seminars; TA to adapt
  - tools/approaches; sharing published papers and reports
- New methods for this year:
  - Mentorship to staff from other organizations
  - Internship in CEGSS- staff from other organizations

# Monitoring and documentation

- CEGSS carry-out research around empowerment of marginalized populations for rights claiming
- Includes developing and field testing tools, indicators and methods for capacity building of people with limited formal education, spare time, language deficits and other barriers.
- Monitoring and documenting the process and outputs around capacity building is central to the above research

# Lesson learned

- Developing a capacity-building plan through participatory reflection and assessment is crucial
- Importance of using a combination of methods and activities to achieve goals
- Importance of monitoring and documenting the process of change/achievements
- Organizations that provide capacity building also needs capacity building
- ALL THE ABOVE THROUGH CONTINUOUS REFLECTION AND ADJUSTMENTS!