



# Global Programme Responsible Land Policy Good Practice

PERU: INDIGENOUS PROFESSIONAL INTERNSHIP PROGRAMME

# Programme

THE GLOBAL PROGRAMME RESPONSIBLE LAND POLICY (GPRLP) IS PART OF THE SPECIAL INITIATIVE 'ONE WORLD, NO HUNGER' OF THE GERMAN FEDERAL MINISTRY FOR ECONOMIC COOPERATION AND DEVELOPMENT (BMZ), WHICH AIMS TO REDUCE EXTREME POVERTY AND HUNGER.



The programme is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in countries across Africa, Asia and South America. Its main objective is to secure access to land as a major prerequisite for poverty and hunger reduction in rural areas, especially for women, marginalized groups and indigenous peoples.

## THE GLOBAL PROGRAMME IS IMPLEMENTED ALONG THREE FIELDS OF ACTION:

- Improving procedures to secure land ownership and user rights for the rural population
- Strengthening civil society
- Improving the framework conditions for responsible agricultural investments

The last aim does not apply to GPRLP implementation in Peru.

In Peru, ProTierras Comunales (PTC), as part of the Global Programme, aims to improve access to land and natural resources for native communities in the Peruvian Amazon, in the regions Ucayali and San Martín. PTC gives priority to capacity development and institution building of government and indigenous partners, emphasizing indigenous women and youth. Based on the principle of affirmative action, PTC has hosted an Indigenous Professional Internship Programme (IPIP) for young indigenous professionals in Lima and the two project regions since 2016 to address the capacity gap in the land governance sector and indigenous organizations.

# Starting point



An indigenous intern presenting the results of a workshop.

**THE INDIGENOUS MOVEMENT IN PERU CONSISTS OF INDIGENOUS ORGANIZATIONS**, which have representative bodies at the community, regional, national, and international level. They defend their rights to territory, access to resources and cultural values.

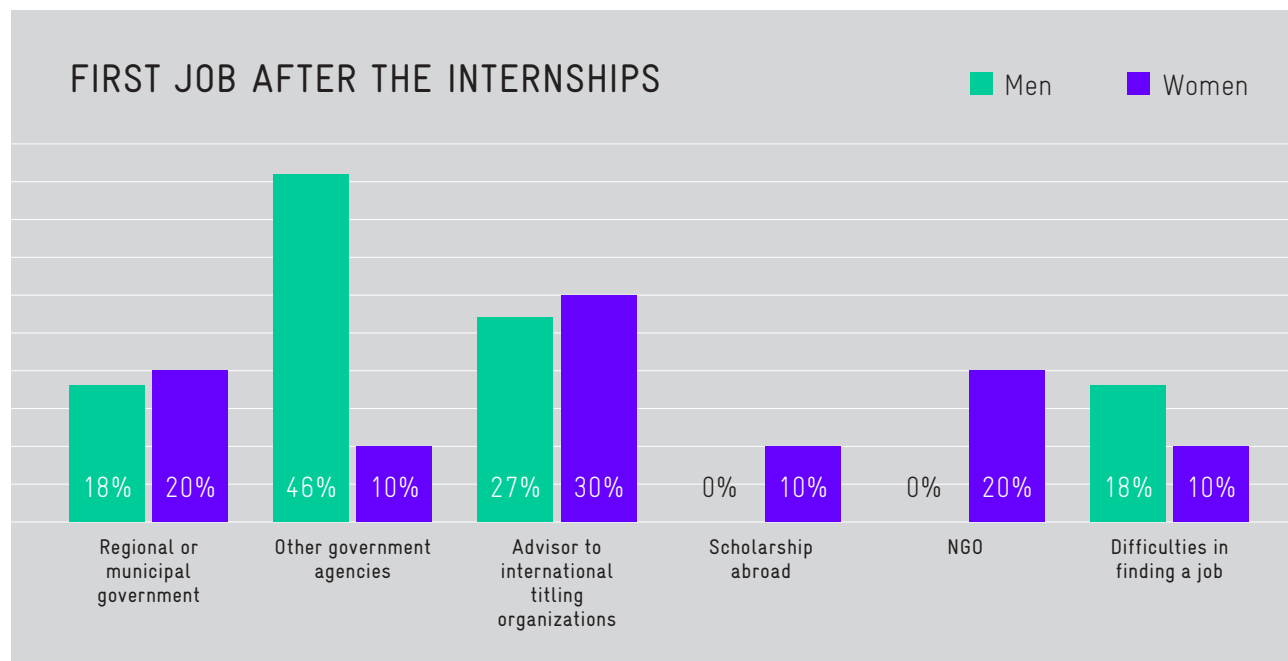
In recent years, around a dozen projects or initiatives of international development partners have supported the land titling process of native communities in the Peruvian Amazon. In this context, indigenous organizations feel strongly responsible for monitoring and safeguarding the progress of these land titling projects, which are often implemented in parallel and without sufficient coordination by the government. However, there are only a few indigenous professionals who have the advanced capacities to enforce the rights of native communities, monitor the progress and obstacles of community titling, and/or work as technicians or advisors in the different projects. PTC observed a strong need to train indigenous young professionals in technical, legal, and political issues in the land governance sector.

The IPIP is implemented in Lima and the two project regions Ucayali and San Martín, together with PTC's political and indigenous partners, such as the Ministry of Agrarian Development and Irrigation at the national level and the agricultural offices of both project regions. The indigenous national umbrella organization AIDSESEP (Interethnic Association for the Development of the Peruvian Rainforest) and its regional bodies in Ucayali and San Martín are also strategic partners of the project.

# Positive changes

In the current context of Amazonian development, indigenous professionals – men and women – are essential.

1. IPIP has **developed capacities of indigenous Amazonian professionals** with experience in issues related to territorial rights, communal land titling, cadastral data management, indigenous participation, and transparent resource management. In addition, the participating **interns have expanded their networks** with different indigenous professionals and peoples.
2. IPIP is very much appreciated by the project’s partners because it supports their work. After completing the internship, the **indigenous organizations hired several young professionals as advisors**, thus benefiting from their learning experiences.
3. The IPIP is also highly valued by its participants because it allows them to **consolidate their educational background, develop professionally and personally**, expand their networks, and have a fixed income.



## Employability of interns

4. Before the pandemic, **85% of the young people who participated in the IPIP found work or study opportunities after the internship**. Despite the difficulties generated by COVID-19 and the resulting increase in temporary jobs, this figure remains high at 70%. More than 50% continued as technical or legal advisers to indigenous organizations in the context of other titling projects.

# Approach

**BASED ON NATIONAL LEGISLATION THAT ALLOWS GIZ TO OFFER INTERNSHIPS, THE IPIP WAS LAUNCHED IN SEPTEMBER 2016** as a contribution to the indigenous movement's professionalization process. The objectives of this programme are:

1. to increase the knowledge of indigenous bachelor graduates on the titling process of native communities and on the role of the State and its relations with indigenous peoples, their organizations and international development partners and
2. to provide PTC, its counterparts, and partners with qualified practical assistance (including intercultural communication skills) through the placement of interns that contribute to the achievement of the project's objectives.

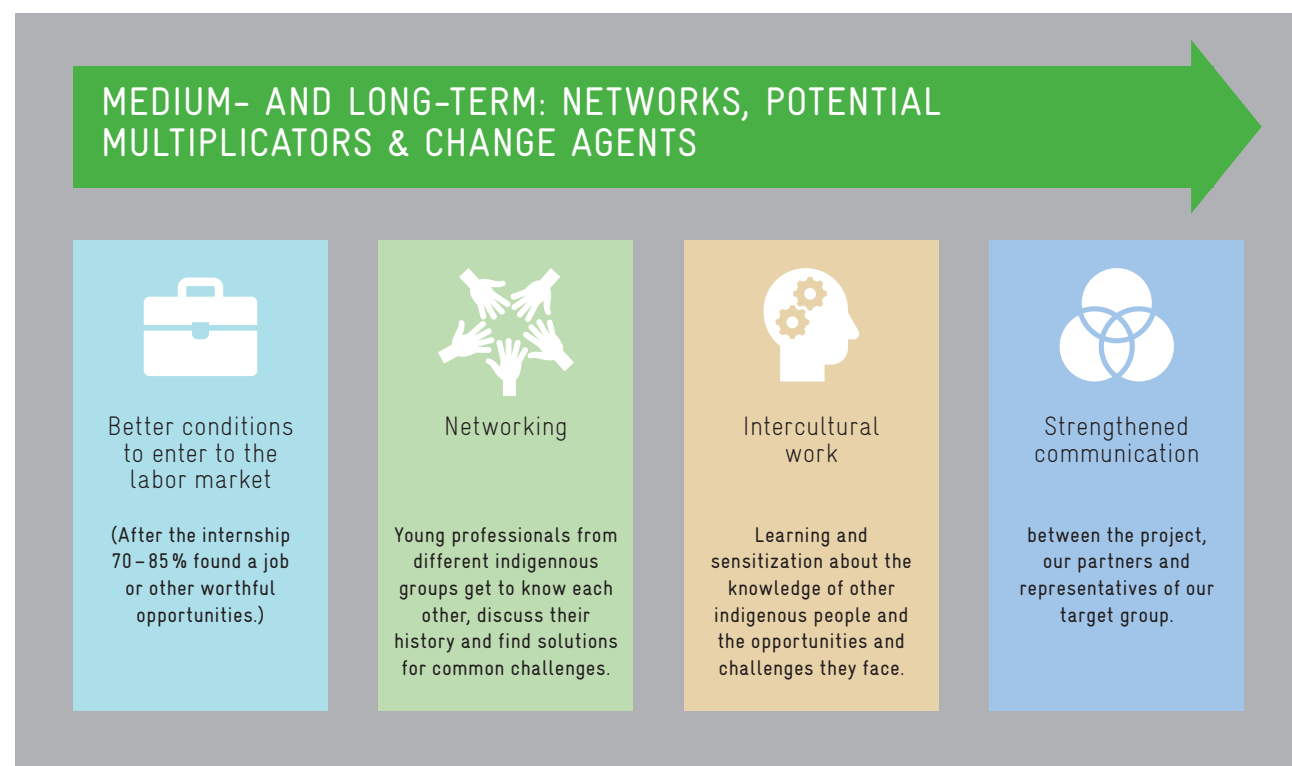
Candidates were selected via a transparent process together with the host government institutions and/or the national or regional indigenous organizations. Interns have a mentor in the project team, receive a monthly stipend (depending on the location, up to EUR 300–400) and training courses according to their tasks and needs. They are strongly encouraged and supported to engage in networking with other professionals. Up to now, 28 young professionals of Amazonian indigenous peoples (Awajun, Ashaninka, Kichwa, Nomatsiguenga, Shipibo-Konibo, Yanasha, Yine and Wampis) have carried out their professional internships (6–12 months) in the project offices, in the offices of counterparts or partners in Lima and the two Amazonian project regions, supporting them in technical or administrative matters. Nearly half (43%; 12) of the interns are women.



Indigenous participant in a workshop.

**THE PROJECT SUPPORTS ITS PARTNER INSTITUTIONS BY OFFERING THE ASSISTANCE OF THESE YOUNG PROFESSIONALS.** However, during the internships in their offices, not all partners were able to provide the necessary support. In these cases, dialogue between the PTC team and the partners was important to improve the situation and learning experience of the interns. In the two project regions, the interns contributed mainly by organizing the physical community title files in the archives of both regional agricultural offices, which were in a poor state. This enabled consultants to fill out the new virtual cadastral system (see ‘Good Practice: Rural Cadastre System – SIC Comunidades’) and the regional geodatabases. At the national level, interns worked at the Ministries of Agriculture and Culture. Furthermore, AIDSESEP hosted two interns in their Women’s Programme offices. The three PTC project offices also benefitted from the support of indigenous interns in project administration and the day-to-day interaction with members of the target group. In some cases, this interaction took place in their indigenous languages, which was particularly relevant during the workshops with indigenous women.

Monitoring of the career development of former interns is carried out. A few years from now, a tracer study will be able to determine how much the IPIP has added to the development of the participating young professionals.



Medium- and long-term impact of IPIP

# For replication

**THE PRIMARY POTENTIAL PARTNERS TO REPLICATE THE IPIP** are projects of development partners. The GIZ project ProAmbiente II in Peru planned to establish an internship programme around forest management in Ucayali (the call for indigenous interns was interrupted by COVID-19). Another GIZ project, the 'Ecosystem-based adaptation measures for integrated coastal and marine zone management' (EbAMar), is testing the experience in an initial phase with young coastal people, who belong to a marginalized population, despite not being indigenous. It would be ideal if ministries or government agencies replicated the experience, but there are several obstacles including frequent staff rotation (creating risks for the continuity of the initiative) and allocation of the necessary resources.

For a replication of this approach, the following key elements are recommended:

- Ensure a fair, balanced, and transparent recruitment and selection process.
- Provide internship opportunities to institutions which are important for the project, such as government agencies and indigenous organizations (or local organizations in case of other marginalized groups).
- Allocate sufficient financial and IT infrastructure resources to cover the stipends and training courses.
- Ensure that staff resources necessary to accompany and mentor learning processes of the interns are available – especially at the beginning of their internship.
- Consider gender inequalities and pay special attention to application opportunities for women (e.g. access to technology and/or dissemination call channels).
- Monitor employment developments and foster networks among former participants.



Article in the newspaper on the first intern of IPIP

# Further information



➤ Formalising land rights from the perspective of young indigenous professionals, International Society for the Anthropology of Lowland South America (SALSAS) Conference (2021) (Video, in Spanish)



➤ Testimonies of the interns and their learnings, GIZ en el Perú (2021) (Video, in Spanish)



➤ Equal opportunities: Reality or fiction, GIZ en el Perú (2020) (Video, in Spanish)

PowerPoint presentations at GIZ Peru and Global Programme meetings; ➤ Uganda (2019), ➤ PTC Ucayali (2020), ➤ SALSAS (2021), ➤ Virtual meeting 2021 (accessible for GIZ staff only)

➤ Presentation of the IPIP at the Ministry of Agrarian Development, GIZ (2021) (in Spanish, accessible for GIZ staff only)

➤ Extensive systematization of the IPIP, GIZ (2021) (in Spanish, accessible for GIZ staff only)



## IMPRINT

**Published by:**

Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH

**Registered offices**

Bonn and Eschborn, Germany

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Katrin Straßburger / W4 Büro für Gestaltung

**Photo credits:**

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Bonn, December 2021